



50TH ANNIVERSARY  
**Northeast Decision Sciences Institute  
Annual Conference Proceedings**

March 26-27, 2021 • VIRTUAL



**PennState**  
Harrisburg

---

## Innovation and Creativity

### **Development and Testing of a Creative Strengths Instrument** 871

Dr. Eric W. Stein<sup>1</sup>, Dr. Denise Potosky<sup>1</sup>

1. *Pennsylvania State University*

### **Entrepreneurial Opportunity Alertness and the Entrepreneurial Mindset** 872

Dr. Marie Segares<sup>1</sup>

1. *St. Francis College*

## Legal, Ethical, and Social Issues

### **A Study of the Relationship between Employment Attributes, Ethics and the Dampening Effect of Pressure** 874

Dr. Pamela Harper<sup>1</sup>, Dr. Pablo Rivas<sup>2</sup>, Dr. John Cary<sup>1</sup>, Dr. William Brown<sup>1</sup>

1. *Marist College*, 2. *Baylor*

### **An alternative approach for Diversity Training based on visualization analysis of social media data** 875

Dr. Shanggeun Rhee<sup>1</sup>, Ms. Nesreen El-Rayes<sup>1</sup>

1. *Kean University*

### **Critical Success Factor Model for Prison Entrepreneurship Program** 876

Dr. Kihwan Kim<sup>1</sup>, Dr. Bok Gyo Jeong<sup>1</sup>, Dr. Patrick McManimon<sup>1</sup>, Mr. Leonard Grayson<sup>2</sup>, Dr. Deborah Spigner<sup>3</sup>

1. *Kean University*, 2. *The City of Elizabeth Reentry Program*, 3. *Dynamic Management Services Business Partners*

### **Do They Really Care Less about Ethics? Exploring Consumer's Ethical Perceptions in a Developing Economic Entity** 877

Dr. wenyeh huang<sup>1</sup>

1. *National Taipei University*

### **Factors Attributing to the Making of Fortune 500 CEOs: Institutional Patterns of Prejudice** 878

Dr. Maling Ebrahimpour<sup>1</sup>, Ms. Bridget Cullinane<sup>1</sup>

1. *The University of Rhode Island*

### **Give a Little Bit: Consumers Ask More of Women Entrepreneurs** 879

Dr. Erin Percival Carter<sup>1</sup>, Dr. Jenni Dinger<sup>2</sup>

1. *University of Maine*, 2. *Indiana University*

### **Pandemic Management with Mobile Applications: Designing an Experiment in Ethical AI** 880

Dr. Tamara Schwartz<sup>1</sup>, Ms. Jena Jordahl<sup>2</sup>, Ms. Christine Don<sup>2</sup>, Mr. Gene Dragotta<sup>3</sup>

1. *York College of Pennsylvania*, 2. *Infinite IQ*, 3. *Seacoast Solutions*

### **The effect of changing job patterns in response to Covid-19 on Chinese female employees' work-family conflict and gender inequality** 881

Dr. Shirley Law<sup>1</sup>

1. *Assistant Professor*

# **A Study of the Relationship between Employment Attributes, Ethics and the Dampening Effect of Pressure**

---

Oral

---

***Dr. Pamela Harper*<sup>1</sup>, *Dr. Pablo Rivas*<sup>2</sup>, *Dr. John Cary*<sup>1</sup>, *Dr. William Brown*<sup>1</sup>**

*1. Marist College, 2. Baylor*

This study attempts to fill an important gap in the behavioral ethics literature by examining the relationship between employment-related variables (employment level, tenure, company size) and ethicality. Specifically, we study the impact of pressurized environments on employees in organizations, to understand the extent to which they are conducive or debilitating to ethical conduct. A sample of 370 business employees of varying tenure and employment levels at companies of various sizes were surveyed. As hypothesized, we find support for a non-linear (“U-shaped”) relationship between employment factors and ethicality and a dampening effect of pressure across these key relationships.