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ABSTRACTS

Career development of Canadian hotel managers in the hospitality industry: An examination of gender perceptions of barriers and facilitators in career advancement.

Candace Blayney and Karen Blotnicky

Executive positions in the hotel industry are still dominated by men. In 2012 there were no women CEOs among the thirteen hospitality related companies in the Fortune 500 list. According to Tuhus-Dubrow (2009), "several studies have linked greater gender diversity in senior posts with financial success". So why are there not more women on corporate boards or in executive positions? The purpose of this study was to examine how men and women think about career progression, if they make decisions differently and what barriers and facilitators they perceive to advancement in their careers. A survey was conducted and results indicated that men and women do differ on important factors that influenced their careers. They make decisions differently and perceive barriers and facilitators to career development differently.

An exploratory study of corporate communication as a strategic organizational function: A proposed model for building organization-stakeholder partnerships.

Yolandi Slabbert

A dominant focus on organizational stakeholders is evident in both the literature and practice as it is argued that the success of organizations is predominantly dependent on stakeholders' perception of the organization. Since stakeholder relations is increasingly being seen as the heartbeat of corporate communication (Luoma-aho & Paloviita 2010:49), this paper is built on the preposition that the importance of corporate communication to the organization, especially on strategic level, should become more prevalent. However, despite this emphasis on stakeholder relations and management, there is a dearth in the literature indicating how to *build* these organization-stakeholder relationships (OSR). In order for corporate communication to obtain more credibility as a strategic organizational function, it is argued for the purpose of this paper that the lack of OSR building models to describe the OSR building process should be addressed. This will be done through the proposition of a conceptual framework for organization-stakeholder partnership (OSP) building based on existing literature. The principles of this framework will further be qualitatively explored among senior communication professionals at Johannesburg Stock Exchange (JSE) listed South African organizations to present a new model to describe the OSR-building process which could contribute towards validating corporate communication as a strategic organizational function.

Women in leadership: An exploratory case study of women academic leaders in the People's Republic of China and Hong Kong.

Kathleen P. King

This study was designed to examine if there are similarities and differences between women academic leaders in the People's Republic of China as compared to their counterparts in Hong Kong regarding gender social norms and roles, the connections between their career paths, their transformative learning experiences, and Chinese definitions of networking. The paper presents informative findings and recommendations for future research drawn from a

study of women's academic leadership in a nation bifurcated temporarily by political change.

The relationship between supportiveness and affective commitment: A study of academics in Thailand.

Parisa Rungruang

The purpose of this study was to examine the relationships between support-related variables namely, organisational support and coworker support, and affective commitment among academics working in Thai universities. A total of 517 full-time academics from six Thai universities have participated in this research survey. The results indicated that organisational support was positively related to affective commitment, while coworker support was not related to affective commitment. Implications and limitations of the study have been discussed.