



**PROFESSIONAL ETHICS
In Business and Social Life**

**21TH EBEN ANNUAL CONFERENCE
PROGRAMME**

October 17-19, 2008

**Alba Resort Hotel
Çolaklı-Manavgat
Antalya-Turkey**

PROFESSIONAL ETHICS
In Business and Social Life

21th EBEN Annual Conference

EBEN Executive Committee Meeting

October 16, 2008 (Rosa Meeting Hall, 14.00-15.30)

National Chairmen Lunch Meeting

October 18, 2008 (A'la Carte Restaurant, 12.30-14.00)

General Assembly&Best Paper Award

October 18, 2008 (Mimoza Meeting Hall, 16.45-18.15)

**PROFESSIONAL ETHICS: IN BUSINESS AND SOCIAL LIFE
21TH EBEN ANNUAL CONFERENCE**

October 17-18-19, 2008/Alba Resort Hotel, Antalya-Turkey

CONFERENCE DAY 1: FRIDAY OCTOBER 17, 2008

- 14.00-19.00 **Early Registration** (Thursday October 16, 2008) (Registration Desk at the Hotel Lobby)
09.00-10.00 **Registration** (Friday October 17, 2008) (Registration Desk at the Hotel Lobby)
- 10.00-10.30 **Opening Speeches** (Mimoza Meeting Hall)
- Mahmut Arslan** (President of Organising Committee, Hacettepe University)
Luc Van Liedekerke (EBEN President, Catholic University of Leuven)
Mehmet Tokat (Conference President, Dean of the FEAS, Hacettepe University)
Vice-Rector, Hacettepe University
- 10.30-11.00 **Plenary Session-I**(Mimoza Meeting Hall)
- Joanne B. Ciulla** (Keynote Speaker,University of Richmond)
Leadership and the Ethics of Duty and Care
- 11.00-11.15 Tea/Coffee Break
- 11.15-12.15 **Parallel Sessions-I**
- 11.15-12.15 **Session-1: Philosophy, Theory and Ethics-1** (Mimoza Meeting Hall)
Chair: **Herman Siebens**
- Javier Aranzadi Del Cerro**
The Role of Firms in Society
Marco G. D. Guidi
Maximizing an Organization's Value to Society, The Case for Ethical Business Decisions:
the Act of Prudence
Marco G. D. Guidi, Joe Hillier and Heather Tarbert
Successfully Reshaping the Ownership Relationship by Reducing "Moral Debt" and Justly
Distributing Residual Claims: Evidence from the Scott Bader Commonwealth and the
John Lewis Partnership
- 11.15-12.15 **Session-2: Philosophy, Theory and Ethics-2** (Lotus Meeting Hall)
Chair: **Hikmet Timur**
- Tiziana Di Cimbrini**
Business Ethics in Italian Studies on Management: Towards a Wide-Ranging Utilitarian
Notion

- César González-Cantón and Domènec Melé**
Is the Integrative Social Contracts Theory appropriate for International Business Ethics?
Georges Enderle
Rediscovering the Golden Rule for a Globalizing World
- 11.15-12.15 **Session-3: Corporate Social Responsibility and Business Ethics-I** (Rosa Meeting Hall)
Chair: **Halil Can**
- Sarah Hudson**
Moral Managers as Drivers of Corporate Social Responsibility in SMEs: The Case of Brittany, France
A.S.M. Anwarullah Bhuiyan
Context of Social and Moral Responsibility of Business: Perspective of Bangladesh
Bilçin Tak, Kurtuluş Kaymaz, Deniz Sığırlı, Umut Eroğlu, B. Aydem Çiftçioğlu and Fatmanur Ertuğrul
Conceptualization of Corporate Social Responsibility Construct in Turkish Context: A Longitudinal Study
- 12.30-13.45 Lunch
- 13.45-15.00 **Parallel Sessions-II**
- 13.45-15.00 **Session-4: Corporate Social Responsibility and Business Ethics-II** (Mimoza Meeting Hall)
Chair: **Uğur Ömürgönülşen**
- Niklas, Meise, Alexander Schagen, Dirk Zupancic**
Planning, founding and Developing a Business on CSR Principles-The Case of ArmedAngels
Bilge Uyan-Atay, Stephen Brammer, Andrew Millington
Corporate Community Involvement in Turkey: New Survey Evidence
Mehmet Mutlu Akıncı, Sevcan Kılıç Akıncı, Semra Güney
Environmental Social Responsibility Of Turkish State And Private Sugar Firms In Terms Of Business Ethics
María De-Miguel-Molina, Gabriela Ribes-Giner
Mobile Sector and Children: Self-regulation in Spain
- 13.45-15.00 **Session-5: Manufacturing, Marketing and Business Ethics** (Lotus Meeting Hall)
Chair: **Hasan Işın Dener**
- Chun-Ling Lee and Cher-Min Fong**
Ethical Issues of Contract Manufacturing in the Fashion Industry: the Emergence of Yuandan Markets in Greater China Regions
Mine Ömürgönülşen and Mahmut Arslan
Linking Ethics Into Manufacturing Process through TQM
Bahtışen Kavak, Eda Gürel, Canan Eryiğit and Öznur Özkan Tektaş
Examining the Effects of Moral Development Level, Self-Concept and Self-Monitoring on Consumers' Ethical Attitudes
Roberto Ballester and Carmen Marti
An Ethical Approach to Valencian Retail Trade
- 13.45-15.00 **Session-6: Culture and Business Ethics-I** (Rosa Meeting Hall)
Chair: **M. Kemal Öktem**

Timmi Van Maldegem and Tobias Gössling

Culture and Business Ethics: A Comparative Study about Intercultural Differences in Attitudes towards Business Ethics in Europe

Mahmut Arslan, Raheel Gohar and Arman Nurmanhamatuly

A Comparison Of Kazak, Pakistani and Turkish Managers' Work Ethic Values

Ron Berger and Chong Ju Choi

European Business Ethics in the 21st Century: Including Major Emerging Economies Such as Russia, China, India, Brazil

Herman Siebens

How to Build a More Ethical School? The Case of KTA WEMMEL: The Integration of Business Ethics in the Management of a Secondary School-A Case Description

15.00-15.15 Tea/Coffee Break

15.15-16.30 **Parallel Sessions-III**

15.15-16.30 **Session-7: History of Corporate Social Responsibility in Europe-I** (Mimoza Meeting Hall)

Chair: **Heidi Von Hoivik**

D. Akella

A New Vision for Management: The Strategy of Satyagraha

Carlos Argandoña, M. Moreno and Joan M. Solà

Corporate Social Responsibility in a Spanish Savings Bank

Michael S. Asslaender

The Birth of Economy: Out of the Spirit of Enlightenment Thoughts on the Philosophical Background of Economic Science

Karl Homann and Matthias Meyer

Accounting for the Benefits of Social Security: Four Models and their Different Heuristics

15.15-16.30 **Session-8: Individual, Perceptions and Ethics-I** (Lotus Meeting Hall)

Chair: **Ümit Berkman**

Domènec Melé

Business Ethics: An Integrative Human-Centered Approach

Nicola Pless, Thomas Maak

Business-in-Society Competence for Leading Responsibly in a Global Environment

Öznur Yüksel and Nilay Alüftekin

How Managers Behave Ethically? Perceptions of University Students

Bilçin Tak and Fatmanur Ertugrul

How Do Employees Perceive Their Stakeholders: An Empirical Study in Turkish Banking Sector

15.15-16.30 **Session-9: Culture and Business Ethics-II** (Rosa Meeting Hall)

Chair: **Doğan Nadi Leblebici**

Helene Cristini

Business Ethics from a Non Politically Correct Approach

Şükrü Özen, Mehmet Çakar, Arzu Kalemci

Developing and Testing a Work Ethics Typology for Turkish Context

Selcuk Uygur

Is this the "Islamic Work Ethic"? The Case of Anatolian SME Owner-Managers

Hakan Erkutlu

The Moderating Role of Organizational Culture in the Relation between Ethical Behavior and Organizational Citizenship Behaviors

- 16.30-16.45 Tea/Coffee Break
- 16.45-18.15 **Parallel Sessions-IV**
- 16.45-18.15 **Session-10: History of Corporate Social Responsibility in Europe-II** (Mimoza Meeting Hall)
Chair: **Heidi Von Hoivik**
- Samuel O. Idowu and Adam Lindgreen**
An Exploratory Study of the Historical Landscape of Corporate Social Responsibility in the UK
- Alejo José G. Sison**
From CSR to Corporate Citizenship: Anglo-American and Continental Perspectives
- Patricia C. Kelly, Rebecca A. Ellis, Colette A. Frayne**
In Their Eyes: Business Leaders and Their Vision of CSR in the New Europe
- Ariane Berthoin Antal, Maria Oppen and André Sobczak**
Rediscovering the Social Responsibility of Business in Germany
- 16.45-18.15 **Session-11: Marketing, Consumers and Business Ethics** (Lotus Meeting Hall)
Chair: **Bahtışen Kavak**
- Tamara Rajic and Isidora Djuric**
Mystery Shopping Research in a Transitional Economy: Should We Do It? Could We Trust It?
- Kadir Murat Altıntaş**
The Analysis of Private Pension Systems from the Perspective of Marketing Ethics
- Leyla Şentürk Özer, Pınar Başgöze, Vügar Hamidli**
The Differentiation of Consumer Ethical Beliefs toward Consumer Lifestyles and Consumer Optimism/Pessimism
- Cenk Arsun Yüksel and Burcu Candan**
The Relationship between Consumers Attitudes toward Corporate Social Responsibility and Their Demographic Characteristics
- Berrin Yüksel and Serpil Çalışkan**
Effects of Ethical Perceptions on Customer Loyalty of Sales Persons Behaviours: An Application in Electronic Sector
- 16.45-18.15 **Session-12: Human Resources Management and Business Ethics** (Rosa Meeting Hall)
Chair: **Doğan Nadi Leblebici**
- Geert Demuijnck**
Diversity, Stereotypes and the Limits of Professional Deontology in Human Resources Management
- Simona Franzoni**
Communication System Remuneration
- Samar Walid Daoud and Nabil El-Hilali**
Ethical Behaviour Within the Kuwaiti Business Environment: An Employee Perspective Case Study
- Nergis Melis Durcan**
Difference between the Conceptions of Ethics and Morality and its Reflection onto the Human Resources Management
- Meral Elçi and Hakan Kitapçı**
The Relationships among Corporate Ethical Values, Person-Organization Fit and Job-Related Outcomes: Towards a Testable Explanatory Model

19.30 Conference Dinner

CONFERENCE DAY 2: SATURDAY OCTOBER 18, 2008

09.00-09.30 **Registration for Latecomers** (Registration Desk at the Hotel Lobby)

09.30-10.00 **Plenary Session-II** (Mimoza Meeting Hall)

Simon I. Robinson (Keynote Speaker, Leeds University)
The Nature of Responsibility

10.00-11.00 **Parallel Sessions-V**

10.00-11.00 **Session-13: Corporate Responsibility, Accounting, Auditing and Business Ethics-I**
(Mimoza Meeting Hall)
Chair: **Semra Karacaer**

Parul Singh

Corporate Governance and Business Ethics: Major Challenges to Indian Companies

A. Asuman Akdoğan, Şevki Özgener, Ahmet Tanç and Yasemin Kaya

A Comparison of Perceptions of Whistleblowing between Senior Executives and Internal Auditors in Turkey

Jeanette Ng and Alina Lee

Moral Intensity and Intention to Manage Earnings: The Hotel Accountants' Perspective

10.00-11.00 **Session-14: Ethical Climate and Business Ethics-I** (Lotus Meeting Hall)
Chair: **Sencer İmer**

Gökçe Anaç and Hakan Gürel

Toward a Model of Workplace Sabotage and Ethical Climate within Organization

Bilçin Tak and Fatmanur Ertuğrul

The Antecedents of External and Internal Whistleblowing Intention: An Empirical Investigation

Reyes Calderón-Cuadrado, José Luis Álvarez-Arce, Isabel Rodríguez-Tejedo and Stella Salvatierra

"Ethics Hotlines" in Transnational Companies: A Comparative Study

10.00-11.00 **Session-15: Politics, Bureaucracy and Ethics** (Rosa Meeting Hall)
Chair: **Ümit Berkman**

Alan Doig

Development, Donors, Reconstructing States and the Implications for Corruption

Uğur Ömürgönülşen and M. Kemal Öktem

Is there any Change in the Public Service Values of Different Generations of Public Administrators? The Case of Turkish Governors and District-Governors

Monica Dimitriu

The Ethical Counselor: A Challenge or a Demand?

11.00-11.15 Tea/Coffee Break

11.15-12.15 **Parallel Sessions-VI**

- 11.15-12.15 **Session-16: Corporate Responsibility, Accounting, Auditing and Business Ethics-II** (Mimoza Meeting Hall)
Chair: **Mustafa Kılıç**
- Heiko Spitzack, Ashok Krishnan and David Grayson**
Governance Structures for Corporate Responsibility
- John Filos**
Ethics in Accounting
- Semra Karacaer, Raheel Gohar, Mehmet Aygün and Cem Sayın**
Effects of Personal Values on Auditor's Ethical Decisions: A Comparison of Pakistani and Turkish Professional Auditors
- 11.15-12.15 **Session-17: Ethical Climate and Business Ethics-II** (Lotus Meeting Hall)
Chair: **Semra Güney**
- Uğur Zel and Şebnem Ergül**
Ethical Climate Measurement Model: "ETIQUALITY"
- Ercan Ergün and Meral Elçi**
Organizational Justice and Ethical Climate: The Moderating Role of Leader-Member Exchange
- Lütfihak Alpkan and Meral Elçi**
An Inquiry about the Relationship between Ethical Climate and Personal Moral Philosophy
- Muzaffer Aydemir, M. Kemal Demirci and Ali Acılar**
The Effects of the Ethical Climate on Sexual Harassment: An Empirical Study with Nurses
- 11.15-12.15 **Session-18: Information and Communication Technologies and Ethics-I** (Rosa Meeting Hall)
Chair: **M. Kemal Öktem**
- Mirja Liisa Airos**
Integrative Perspective for Ethical and Responsible Management/Leadership of Information and Communication Technology (ICT) Enterprises: Public Discourse Based Approach
- Sae Won Kim and Chong Ju Choi**
European Business Ethics: Revisiting the Theory of "Gifts" and Reciprocity in Open Source Communities in the Global Internet
- Willemijn Van Dolen, Lilian Soares Outtes Wanderley, Rafael Lucian, Francisca Farache and José Milton De Sousa Filho**
Brazilian, Indian and Chinese Large Corporations in Global Markets: A Study on CSR Web Communication in Three of the BRIC Countries
- 12.30-13.45 Lunch
- 13.45-15.00 **Parallel Sessions-VII**
- 13.45-15.00 **Session-19: Banking, Finance and Business Ethics-II** (Mimoza Meeting Hall)
Chair: **Necmiddin Bağdadioğlu**
- Leire San Jose, Jose Luis Retolaza and Jorge Gutierrez**
Ethical Banks' Ranking: Classification From an Assets Placement Perspective
- Peter Koslowski**
The Professional Ethics of Bankers and the Ethical Economy of the Credit Market
- Gamze Mandacı, Semra Güney, Öznur Aşan and Eren Miski Aydın**

- The Relationship between Machiavellianism and the Demographics: A Survey in the Banking Sector
Sami Ali and Zeeshan Ali Khan
 Scope of Foreign Venture Capital Investment in India
- 13.45-15.00 **Session-20: Professional Ethics-I** (Lotus Meeting Hall)
 Chair: **Alejo José G. Sison**
- Björn Fasterling**
 The Managerial Law Firm and the Globalization of Legal Ethics
J. Félix Lozano
 Integrating Ethical Values in Engineering Decision Making
Johannes Brinkmann
 Real Estate Agent Role Ethics – Description, Understanding, Criticism: Three Models and Some Data.
Elif Dikmetaş and Mesut Çimen
 A Research towards Ethical Sensitivity of Young Physicians
- 13.45-15.00 **Session-21: Information and Communication Technologies and Ethics-II** (Rosa Meeting Hall)
 Chair: **Mustafa Kılıç**
- Lilian Soares Outtes Wanderley, Francisca Farache, José Milton De Sousa Filho, Willemijn Van Dolen and Rafael Lucian**
 European Large Companies from “Old” and “New” EU Member States and CSR Information Disclosure on the Web – CSRIDOW: the CSR union from the European Diversity
Mete Yıldız, Erdem Erkul and Mehmet Devrim Aydın
 Security Cameras on the Streets&Growing Ethical Sensitivity to the Rights of Citizens: A General Evaluation of the MOBESE (CCTV) Experience in Turkey
Jane K. Miller, Mehmet Devrim Aydın, Xiaojun Yao and Doğan Nadi Leblebici
 Abuse of Information Technology in Government and the Need for an Ethical Framework: An Empirical Study in USA, Turkey and China
- 15.00-15.15 Tea/Coffee Break
- 15.15-16.30 **Parallel Sessions-VIII**
- 15.15-16.30 **Session-22: Individual, Perceptions and Ethics-II** (Mimoza Meeting Hall)
 Chair: **Mehmet Devrim Aydın**
- Jonathan Lowell**
 The Moral Ghost in the Business Machine? Does Moral Intelligence and Evolutionary Psychology (EP) Help Us Understand Human Morality and Assist Ethical Managerial Decision Making
Elaine Doyle, Jane Frecknall Hughea and Barbara Summers
 Research Methods in Taxation: Developing the Defining Issues Test (DIT) for a Tax Specific Scenario
Agata Kostrzewa, Iordanis Kavathatzopoulos and Karin Berg
 Measuring Ethical Competence of Organizations
Guido Palazzo, Franciska Krings, Ulrich Hoffrage
 A Person-Situation Interactionist Framework to Account for Ethical Blindness
Y. İlker Topçu, M.G. Serap Atakan and Şebnem Burnaz
 Have Ethical Perceptions Changed? A Comparative Study on The Ethical Perceptions of Faculty Members in 2003 and 2008

- 15.15-16.30 **Session-23: Professional Ethics-II** (Lotus Meeting Hall)
Chair: **Şükrü Özen**
- Mesut Çimen and Elif Dikmetaş**
A Research on Business Ethics in Samsun City Pharmacies
Zehra Edisan, Funda Kadioğlu
As a Health Profession Physiotherapy and its Development in Turkey
Laurent Mortreuil
Professional Ethics in Business and Social Life
Daniel Grincer
What Ethics? Christmas Island, Architecture and Immigration Detention
Ismaël Sene
The Concept of Sustainable Mobility: A Managerial Contribution
- 15.15-16.30 **Session-24: Corporate Social Responsibility and Business Ethics-III** (Rosa Meeting Hall)
Chair: **Necmi Bağdadioğlu**
- Khosro S. Jahdi and Gaye Açıkıllı**
Marketing Communications and Corporate Social Responsibility (CSR): Marriage of Convenience or a Shotgun Wedding?
Daniel Arenas, Josep Maria Lozano and Laura Albareda
The Role of NGOs in CSR: Perceptions and Self-perceptions among Stakeholders
Süleyman Gökhan Günay
The Determinants of Corporate Social Responsibility in Turkey
- 16.30-16.45 Tea/Coffee Break
- 16.45-18.00 **Session-25: Host Country Session-I/Türkçe Bildiriler Oturumu-I** (Rosa Meeting Hall)
Chair: **Ülkü Şişik**
- Ahmet Erkuş, Ebru Günlü and İbrahim Sani Mert**
The Effects of Emotional Intelligence on Perception Level of Ethical Values
Öznur Azizoğlu, Kubilay Özyer, Leyla Sevim ve Esra Erenler
Etik Algı ve Kontrol Odağı Arasındaki İlişkiyi Saptamaya Yönelik Bir Çalışma
Özer Alpar ve Seden Algür
Hizmet İşletmesi Yöneticilerinin Etik Olmayan Davranışlara Yönelik Değerlendirmeleri: Antalya Yöresinde Bir Araştırma
İsmail Bakan ve A. Melih Eytmiş
İşyerinde Psikolojik Taciz (Mobbing): Nedenleri, Sonuçları ve Birey-Örgüt Bilinci Konusunda Kamu Kurumunda Yapılan Bir Alan Araştırması
- 16.45-18.15 **General Assembly&Best Paper Award** (Mimoza Meeting Hall)
- 19.30 Gala Dinner (Alba Queen Hotel, Quenn Meeting Hall)

CONFERENCE DAY 3: SUNDAY OCTOBER 19, 2008

- 9.30-10.00 **Plenary Session-III** (Mimoza Meeting Hall)
- Heidi Von Hoivik** (Keynote Speaker, Norwegian School of Management)
Developing Students' Competence for Ethical Reflection while Attending Business School

- 10.00-11.15 **Parallel Sessions-IX**
- 10.00-11.15 **Session-26: Politics, Public Policy and Ethics** (Mimoza Meeting Hall)
Chair: **Alan Doig**
- Nur Yeliz Gülcan**
The Relation between Ethics and Politics
- Rabia Bahar Üste and Berrin Güzel**
The Effects of Political Degeneration to Sectors in the 21st Century
- Gizem Ö. Güven**
Business Ethics Practices under Social Trauma and Political Constraints
- Dalia Patiño-Echeverri and Antonino Vaccaro**
Environmental Transparency in the Electricity Sector: When Ethics and Public Policy Provide the Same Answer
- 10.00-11.15 **Session-27: NGOs and Ethics** (Lotus Meeting Hall)
Chair: **Mustafa Kılıç**
- Fabrizio Cafaggi, Chiara Ferrari, Paola Iamiceli, Ana Maria Sărăneanu**
Accountability of Non Profit Organizations
- Dorothea Baur**
The Professional ethics of NGOs in their Interaction with Corporations
- Heiko Spitzeck**
Moral Organizational Development: What, if anything, Do Corporations Learn from NGO Critique?
- 10.00-11.15 **Session-28: Codes of Ethics** (Rosa Meeting Hall)
Chair: **Uğur Ömürgönülşen**
- Sven Helin and Johan Sandström**
Corporate Codes of Ethics and Identity
- V. Lale Tüzüner and Cenk Arsun Yüksel**
A Taxonomy of Code of Ethics in Banks Operating in Turkey
- İrge Şener and Öznur Yüksel**
Diversity Statements within Codes of Ethics: Is there any Inference of Diversity in Ethical Codes?
- Melsa Ararat and Mahmut Bayazit**
Does the Adoption of Codes of Conduct Marginalize Labor Unions? The Case of Turkey's Garment Industry
- 11.15-11.30 Tea/Coffee Break
- 11.30-12.45 **Parallel Sessions-X**
- 11.30-12.45 **Session-29: Hotel&Hospital Management and Business Ethics** (Mimoza Meeting Hall)
Chair: **Leyla Özer**
- Anıl Aydın, Doğukan Doğanay and Ebru Günlü**
The Evaluations of Employees Working in Five Star Accommodation Establishments about Ethics Violations: Example of İzmir Province
- Hatice Güçlü Nergiz, Meryem Akoğlan Kozak and Sabah Balta**
Ethical Approaches and their Application in Hotel Managers' Decision Making
- Gonca Kılıç and Özlem Altunöz**
The Managerial Ethics and the Job Burn-Out on the Five-Star Hotels: Comparative Research between Turkey and Italy

Fatma Akdemir Mansur and Dilaver Tengilimođlu

The Effect of the Mobbing on Organizational Commitment in Hospital: A field Study

11.30-12.45 **Session-30: Host Country Session-II/Türkçe Bildiriler Oturumu-II** (Lotus Meeting Hall)

Chair: **Mustafa İpçi**

Selami Özsoy ve Yeşer Eskiciođlu

Türkiye'de Spor Medyasında Etik

Seden Algür ve Funda Oduncuođlu

Turizm Sektöründe Etik ve Bir Konaklama İşletmesi Örneđi

Özlem Yalaz Seçim, Funda Oduncuođlu ve Seden Algür

Turizm Sektöründe İş Etiđine Yaklaşımın Alt Sektörler Düzeyinde Analiz Edilmesi: Alanya İlçesinde Bir Uygulama

Necati Demir

Zıtlar Ahenkli Birliđi Tezi'nin Etik Sorunlara Yaklaşımı

11.30-12.45 **Session-31: Host Country Session-III/Türkçe Bildiriler Oturumu-III** (Rosa Meeting Hall)

Chair: **Öznur Azizođlu**

Sevinç Köse, Aylin Ünal ve Asena Altın Gülöva

Mesleki Etik Kodlar ve Türkiye'deki Örnekleri Üzerine Makro Bir Çalışma

A. Turan Öztürk

Kamu Sektöründe Meslek Ahlak Kurallarının Yerleştirilmesinde İç Denetimin Rolü ve Denetimsizliđin Sosyal Maliyeti

İsmail Bakan ve A. Melih Eytmiş

Çalışanların Etik Kurallara Bakış Açılıarı – Bireysel Başarı Mı? Etik Kurallara Bağlılık Mı? - Bir Kamu Kuruluşunda Alan Araştırması

13.00 13.30 **Closing Session**

Farewell Speech by **Mahmut Arslan** (President of Organising Committee, Hacettepe University)

General Remarks by **Luc Van Liedekerke** (EBEN President, Catholic University of Leuven)