2009

Game-theoretic analysis of pay-as-bid mechanisms

A. Even

N. Pliskin

K. Curley

E. Carmel

S. Zimmermann

ICT-Enabled Global Work – Past, Present, and Future

Focus of Panel: This panel brings together a variety of insights to provide an integrated view of the global organization, focusing on the unique challenges and opportunities associated with ICT-enabled global work and pondering how academics can make a difference for both theory and practice. The panel will address the link between ICT and global work from various viewpoints:

Talent Management: As ICT has made the accessing and deployment of talent from all over the globe possible, what are some of the strategies that firms can employ to insure that they are effectively recruiting, developing and managing global talent? How are companies dealing with the salary disparities that arise when employing workers from different locations on the same project? How can centers of excellence deliver expertise from remote locations to solve local problems?

Cross-Cultural Management: Organizations increasingly rely on global virtual teams to accomplish a range of activities, from ongoing operations to project-specific work. What progress has been made in addressing problems of ICT and culture? What best practices do businesses use, not only to overcome problems, but also to leverage distributed structures?

Technology Transfer: Increasingly, as organizations reach out for talent and markets in countries other than their home country, the challenge of integrating insights from off shore partners to create new products and markets becomes more difficult. Is technology transfer one-way or two-way? How do firms avoid "headquarters syndrome"?

Sourcing Management: Firms often distribute their software development projects globally and make their sourcing decisions with the main focus on cost reduction. Aspects like interaction effects among projects, and sites which affect the costs and the risks of a sourcing portfolio are currently inadequately considered or even neglected, what often results in flawed sourcing decisions. Which aspects should be considered against this backdrop to valuate different sourcing alternatives? What kind of interaction effects are relevant in making sourcing decisions and how can they be considered?

Panel Structure: The proposed 90-minutes panel will be structured in the following manner:
- *Opening (10 minutes):* The panel's moderator, Dr. Adir Even, will present the topic, highlight a few key questions and issues, and introduce the panelists.
- *Panelist presentations (45-50 minutes):* Each panelist will be given ~7 minutes to present his/her research perspective, and ~4 more will be dedicated to audience questions. The presentation of each panelist would end with one key question for the audience. The results of the 4-question poll, together with all panelists' presentations, are intended to direct the discussion later.
- *Discussion (30-35 minutes):* The audience will be invited to discuss topics of interest with the panelists. Depending on audience wishes, the seed questions will be: What would be the next new frontiers in the research about the link between ICT and global work? What emerging ICT would have strong impact in the context of global work? What would be the impact of the recent world-wide economic crisis on globalization, and the use of ICT for supporting it?

Panelists:
- **Dr. Adir Even,** from the Dept. of Industrial Eng. and Mgmt. at Ben-Gurion University of the Negev (Israel), will chair and moderate the panel and lead the discussions.
- **Prof. Nava Pliskin,** from the Dept. of Industrial Eng. and Mgmt. at Ben-Gurion University of the Negev (Israel), will review, from her personal perspective and based on research with others, how the ICT evolution in the early 1980s interacted with culture in the context of global work.
- **Prof. Kathleen F. Curley**, from Boston University School of Mgmt. (USA), will report on how a large American software company that is attempting to build a process for two-way technology transfer in a culture that has historically been focused on the home country and market.
- **Prof. Erran Carmel**, from Univ. of Maryland Univ. College & American Univ. (USA), will review best practices in coordinating projects and workforces across time zones based on his 6-year research. He claims that firms have largely learned to overcome distance but not time zones.
- **Dr. Steffen Zimmermann**, from the Dept. of Information Systems at the University of Innsbruck (Austria), will review current approaches for sourcing decisions, emphasizing aspects, such as the different types of interaction effects that should be considered.