

PUBLICATIONS

1. Scientific papers in ISI Databases (15)

Alas, R. (2008). 'Implementation of organizational changes in Estonian companies'. *Journal of Business Economics and Management*, 9(4), 289-297.

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Alas, R. (2008). 'The impact of work-related values on the readiness to change in Estonian organizations', *Journal of Business Ethics*, accepted. <http://dx.doi.org/10.1007/s10551-008-9838-5>

Alas, R., Sharifi, S. and Sun, W. 'China and Estonia in Flux: Is this a valid basis for comparison of their approaches to change management?' *Engineering Economics*. accepted

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Alas, R. and Tafel, K. 2009. Corporate Governance in Estonia. In Rainhart, Lang / Ingo Winkler (Eds.): Selected papers from the VIII Chemnitz East Forum Cooperation between East and West: Westernization of the East or Easternization of the West?, Schriften zur Organisationswissenschaft, Issue No.14, 2009, ISSN: 1612-7218. 4-16.

Benson, P. and Alas, R. (2008). Editorial: 'Changes in Society, Changes in Organizations, and the Changing Role of HRM: Managing International Human Resources in a Complex World', *European Journal of International Management*, 2 (3), 229-233.

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Elenurm, T., Moisala, A. 2008. „Comparing Entrepreneurial Orientations of Estonian and Finnish Business Students”, *European Journal of International Management*, Vol. 2, No. 4, pp. 454-470.

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Tuulik, K. and Alas, R. (2009). 'Leadership style during Estonian transition', *Baltic Journal of Management*, Vol. 4(2), accepted.

Übius, Ü. and Alas, R. Organisational culture types forecast corporate social responsibility. *Engineering Economics*. Accepted.

2. Monographs and parts of monographs (9)

Alas, R. (2008). 'Organizational learning during changes in Estonian organization', in Lytras, M. D., Pablos, P. O. (Eds) *Knowledge Ecology in Global Business: Managing Intellectual Capital*, IGI Global. Forthcoming.

Alas, R. (Ed) (2009). *Implementation of Changes in Chinese Organizations: Groping the Way through the Darkness*. Chandos Publishing (Oxford) Limited.

Alas, R. and Sun, W. (2008). 'Organizational Changes in Chinese companies', in Alas, R. (Ed) *Implementation of Changes in Chinese Organizations: Groping the Way through the Darkness*. Chandos Publishing (Oxford) Limited. 171-180.

Alas, R., Eklund, T., Collan, M. and Kraus, A. (2008). 'International Patterns in Manufacturing Strategies'. In Pablos, P. O., Lytras, M. D. (Eds) *The China Information Technology Handbook*. Springer. Forthcoming.

Elenurm, T. E. 2008. Chapter 12. Internationalisation of enterprises in Estonia, In: *Handbook of Research on European Business And Entrepreneurship*. Ed. by Dana, L. Han, M., Ratten, V., Welpel, I., Cheltenham, UK: Edward Elgar, pp. 185-197.

Kaarelson, T. and Alas, R. (2008). 'Human Resource Management in Estonia', in Morley, M., N. Heraty, S. Michailova, (Eds.) (2007), *Managing Human Resources in Central and Eastern Europe*, London: Routledge.

Kooskora, M. 2008. Understanding Corporate Moral Development in the Context of Rapid and Radical Changes. The Case of Estonia. Doctoral dissertation. Jyväskylä: Jyväskylä University. ISBN: 978-951-39-3221-3 ISSN: 1457-1986, 65, 213p.

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3. Scientific articles in other databases (43)

Alas, R. (2008). 'Attitudes and Values in Chinese Manufacturing Companies: A Comparison with Japanese, South Korean and Hong Kong Companies'. *Chinese Management Studies*. 2(1): 32-51.

- Alas, R. (2008). 'Organizational Changes and Learning in Production and Service Organizations during transition in society'. *International Journal of Services and Operations Management*. Vol. 4, Issue 4, 481-497.
- Alas, R. (2008). 'The priorities of managers in Estonian private sector companies'. *Working Papers in Economics of Tallinn University of Technology*, Vol 25, TUTWPE No 168, 9-20.
- Alas, R. (2008). 'Employee's Willingness to participate in Implementation of organizational Change', *Management of Organizations: Systematic Research*, 46, 7-16.
- Alas, R. and Elenurm, T. (2008). 'Impact of Joining the European Union on Competitive Advantage according to the Position of the Company in the Value Chain'. *Problems and Perspectives in Management*, Vol. 6, Issue 4.
- Alas, R. and Ennulo, J. (2008). 'Dynamics of Work-related Values in Chinese Organizations', *China Insights Today*, <http://www.chinainsightstoday.com/206Alas.pdf>
- Alas, R. and Kaarelson, T. (2008). 'Gender equality in post-socialist country: case of Estonia', *Problems and Perspectives in Management*, Vol 6(2), 13-20.
- Alas, R., Vadi, M. and Sun, W. (2009). 'Impact of work-related values upon Readiness to Change in Chinese Organizations', *Chinese Management Studies*. Accepted.
- Alas, R. and Sun, W. (2008). 'Connections between Types of Innovation, Types of Organizational Change and Levels of learning: A Study of Chinese Organizations', *China Insights Today*, <http://www.chinainsightstoday.com/234ruth.pdf>
- Alas, R. and Sun, W. (2008). 'Corporate social responsibility in Chinese organizations.' *European Journal of Management* Vol 8(3): 131-136.
- Alas, R. and Tafel, K. (2008). 'Corporate Governance in Estonia'. *Corporate Ownership and Control*, Vol 5(1), 296-302.
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- Alas, R., Elenurm, T. and Tafel, K., (2008). 'Who is Making the Changes? Approaching to Organizational Changes from the Framework of Corporate Governance: the Case of Estonia', *Journal of Baltic Studies*.
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- Alas, R., Kraus, A. and Niglas, K. (2008). 'Manufacturing strategies and choices in cultural contexts', *Journal of Business Economics and Management*.

- Alas, R., Vadi, M. and Sun, W. (2008). 'Connections between factors of Readiness to Change in Chinese Organizations'. *International Journal of Chinese Culture and Management*. Vol. 1, No. 2, 219-231.
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- Elenurm, T. Oper, J. (in press) „Innovation obstacles and management focus in Estonian enterprises”, *EBS Review*
- Elenurm, T. Terk, E., Andresoo, J. (2008) „Cooperation patterns between capital owners and managers in the strategic management process. Case Estonia”, *Corporate Governance: The International Journal of Business in Society*, Vol. 8, No 5, pp. 637-648.
- Elenurm, T., Alas, R. and Laar, J. (2008). 'Free movement of labour and strategic human resource management challenges in new European Union member states: a study of Estonian enterprises'. *International Journal of Human Resources Development and Management*. Accepted.
- Eriksson, K., Kerem, K., Nilsson, D. (2008), "The adoption of commercial innovations in the former Central and Eastern European markets. The case of internet banking in Estonia", *International Journal of Bank Marketing*, Vol. 26 No.3, pp.154-69.
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- Kallion, M. (2008) "Public university as medium of indirect public administration in decentralised public administration organisation" *Journal Kwartalnik*, II, Poland, Torun, pp. 35-38 (ISBN 978-83-912015-8-9)
- Kilvits, K., Purju, A. (2009) 'The Impact of Public Procurement on Foreign Trade: the Case of Estonia', *International Journal of Public Policy*, Vol. 4(1/2): 159-177.
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- Lumiste R., Pefferly, R., Purju, A. (2008) 'Estonia's Economic Development: Trends, Practices and Sources, *Commission on Growth and Development*, Working Paper No. 25, 46 p.
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Sepper, R. and Alas, R. (2008). 'Role of Politics in Public Sector Organizational Change', *Journal of Business Economics and Management*, (9)1, 13-23.

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Übius, Ü. and Alas, R. 2009. Corporate social responsibility and its influencing factors in Estonian and Japanese enterprises. *Problems and Perspectives in Management*, 7(1).

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Übius, Ü., Alas, R., Sinikka, V. 2009. Innovation and Corporate Social Responsibility in Estonian Organizations. *Problems and Perspectives in Management*, 7(2).

4. Conference papers (24)

Alas, R., Niglas, K. and Kraus, A. (2008). 'Cultural Influences upon Manufacturing Strategies and Practices', IFSAM 9th World Congress, The Fusion and Development of East and West Management, July 26-28, Shanghai, China. Article on CD.

Alas, R. and Edwards, V. (2008). 'Work related attitudes: a comparison of Asia and Europe', The third International Association for Chinese Management Research IACMR Biennial Conference, 19-22 June, Guangzhou, China. http://www.iacmr.org/iacmr2008/Papers/8g/8g_1.pdf

Alas, R., Niglas, K., Papalexandris, N. and Galanaki, E. (2008). 'Employee commitment and managerial values in a cultural context', IFSAM 9th World Congress, The Fusion and Development of East and West Management, July 26-28, Shanghai, China. Article on CD.

Alas, R., Sharifi, S. and Sun, W. (2008). 'China and Estonia in Flux: Is this a valid basis for comparison of their approaches to change management?' Academy of Management Meeting, *Questions we ask*, August 8-13, Anaheim, California. <http://papers.aomonline.org/interactive/2008/documents/13507.pdf>

Alas, R., Vadi, M. and Sun, W. (2008). 'Impact of work-related values upon Readiness to Change in Chinese Organizations', The third International Association for Chinese Management Research IACMR Biennial Conference, 19-22 June, Guangzhou, China. Article on CD, 25 pages. Also: http://www.iacmr.org/iacmr2008/Papers/4b/4b_2.pdf

Alas R. (2008). 'Crisis Management in Estonian Organisations', EIASM 3rd Workshop on Organisational Change & Development: Advances, Challenges & Contradictions, Bucharest, 26-27 September. <http://www.eiasm.org/documents/abstracts/19711.doc>

Andreeva, T., Alas, R., Vanhala, S. and Sun, W. (2008). 'How applicable are Western theories about change in Russia, Estonia and China?' Academy of Management Meeting, *Questions we ask*, August 8-13, Anaheim, California. http://program.aomonline.org/2008/view/view_docOnlinePaper.asp?SubID=13190

Auruskeviciene, V., Salciuviene, L., Alas, R., Vida, I. 2008 An exploratory examination of consumer intellectual property theft in transitional economies. 34th European International Business Academy Annual Conference in Tallinn, 11-14 December. Article on CD.

Elenurm, T. 2008. "Applying international student teams for finding cross-border entrepreneurial opportunities", SMU Edge Conference 2008. Bridging the Gap III. Conference Proceedings. CD

Elenurm, T. and Alas, R. (2008). 'Cross-border labour mobility: challenges and opportunities for small and large businesses'. In 5th Nordic Conference on Small Business Research. Challenges for Entrepreneurship and Small Business Development in the Context of European Enlargement. Conference Proceedings. 21.-23 May 2008, Tallinn, Estonia, ISBN 978-9949-430-18-5, 16p.

Elenurm, T., Alas, R. 2008. "Cross-border labour mobility: challenges and opportunities for small and large businesses", 5th Nordic Conference on Small Business Research", *Challenges for Entrepreneurship and Small Business Development in the Context of European Enlargement. Conference Proceedings*, CD.

Elenurm T. and R. Alas (2008). 'Features of Successful Entrepreneurs in Estonia: Organisational Learning Challenges', EIASM 3rd Workshop on Organisational Change & Development: Advances, Challenges & Contradictions, Bucharest, 26-27 September. <http://www.eiasm.org/documents/abstracts/19545.doc>

Kooskora, M. and Kujala, J. (2008). Corporate Moral Development and Stakeholder Issues: An Empirical Analysis of Estonian Business Community, Proceedings of Stakeholder Mini-Conference, University of Tampere, Finland.

- Lorents P. 2008. *Knowledge, computational models, semantic networks and concept maps*. Proceedings of the International Conference on Artificial Intelligence and Pattern Recognition. AIPR' 2008. Volume II p. 537 – 544.
- Lorents P. 2008. *Taxonomy of intellect*. Proceedings of the International Conference on Artificial Intelligence. IC – AI' 2008. Volume II p. 537 – 544.
- Pruvli, E., (2008). Entrepreneurial pedagogy: considering the audience perception in different cultural and professional groups. *Paris: Universite Paris – DAUPHINE, 8th Summer University 2008* (Paris-Dauphine University, Paris, September 18-24, 2008, France). Innovation and pedagogy ; CD.
- Toots, A. (2008). 'About Karl Inno and His Balance Sheet Analysis'. *Proceedings of the International Conference of Accounting, Auditing and Taxation* (edited by J. Alver). November, 6-7, Tallinn University of Technology, Tallinn, Estonia. 205-209.
- Vadi, M. and Alas, R. (2008). 'Organizational culture in Russian and Chinese organizations'. In: *World Values and Social Responsibilities in a Changing World: From Being Good to Doing Good*. Edited by: Bella L. Galperin ISBN: 978-0-9817997-0-4 (CD-ROM).
- Übius Ü. and R. Alas (2008). Factors predicting innovation climate 'Innovation: Predictor of Corporate Social Responsibility, Individual and Organisational Level Factors?' EIASM 3rd Workshop on Organisational Change & Development: Advances, Challenges & Contradictions, Bucharest, 26-27 September. <http://www.eiasm.org/documents/abstracts/19663.rtf>
- Übius, Ü. and R. Alas, 2008 Organisational culture types forecast corporate social responsibility. 34th European International Business Academy Annual Conference in Tallinn, 11-14 December. Article on CD.

5. Textbooks, chapters (12)

- Alas, R. (2008) Juhtide prioriteedid Eesti erasektori ettevõtetes. Kogumikus Eesti Tippjuhgid 2008, Eesti majanduse leksikon. Äripäeva kirjastus.13-16.
- Alas, R. (2008). *Juhtimise alused*. Viies täiendatud trükk. Külim. (Fundamentals of management). 240 lk.
- Kallion, M. (2008) Uued rangemad nõuded rahapesu tõkestamiseks. Äripäeva kirjastus, Ettevõtja käsiraamat, 42 lk. (*The new measures in tackling money laundering*. Äripäev Publishing House, Handbook of an Entrepreneur, 42 pages)
- Lamberg, E. (2008) 'Finantsarvestus'. *Virtual learning Environment 'Blackboard'*.
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- Roostalu, L. (2008). 'Controllingu arendamine Tallinna linnaorganisatsioonis (*Development of controlling in the Tallinn municipal organization*)'. Responsible Business Forum in Estonia. 88 pages. [<http://www.csr.ee/445>]

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- Toots, A., Alver J. (2008), Dictionary of Accounting Terms: English – eesti- français – Deutsch. Deebet.
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6. Editing work (3)

- Alas, R. (2008). 'Estonian review', special issue of *Baltic Journal of Management*, Vol 3, Number 2. (ISI index)
- Benson, P. and Alas, R. (Eds) (2008). 'Changes in Society, Changes in Organizations, and the Changing Role of HRM: Managing International Human Resources in a Complex World', special issue of *European Journal of International Management*, 3. (ISI index)
- Linnasmägi P., Nuut A. (2008) *Majandusarvestus I*. Distance Learning Program at University of Tartu. Edited by K. Liikane

7. Presentations at conferences (61)

- Alas, R, Niglas, K. and Kraus, A. (2008). 'Cultural Influences upon Manufacturing Strategies and Practices', IFSAM 9th World Congress, The Fusion and Development of East and West Management, July 26-28, Shanghai, China.
- Alas, R. (2008) Scientific research at EBS. "Scientific research at business schools", 18 November 2008, Tallinn.
- Alas, R. (2008). 'The priorities of managers in Estonian private sector companies'. International Conference *Management: Past, Present and Future*, 17-18 April, Tallinn.
- Alas, R. (2008). 'The impact of Work-related Values on the Readiness to Change in Estonian Organizations', EURAM 2008 Annual Conference on *Management Diversity: European Destiny and Hope*. 14-17 May, Ljubljana and Bled, Slovenia.

- Alas, R. (2008). *Crisis Management in Estonian Organisations*, EIASM 3rd Workshop on Organisational Change & Development: Advances, Challenges & Contradictions, 26-27 September, Bucharest.
- Alas, R. (2008). 'Estonian private sector enterprises: problems and priorities'. XVI International Scientific and Practical Conference *Enterprise Management: Diagnostics, Strategy, Effectiveness*, 10-11 April, Tallinn.
- Alas, R. (2008). Presentation on session "Making a Large International Book Project Virtual Collaboration a Great Success". Academy of Management Meeting, *Questions we ask*, August 8-13, Anaheim, California.
- Alas, R. (2008). Today's Phase of Corporate Social Responsibility in Estonia. Open Symposium on Corporate Culture, Corporate Social Responsibility and the Quality of Working Life under Globalization, 16-17 June, Tokyo, Japan.
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Elenurm, T. and Alas, R. (2008). 'Cross-border labour mobility: challenges and opportunities for small and large businesses'. 5th Nordic Conference on Small Business Research. *Challenges for Entrepreneurship and Small Business Development in the Context of European Enlargement*. 21.-23 May, Tallinn, Estonia.

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- Pefferly, R., Purju, A. (2008) ‘Estonia’s Economic Development: Trends, Practices and Sources, 20th Anniversary Conference at EBS, 18 November 2008.
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- Podolski, L. (2008) “*Nominal Predicates: a Contrastive Study*“. 41st Annual Meeting of the Societas Linguistica Europaea. September 17-20, Forli, Italy.
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