

## 2nd Conference of Doctoral Research in Economics and Business Administration in the Basque Country

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# Analytic Summary

**Garayar Erro, Ainhoa** (Univ. del País Vasco (UPV/EHU). Escuela Universitaria de Estudios Empresariales de Donostia.. Plaza Oñati, 1. 20008 Donostia): **Procesos de isomorfismo resultantes en la adopción del Pacto Mundial de Naciones Unidas en organizaciones españolas** (Isomorphism processes resulting in the adoption of the United Nations Global Compact in Spanish organizations) (Orig. es)

In: *Azkoaga. Cuadernos de Ciencias Sociales y Económicas*, 16. 5-59

Abstract: The United Nations Global Compact is the largest social responsibility initiative in the world. This paper focuses on the analysis and study of the Global Compact implementation process in Spanish organizations in order to find out what the main motivations for joining this initiative were.

Key Words: United Nations Global Compact. Motivations. Social responsibility.

**Peña Miguel, Noemí; Peña Esteban, J. Iñaki de la** (Univ. del País Vasco (UPV/EHU). Dpto. Economía Financiera I. Lehendakari Agirre Etorbidea, 83. 48015 Bilbo): **Prestación básica condicionada al gasto familiar** (A basic Income according to family expenses) (Orig. es)

In: *Azkoaga. Cuadernos de Ciencias Sociales y Económicas*, 16. 61-90

Abstract: The aim of the present contribution is to determine the cost of a social service understood as an initial and elementary social welfare system that ensures expenditure on living goods for both citizens and relatives depending directly on them.

Key Words: Basic Social Service. Living goods.

**Rekalde Abasolo, Izaskun** (Euskal Herriko Unib. (UPV/EHU). Finantza Ekonomia II saila. Ekonomi eta Enpresa Fak. Lehendakari Aguirre 83. 48015 Bilbo); **Landeta Rodríguez, Jon** (Euskal Herriko Unib. (UPV/EHU). Enpresari Aplikaturiko Ekonomi Institutua. Zubiri Etxea. Lehendakari Aguirre, 83. 48015 Bilbo): **Zuzendaritza-prestakuntzarako tresna gisa coaching exekutiboaren arrakastarako faktore erabakigarriak** (Determinants of success of coaching as a tool for management training) (Orig. eu)

In: *Azkoaga. Cuadernos de Ciencias Sociales y Económicas*, 16. 91-122

Abstract: Business organizations are aware of managers' strategic value and the importance of providing them with continuous training. For this reason, to the extent of their needs, they require training techniques that can really change their managing skills.

Seemingly working in this direction, executive coaching is a tool for managerial development that is becoming increasingly successful in the business world.

This study presents an analysis on the situation of and the last innovations in executive coaching.

Key Words: Coaching. Manager training. Skill development. Behavioural change. Evaluation.

**Agote Errazquin, Laida** (Univ. de Deusto. Camino de Mundaiz, 50. 20012 Donostia): **Authentic leadership, trust and followers' emotions: the experience of HRMs during organizational change processes** (Orig. en)

In: *Azkoaga. Cuadernos de Ciencias Sociales y Económicas*, 16. 123-148

Abstract: Despite the increasing interest, antecedents of emotions in organizational change contexts are still under-researched. In an attempt to contribute to literature, we analyzed the experience of 102 Spanish HRMs using structural equation modeling based on partial least squares. Findings show that authentic leadership influences followers' trust and positive emotions. Additionally, trust mediates the relation between authentic leadership and negative emotions.

Key Words: Authentic leadership. Trust. Emotions. Organizational change. Human Resource Manager.

**Altuna Artola, Maite** (Univ. Deusto. Fac. CC.EE. y Empresariales. Camino Mundaiz, 50. 20012 Donostia): **Los factores de la Responsabilidad Social: El análisis de las pequeñas y medianas empresas manufactureras guipuzcoanas** (Factors of Social Responsibility: Analysis of small and medium-sized manufacturing enterprises of Gipuzkoa) (Orig. es)

In: *Azkoaga. Cuadernos de Ciencias Sociales y Económicas*, 16. 149-172

Abstract: Recent research shows a heterogeneous behaviour in the implementation of SR in SMEs. The aim of this article is to find out how factors affect this diversity of performances. Given the exploratory nature of the study, case studies of four industrial SMEs in Gipuzkoa are carried out, which allows us to progress in the understanding of SR in SMEs.

Key Words: Social responsibility. SME. Manufacture. Gipuzkoa. Factors. Diversity. Behaviour.

**Garcés Galdeano, Lucía** (Universidad Pública de Navarra. Dpto. de Gestión de Empresas. Campus de Arrosadía, s/n. 31006 Pamplona): **Sistemas de gestión de personas de alto compromiso (SGPAC) y empresa familiar. ¿Son realmente diferentes las empresas familiares?** (High Performance Work Systems and family business. Are family businesses really different?) (Orig. es)

In: *Azkoaga. Cuadernos de Ciencias Sociales y Económicas*, 16. 173-191

Abstract: This study examines whether there are differences between family businesses and non-family businesses with regard to the level of implementation of high commitment people management systems among different groups of employees. The results indicate that family businesses don't feature a level of high commitment people management systems different from that of non-family businesses.

Key Words: SGPAC. Family business. Employee types.