

Virtues among religious leaders, teachers and parents

Marloes Pomp & Jan Pieter van Oudenhoven

University of Groningen, The Netherlands

marloespomp@hotmail.com

SY7: Wed: 9.00-10.40: A

This study forms part of a greater project on the role virtues may play in the enhancement of intercultural relations in the Netherlands. The purpose of the project is to find out which opinion leaders have the greatest moral influence on citizens and how this influence may be materialized in intervention measures. In this study we focused on religious leaders (N=30), teachers (N=80) and parents (N=200). These three groups have in common that all have a moral mandate to their religious community, their pupils, and their children, respectively. First, religious leaders from the five major religious groups in the Netherlands were approached and interviewed on virtues. There were no clear differences between the different religions. The religious leaders mentioned roughly 15 core virtues that were later rank ordered by the teachers and the parents. The teachers and parents (both religious and non-religious) received a questionnaire in which they were asked to mention which virtues were important to them and how they would like these virtues to be put into practice by the children. Teachers see wisdom, respect, and trustworthiness as the most important virtues while their opposites are seen as the major vices. Parents mention love and responsibility as additional virtues. Teachers mention rules as the major mechanism to bring virtues into practice, whereas parents want to bring the virtues into practice by means of tasks and activities.

Implicit virtues among lay opinion leaders: local politicians and pop singers

Irene Taroni & Jan Pieter van Oudenhoven
University of Groningen, The Netherlands
i.taroni@rug.nl

SY7: Wed: 9.00-10.40: A

This study forms part of a greater project on the role virtues may play in the enhancement of intercultural relations in the Netherlands. The purpose of the project is to find out which leaders have the greatest moral influence on citizens and how this influence may be materialized in intervention measures. In this study we focused on pop singers and their songs. Interestingly, although pop singers do not have a moral mandate, they very often do send a moral message to the public in general and to teenagers in particular. First, 60 students analyzed the contents of the 100 most popular video clips, and indicated the extent to which they were 'moved' into a more tolerant intercultural attitude as a consequence of them. We analyzed 100 songs, using discourse analysis. Love, responsibility, and courage were the main virtues that were being aired by the songs. Next, ten pop singers were interviewed. Some of them did find they had a moral mandate towards the youth, whereas others explicitly denied that they had such a mandate.

Intercultural Communication and the Next Wave of Globalization-Chindia-Globalization

Wenshan Jia
Chapman University, USA
jia@chapman.edu

PA14: Wed: 9.00-9.25: B

In this paper, I argue that the next wave of globalization will originate from the emerging China-India nexus or what is called "Chinia". This Chindia-globalization is quite different than Anglobalization which occurred in the form of global colonialism and industrialization. It is also different than the current wave of waning Ameriglobalization which takes the form of global capitalism and information imperialism. Inheriting the legacy of Angloblization and Ameriglobalization, this Chindia-globalization will continue after the footsteps of the pre-modern embryo of globalization-the Silk Road in the post modern era. While the Silk Road contributed to Western civilization by introducing the Eastern technologies such as printing, gunpower, china, compass and so on, this so-called post-modern Silk Road-Chinia-globalization will both disseminate Eastern spiritual cultural resources as well as new technologies all over the globe which has been both anglicized and Americanized. This will be the second wave of globalization with Eastern culture as the origin after the Silk Road as the first one. As a result of Chindia-globalization which is likely to occur in the middle of 2050, intercultural communication will be likely to occur in the context of substantial equality and balance. With the global dissemination of Eastern ideas and ideals of self and society such as harmony and selflessness, humanity around the world will develop a more balanced and synergistic system of values rooted in multiple cultures. Humanity then will hopefully develop a more balanced appreciation of both self and group.

Individual Internationality in an Increasingly Interconnected World

Gerald Fry & Kyoung-Ah Nam
University of Minnesota, USA
Nam0701@gmail.com

PA15: Wed: 9.25-9.50: B

Despite the intense debates around the controversial phenomenon of globalization (Omae, 2005; Friedman, 2005), it is definitely a reality to which individuals, ethnic communities, organizations, and nations must respond. The purpose of this research paper is to develop an empirical instrument for assessing individuals' level of internationality and test for validity and reliability with empirical data in three different countries and cultures. A number of alternative concepts have been developed related to global competencies. Examples are: intercultural sensitivity (Hammer & Bennett, 2002; Paige, et al., 2003; Fritz, Mollenbert, & Chen, 2001); cultural intelligence (Templer, Tay, & Chandrasekar, 2006; Earley & Mosakowski, 2004; Earley & Ang, 2003); and intercultural competence (Vulpe, 2001; Rosen et al., 2001). Our scale will have a cognitive domain, an affective/attitudinal domain, and a behavioral domain (Ruhly, 1976). It will be developed in such a way as to be used in any cultural or national context (Hofstede & Hofstede, 2005). To develop empirical data to test the new and existing instruments, a sample of college students in three settings will be used: Minnesota in the U.S., Japan, and the Netherlands with approximately 50 students in each sample. We are also interested in ascertaining the factors which influence an individual's level of internationality. Among such factors could be socioeconomic status, gender, and extent of prior in-depth intercultural and/or international experiences. Factor analysis and item analysis of the data collected in three settings will be used to test the instrument. To identify factors contributing to an individual's level of internationality, ordinary least squares regression analysis will be used. The proposed research can potentially inform theory, policy, and practice in key professional fields such as international education, transnational business, international diplomacy, international NGO work, and related training strategies.

The relationship between career, supervisor and colleague oriented commitment and OCB: Findings from Turkish and Dutch employees

Nevra Cem Ersoy, Marise Ph. Born, Henk van der Molen
Erasmus University, The Netherlands
cem@fsw.eur.nl

PA16: Wed: 9.50-10.15: B

The relationship between organizational commitment and OCB has been the focus of several research (e.g., Williams & Anderson, 1991; Kidwell, Mossholder, & Bennett, 1997). Reichers (1985) highlighted the importance of refining organizational commitment by specifying various relevant individuals and groups in the organization when investigating an employee's attachment to the organization. In this line, Ellemers, De Gilder and Van den Heuvel (2000) made a distinction between career-oriented commitment, team-oriented commitment and organizational commitment and found that career-oriented and team-oriented commitment are better predictors of behaviors than general organizational commitment is. The present survey research consequently will examine the relationship between OCB and more specific kinds of commitment, such as career-oriented, supervisor-oriented and coworker-oriented commitment. The present study examines the issue whether the commitment-OCB relationship differs between Turkish culture, and Dutch culture, the following hypotheses are derived. Commitment to coworkers is a stronger predictor of OCB than commitment to career particularly for Turkish employees in Turkey (Hypothesis 1a). Career commitment is a stronger predictor of OCB than commitment to coworkers particularly for Dutch employees (Hypothesis 1b). The relationship between commitment to supervisor and OCB is expected to be moderated by job satisfaction in both countries (Hypothesis 1c). Data is being collected at present. The practical importance of the results for multi-cultural Dutch society will be highlighted. The importance of the results chiefly lies in a mutually better understanding of duty, obligation, helping and initiative at work in Turkish and Dutch culture, in particular to appreciate work behavior of Turkish minority employees in The Netherlands.

Work Centrality and Values: A 22-European Nation Study

Charlotte Wittenkamp & Sharon Glazer
San Jose State University, USA
sglazer@email.sjsu.edu

PA17: Wed: 10.15-10.40: B

In this study, we determine if cultural values explain country differences in work centrality (i.e., the degree of importance working has on the life of an individual; European Social Survey, 2004) and argue that potential differences across countries on work centrality could help and not hinder economic growth for Western European nations. Archival data from the European Social Survey (Jovell, 2003) were used to test the study hypotheses. Of the total dataset available from ESS, 15,489 individuals in 22 countries throughout Europe comprise of this study's sample. Results mostly supported hypotheses. First, old member countries (e.g., Austria, Belgium, Denmark, Finland, Ireland, Luxembourg, Netherlands, Spain, Sweden, and United Kingdom) had lower mean scores for work centrality than newer member countries (including Czech Republic, Hungary, Poland, and Slovenia). Next, although work centrality and work hours positively correlated in most countries, the strength of the relationship differs significantly between countries. Culture, particularly Conservatism and Autonomy culture values explain some of the differences in work centrality after weekly work hours are accounted for. Additionally, Conservatism, Autonomy, and Harmony values each individually moderate the relationship between work centrality and work hours. In the context of migration in Europe these results indicate that immigrants from new EU member countries might feel more aligned with local work values in the Southern and Central part of the "old" EU than in Scandinavia, the Netherlands, or the UK. Inferring from Frieze et al. (2004), that people who choose to immigrate might have even higher work centrality than the population in general, the old EU countries should expect that immigrants from Eastern Europe would participate fully in the workforce. Additional implications of these results for European organizations and the European work force are discussed.

The Integration of Immigrants in Helsinki Area.
Longitudinal Study 1997-2004

Inga Jasinskaja-Lahti
University of Helsinki, Finland
inga.jasinskaja@helsinki.fi

PA18: Wed: 9.00-9.25: C

In this study we longitudinally investigated how immigrants (N = 457) from seven ethnic groups (Russians, Estonians, ethnic Finns remigrants, Somalis, Arabs, Vietnamese and Turks) had adapted to the Finnish society during 1997-2004. The results of the study suggest that immigrants' adaptation has developed favourably. Over the seven years between the follow-up procedures, respondents had improved their skills in Finnish and positions in labour market. Differences in mental health and psychological well-being between the immigrants had also decreased. Immigrants continued to be motivated to become integrated into the Finnish society, and their willingness to assimilate into the host population had decreased. Some factors clearly showed increased integration: immigrants had many friends among native Finns. At the same time, immigrants had been able to hold on to their own ethnic identity and family values – fundamentals of their own cultures. Among positive factors were also the relatively small accumulation of unemployment, economic and health problems, and social exclusion among the respondents. Yet despite these encouraging signs, integration seemed to be a slow process. The results also showed that ethnic groups vary regarding patterns of adaptation problems obtained in the study. In addition, many factors proved to be important for successful adaptation among immigrants. Psychological adaptation was helped by getting a job and a better income, learning Finnish and getting involved in social networks. A feeling of social exclusion worked the opposite way. The importance of finding a job and learning Finnish increased over the years, and early problems of psychological adaptation made it more difficult to find work later. In future, a sufficient understanding of the adaptation and integration process of immigrants will require the extension of the longitudinal design also to the pre-migration phase of the integration process and applying both a quantitative and a qualitative approach.

Evidence for “migrant personality” – Attachment styles of Poles in Poland and Polish immigrants in the Netherlands

Elżbieta Polek, Jan Pieter van Oudenhoven, Jos ten Berge
University of Groningen, The Netherlands
e.p.polek@rug.nl

PA19: Wed: 9.25-9.50: C

The concept that immigrants possess certain personality characteristics that predisposed them for immigration has been long present in the literature. In the present study we examined empirical evidence for such a concept within the attachment framework. We compared attachment styles of Polish immigrants in the Netherlands to the attachment styles of Poles living in Poland, controlling for demographic variables. The results showed that immigrants are more secure and more dismissing than their fellow countrymen. Differences in the mean scores on attachment styles between the non-immigrants and immigrants of a similar magnitude were found when the comparison was made between Polish non-immigrant sample and subsequent cohorts of immigrants (each cohort differentiated from the other by two more years of residence). This suggests that the differences in attachment styles between immigrants and non-immigrants last over time, and presumably, occur prior to immigration. Finally, we tested if attachment styles had more effect on psychological well-being of immigrants as compared to native respondents. Secure attachment proved to be a stronger predictor of psychological health in the immigrant sample than in the native sample. Similarly, we found that fearful attachment had a stronger negative effect on satisfaction with life of immigrants as compared to native respondents. In sum, the evidence for “migrant personality” has been found. This personality, as the results suggest, is functional for immigrants.

When Attitudes do not fit: Different Expectations about Acculturation lead to Intergroup Threat

Anette Rohmann & Ursula Piontkowski
University of Münster, Germany
rohmann@psy.uni-muenster.de

PA20: Wed: 9.50-10.15: C

Recent research on acculturation attitudes has shown that the perspectives of minorities as well as majorities should be taken into account to reach a deeper understanding of the acculturation process and its consequences for intergroup relations. The present research examines discordant acculturation attitudes of host society members and immigrants as an antecedent to intergroup threat. Based on integrated threat theory and the concordance model of acculturation, we posited that discordance on culture maintenance and on desire for contact would predict intergroup threat beyond the influence of other antecedents of threat, such as in-group identification, knowledge, and negative contact. A study with 202 German host society members and 151 Turkish and Italian immigrants was conducted. In line with our assumptions, path analyses revealed that culture discordance and contact discordance contribute independently to the prediction of realistic threat, symbolic threat, and intergroup anxiety for host society members and immigrants. Moreover, differences in threat between cultures were mediated by the discordance in acculturation attitudes. Furthermore, we report experimental evidence for the impact of discordant acculturation attitudes on perceived threat. In Experiment 1, Germans (N = 183) were asked for their attitudes towards Turks and Italians. Different levels of concordance of acculturation attitudes were induced and perceived threat was measured. Experiment 2 (N = 100) adopted the same procedure, but two fictitious immigrant groups were used as target groups. Results in both studies showed, in line with our assumptions, that discordance of acculturation attitudes leads to higher perceptions of intergroup threat than concordance of acculturation attitudes. Furthermore, both studies supported the assumption that a similar out-group is perceived as less threatening than a dissimilar out-group.

Four corners of the Diaspora: Comparisons of Jewish Acculturation in New Zealand, Australia, Canada and the United States

Michelle Amie Gezentsvey
Victoria University of Wellington, New Zealand
michamie@yahoo.co.nz

PA21: Wed: 10.15-10.40: C

Jewish people today constitute only 0.2% of the world's population (DellaPergola, 2004). While 40% live in the land of Israel, 60% live in the Diaspora. Of Diaspora Jewry, 67% live in the United States, 4.7% in Canada, 1.3% in Australia and 0.09% in New Zealand. This research examines similarities and differences in the long-term acculturation of Jews in these four nations, examining the role of Motivation for Ethnocultural Continuity (MEC) in predicting behavioural intentions for endogamy (marrying another Jew). Samples of at least 100 unmarried Jews between 18-35 years of age from each country completed an online questionnaire (n = 471). Differences will be examined at the group-level (ethnic vitality indicators and anti-Semitism), and at the individual level (generation, social contact, strength of ethnic identification and religiosity). Multigroup analyses using AMOS will be conducted to test the validity and predictive ability of MEC across all four samples. Results from this study will be discussed with reference to Berry's (2001) acculturation framework, where integration (adapting to the larger society and maintaining one's ethnic heritage) is the preferred strategy for ethnic communities. While Jews as immigrants have already experienced 2,000 years of acculturation in the Diaspora, the creation of future generations will depend on the motivation (and commitment) of today's young Jews to ensure ethnocultural continuity.

Religious beliefs, acculturation, and psychological well-being among North African immigrants in Belgium

Mike Friedman & Vassilis Saroglou
Université Catholique de Louvain, Belgium
mike.d.friedman@gmail.com

SY7: Wed: 11.00-12.40: A

The present talk will detail preliminary results from an ongoing investigation of the relationships among various aspects of religious belief (intrinsic/extrinsic religiosity, religious fundamentalism), acculturation, and psychological well being among North African immigrants in Belgium. The primary purpose of the study is to examine whether religious belief among immigrants is associated with greater or less acculturation to the Belgian society. A secondary aim is to determine if religious beliefs among Belgian immigrants are associated with resentment with and anger towards the greater Belgian society. Furthermore, this study investigates the role of specific religious dimensions and acculturation in influencing psychological adjustment to the Belgian culture (operationalized in terms of various measures of well-being). An exploratory hypothesis, that acculturation mediates the relationship between religion and well-being, was tested.

Role of religion within the process of acculturation

Central themes put forth in this panel are majority and minority culture shock, need for acculturation strategies, need for cultural analysis, differences and similarities between minority religious and majority secularized cultures, and negotiation of identity. The three presentations are:

The psychosocial function of meaning-making rituals for negotiating majority-minority acculturation strategies: experience from the Swedish school system. Role of religion in negotiating personal and social identity: experiences of identity adaptation and conflict among Assyrian youth in Sweden

Önver Cetrez
Uppsala University, Sweden
cetrez@teol.uu.se

SY8: Wed: 11.25-12.40: B

Religion is a critical part of our psychological and social identity. For many people, religion is the core of their cultural construction of reality. This has been the case for the Assyrian ethnic group, being a Christian minority with an origin in the Middle East and now a presence of 30 years in Sweden. Among the Assyrians, religiosity has played a central role in everyday cultural activities. However, as a result of acculturation, religion is being questioned, analyzed, and negotiated. This process is related to factors such as the role of religiosity in host society in general and changes within the ethnic community in particular. In current mixed-method study, the youths express a strong affiliation with their Christian belonging, however, at the same time traditional religious practices decrease. They express the importance of religion for communication with other Assyrians, but at the same time they also experience alienation towards the religious institutions, which are taking part in the conflicts and schisms within the ethnic community. That part of culture which had been a source of meaning-making for the parents has become a potential for confusion, conflict, and disorientation for the youth.

Religion as a vehicle in the acculturation process: the case of Muslims in Poland

Halina Grzymala-Moszczyńska
Jagiellonian University, Poland
uzgrzyma@cyf-kr.edu.pl

SY8: Wed: 11.25-12.40: B

Acculturation strategies adopted by nondominant groups and individuals are influenced by an interplay between their new and old cultures. Two non-dominant subgroups in this research are: A. 15 Muslims aged 21-40 coming from Syria, Lebanon, Turkey, Chechnya, Kazakhstan, Albania, Tunisia, Iran, Algeria and Senegal and B. 15 Muslims (Tatars) aged 20-45 who are living in an ethnic enclave in the north of Poland. Members of group A have arrived during the last 20 years. Members of group B have lived in Poland since the 14th century. Comparative analysis is geared towards finding which role religious affiliation of groups A and B plays in the maintenance of one's own culture and in seeking contact with dominant culture. Findings point to the fact that group A practices all aspects of Islam, as a safety measure, securing a way back into countries of origin, while group B practices its own religion in a highly selective fashion using it to delineate boundaries between its own group and its Roman-Catholic and Orthodox neighbours.

The psychosocial function of meaning-making rituals for negotiating majority-minority acculturation strategies: experience from the Swedish school system

Valerie DeMarinis
Uppsala University, Sweden
cetrez@teol.uu.se

SY8: Wed: 11.25-12.40: B

The challenges raised by the intersection of a predominantly secularized majority Swedish culture with religious minority cultures are outlined through a research project in one of the primary-secondary schools in a Stockholm suburb. The project follows the development, over a two-year period, of how the introduction of meaning-making rituals, for ethnic Swedish teachers and ethnic minority students, provided a means for identifying concerns and for planning negotiating strategies in a joint acculturation process. Psychosocial analysis of the nature and impact of these strategies within and beyond the classroom and school context is facilitated by the interaction of theory from cultural psychology and cultural epidemiology. Special attention is given to the need for assessing and addressing ethnic majority culture acculturation challenges.

Intercultural relations between immigrants and hosts: New
empirical contributions

Karen Phalet
University of Leuven, Belgium
k.phalet@psy.kuleuven.be

SY9: Wed: 11.00-12.40: C

This proposal takes a common social-psychological approach, focusing on correlates and consequences of group processes in intercultural relations between immigrants and hosts. Taken together, the papers cover both immigrant and host perspectives on intercultural relations. Looking beyond varying perceptions of intercultural relations, the papers set out to test attitudinal and behavioral consequences of group processes in intercultural relations. Starting from a common interactive approach to acculturation and intercultural relations, the authors expect that group processes in intercultural relations make a difference in crucial outcome variables related to the acceptance and integration of immigrant minorities in the host society. Specifically, Arends focuses primarily on the minority perspective by examining the structure of group identities of Turkish and Moroccan minorities in the Netherlands. Meeus and van Beselaeere extend the Interactive Acculturation Model by formally testing different measures and effects of fit between host and (perceived) immigrant acculturation orientations. Based on increasingly complex models of discrepancies, she shows that anti-immigrant attitudes are best predicted by taking into account not only the sizes of discrepancies but also their positive or negative direction, in combination with the more or less inclusive nature of host acculturation orientations. Next, Baysu predicts ethnic versus civic political mobilization among second-generation Turks from perceptions of group boundaries and distinct mobility strategies in intercultural relations between immigrants and hosts. Starting from Social Identity Theory and using causal modeling, she tests explanatory models linking perceived permeability and legitimacy in the eyes of minority group members, through distinct identity and mobility strategies, to their political choices or preferences. She shows that perceptions of more or less permeable group boundaries successfully predict a civic type of political engagement through supporting national identification and individual mobility; in contrast, perceived illegitimacy and discrimination in immigrant-host relations are good predictors of ethnic political mobilization through strengthening ethnic identification and social competition. Finally, Vandezande and Phalet examine the so-called 'integration paradox' of highly educated and acculturated but politically disaffected local-born Muslim youth in the Netherlands. Specifically, they explore the role of perceived threat in intercultural relations, using measures of individual and group discrimination as they relate to multiple ethnic, religious and civic self-identifications. Causal modeling is used to test how well different variants of the Rejection-Identification Hypothesis predict attitudinal and behavioral measures of civic disengagement.

Are perceived discrepancies in acculturation orientations a problem for the acculturation process?

Joke Meeus
University of Leuven, Belgium
Joke.meeus@psy.kuleuven.be

SY9: Wed: 11.00-12.40: C

Following the interactive acculturation model, intergroup processes are considered to be important determinants of the attitudes of majority groups toward minority groups. In order to take this broader acculturation context into consideration, dominant Flemish group members were asked not only to indicate their own acculturation orientations, but also the acculturation orientations they perceived in the Turkish group, an important minority group in Belgium. We expected that perceived congruence between own and perceived acculturation orientation is related to positive attitudes toward the Turkish group, while perceived discrepancies are associated with a more negative view. In past research, difference scores for the two main dimensions (cultural maintenance and outgroup contact) were calculated in order to establish a measure of fit. In this study we investigate whether this is an appropriate way to measure congruence and fit. Different models measuring discrepancies were tested and compared regarding model fit (Edwards, 1994). The use of difference scores seems an inappropriate measure of fit. Alternative models provide a more accurate and differentiated perspective on congruence between own and perceived acculturation strategies. One important finding was that for both the maintenance and the contact dimension a distinction has to be made between positive and negative discrepancies. A negative discrepancy means that minorities do not comply with the preferences of majority members, while a positive discrepancy implies that minorities do not only conform to the norm but that they even do better than what the majority expects from them. People perceiving positive discrepancies hold in general more positive attitudes toward minorities than people who perceive no discrepancy. While the latter have more positive attitudes compared to people perceiving negative discrepancies. In current research, we pay attention to discrepancies in acculturation attitudes perceived by the minority group.

Ethnic versus civic political mobilisation among second generation Turks

Gulseli Baysu

Middle East Technical University, Turkey

gulseli_baysu@yahoo.com

SY9: Wed: 11.00-12.40: C

The aim of this paper is to predict ethnic versus civic types of political mobilisation among second-generation Turks from group processes in intercultural relations between immigrants and hosts. To this end, N=160 Turkish youngsters and young adults in Amsterdam, Rotterdam and Utrecht responded to a standardized questionnaire about intergroup perceptions and attitudes and about political attitudes and behaviours. Starting from Social Identity Theory, it was hypothesized that ethnic and civic types of mobilization among Turkish immigrants are related to distinct perceptions of group boundaries and to distinct identity and mobility strategies. Causal modelling was used to test explanatory models, predicting ethnic or civic political choices or preferences from the perceived permeability and legitimacy of group boundaries in the eyes of minority group members, with identity and mobility strategies as mediating variables. The results show that perceptions of permeable group boundaries successfully predict a civic type of political engagement through supporting national identification and individual mobility; in contrast, perceived illegitimacy and discrimination in immigrant-host relations are good predictors of ethnic political mobilisation through strengthening ethnic identification and social competition

Muslim minorities in Rotterdam: Inter-ethnic relations and civic (dis)engagement

Veronique Vandezande & Karen Phaet
University of Leuven, Belgium
Veronique.vandezande@soc.kuleuven.be

SY9: Wed: 11.00-12.40: C

Our analysis of civic disengagement among Muslims in the Netherlands starts from the so-called 'integration paradox' of highly educated and acculturated but politically disaffected Muslim youth in the Netherlands. Drawing on large-scale survey data among random samples of Turkish- and Moroccan self-identified Muslims in Rotterdam; the first part of the paper describes diversity and trends in civic engagement or disengagement, as compared to native citizens of the same age, gender and education. In a next step, we examine explanations of disengagement from perceived discrimination in interethnic relations and multiple ethnic, religious and civic self-identifications. Causal modelling is used to test how well different variants of the Rejection-Identification Hypothesis predict attitudinal and behavioural measures of civic disengagement among our Muslim samples. To conclude, we discuss longitudinal and comparative extensions and implications of our preliminary analyses.

Osmose in the Dutch society

Hans Spijkerman
Osmose, The Netherlands
spijkerman@osmose.nl

PA22: Wed: 11.00-11.25: D

During the past years the Dutch society became less open to the world and less tolerant towards immigrants and foreign Dutchmen and -women. To encourage cohesion in this society, it is important that native and foreign Dutch learn to communicate effectively with each other. My organisation, Osmose, contributes by using the 'osmose-method'. Osmose has chosen its name because we think that osmosis is how in a multicultural society people should act and live together: not apart, not alike each other but in interaction with each other.

Working principles for the organisation are that 1) All people have interests and responsibilities and 2) Solutions of multicultural questions should be based upon the interests and responsibilities of the people involved. The osmose-method means: to analyse and solve a multicultural problem means asking which interests and responsibilities every participant has. Then you analyse if there is mutual recognition and acceptance of each other's interests and responsibilities. Then participants discuss possible actions.

This discussion leads possibly towards: 1) A compromise or win-win conclusion: parties decide to change their behaviour or to cooperate; 2) A ban by the (dominant) majority; mainly because of the law; 3) A decision to tolerate the different behaviour.

Two examples out of the practice of Osmose will follow: 1) participation of foreign youth; 2) cooperation of foreign residents and housing corporation.

Equality is an important condition for an effective integration process. Many native people see integration as a duty solely of the foreigners. Many efforts have been given to enable immigrants to equal participation. But are native Dutch able to this? Nowadays this ability is more important than ever. The Intercultural Effectiveness Training (Jan Pieter van Oudenhoven & a.o. Osmose) can play here an important role. This training enables the Dutch to communicate and cooperate effectively with their foreign Dutch fellow citizens.

To Whom Should I Turn for Help With my Child? Help-Seeking Attitudes Among Immigrant and Host Parents

Gabriel Horenczyk & Moshe Tatar
The Hebrew University of Jerusalem, Israel
gabriel@vms.huji.ac.il

PA23: Wed: 11.25-11.50: D

Research suggests that immigrant children, adolescents, and adults tend to utilize psychological services to a less extent as compared to the host populations. Childhood and adolescence pose varied challenges that often call for professional intervention. Our study examined immigrant and host parents' willingness to approach a professional helper in cases of need in different areas and at different levels of severity. Approximately two hundred Israeli parents - half of them immigrants from the Former Soviet Union and half of them Israeli-born - completed questionnaires consisting of short vignettes describing children with different types of problems. They were asked about their willingness to turn to professional help if the protagonist would be their own child. If yes, they were requested to specify their preference for an immigrant or a host professional. We also examined their lay conceptions regarding the etiology of mental disturbances. Implications for the provision of culturally-sensitive services will be discussed.

The Guanxi Reinforces the Service Quality: The Insurance Industry in Taiwan

Meiling Wong
University of Taiwan, Taiwan
mlwong@ncit.edu.tw

PA24: Wed: 11.50-12.15: D

As firms have become more aware of the competitive and economic implications of customer service, many have sought ways to dramatically improve their service quality. However while the relationship between customer expectation and service quality may seem inherently obvious, it is still neglected and rarely empirically examined by managers in individual organizations, especially in regions of the teaching of Confucianism, such as Taiwan, where transaction is dealt based upon guanxi instead of emphasis on quality of goods or services. It does not mean that quality is not as important in Chinese business. In fact, quality is 'guaranteed' by guanxi, with which not just construct their social webs but also reinforce the social harmony. In our study, we address and examine this issue. The results suggest that, in contrast to relationship marketing, the perceived service quality is particularly moderated by guanxi which plays as the internal factor in constructing interpersonal relationships and bringing the effect to reconcile the service quality perception between service providers and receivers. In addition to that, guanxi networks also play as the external factor in connecting inter groups to reinforce the business corporation and ensure the service quality, which in turn makes guanxi the inter-cultural competency for international joint ventures

Elirea Bornman
University of South Africa, South Africa
bornme@unisa.ac.za

PA25: Wed: 12.15-12.40: D

Within a fast globalising world, nation-states are exposed to both global and local forces. Not only have national borders become porous, but global forces beyond governmental control are imposing their laws and precepts on the planet. The concomitant erosion of the legitimacy and authority of nation-states results in a weakening of the association between the state and ethnicity. Ethnic minorities subjugated or absorbed by nation-states have thus been "freed" resulting in worldwide ethnic revitalisation and mobilisation within and across national borders. A sense of national identity have furthermore lost its credibility for many resulting in people seeking alternative communities in which to vest their identity.

With the advent of a new political dispensation in 1994, South Africa became part of the globalising world marked by paradoxical tendencies and impulses. This paper focuses on the search for identity among white Afrikaners – and Afrikaner youth in particular – in post-apartheid South Africa as reflected in the popularity of songs like "De la Rey" and the controversial use of symbols of the "old" South Africa. It analyses media discourses and reports on a number of qualitative interviews with youth on relevant issues. Conclusions are drawn with regard to the precarious balance between diversity and unity in heterogeneous societies taking into account the contradictory centripetal and centrifugal forces within the globalising world.

Special Session on Globalization and Intercultural Conflict: Exploring Collaborations and Projects to Reduce Large Scale Intercultural Conflict.

Rosita Albert
Harvard University and University of Minnesota, USA
alber001@umn.edu

Special Session: Wed: 13.00-14.00: B

Rosita Albert: chair and presenter
Dharm P. S. Bhawuk: presenter

This special session is a call for exploration and future action. Its purpose is to bring together intercultural scholars for the purpose of initiating, discussing, and developing possible collaborations, and future efforts in research, theory building and practice focused on the reductions of tragic intercultural/interethnic/interreligious conflicts. Therefore, this will be a dynamic and interactive session, rather than a paper presentation session. We invite you to come and to participate. There is great urgency for work on the reduction of interethnic/ interreligious/intercultural conflicts, and meaningful contributions can and should be made by intercultural scholars. Today we live in a world in which people are increasingly connected to each other, yet beset by deadly, and tragic conflicts that involve whole countries, millions of people, and affect much of the world.

The following issues will serve as a starting point for the discussion: 1) Issues of knowledge and research. What do we know that we can contribute to the prevention of large men-made tragedies such as Darfur, to the amelioration of interethnic relations in such major conflicts, and to reconciliation after such tragedies? What don't we know and need to find out through future research? 2) Implementation issues. What can we learn from practitioners focusing on ethnic conflict, war, and prejudice reduction to make our research more likely to be used? How can intercultural knowledge, as well as knowledge of peace and conflict resolution be brought to the attention of policy makers, the public, and other stakeholders to have a greater impact in situations involving ethnic cleaning, war, or other tragedies?

Other issues and questions may emerge from the participants during the session. The session will serve to explore ideas and projects, plan for their development over the next two years, and lay the foundation for sessions at the 2009 Congress.

Multiculturalism

Fons J. R. van de Vijver & Saskia-Schalk-Soekar
Tilburg University, The Netherlands
fons.vandewijver@uvt.nl

KS2: Wed: 14.00-15.00: A

Multiculturalism is more often the topic of public discourse than of scientific scrutiny. The presentation, based on research conducted by our research group at Tilburg University, has three parts. The first describes current models of multiculturalism (psychological meaning, antecedents, and consequences). Its relationship with acculturation orientations among mainstreamers and immigrants is discussed. The second addresses differences in support for multiculturalism in various European countries, as assessed in the European Social Survey. An important predictor of a country's support for multiculturalism is its level of affluence. The third and last part of the presentation deals with recent developments in multiculturalism in the Netherlands. The presumed deteriorated state of multiculturalism, as often observed in Dutch media, is not matched by a decline in support for multiculturalism among the public. Reasons for the discrepancy between views on changes in multiculturalism expressed in public discourse and research findings are discussed.

Enculturation and acculturation: Chinese immigrant adolescent experiences

Jun Li

University of British Columbia, Canada
juneli@interchange.ubc.ca

PoSe1: Wed: 15.00-17.00: M.164

As a result of the exceptional immigration growth in the past decade, the Chinese immigrant students now constitute a rapidly growing segment of ESL learners in urban Canadian classrooms. In addition to coping with dramatic developmental changes unique to this period of life, recent Chinese immigrant adolescents have to concurrently undergo the dual process of enculturation and acculturation, receiving heritage culture at home and learning mainstream culture at school. This study pursued two research questions: 1) What experiences at home and at school are of significance to recent Chinese immigrant adolescents? 2) How do they construct the meanings of their bicultural experiences in the process of enculturation and acculturation? Inspired by sociocultural theory of mind, and critical theory in education, this multi-case narrative study took a critical sociocultural perspective to understand how adolescent psychological functioning develops out of situated context in social relations of power. The study recruited 12 recent Chinese immigrant adolescents, six male and six female, as research participants. Each adolescent attended an open-ended interview and wrote two short, diary-style essays on "*my home*" and "*my school*". The findings revealed that these adolescents were stuck between two different worlds defined respectively by the authority of their parents and the domination of the mainstream. Their understanding of home was intertwined with settlement difficulties, parental sacrifices, rigorous home academic discipline, and their gratitude to parents. Their views on what was taught and how it was taught at school were related to the length of their Canadian residence and the levels of cognitive sophistication. They cherished their ethnic peer social life but were concerned about the negative psychological side-effects of the ESL programming, such as diminishing self-esteem and heightened social anxiety.

Acculturative stress and nostalgia in immigrant adolescents: Changes in time and the predicting variables

Eugene Tartakovsky
The American Jewish Joint Distribution Committee, Israel
etartakov@hotmail.com

PoSe1: Wed: 15.00-17.00: M.164

Acculturative stress and nostalgia were investigated in a three-year longitudinal study that included one pre-migration and three post-migration measurements. Participants were high-school adolescents who immigrated from Russia and Ukraine to Israel without their parents. Pre-migration psychological resources of immigrants were measured as their general self-esteem, body image, social competence, school competence, emotional and behavioral problems, and loneliness. In the post-migration period, acculturative stress changed in a curvilinear fashion: it strengthened in the second year after immigration compared to the first year and decreased in the third year after immigration. Nostalgia slowly diminished from the first to the third year after immigration. Psychological resources of immigrants measured in the pre-migration period were negatively correlated with the post-migration measures of acculturative stress and nostalgia. Perceived discrimination in the host country was strongly positively correlated with acculturative stress and nostalgia. Perceived social support from friends and teachers negatively correlated with acculturative stress and nostalgia, while perceived social support from the adolescents' parents was not correlated with these variables. Theoretical and practical implications of the results obtained are discussed.

**The impact of socio-economic status and attachment styles on
urban hosts' attitudes towards adaptation strategies of rural migrants in China**

Huadong Yang

University of Twente, The Netherlands

LiLi Tian, Jacomijn Hofstra, Jan Pieter Van Oudenhoven

h.yang@utwente.nl

PoSe1: Wed: 15.00-17.00: M.164

Over the last couple of years, the issue of rural-to-urban migration has received intensive attention in China. By 2005, about 140 million rural migrants resided in cities without legal permission. Such a rapid and large scale migration has created intense social conflicts between urban hosts and rural migrants. How to remove the bias of urban hosts towards rural migrants has become a challenge to the Chinese government and social scientists. The aim of this study is to investigate urban hosts' attitudes towards four types of adaptation strategies used by rural migrants (integration, assimilation, separation, and marginalization). Specially, we explore the influence of hosts' socio-economic status (SES) and their attachment styles on their attitudes toward adaptation strategies. Our basic assumption is that the urban hosts with high SES value integration and assimilation strategies to a larger extent, and value separation and marginalization strategies to a less extent than the hosts with low SES. Further the impact of SES on hosts' attitudes towards adaptation strategies is moderated by the hosts' attachment style (secure, preoccupied, dismissive, fearful). In the study, the four types of adaptation strategies are manipulated by using a series of scenarios. Hosts' SES is indicated by participants' education and occupation, and their attachment styles are measured through attachment styled questionnaire (ASQ). The data collection of survey takes place in four Chinese cities, and the results will be represented at the IAIR 2007 meeting.

Who Are These Young Assyrian Women?
Participatory Action Research For, With and About Young Assyrian Women

Philippa Collie
Victoria University of Wellington, New Zealand
Pip.collie@vuw.ac.nz

PoSel: Wed: 15.00-17.00: M.164

I am conducting Participatory Action Research (PAR) with young Assyrian women (16-20 years) in Wellington, New Zealand. My ethnographic observations, interviews and focus groups explore how the acculturation process impacts on participants' experiences at school and their aspirations for the future. This poster illustrates what is supporting the maintenance of Assyrian culture and suggests strategies to support the cross-cultural adaptation of Assyrian students into New Zealand schools through improved intercultural communication and contact. Over recent decades the continuance of the Assyrian culture has been placed under a perceived threat, as Assyrians have fled persecution in Iraq (Aprim, 2004) but little research has been conducted so far. A thematic analysis across the research contexts reveals that participants place great importance on maintaining their culture and express frustration that New Zealanders are unfamiliar with their ethnic identity and only associate their homeland with terrorism and Islam. Participants clearly enjoy frequent contact with other Assyrians in Wellington and abroad with the help of global communication technologies. However, this support network does not necessarily help their adaptation into New Zealand schools. The young women, Assyrian parents and teachers who were interviewed for the research perceive that Assyrian girls have high absenteeism rates at school and feel uncomfortable mixing with their Kiwi peers and asking teachers for help when they need it. In line with the Participatory Action Research methodology, I aim to collaborate with participants to achieve applied research outcomes that address issues they have raised. One such outcome could be to improve intercultural communication and contact in educational settings. Future theory building about the acculturation process should take host-national attitudes towards the immigrant refugee group and socio-economic and historical contexts more into account when evaluating cultural adaptation outcomes.

Cosmopolitan identity – the overlooked element in policies on immigrants' adaptation

Elżbieta Polek, Jan Pieter van Oudenhoven, Jos ten Berge
University of Groningen, The Netherlands
e.p.polek@rug.nl

PoSe1: Wed: 15.00-17.00: M.164

The idea that developing “local” identity which connects immigrants’ to the host (local) culture, is a prerequisite for immigrants’ successful adaptation has been dominant among policy makers. For example, in a prototypical immigration country, the Netherlands, recent immigration policy stresses the importance of the acquisition of a local identity by immigrants and minority members. However, such a policy meets a lot of resistance among minority members as it is perceived as threatening to the native (original) identity by immigrants. Findings of the present study indicate that a hitherto overlooked factor – cosmopolitan identity – is also important for immigrants’ success. We conducted a questionnaire survey among Russian, Polish and Hungarian immigrants in the Netherlands (total N= 625), in which we measured cosmopolitan identity, host identity, psychological and social adaptation. The results indicate that cosmopolitan identity is an important predictor of immigrants’ successful psychological and social adaptation and facilitates immigrants’ development of a local identity related to the host culture. The application of the findings for policy making is discussed; mainly that policy promoting acquisition of cosmopolitan identity by immigrants could cause less resistance and therefore be more effective than policy focused on acquisition of the local identity.

Integration & Citizenship

Jacqueline Rothfus,
Hanze Hogeschool Groningen, the Netherlands
j.g.vis-rothfus@pl.hanze.nl

PoSe1: Wed: 15.00-17.00: M.164

In this project several universities and institutions which work with immigrants joined their experience to find a new method for the integration of immigrants and refugees and to develop learning programs. The universities are: Hanzehogeschool (Groningen, the Netherlands), Jihočeská Univerzita (Ceske Budejovice, Czech republic) and Den Sociale Højskole (Odense, Denmark). The participating institutions are: Humanitas, Loggerconsult, and CMO, all from Groningen, the Netherlands and Caritas Prague from the Czech Republic. The project started in October 2003 and lasted until December 2005. It has been subsidized by the Leonardo da Vinci program of the European Community. The report "Integration & Citizenship" has been published in English with a translation in Czech, Danish and Dutch. Based on the project a Dutch handbook for coaches of immigrants has been developed: "Samenwerken aan integratie". This method is composed of evidence-based good practices of partners and adjusted on feedback of immigrants. The key items are: Internalising core democratic values, Empowerment of immigrants, Networking, and Inclusion of native volunteers.

European societies are organised in a way many immigrants experience barriers to become an equal member of society. As societies should use the potential of all citizens fully, the objective of the method is: *Immigrants should be active members of society, participating in line with their competences.*

The method is aimed at both individuals and communities, because integration can only be successful when it is a two-way process. The immigrants have to adapt to a new society, but society also has to adapt. The method comprises various elements which can be used to compose tailor-made programmes to suit different contexts and different people: Coaching, Focus on basic needs, Focus on quality of life, and Focus on community.

Domestic vs. International adaptation. The case of French and Canadian vs. Vietnamese students in France and Canada

Camille Brisset

Université Victor Segalen Bordeaux II, France

camillebrisset@hotmail.com

PoSe1: Wed: 15.00-17.00: M.164

With the increasing number of international students in western societies and the facilitated access to higher education for local students, a parallel needs to be drawn between 1st year local students and international students. France and Canada are both concerned by this increase, involving mainly Asian students. In France, Vietnamese students represent the second largest group of international students (4000 students in 2004) and in Canada, only a small proportion (1000 students in 2004). The educational system in these countries differs on four main points. First, education is administered by a national unified organisation in France, while in Canada it is under the responsibility of the different states. Second, two official languages are spoken in Canada: French and English. Third and fourth differences concern the educational system's organisation itself and the immigration policies regarding foreign students. However, the historically close relationship between France and Vietnam might facilitate the establishment of the relations between Vietnamese students and French universities. This research emphasizes on two distinctions: sociocultural and psychological adaptation (Ward and Kenney, 1993); and domestic and international adaptation (Black, Mendenhall and Oddou, 1991). It underlines the major developmental transition that the population of interest is undergoing: "emerging adulthood" (Arnett, 2004), and the differences in western universities concerning students' integration. The studied variables are state-anxiety, working models of attachment, social support, co-national and host national identifications, daily problems, sociocultural adaptation and psychological adaptation. A comparative study between French and Canadian 1st year students and Vietnamese international students in France and Canada is conducted to define elements specific to domestic adaptation compared to international adaptation in two different cultures. Do differences in relations between these two countries and Vietnam influence the predictors of Vietnamese students' adaptation? Do differences in the educational system have an effect on students' adaptation to university?

Asian students' cultural adaptation in France. A comparative study between Chinese sojourners students and Vietnamese international students

Camille Brisset & Laura Neulat
Université Victor Segalen Bordeaux II, France
camillebrisset@hotmail.com

PoSe1: Wed: 15.00-17.00: M.164

One of today's economic stakes concerns foreign students and the attractiveness of western universities. A sharp increase in their number has been noticed since 1998. In France, it is mostly imputable to Asian students (21.6%) (from China (21 000 in 2005) then Vietnam (4000 in 2005)). Within this population of Asian students, there is a great diversity. Vietnamese sojourn in France longer than Chinese. Within Ward and colleagues' model on sociocultural and psychological adaptation (Searle & Ward, 1990; Ward & Kennedy, 1993), this paper examined through two studies their acculturation. Participants of study 1 were 141 Chinese sojourners-students in France (age: 19 to 38, length of stay: 1 to 24 months). 80 were enrolled in an English taught program. Were explored the group's preferred acculturation strategy through measures of language preference, cultural identity, social affiliation and acculturation stress. Study 2 was constituted of 100 Vietnamese international students (age: 18 to 34, length of stay: 1 month to 8 years). Language preference, biculturalism, daily problems and acculturative strategies were studied. Both studies included measures of psychological well-being and state-anxiety. Results indicate differences in the acculturation process of these two Asian groups which are congruent with their specific status in the French context. Chinese sojourners-students mainly used Mandarin to communicate. They developed a separation acculturation strategy, showed comfortable psychological well-being and moderate acculturation stress. The students in English taught programs are more stressed than those in a French program. Vietnamese international students used French preferentially. Their preferred acculturation strategy was integration. They showed a relatively high level of psychological well-being, a moderate amount of anxiety and encountered an average number of daily problems. However, predictors of Chinese and Vietnamese adaptation appeared different.

Effects of a Wellness Program on International Students' Adjustment

Karen Yun-ying Hung
Kent State University, USA
yhung2@kent.edu

PoSe1: Wed: 15.00-17.00: M.164

International students undergo both psychological and physiological adjustments while studying abroad. In order to overcome these cultural adjustments, to remain healthy, and to increase the overall adjustment levels, a wellness program will be beneficial. The aim of this study is to assess the effectiveness of a wellness program, from "whole person" perspectives, on the adjustment levels and wellness status of international students' as well as to explain the program's effectiveness toward easing international students' adjustment to the US. Participants will consist of fifteen international students, recruited for the preliminary study from newly admitted international students at Kent State University. The Student Adaptation to College Questionnaire - SACQ (Baker & Siryk, 1984, 1989a), the Wellness Inventory (Hung, 1996), and the Demographics and Campus Resources Questionnaire are distributed three times to the students who took part in the preliminary study: first, a week prior to beginning the wellness program, second, after four weeks of the first wellness program, and third, within one week after the last wellness program group session. The wellness program will be conducted as an eight-session program that is supplemented by a motivational workbook. The repeated measures ANOVA data analysis approach of interest at the $P=.05$ level is used to address these preliminary study questions.

Psychological profile of Chinese Student Sojourners in France

Laura Neulat

Université Victor Segalen Bordeaux II, France

neuforce@yahoo.com

PoSe1: Wed: 15.00-17.00: M.164

Globalization and a liberal economic policy have dramatically changed the Chinese culture. 100 000 Chinese students came to study in Europe in 2005; 21,000 came to France, not usually a preferred study destination. Ward and colleagues' conceptualization of cultural adaptation (Searle & Ward, 1990; Ward & Kennedy, 1993) was the frame used to examine the cultural adaptation profiles of Chinese sojourners-students in France. Participants in the study were 141 Chinese sojourners-students, ages 19-38, in France less than 24 months, enrolled in an institution of higher education. Cultural adaptation was measured with 4-points Likert questionnaires. Two scales measured psychological adaptation: Psychological Wellbeing (Anxiety-State), Depression Tendency; and Sociocultural Adaptation was measured with Ward's. A cluster analysis showed distinct typologies. The 3.5 % of the population that seems in distress is the only group scoring positive in depression. The only group with very high scores in sociocultural adaptation (22.5%) scores very low in psychological well-being. 37.5% have acceptable sociocultural adaptation, above average psychological well-being, and no depression. Two groups can be differentiated here, one lower in psychological well-being and higher in sociocultural adaptation (25%) and the other with opposite scores (12.5%). The largest group (36.5%) feels somehow socioculturally adapted while it is slightly low on psychological well-being. Psychological well-being and sociocultural adjustment appear as independent adjustment factors. Psychosomatic complaints are a predictor of cultural maladjustment – supporting the idea that this is a good measure of psychological adjustment in the Chinese population. Previous knowledge of French and receiving help from the school, influence positively cultural adjustment. The overall picture shows a well adjusted population that copes satisfactory with the demands of the French education system. Further research would be required to establish evidence-based practice that could help in the selection of Chinese candidates and the proper development of a domestic policy.

Expatriates in contact with host nationals

Marian van Bakel
Radboud Universiteit Nijmegen, The Netherlands
m.v.bakel@let.ru.nl

PoSe2: Wed: 15.00-17.00: M.55

Expatriate adjustment is very important for the success of an international assignment. One way to facilitate this adjustment is to encourage contact with host nationals. The association hypothesis posits that more social interaction with host nationals leads to a more positive attitude towards these host nationals. This can make psychological well-being increase, which in turn facilitates expatriate performance.

In this research project we bring expatriates from Europe, North America and Australia with French or English as a first language in contact with a Dutch host family to see the effect of this contact on their well-being, professional functioning and intercultural communication competence. During nine months in the beginning of their stay, the expatriates will have regular contact with the host family, for example have dinner together, go to a museum etc. There will be a control group who is put into contact with a host family only after these nine months. Some of the partners of the expatriates are asked to keep a weekly diary of their experiences in the Netherlands.

This contact between an expatriate family and a host family during the sojourn may facilitate both socio-cultural and psychological adjustment. Host nationals can help expatriates with learning about cultural rules and conventions, and social support, part of which the host family can offer, is very important for psychological adjustment. Some research shows that if the expatriate adjusts well to both the socio-cultural domain and the psychological domain, this has positive consequences for his performance at work. Structured contact with host nationals can facilitate adjustment and improve performance, which is crucial for the success of an international assignment.

The need for inclusion of host nationals in cross-cultural trainings

*Martina Maletzky,
Technische Universität Berlin, Germany
martina.maletzky@tu-berlin.de*

PoSe2: Wed: 15.00-17.00: M.55

In times of advanced globalization overseas assignments have increased. But a high rate of foreign assignments fails. Research on reasons of unsuccessful overseas assignment normally focuses on the expatriates' behaviour and abilities. This is reflected in the application of cross-cultural trainings, which are mainly directed to the expatriates' abilities to adapt to the host culture and to cope with acculturative stress. But adjustment to the host culture is not a one-sided process. Host national collaborators also influence the success of the foreign assignment, since their perception of the expatriates' behaviour is constitutive for a positive work atmosphere, what leads to high commitment, cohesion, motivation etc. and thus is necessary to reach high performance. At the same time this perception is subjective, what means stereotype conducted. Even if the expatriate shows a high degree of cultural intelligence, the interpretation of his or her behaviour by host nationals may be different to the intentions he or she had. Therefore, it is not enough only to train the expatriate in order to develop cultural awareness and culture specific interaction competence. The same necessity prevails for sensibilizing the host national collaborators for the situation of cultural overlap, in which they work. Culture awareness training should take place overseas with both expatriates and host nationals. The paper describes how a stereotypic perception of the 'other' may affect the working atmosphere in the case of German Mexican collaboration and it's implications for the need of training overseas with host nationals and expatriates. It highlights the results of qualitative data, surveyed with German expatriates and Mexican collaborators.

The Validation of Intercultural Business Corruptibility Scale (IBCS)

Chan-Hoong Leong & Weirong Lin
National University of Singapore
arilch@nus.edu.sg

PoSe2: Wed: 15.00-17.00: M.55

An Assessment of Intercultural Competence in Transnational Business Relationship Management. Intercultural interaction is an indispensable aspect of international business development. Senior executives need to negotiate with their overseas clients and suppliers regularly even if they do not share the same perspective in business / ethical protocols (e.g., views on guanxi and bribery) in lieu of the cultural and economic differences. This experience is often narrated in anecdotal reports by expatriates (from developed nations) who managed businesses in the less developed countries. The current research shows the development of an Intercultural Business Corruptibility Scale (IBCS) – An assessment of individual differences on receptivity to using bribery and corrupt business strategies in transnational business relationship management. Three studies were performed to validate the construction of this scale. Study 1 correlated the 16-item IBCS scale with the NEO-PI (McCrae & Costa, 1992) and the Multicultural Personality Questionnaire (Van Der Zee & van Oudenhoven, 2001); Study 2 examined IBCS using measurements on Authoritarian Personality, Uncertainty Avoidance, International Orientation and Social Desirability; and Study 3 used a series of Situational Judgment Tests to predict culturally appropriate behaviors based on IBCS scores. The overall results were in line with our expectations. IBCS can be utilized as an assessment of individual competence in intercultural communication and relationship management.

Cultural Traits, Post-merger Cross-Cultural Strategies and Employee Satisfaction after International Mergers and Acquisitions

Frank D.C. Cao & Jinna J. Song
City University of Hong Kong, China
enfrank@cityu.edu.hk

PoSe2: Wed: 15.00-17.00: M.55

This study examines the fitness between cultural traits of partnering firms and their post-merger cross-cultural strategies. Prior research has identified numerous cultural traits of the partnering firms in cross-border mergers and acquisitions, such as individualism, strategic leadership type and the strength of organizational culture as influence factors and has examined their impact upon the adoption of various cross-cultural integration strategies, such as centralization, decentralization and equalization. The evidence employed in prior research was largely economic, for example, business performance and task integration. This study attempts to examine the relationship between cultural traits and cross-cultural integration strategies from a different approach - the evidence will be from the employee satisfaction, which is stratified as social identity, mutual trust and shared vision. With empirical data from two-four cases of international mergers and acquisitions between Chinese companies and two-four foreign multinationals, this study will examine not only the possible relationship between cultural traits and post-merger cross-cultural integration strategies, but also the appropriateness of the cross-cultural strategies employed by the acquiring firms. Implications will be achieved for both business practitioners and academic researchers.

Investigating adjustment to domestic and international personnel transfers: Towards addressing conceptual and methodological deficiencies

Thomas Hippler
University of Wales Swansea, United Kingdom
t.hippler@swansea.ac.uk

PoSe2: Wed: 15.00-17.00: M.55

This paper argues that expatriate adjustment research suffers from empirical voids as well as defective conceptualisations. The lack of an exploratory, empirical grounding of the environmental domains relevant in relocatee adjustment and the unsubstantiated assumption of homogeneity of research samples at various levels of specificity underlying most expatriate adjustment research to date prompted two separate, yet related, empirical investigations. In order to arrive at a content valid and empirically grounded set of environmental domains, the first study surveyed the relocatee population of one large German multinational company, using an open response format. It sought an answer to the question in which domains relocatees, both international and domestic, assigned to a variety of host locations, report experiencing change when comparing their host environment to their home environment. Responses from 512 relocatees were content analysed and resulted in a very detailed and differentiated picture of the environmental domains relevant in relocatee adjustment. These results informed the second study. This was investigating the question whether the relocatee population of the same company could be meaningfully segmented in such a way that high intra-segmental homogeneity was achieved whereas at the same time high inter-segmental heterogeneity existed, if adjustment was used as the segmentation criterion. A series of hierarchical, agglomerative cluster analyses of the data from 488 respondents identified a number of cluster solutions fulfilling the outlined criteria. The emerging clusters were profiled and cluster membership was related to a number of global outcome measures and antecedents. The outcome of the second study suggests the requirement for a stronger focus on the individual relocatee in future research efforts as well as in the development of policies governing international personnel transfers.

Reporting Sexual Harassment in Argentina, Brasil and Chile

Rebecca Merkin
Baruch College, New York
rebecca_merkin@baruch.cuny.edu

PoSe3: Wed: 15.00-17.00: M.155

This descriptive study reports on perceptions of sexual harassment as a function of marital status, age, education, religion, and gender by utilizing data from the People's Security Surveys (PSS) conducted with 8108 employees (approximately 48% male and 52% female) from Argentina, Brazil, and Chile who were chosen by the International Labour Organization to answer questions using the same methodology on both a quota sample and questionnaire data. Significant results indicated that (1) married and partnered individuals perceived events as more sexually harassing than did single individuals (2) that greater incidences of sexual harassment were perceived by non-Catholic individuals, (3) by those between the ages of 25-34, (4) by victims who were white, and (5) by those who had some education at the college level or above. There were no significant differences in the perceptions or reports of sexual harassment by the gender of the respondents.

**Counseling in Multicultural Societies in an Era of Globalization:
Challenges and Pitfalls**

Moshe Tatar

Hebrew University of Jerusalem, Israel

mstatar@mscc.huji.ac.il

PoSe3: Wed: 15.00-17.00: M.155

The present paper will focus on the possible contribution of the school counseling profession to the students' well-being in a global age. We will discuss some of the hazards that school counselors and other mental health professionals are likely to face when working in multicultural societies, such as Israel, in a global age. The presentation will focus on school counselors since they are the most visible and influential mental health agents in educational institutions and are highly involved in school life, performing diverse tasks at the various school levels. The changes brought to schools by globalization include: the promotion of market approaches to school choice; the deregulation in order to encourage new providers (including online providers of educational services) and the required adaptations regarding students' preparation for work. These changes challenge the delicate balance regarding the order of priorities in the counselor's work, and call for the development and implementation of new strategies for work in multicultural societies.

Employment Discrimination against Arabs: Results of a Correspondence Study in a Large Dutch Metropolitan Area

Eva Derous
Erasmus University Rotterdam, The Netherlands
derous@fsw.eur.nl

PoSe3: Wed: 15.00-17.00: M.155

In The Netherlands, the unemployment rate among applicants of Arab origin is higher than those of host nationals and other ethnic minorities with similar backgrounds (Dutch Central Office of Statistics, 2004). Educational level, language proficiency, work ethos, and job search behavior explain the differential access of Arab ethnics to the Dutch labor market but only to a certain extent. Several audit studies in Europe showed when an ethnic minority and a majority candidate applied for the same advertised position the minority applicant was more frequently rejected than the majority applicant. In a field experiment, using the correspondence technique, we measured recruitment discrimination against Arab applicants in a large Dutch metropolitan area. To manipulate ethnicity, we assigned each resume a very Dutch-sounding or Arab-sounding name. Moderators investigated were function, gender, and socioeconomic status (SES). We hypothesized that callback rates would be the lowest for resumes of male applicants with an Arab-sounding name and low SES when sent to front-office jobs. In a series of pilot studies we developed and tested the experimental materials. In the correspondence study, we sent 744 resumes to 192 advertisements. Resumes with Arab names received significantly fewer job invitations and more rejections than equivalent Dutch resumes. Discrimination rate did not differ across applicants' gender, SES and type of job. Our study findings point to employment discrimination against Arab applicants in a large Dutch metropolitan area. Names are an important part of personal identity and ethnic names have been evidenced as a direct antecedent of employment discrimination. As Arab ethnics are the most fast growing minority group in the Netherlands and ethnic discrimination is prevalent, our studies have implications for successful integration and assimilation of Arab minority groups in the Dutch labor market. Theoretical and practical implications for overcoming biases in employment-related decision-making are discussed.

Workforce diversity: sexual orientation discrimination in Thailand

Chetsada Noknoi & Phayat Wutthirong

Thaksin University, Thailand

cnoknoi@hotmail.com

PoSe3: Wed: 15.00-17.00: M.155

A cornerstone of the homosexual rights movement, equality in the workplace has been a pivotal struggle for gays, lesbians, bisexuals, and transgenders. The objective of this article features the concern about sexual orientation discrimination in the workplace of Thailand. Most of gays, lesbians, bisexuals, and transgenders have emotional intelligence and special ability different from ordinary people. In Thailand, homosexual behaviors are more disclosed than in the past. They are more accepted, providing general Thai social mores are observed, and there's no anti-gay establishment. However, there is sexual orientation discrimination in both public and private organizations up to their environment and culture. It is important that organizations must be more concerned about sexual orientation diversity and get ready for change to protect the discrimination between employees by aligning human resource strategy in short and long term to make sustainable competitive advantage.

The SON-R nonverbal intelligence tests

Peter Tellegen & Jacob A. Laros
University of Groningen, The Netherlands
p.j.tellegen@rug.nl

PoSe3: Wed: 15.00-17.00: M.155

The SON-tests are tests of general intelligence that can be administered without the use of spoken or written language. This makes the test especially suitable for children with problems in the area of language and communication, such as children with hearing loss, speech problems, autistic children, children with dyslexia and immigrant children. With the latest revision there is a test for young children (SON-R 2,5-7) and for older children (SON-R 5,5-17). Norms have been published for the Netherlands and for Germany and standardisations have been carried out for Great Britain, Czech Republic and Slovakia. In Brazil the standardisation research has just started. Nonverbal is not identical to culture fair. In recent years research with the tests in Africa (e.g. Moroc and Kenia), Asia (Thailand) and South America (Peru, Brazil) has been carried out to improve the culture fairness of the pictures in the test and to see if cultural factors should affect the interpretation. It appears that very deprived circumstances can lead to low scores that should not be interpreted as a sign of mental retardation. At the Conference we will present the SON-test and give an impression of the research into culture fairness.

Cognitive Development of Chinese Children in the Netherlands

Yingxiang Wu
University of Groningen, The Netherlands
nikitangchina@hotmail.com

PoSe3: Wed: 15.00-17.00: M.155

Many findings suggest that Chinese immigrant children in the Netherlands do as well as native Dutch children, and sometimes even better. This is in contrast to the low achievement of many other immigrant groups. This research attempts to explain, in terms of measurement of intelligence and other factors related to learning, including the role of motivation from Chinese families and the effects of cultural diversity, why Chinese immigrant children do so well. In this research, 20 Chinese children between 6 and 16 years, living in Groningen, have been measured by the SON-I Nonverbal Intelligence Test. Questionnaires that are filled out by the pupils, their parents and their teachers, are the background support of the research. The outcome of the test shows that the Chinese children are obviously better than non-Chinese children on all four subtests. Other advantageous factors, e.g. cultural differences and Dutch society, are explored in the research and results will be presented at the Conference.

Why value congruence is not a path to peace

Nathalie Van Meurs
The Open University, United Kingdom
N.Van-Meurs@open.ac.uk

PoSe3: Wed: 15.00-17.00: M.155

Values are an important feature in the lexicon of politicians and policy makers. More specifically, a *global* agreement on values is high on the current political agenda. Culture is a value-concept (Weber, 1904/1949) and in contemporary political rhetoric particular values are used to describe the national culture and it is argued that successful integration and even 'world peace' rely heavily on value congruence. Research supports this: Value consensus is intended to contribute to social stability as cooperation increases and the probability that violence will be used to resolve a conflict is reduced (Schwartz & Sagie, 2000), possibly because value consensus is argued to lead to less ambiguity and thus less uncertainty (Cable & Edwards, 2004). Yet, others argue that allocating values to groups allows for the categorisation of people into subcultures, with an almost scientific status. The description of what a culture is has become a 'truth'; we forget it is a human construct (Minkov, 2007). Many of these constructs are used to measure culture and by doing so, categorise people into value boxes (e.g., Hopkins, Reicher, and Kahani-Hopkins, 2003). "It may be overly simplistic to assume that the arithmetic mean of the people in a unit can capture the extent of culture or climate" (Kristof-Brown et al., 2005, p. 292): culture is more than the sum of its parts. What people hold as important and why is complex, and trying to enforce global value change may backfire severely; Iraq being the case in point. An interdisciplinary focus, spanning across the social sciences and incorporating cross-cultural methodologies, seems to be the way forward. Furthermore, now that culture and values have become important within the lexicon of governments and policy makers, it is time to debate the responsibility of academic cultural research.

French children's ethnic attitudes: in-group and out-group evaluations

Julie Rousseau

Université Victor Segalen Bordeaux II, France julierousseau33@hotmail.com

PoSe4: Wed: 15.00-17.00: M.55

Inter-group theories like Tajfel and Turner's Social Identity Theory (1979) propose that social categorisation leads people to maximise evaluative differences between their own group and others. According to the "Minimal groups paradigm" (Tajfel, 1978), this social categorisation produces in-group favouritism and out-group prejudice. Children have ideas and attitudes toward cultural groups especially in multicultural societies. Studies have shown that children's ethnic attitudes depend on the status of their culture in a society, as a majority or minority. In the present study, we examined in-group and out-group evaluations and the effect of culture. In addition, considering this paradigm, in-group favouritism and out-group prejudice should be related. However, authors like Brewer (1999) and Aboud (2003) claimed that children do not necessarily relate in and out-groups attitudes. In this way, we have tested the possible relation between in-group and out-group evaluations. Participants were 392 elementary school children. 254 were French children and 138 children were originally from immigration (85 from Maghreb, 38 from Africa and 15 from Turkey). The evaluation attribution task (Aboud, 1988) was used as a measure. This procedure enables us to evaluate attitudes toward in and out groups.

Results indicate that children did not necessarily display in-group favouritism and out-group prejudice. The four cultural groups did not react in the same way. In fact, Maghrebians and Turkish evaluate differently their own group, contrary to French and Africans. They seem to be unfavourable toward their own groups and more favourable toward the out-group. However, Africans, Turkish and Maghrebians are part of minority groups in French society. Some of minority groups member repair what threatening their identity by favourising the dominant/majority group of a society (Sachdev and Bourhis, 1991). In addition, like Brewer (1999) and Aboud (2003), results indicate that children's in-group and out-group attitudes do not appeared reciprocally related.

Perception of the Potential Enemy: How Israeli and Palestinian Students Perceive Each Other's Values

Veronique Eicher & Peter Wilhelm
University of Fribourg, Switzerland
veronique.eicher@unifr.ch

PoSe4: Wed: 15.00-17.00: M.55

Do Israeli and Palestinian University students share similar values? What do they think about each other's values? Do they believe they are more different than they really are? Rubin et al. (1994) defined conflict as "perceived divergence of interest [values/needs], or a belief that the parties' current aspirations cannot be achieved simultaneously" (Rubin, Pruitt & Kim, 1994). In situations of escalated and open conflict – as the Israeli-Palestinian conflict – the other group tends to be seen as deficient in moral virtue and different from the ingroup in basic values (Struch & Schwartz, 1989). In order to test these assumptions, we used the Schwartz Value Survey and additional scales and asked a sample of Israeli and Palestinian students to rate the importance of different values from different perspectives: from their own, from the perspective of a typical member of their own nation and from the perspective of a student from the other nation. At the conference, the results of the study will be presented and their implications for peace education will be discussed.

The development of Basque identity: School and Family influences.
Basque identity, Subjective vitality, Ethnic consciousness.

Elorri Garat Bidart
Université Victor Segalen Bordeaux 2, France
elogarat@yahoo.fr

PoSe4: Wed: 15.00-17.00: M.55

The revitalization of languages and cultures in loss is particularly crucial for the minority languages in France. Several researchers of Basque autonomous Community underlined the crucial role of the use and the control of the language in pluricultural situations in adult and children identities (Reizabal, 2004). Our research relates to the processes of development of the children's Basque identity in the Northern Basque Country (French territory) according to the family and school influences. We met 154 children of 2nd and 4th grade in three different school contexts characterized by their linguistic policy. 57 children from the Ikastola (Basque monolinguals school), 37 children in bilingual private schools and 60 children in bilingual public schools were interviewed. 136 parents filled in a questionnaire. The measured variables in the interviews were: membership (Basque, French), auto-categorisation (Basque, French), inclusion capacity, cultural knowledge, spoken language, and subjective linguistic vitality. The measured variables in the questionnaire were: identity Basque saillance, cultural educational practices, positioning with the development of the Basque language and the spoken language to the child. The results showed that children who learn the Basque at the school independently of the context and their age feel and categorise themselves more as Basque than as French. A link was observed between the Basque identity and the use of the Basque language, cultural knowledge and the Basque feeling of membership, and the perception of linguistic vitality and the Basque auto-categorisation. The analysis of the various school contexts only showed an effect of Ikastola for 5 dimensions (Basque auto-categorisation, Basque belonging, cultural knowledge, language use, subjective vitality). The effects of parental transmission were observed for the Basque auto-categorisation, cultural knowledge and the use of the Basque.

The openness of ethnic identity in Estonia

Anneli Veisson
Tallinn University, Estonia
anneli.veisson@gmail.com

PoSe4: Wed: 15.00-17.00: M.55

The current study explored the extent to which the Estonian ethnic identity is open to allow integration of other ethnic groups and tried to identify those aspects essential for developing an open ethnic identity. Both quantitative and qualitative methods were used to explore 4 ethnic identity groups: *diffuse*, *closed*, *protective* and *open* identity, which were developed in the current study on the bases of the 2 ethnic identity facets: Ethnic Pride and Ethnic Differentiation (Valk, 2001) and were hypothetically linked to Marcia's (1966) identity development statuses. The *quantitative study* included the Ethnic Identity Scale (EIS) and the NEO Personality Inventory and was conducted with 1753 persons, 1451 Estonians and 302 Russians. The *qualitative study* used semi-structured interviews with 48 Estonian citizens, 33 Estonians and 15 Russians. The developed 4 groups differed in respect to age, personality characteristics and relevant single items. Interviews revealed more interesting facts that helped to conceptualise the 4 groups. The present study suggests that there might be different levels of ethnic identification that reflect the 4 identity development statuses and can be observed similarly among minority and majority group members.

Virtues in the Islamic religion as viewed by Dutch imams

Anand Blank
University of Groningen, The Netherlands
t.d.s.blank@rug.nl

PoSe4: Wed: 15.00-17.00: M.55

This project means to fill a conspicuous gap in the understanding of Dutch Islam. Most studies concern the organization and social position of the three most important Islamic groups in the Netherlands: Turks, Moroccans, and Surinamese. But we know very little about the contents of faith in these groups, which is in our case measured by the religious virtues these groups endorse. Neither do we know where to place the dividing lines between different groups on this point: is the traditional division into Turks, Moroccans, and Surinamese still viable? Firm knowledge about these matters is a requisite for a nuanced understanding of Islam in the Netherlands.

Questions and Hypotheses: 1.) What virtues do imams consider important? Which are the most important? We expect to find that Muslims agree on most points with Christians in the virtues they consider most important. 2.) What sources do the imams use in preaching virtues? We expect to find an emergent Dutch Islam in which the differences between the traditional important Islamic groups are relatively small. 3.) Do the imams use the internet when preparing for a sermon? If so, what sources and websites do they consult? And if not, why so? We expect younger imams who speak Dutch to make relatively heavy use of the internet. The imams of a stratified sample of 30 Dutch mosques will be interviewed (semi-structured). The sample is arranged mainly according to ethnicity: ten Turkish government mosques, six other Turkish mosques, ten Moroccan mosques, and four Surinamese mosques. The data will subsequently be analyzed both statistically and philologically, in the latter case using traditional methods of Islamic studies.

**Turning Points in Intercultural Marriage:
Experiences of Japanese Wives in the American Culture**

Yoko Sugihara & Roberta Gollhofer
Los Angeles County, Department of Mental Health, U.S.A
ysugihara@lacdmh.org

PoSe4: Wed: 15.00-17.00: M.55

This study examines the tasks and challenges that have faced Japanese women married to American men by focusing on turning points in their marriages. The Retrospective Interview Technique was used to collect data from 20 Japanese women married to American men and residing in the United States.

Eight major turning points were identified: acceptance of marriage by parents (especially Japanese parents); getting married; going to school; going to work; deciding where to live and beginning to live together; educational transitions of children; international moves; taking care of elderly parents. Four major themes also emerged from the interview data: 1) getting acquainted with the cultures and languages; 2) decision making/conflict resolution; 3) family/child orientation; 4) responsibility and obligation.

Gendered and intercultural aspects of the turning points and themes emerged as highly important in the unfolding of these marriages, though overall, these relationships involve challenging and rewarding events similar to those in monocultural marriages. Cultural and language factors interplay with many aspects of intercultural spouses' experiences, including their ways of resolving issues and making decisions. Increasing language proficiency can play a paradoxical role in conflictual relationships. While it is often assumed to improve communication and thus increase satisfaction, it also increases comprehension of criticisms and increases skill at expressing dissatisfactions and insults. Nevertheless, many of the wives, regardless of their level of assimilation or fluency in English, are found to become comfortable in the new culture through making efforts to adjust to it, with or without the help of their spouses.

The Stage of Culture Shock and Styles of Coping in Another Culture

Anna Jurek
Jagiellonian University, Poland
ana_jurek@yahoo.co.uk

PoSe4: Wed: 15.00-17.00: M.55

This paper examines the problem of culture shock, which is experienced by people during the acculturation process to a new sociocultural environment, and their style of coping with stressful situations.

The participants in this research were Polish immigrants living in Great Britain, divided into two groups. The first group (10 persons) consisted of people who had been living in London for at least 12 months. The second group (10 persons) comprised emigrants who left Poland at the beginning of the 1980s.

Theoretical part of my dissertation refers to stress theory and styles of coping with stress with emphasis on theory of R. Lazarus and S. Folkman and also S.E. Hobfoll's. The salutogenetic model on the basis of A. Antonovsky's concept of salutogenesis is introduced to support measuring acculturative stress.

The empirical part shows the results of examination using a structural interview based on the theory of culture shock introduced by K. Oberg in 1960, the questionnaire of Sense of Coherence (SOC-29) of A. Antonovsky, and also on some items from The Social Situations Questionnaire of A. Furnham and S. Bochner. The style of coping with stressful situations was measured by The Coping Inventory for Stressful Situations (CISS) of N.S. Endler and J.D.A. Parker.

The first formulated hypothesis was about participant's reactions to their changed sociocultural environment. The second hypothesis predicted that the immigrants being in the third stage of culture shock (in theory by K. Oberg) would chose the emotion-orientated coping as it is the easiest way to cope with permanent stressful situation. The third hypothesis was concentrated on the second group of participants and their style of coping with stressful situation.

The results supported two of the hypotheses. However, for the second hypothesis, and the most important hypothesis for this research, no evidence was found. Young representatives of Polish immigration chose task orientated style for coping with stressful situations.

Relation between intercultural sensitivity and demographics

Hsiao-Yin Chen
Kent State University, USA
hchen1@kent.edu

PoSe5: Wed: 15.00-17.00: M.155

The 70 males and 125 females volunteered to participate in this research. The demographics (gender, age, international experience, language ability, activities on campus, activities out of campus, and future plan) were also added to examine to understand the relationship between participants' intercultural sensitivity and the demographics. The 12 interview participants included students whose score of developmental intercultural sensitivity tended either toward lower ethnocentric stages or toward higher ethnorelative stages. Gender balance was considered in selecting the interviewees to achieve a balanced sample. Each interview lasted approximately 90 minutes to two hours and was audio taped. The second interviews used the phone or e-mail to clarify some questions or identify some terms of the words after the transcriptions were completed and sent to the interviewees to review. Among 12 interviewees, four interviewees' developmental scales are on high Minimization stage to low-middle Acceptance/Adaptation stage based on the score of the IDI. Two interviewees' developmental scales are on high Denial/Defense and Reserve stage to low-middle Minimization stage. And 6 interviewees' developmental scales are on low-middle Denial/Defense and Reserve stage. The diversity personal experience in their daily life and in their formal education added to the richness of the study.

Diversity makes the Difference: The Influence of Leadership and Organizational Climate on Diversity Outcomes.

Frouke de Poel, Janka Stoker, Karen van der Zee
University of Groningen, The Netherlands
f.m.de.poel@rug.nl

PoSe5: Wed: 15.00-17.00: M.155

Diverse teams have the potential to be more flexible, more innovative and more creative than homogeneous teams (e.g., van Knippenberg, de Dreu & Homan, 2004), however high turnover rates and productivity losses in the workforce show that this is not a simple goal to attain. The present study focused on leadership and organizational climate in relation to positive diversity outcomes, like higher performance, innovativeness, satisfaction and well-being. Earlier research on diversity suggests that an organizational climate, which promotes respect for differences, a learning orientation and tolerance for uncertainty, improves the positive outcomes of diversity (Luijters, van der Zee, & Otten, 2006; Raaijmakers & van der Zee, 2004). In addition to this research our study focused on the critical role of leadership in affecting diversity outcomes and in affecting the relationship between organizational climate and diversity outcomes.

First it was hypothesized that leadership would have an effect on diversity outcomes within a workgroup. We predicted that a manager with a transformational leadership style (Bass, 1985) will have a more positive effect on diversity outcomes within a team than managers with a transactional or laissez-faire leadership style. Second it was hypothesized that leadership style moderated the relationship between organizational climate and positive outcomes of diversity. More specifically, we predicted that the leadership style of a manager would act as a buffer against an ineffective climate or strengthen the effect of an effective climate.

For this study a questionnaire was distributed among a random sample of teams from different offices across the Netherlands of a large employment agency. The first results of this study largely support the hypotheses.

The impact of cultural diversity on the design and usability of consumer products

C.J. Kim, H.H.C.M. Christiaans, J.C. Diehl
Delft University of Technology, The Netherlands
c.j.kim.tudelft.nl

PoSe5: Wed: 15.00-17.00: M.155

Our studies are grounded in the belief that culture will strongly be expressed through artifacts. Although in anthropology artifact related references are often linked to 'authentic' culture, we believe that even in mass-produced products one can find traces of the typical culture. The cultural traces can be used to improve human-product interaction and to enhance a product's marketability. In this paper cultural differences were studied on the basis of a comparison between two geographically defined cultures, the Netherlands and South Korea, on preferred design characteristics of consumer electronic products. In the preliminary study, 90 different kinds of consumer electronic products were surveyed through market research and were categorised according to the dependence on local culture to find any influence of culture diversity. Next, an analysis was made of popular stereotypes of microwaves and washing machines, which were found to be closely related to and influenced by local culture. Based on these stereotypes, a web-based survey and a computer-supported in situ experiment were conducted with subjects from both countries. The overall result indicates that popular stereotypes in a country are not always representatives of the local design preferences. More differences were found than common points in the preferred design characteristics for the products between the two cultures. It is concluded, therefore, that people's design preference depending on local culture are not homogeneous regardless of massive globalization. In the end this research results in practical guidelines for designers and companies to design products for humans living in different local cultures

Interpersonal trust across cultures

Marisa Mealy
Central Connecticut State University, USA
mealymar@ccsu.edu

PoSe5: Wed: 15.00-17.00: M.155

Trust is one of the key components of our relationships with others. In fact, social relations function through placing trust in friends, family, neighbors, teachers, employers, and politicians. This study examined cultural differences in levels of interpersonal trust toward strangers. Data was collected from countries on three different continents: Ecuador, the United States, and Zimbabwe. Additionally, the study explored cultural differences, on both societal and individual differences levels, which may contribute to cultural variations in interpersonal trust. Findings suggest that cultural differences in levels of interpersonal trust exist. Moreover, both societal and individual level variables were found to be predictive of these variations in trust. The implications of these findings are also discussed.

Assessing the developmental context of minority children: Adaptation of the HOME Scale for Turkish-German toddlers

Berrin Özlem Otyakmaz
Duisburg-Essen University, Germany
berrin.otyakmaz@uni-duisburg-essen.de

PoSe5: Wed: 15.00-17.00: M.155

The purpose of the study was to assess culture-specific aspects of the home environment of toddlers from Turkish migrant families in Germany using an adapted version of the HOME Scale. The original HOME Scale and culture-specific additional items specifically developed for this study were administered to 36 Turkish-German and 35 German families. Findings obtained from the additional items suggest that there are specific environmental conditions which shape the development of Turkish-German children in a different way than that of German toddlers. As cultural and socioeconomic variables were confounding in the compared samples further research should focus on the question whether these differences are culture or SES related. Important practical implications, however, can be derived from the study: We suggest that the home environment of Turkish-German toddlers from low SES families, who constitute the majority of migrant families with Turkish background, can be identified and analyzed using additional qualitative information, in contrast to the prevalent mainstream discourse in Germany that regards these families only as quantitatively deficient as compared to German families.

How Taiwan's Teacher Education Programs Promote Future Teachers' Knowledge of Curricula that Foster Bilingualism in Children

Lan-Yin Chou
Kent State University, USA
lchou@kent.edu

This study addresses one central issue: How do Taiwan's teacher education programs promote future teachers' knowledge of curricula that foster bilingualism in children? More specifically, the following research questions will be used to investigate that issue:

1. What courses do early childhood education programs in Taiwan offer to the future teachers in order to extend their professional knowledge of language development, language teaching, and bilingualism?
1. What are teacher educators' attitudes toward the second-language learning and bilingualism of young children?
2. From the teacher educator's point of view, what kind of professional knowledge will be needed by future teachers in order to deal with issues relating to children's language development and to foster bilingualism in children?
3. What measures do teacher educators suggest to increase future teachers' knowledge of language development and bilingualism?

The current study will apply primarily mixed methods, including three distinct components: (a) a document analysis, (b) a national survey and, (c) 6 in-depth comparative interviews.

The researcher has assumed that 4-year early childhood education programs have failed (Chang, 2006) to offer proper knowledge about language development and bilingualism to future teachers. A further assumption is that 4-year early childhood education programs should offer courses relating to bilingualism or require a course in bilingualism for future teachers. The researcher has assumed that 4-year early childhood education programs would enhance future teachers' knowledge of bilingual education and language learning in order to serve a diverse society.

Factors of Dutch values

Boele de Raad & Jan Pieter van Oudenhoven
University of Groningen, The Netherlands
b.de.raad@rug.nl

PoSe5: Wed: 15.00-17.00: M.155

Following a psycholexical approach, several thousands of potential value descriptors were selected from the Dutch lexicon. This set was subsequently reduced according to criteria of relevance to a list of 641 values. Of these, 70 values could be identified as markers of for the domains of values described by Schwartz. We added 25 items from the Schwartz list of values which were not in our list, to complete the set of 641 to 666 value descriptors. These were administered to 634 participants (self- and other-ratings), who had to indicate the extent to which each value was a guiding principle in the life of the target.

Principal Components Analysis was performed on the set of 641 Dutch values, yielding eight factors of values. The eight Dutch factors were correlated with the ten scales measuring the Schwartz value domains. Separately, the 95 (70 + 25) Schwartz markers were factor-analysed using z-scored ratings per person, in order to approach the multidimensional format according to which Schwartz processed his data. Two factors were extracted and compared in a circumplex format to the two-dimensional structure in which Schwartz presents his ten domains of value.

Mutual Self-Enhancement in Japan and the United States

David Dalsky
Kyoto University
ddalsky@hotmail.com

PoSe5: Wed: 15.00-17.00: M.155

I addressed the debate on pancultural self-enhancement by suggesting that some Japanese enhance their self-worth by praising and receiving praise from others included in the self. I call this process mutual self-enhancement and validated a scale for its measurement in Japan and the United States. Mutual self-enhancement was positively correlated with inclusion-of-other-in-the-self, relational self-construal, family support, and sympathy. Mutual self-enhancement was not related to the interdependent self, collectivism, and approval from others, suggesting that the process involves including others in the self via self-expansion rather than fitting into an interdependent relationship network. Future studies based on the self-expansion model will consider the inclusion of in-group members in the self as an important part of mutual self-enhancement that predicts well-being in Eastern countries such as Japan. In an experimental study of mutual self-enhancement, I investigated self-esteem change in Japan and the USA by examining the interaction of situation and culture. I manipulated source of feedback (self-feedback or feedback from a friend) among Japanese and American pairs in which one member received positive feedback about a bogus creativity test. Both country and source of feedback influenced the general self-esteem of the test takers and the appearance self-esteem of both the test taker and the friend. Relative to the other country, American's self-esteem increased more after self-feedback, whereas Japanese's self-esteem increased more after feedback from a friend. Results suggest that, besides debating whether or not the need to self-enhance is universal, considering the interaction of situation and culture is important for understanding differences in self-esteem change in the East and West.

Empirical Prognoses of Relationship Attainments(on seven gradients over six Psychological Stages)
via eLovePrism's Multiple Profiles, Love Quotients and other Psychometric Indices.

Oliver C. S. Tzeng
Indiana University-Purdue University, USA
OliverTLaw@aol.com

WS1: Wed: 15.30-17.00: A

This workshop is to report the development, implementation and evaluation of our eLovePrism internet services on intimate relations. The major topics include:

1. Review of the TORP-n-LQ Model and introduction to ElovePrism website, including information webpages, questionnaires, memberships and data types
2. Implementation of eLovePrism website and international service capabilities
3. Illustrations of international empirical applications
4. Maintenance and coordination of international services
5. A user's report and evaluation (from the audience)
6. Implications for scientific studies and clinical and social services
7. International operations and communications

Integration and Mutual Accommodation of Cultural Groups in the Netherlands

Karen Van der Zee
University of Groningen, The Netherlands
k.i.van.oudenhoven-van.der.zee@rug.nl

SY10: Thu: 9.00-10.40: A

Immigration in The Netherlands has taken an enormous flight, causing the government, mainstreamers and immigrants to struggle with issues of integration and mutual accommodation. In this symposium a number of papers will be presented focusing on approaches and reactions to acculturation in the Netherlands. First, Choenni will present an overview of the developments in national immigration policies in the Netherlands over the past 30 year, against the background of societal changes. Van de Vijver et al. compare support for multiculturalism among Dutch and Flemish immigrants and mainstreamers and link support for multiculturalism to a number of relevant psychological variables (e.g., ethnic identity). The third paper by Verkuyten et al. examines patterns of cultural and religious identification among ethnic minority members as a function of perceived group rejection. The papers by Giebels and Van der Zee bring issues of integration and mutual accommodation down to concrete professional intercultural interactions. Giebels et al. link difficulties of mutual accommodation to cultural differences in communication styles and power distance rather than to issues of mutual acceptance. Specifically, their paper examines responsiveness of (non-western) crime suspects to police officers during police interviews in comparison to the responsiveness to western crime suspects (mainstreamers). Finally, the paper by Van der Zee et al. examines determinants of anticipated reactions to cultural diversity in a work context as a function of diversity attitudes, nature of the anticipated outcomes (affective versus productive) and familiarity with diversity

National policy for ethnic minorities; the case of The Netherlands

Chan E.S. Choenni
Ministry of Justice, DCIM, The Netherlands
c.choenni@minjus.nl

SY10: Thu: 9.00-10.40: A

National Government policy and the changes in it can be traced above all in the policy documents and reports which are usually part of the annual debates in the Lower House of Parliament. Government policy for ethnic minorities in the Netherlands has evolved in the past 30 years in a way that has been closely related to the size and social position of these groups in Dutch society. The size of ethnic minority groups has increased fivefold in the last 30 years. Moreover, the diversity of ethnic groups has become greater, in particular in the 1990s as a result of asylum immigration. The social position of ethnic minorities has undergone considerable change as a result of general economic developments and the related financial scope of central government. Conceptions of the role of the welfare state and the desirability of administrative decentralisation also play a role in changes in government policy. But also international developments such as the intensification of globalisation through ICT and terrorist attacks conducted and inspired by extremist Muslims in the twenty first century has a huge impact. This paper examines the evolution of national government policy on ethnic minorities from a welfare policy in the 1970s to a minorities policy in the 1980s and an integration policy in the 1990s focussed on the integration of newcomers (recent immigrants) and a policy focussed on shared citizenship and unity in the first years of the twenty first century against the background of such developments.

**Support for Multiculturalism among Mainstreamers and
Turkish Immigrants in Flanders and the Netherlands**

*Fons J. R. van de Vijver, Thijs Maes, Krista van Mourik
Tilburg University, The Netherlands
fons.vandevijver@uvt.nl*

SY10: Thu: 9.00-10.40: A

A study is currently being carried out in Flanders and the Netherlands which addresses support for multiculturalism, ethnic identity, ethnic hierarchy, self-esteem and bicultural self-efficacy among adult mainstreamers and immigrants. Our study will be described in the light of theoretical frameworks such as Social Identity Theory (Tajfel & Turner, 1979), Realistic Group Conflict Theory (LeVine & Campbell, 1972), and Social Dominance Orientation (Sidanius & Pratto, 1999). We will explore the relationship between the variables using structural equation modeling. Based on previous findings we expect that support for multiculturalism will be higher among immigrants than among mainstreamers (e.g. Arends-Tóth & Van de Vijver, 2003). Furthermore, based on findings from Verkuyten (2005), we expect that support for multiculturalism and ethnic identity is positively related in both immigrant groups, but negatively related in the majority groups. No significant country differences in support for multiculturalism are expected. Generally for the majority group we expect neutral, indifferent average scores for multiculturalism in both countries. Results will be presented and implications will be discussed.

Ethnic, religious and national identity among Turkish-Dutch Muslims

Maykel Verkuyten
Utrecht University, The Netherlands
m.verkuyten@fss.uu.nl

SY10: Thu: 9.00-10.40: A

Immigration and the presence of minority groups raises important questions about the relationship between ethnic, religious and national identity. Receiving countries are trying to accommodate ethnic and religious differences and immigrants are struggling with the question how their ethnic and religious identities relate to the national category. This question is particularly pressing for Muslim groups in Western countries because these countries tend to define their national identity in secular or Christian terms and because of the increase in islamophobia. The focus in the present paper is on the relationship between ethnic, religious and national identification among Turkish-Dutch Muslim participants. This relationship was examined in three studies. Theoretical predictions derived from social identity theory were tested concerning the role of perceived group rejection and the content of collective identities. Very strong ethnic and religious identification was found. Muslim identification turned out to be more like a nominal (high or 'total' identification) than a continuous variable, and many participants showed low commitment to the national category. Ethnic and Muslim identifications related negatively to Dutch identification, and, in Study 3, also to stronger Dutch de-identification. Further, perceived group rejection was associated with increased ethnic minority and religious identification but also with decreased national Dutch identification. In addition, in studies 1 and 2 the effect of perceived rejection on Dutch identification was (partly) mediated by minority group identification. The findings are discussed in relation to social psychological thinking about group identification, dual identities, and the importance of religion for intergroup relations.

National Identity Development among Palestinian Students in Paradoxical Socio-political Contexts

Ibrahim Makkawi
Birzeit University, Palestine
imakkawi@birzeit.edu

PA26: Thu: 9.00-9.25: B

In historical Palestine, Palestinian students receive their higher education in two paradoxically different and contrasting socio-political contexts. Within the "green line" Palestinian university students constitute a small and marginalized minority amongst the larger body of Jewish students in the Israeli universities. In the occupied West-Bank and Gaza Strip, Palestinian students attend inclusive Palestinian institutions of higher education.

This study investigates and compares the concept of national identity as part of the individual's self concept, its developmental process, and its relation to measures of psychological adjustment among Palestinian college students within these two contradictory socio-political contexts. The central assumption is that the importance and relative contribution of the individual's sense of national identity to his or her mental health and psychological adjustment may vary depending on the socio-political context. The study explores the following questions: (1) Is there a significant difference between Palestinian students at Birzeit University and the Hebrew University in terms of the saliency of national identity as a psychological construct? (2) What is the relationship between national identity and some indicators of psychological adjustment such as self-esteem, locus of control and social competence? (3) What is the underlying common psychological structure of the students' Arab-Palestinian national identity? (3) To what extent is the process of national identity development among Palestinian students influenced by their student political activism? (4) What is the cultural relevance of western psychological measures to Palestinian students cross the "green line"? Two identical random samples were selected from the undergraduate Palestinian student population, one from the Hebrew University and one from Birzeit University. The study utilized the following measures: *The Multigroup Ethnic Identity Measure* (Phinney, 1992), *Collective Self-Esteem Scale* (Luhtanen & Croker, 1992), *Internality, Powerful Others and Chance Locus of Control* (Levenson, 1981), *Self-Esteem Scale* (Rosenberg, 1965), and *Texas Social Behavior Inventory* (Helmreich & Stapp 1974).

Intercultural relations *including* Central Eastern Europe:
An identity negotiation perspective

Wim Swaan
University Maastricht, The Netherlands
w.swaan@os.unimaas.nl

PA27: Thu: 9.25-9.50: B

This is a conceptual paper, proposing an identity negotiation perspective towards intercultural encounters with people from the various countries and regions of Central Eastern Europe. The paper starts with a brief overview of the approach and its relevance for intercultural communication, following the seminal work of Ting-Toomey (1999). Special attention will be paid to the impact of social representations in intercultural encounters. While identity-based approaches have not been uncommon when dealing with domestic diversity, they have received much less attention in studies on intercultural communication across national borders, which tend to focus on value differences. From an identity negotiation perspective, both values and identities should be considered, taking into account the particular context of an encounter. In relation to Central and Eastern Europe, various forms of potential identity frictions are discussed. Probably the most important one revolves around the question who belongs to Europe, or alternatively, who is new to Europe. On average, people from Central and Eastern Europe have very different views on these questions (feeling strong historical connections to Europe), than individuals from Western Europe (who tend to consider Central and Eastern Europeans as „new” to Europe; and quite often couple this with negative social representations). The sources of these (and other) frictions are put into historical perspective, in particular related to the question how perceived boundaries between the regions have been shifting back and forth over time. Ultimately, the topic of the paper has a paradoxical twist, as it strongly argues *against* viewing the region of Central and Eastern Europe as uniform and distinct. The paper rounds off with some suggestions of dealing with communicative friction on the identity level in an international context. This perspective is *additional* to better known value-based models of reconciling cultural tensions. Special attention is given to the role of Mindfulness, that is, the need to consider each communicative situation in its own context, and to apply concepts and prior knowledge only when observation of the concrete situation merits its relevance.