

# **Second International Conference on Leadership, Technology and Innovation Management 2012**

**Procedia Social and Behavioral Sciences Volume 75**

**Istanbul, Turkey  
11 – 13 October 2012**

**Editors:**

**E. Eren**

**ISBN: 978-1-62993-209-5  
ISSN: 1877-0428**

**Printed from e-media with permission by:**

Curran Associates, Inc.  
57 Morehouse Lane  
Red Hook, NY 12571



**Some format issues inherent in the e-media version may also appear in this print version.**

Copyright© by Elsevier B.V.  
All rights reserved.

Printed by Curran Associates, Inc. (2013)

For permission requests, please contact Elsevier B.V.  
at the address below.

Elsevier B.V.  
Radarweg 29  
Amsterdam 1043 NX  
The Netherlands

Phone: +31 20 485 3911  
Fax: +31 20 485 2457

<http://www.elsevierpublishingsolutions.com/contact.asp>

**Additional copies of this publication are available from:**

Curran Associates, Inc.  
57 Morehouse Lane  
Red Hook, NY 12571 USA  
Phone: 845-758-0400  
Fax: 845-758-2634  
Email: [curran@proceedings.com](mailto:curran@proceedings.com)  
Web: [www.proceedings.com](http://www.proceedings.com)

## TABLE OF CONTENTS

<b>The Improvement of Capacity of Administrative and Local Government Using the Strategic Planning of E-Learning in Albania .....</b>	1
<i>L. Danaj, A. Dumi, I. Zejneli, E. Celo</i>	
<b>Electric Vehicles Production in Turkish Automotive Industry and Sectoral PEST Analysis .....</b>	10
<i>S. Yilmaz, M. Ustaoglu</i>	
<b>Alignment between Innovation Strategy and Out Comes .....</b>	18
<i>F. Zarrabi, N. Poursadegh, S. Jafarvand</i>	
<b>Strategy and Sustainable Business Development: Dynamic Hazard or Dynamic Mania? Lessons Learned from a Crisis .....</b>	25
<i>J. Sebestova</i>	
<b>The Development of a Strategic CRM-i Framework: Case Study in Public Institutions of Higher Learning .....</b>	36
<i>N. Ariffin</i>	
<b>Role of Intellectual Capital in Creating Enterprise Strategy .....</b>	44
<i>G. Rexhepi, S. Ibraimi, N. Veseli</i>	
<b>Leadership Intelligence: How to Get There? .....</b>	52
<i>A. Rutkauskas, V. Stasytyte</i>	
<b>The Leadership Role of Teacher and Re-Dimensioning of Knowledge .....</b>	62
<i>E. Celo, A. Dumi</i>	
<b>Impacts of Organizational Culture and Leadership on Business Performance: A Case Study on Acquisitions .....</b>	71
<i>N. Yildirim, S. Birinci</i>	
<b>Leadership and Storytelling .....</b>	83
<i>L. Mladkova</i>	
<b>Courageous Leadership for the Twenty-First Century .....</b>	91
<i>A. Sen, K. Kabak, G. Yanginlar</i>	
<b>Theory X and Theory Y Type Leadership Behavior and its Impact on Organizational Performance: Small Business Owners in the Sishane Lighting and Chandelier District .....</b>	102
<i>A. Arslan, S. Staub</i>	
<b>Towards an Efficient Level of Centralization in MNEs .....</b>	112
<i>F. Scalera, S. Talpova</i>	
<b>National Innovation Systems: The Moroccan Case .....</b>	119
<i>S. Hamidi, N. Benabdjalil</i>	
<b>A Case Study on Innovation Activities in Turkey and the Obstacles for Innovation .....</b>	129
<i>M. Karahan, G. Karhan</i>	
<b>Collective Innovation: A New Approach for Dealing with Society Induced Challenges. A Case Study in the Dutch Bakery Sector .....</b>	139
<i>Rob de Graaf</i>	
<b>Firm-Level Innovation Models .....</b>	146
<i>A. Izadi, F. Zarrabi</i>	
<b>Intercultural Communication, Innovations and Standardization of Cultural Identity in Teaching Method .....</b>	154
<i>E. Cerkezi, A. Dumi, E. Celo, E. Pulaj</i>	
<b>Global Technology Leadership: A Case for Innovative Education Praxis .....</b>	163
<i>E. Bowen, G. Bertoline, R. Athinarayanan, R. Cox, K. Burbank, D. Buskirk, H. Kucukonal</i>	
<b>Innovative Suffocation Management and the Effects of the Suffocation Concentrations Created by Shopping Malls in Urban Area .....</b>	172
<i>R. Kul</i>	
<b>Innovation through Patient Health Records .....</b>	183
<i>A. Tansel</i>	
<b>Innovations and Transfer Strategies of Albania Government on the Management and Recovering Reforms of Health System .....</b>	189
<i>A. Sinaj, A. Dumi, B. Mehilli</i>	
<b>An Empirical Investigation of the Organisational Justice, Knowledge Sharing and Innovation Capability .....</b>	199
<i>S. Yesil, S. Dereli</i>	

<b>An Innovative Leadership Effectiveness Measure: Applied Analytic Indicators of High-Consequence Industry Performance</b>	209
<i>B. Bowen, E. Bowen, D. Headley, H. Kucukonal, C. Wildt</i>	
<b>Knowledge Sharing Process, Innovation Capability and Innovation Performance: An Empirical Study</b>	217
<i>S. Yesil, A. Koska, T. Buyukbese</i>	
<b>The Relationship between Innovation and Firm Performance: An Empirical Evidence from Turkish Automotive Supplier Industry</b>	226
<i>M. Atalay, N. Anafarta, F. Sarvan</i>	
<b>Innovation as a Driver of Absorptive Capacity from Foreign Direct Investment in Spanish Manufacturing Firms</b>	236
<i>P. Sanchez-Sellero, J. Rosell-Martinez, J. Garcia-Vazquez</i>	
<b>Industrial Policy and Climate Change Management of Turkey as an EU Candidate Country</b>	246
<i>S. Apak, E. Atay</i>	
<b>Renewable Energy Financial Management in the EU's Enlargement Strategy and Environmental Crises</b>	255
<i>S. Apak, E. Atay</i>	
<b>Technology Transfer in Oil Industry, Significance and Challenges</b>	264
<i>M. Asghari, M. Rakhshanikia</i>	
<b>Optimization of Automotive Glass Production through Business Process Reengineering Approach</b>	272
<i>F. Felice, A. Petrillo</i>	
<b>Assessing the Impacts of Technology Business Incubators: A Framework for Technology Development Centers in Turkey</b>	282
<i>O. Ozdemir, Y. Sehitoglu</i>	
<b>HC, CO, CO<sub>2</sub> and NO<sub>x</sub> Emission Evaluation of a Diesel Engine Fueled with Waste Frying Oil Methyl Ester</b>	292
<i>A. Shirneshan</i>	
<b>ICT Sector in Vojvodina (Serbia) as a Potential for Mitigation of Crisis Effects</b>	298
<i>K. Andrea, M. Ivana, R. Sasa</i>	
<b>The Crucial Need for an Integrated ICT Leadership Approach toward Management with the Scope of Improving Profitability into Local Non-IT Companies (Case of Macedonia &amp; Albania)</b>	308
<i>E. Curraj, B. Vladi</i>	
<b>IT Project Management in Non-Projectized Organization</b>	318
<i>H. Tahri, O. Drissi-Kaitouni</i>	
<b>The 3D Immersive Virtual Reality Technology Use for Spatial Planning and Public Acceptance</b>	328
<i>A. Abulrub, K. Budabuss, P. Mayer, M. Williams</i>	
<b>Time Driven Activity based Costing by Using Fuzzy Logics</b>	338
<i>M. Sarokolaei, M. Saviz, M. Moradloo, N. Dahaj</i>	
<b>Fuzzy Performance Focused Activity based Costing (PFABC)</b>	346
<i>M. Sarokolaei, M. Bahreini, F. Bezenjani</i>	
<b>Knowledge Search Strategies in the Biotechnology Domain: A Patent Benchmarking Analysis</b>	353
<i>C. Storto</i>	
<b>Approach to Innovative Supply Chain Strategies in Cement Industry; Analysis and Model Simulation</b>	359
<i>B. Noche, T. Elhasia</i>	
<b>Creating a Solid Base for Technology Road Mapping Using an Integrated Technology Monitoring and Assessment Tool</b>	370
<i>H. Wancura, F. Montignac, C. Mazzuchetti, M. Sprig, J. Costa</i>	
<b>An Algorithm for Supply Chain Integration based on OTSM-TRIZ</b>	383
<i>C. Nikulin, S. Graziosi, G. Cascini, A. Araneda, M. Minutolo</i>	
<b>Is it Enough to be Entrepreneurial? Enhancing the 'Value Added' Created by SMEs in Turkey through Innovation</b>	397
<i>M. Turker, M. Inel</i>	
<b>The Influences of Participative Organizational Climate and Self-Leadership on Innovative Behavior and the Roles of Job Involvement and Proactive Personality: A Survey in the Context of SMEs in Izmir</b>	407
<i>S. Tastan</i>	
<b>Business Strategy and Governance of Intellectual Assets in Small &amp; Medium Enterprises</b>	420
<i>Y. Gibb, S. Blili</i>	
<b>Workstation Design in an Ethiopian Small Scale Leather Garment Industry</b>	434
<i>B. Beshah, D. Kitaw, M. Gelan</i>	
<b>Regional Entrepreneurship Dynamics: The Case of the Czech Republic</b>	443
<i>K. Vesela, J. Sebestova</i>	

<b>The Competitiveness of Turkish Economy within the Scope of WEF Global Competitiveness Index .....</b>	453
<i>S. Sener</i>	
<b>Micro-Economic Competitiveness: A Research on Manufacturing Firms Operating in TRB1region.....</b>	465
<i>M. Deniz, S. Seckin, M. Cureoglu</i>	
<b>Adoption of Human Resource Information System: A Theoretical Analysis .....</b>	473
<i>A. Chakraborty, N. Mansor</i>	
<b>Integrative Approach in Human Resources Strategy Formulation (Case Study: MDN Company) .....</b>	479
<i>D. Gholamzadeh, S. Jalali</i>	
<b>Career Barriers for Women Executives and the Glass Ceiling Syndrome: The Case Study</b>	
<b>Comparison between French and Turkish Women Executives .....</b>	488
<i>C. Akpinar-Sposito</i>	
<b>Human Resource Practices of an Emerging-Market Multinational: Implications For Enhancing Organizational Innovation .....</b>	498
<i>T. Gulsoy</i>	
<b>Flexicurity and Employee Participation in Workplaces during the Crisis: Turkey Compared to the European Union.....</b>	508
<i>G. Ozcure, H. Demirkaya, N. Eryigit</i>	
<b>Job Stress and Job Performance Among Employees in Public Sector in Istanbul: Examining the Moderating Role of Emotional Intelligence .....</b>	518
<i>U. Yozgat, S. Yurtkoru, E. Bilginoglu</i>	
<b>Culture as a Strategic Resource for Organizations and an Assessment on Cultures of Turkish Large Firms.....</b>	525
<i>K. Genc</i>	
<b>Corporate Social Responsibility (CSR) and Innovation–The Drivers of Business Growth? .....</b>	532
<i>G. Rexhepi, S. Kurtishi, G. Bexheti</i>	
<b>The Ethical Behavior of Academics Regarding Informatics: A Comparative Assessment between State and Foundation Universities .....</b>	542
<i>R. Pinar, Y. Cakirel, K. Toker</i>	
<b>Who are the Participative Stakeholders? Insights from Corporate Social and Environmental Programmes .....</b>	553
<i>V. Dragomir</i>	
<b>A Case Study to Determine Critical Thinking Skills of University Students.....</b>	563
<i>A. Unsal, E. Engin</i>	
<b>Learning from Failure: A Case Study on Creative Problem Solving .....</b>	570
<i>F. Sousa, I. Monteiro, A. Walton, J. Pissarra</i>	
<b>Author Index</b>	