



10th Asia Academy of Management and 10th Taiwan Academy of Management Joint Conference



Local Host:





Center for Chinese Business Studies

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Welcome Messages

AAOM President Message



Dear Members of the AAOM/TAOM Community,

Welcome to the 2017 Asia Academy of Management and Taiwan Academy of Management Joint Conference! As we gather in the picturesque city of Kitakyushu, I am looking forward to an exciting intellectual discourse on the theme of this year's conference: "Contextualization: The role of context in theory building and exploring new ideas".

I would like to highlight several new initiatives started by AAOM over the past two years, which present multiple ways for the academic community in Asia to engage with and benefit from AAOM. One of our major initiative is to conduct paper development workshops in collaboration with the Asia Pacific Journal of Management. Over past

two years, we have conducted six such workshops in India, Australia, UAE and China, benefitting scores of young scholars refine their works and ideas for publication in reputed journals. I must acknowledge the support of Jane Lu, the Editor-in-Chief of APJM and other senior editors for their time and effort in conducting these workshops. We have also been collaborating with many universities to conduct regional conferences. Notable amongst these is the conference hosted by Abu Dhabi University. We have already had two such conference in Abu Dhabi and a third one is planned for Nov 2017. We are keen to have having discussions about any other way in which AAOM can provide benefits to its members. Please feel free to discuss with me or any other AAOM officer if you have any ideas or suggestions.

In this year's conference, we have two key note speeches from notable scholars – Alain Verbeke, Editor-in-Chief, JIBS, and Jason Shaw, Editor-in-Chief, AMJ. Additionally, we have seven showcase panels and several other exciting sessions. I am confident that you will enjoy attending these sessions and carry fond memories from the city of Kitakyushu.

The 2017 conference would not have materialized but for the tireless work done by the two conference chairs, Seung-Hyun Lee and Vikas Kumar, and all the track chairs, PDW chair, the doctoral consortium chairs and all volunteers. Our local host, Xiaoping Wang, from The University of Kitakyushu and his staff has provided tremendous support at the ground level. Please join me to give a big applause to all of them, without whom the conference of this magnitude could not be successfully planned and organized. My whole-hearted thanks to all of you for your great contributions to both the conference and AAOM!

I look forward to personally welcome all of you to Kitakyushu!

Ajai Gaur

President

Asia Academy of Management

TAOM President Message



We are honored and excited to hold the 10th Annual Conference of Taiwan Academy of Management (TAoM). This is the second time holding a joint conference with Asia Academy of Management (AAoM). Since its inauguration in 2006, TAoM has been continuously working to promote high quality research in Taiwan in the area of organization and management and to facilitate interactions of Taiwanese scholars and their interactions with scholars around the world. It is a blessing to witness a vast growth of TAoM in the past decade.

In this year's meeting, there will be more than 80 paper presentations, with a total of 195 authors (co-authors). We put together 6 English sessions and 13 Chinese sessions. Also, we will have a panel discussion on "how to build international collaboration," Inviting Professor Chi-Sum Wong (The Chinese University of Hong Kong) and Professor Chi-Nien Chung

(National University of Singapore) to be our panelists. A conference of this size cannot be assembled without the tireless effort of many individuals. I'd like to thank Professor Jia-Chi Huang (National Chengchi University) who serves the Program Co-chair and helps with various tasks of the conference, and the six track chairs who help with reviews of submissions: Professor Mei-Chih Hu (National Tsing Hua University), Professor Shyh-jer Chen (National Sun Yat-sen University), Professor Shu-Jou Lin (National Taiwan Normal University), Professor Chih-Hsun Chaung (National Chung Hsing University), Professor Ho-Min Chen (National Taiwan University), Professor Nien-Chi Liu (National Central University). In addition, I want to thank Ms. Tien-Yu Wu and Mr. Chih-Chieh Chu for their tireless administrative assistance.

Furthermore, I want to express my sincere appreciation to AAoM for making this joint conference happen. I want to thank Professor Ajai Gaur, President of AAoM, for his strong leadership and coordination efforts, and two Program Co-chairs: Professor Seunng-Hyun (Sean) Lee and Vikas Kumar, for the enormous time and energy they have put in. Last but not least, I want to thank Dean/Director/Professor Xiao-ping Wang of The University of Kitakyushu for his help on local arrangement and procedures for issuing visas.

Most importantly, I want to congratulate all the authors and co-authors for their excellent work and to wish them best for their academic career. We hope that this conference provides an excellent opportunity to solicit quality feedback so that their research outcomes can be elevated.

Shu-Cheng Steve Chi

President
Taiwan Academy of Management



10th Asia Academy of Management Conference

Program Chairs

Dear Colleagues,

A very warm welcome to Japan and to the 10th Asia Academy of Management and 10th Taiwan Academy of Management joint conference. We are delighted to present to you a very exciting program structured on the theme of "Contextualization: The Role of Context in Theory Building and Exploring New Ideas" which is very timely and important for Asian economies and businesses.

As Contexts in the "East" are very different from those in the West in terms of culture, institutions, philosophy and intellectual tradition with serious implications on our (in) ability to comprehensively understand management practice globally without explicitly incorporating the contextual uniqueness in our theoretical and empirical analyses. Given that the importance of businesses in Asia and out of Asia become more and more important, a focus on contextualization will become critical for the success of Asian businesses in the global market place. This is the second time that Asia Academy of Management and the Taiwanese Academy of Management is jointly hosting the conference. We would like to thank the leadership of AAOM and TAOM for keeping this valuable tradition, which presents a great opportunity for scholars in these two related organizations to interact and learn at the same place.

As you will see in the detailed program, the conference offers many intellectually stimulating and professionally rewarding opportunities to the participants. The program comprises two keynote speeches by editors of *Academy of Management Journal* and *Journal of International Business Studies*, seven showcase panels, 70 paper sessions and a "meet the editors" session.

In addition, there will be a paper development workshop in the conference. This workshop will be conducted by Jesper Edman and Elizabeth Rose. The workshop and will give an opportunities to prospective authors to polish their works for submission in leading academic journals.

Putting together this program has been a truly collaborative effort. As we put together the program, track chairs had to do the difficult job of conducting the reviews and making tough decisions. Special thanks are due to each of them: Jing Li, Yong Li, Junichi Yamanoi, Gracy Yang, Pavida Pananod, Amit Karna, Tomoki Sekiguchi, Fabian Jintae Froese, Susan Hong Zhu, Surrender Munjal, Sunghoon Kim, and Yoshio Yandori. We are very grateful to our local host, The University of Kitakyushu and in particular to the dean of business school, Xiaoping Wang for all the help with local arrangements. We must also acknowledge Nimer Uraidi, a doctoral student at the University of Sydney Business School, who has been of great help in communicating with authors and building the program. Last, but not the least, we must thank the submitting authors and reviewers without whom the conference would have never taken place.

Once again, we hope that you will enjoy the conference as much as we enjoyed putting the program together. It has been a truly rewarding experience for us and we are sure that your participation on the conference will make it a memorable event for everyone.

Sincerely,

Program Chairs

Vikas Kumar University of Sydney



Seung-Hyun (Sean) Lee University of Texas at Dallas



Officers and Board Members

AAOM Officers and Board Members

President Ajai Gaur, Rutgers University

Past PresidentDaphne Yiu, Chinese University of Hong KongVice-PresidentSeung-Hyun Lee, University of Texas, Dallas

Secretary Gracy J. Yang, University of Sydney

Treasurer Xufei Ma, Chinese University of Hong Kong

Representatives at Large:

Michael N. Young, Hong Kong Baptist University Chinmay Pattnailk, University of Sydney Stephen Teo, Auckland University of Technology Toru Yoshikawa, Singapore Management University Asli M. Colpan, Kyoto University, Japan Yuan Lu, Shantou University, China

2017 AAOM Conference Program Chairs and Track Chairs

Program Chairs: Seung-Hyun Lee, University of Texas, Dallas

Vikas Kumar, University of Sydney

Track Chairs:

Strategic Management

Jing Li, Simon Fraser University, Canada Yong Li, SUNY Buffalo, USA

Organization & Management Theory:

Junichi Yamanoi, Waseda University, Japan Gracy Yang, University of Sydney, Australia

Entrepreneurship, Technology, & Innovation Management

Pavida Pananod, Thammasat University,

Thailand

Amit Karna, Indian Institute of Management (Ahmedabad), India

Organizational Behavior

Tomoki Sekiguchi, Osaka University, Japan Fabian Jintae FROESE, Georg-August-University Göttingen, Germany

International Management

Susan Hong Zhu, Peking University, China Surender Munjal, University of Leeds

Human Resources Management

Sunghoon Kim, University of New South Wales, Australia Yoshio Yanadori, University of South

Doctoral Student Consortium Chair: Kazuhiro Asakawa, Keio University, Japan

Paper Development Workshop Chair

Jesper Edman, Hitotsubashi University, Japan

Elisabeth Rose, University of Otago, New Zealand

2017 TAOM Conference Track Chairs

English session Track Chairs:

Strategic Management/Technology Management /International Business

Mei-Chih Hu, National Tsing Hua University

Organizational Behavior/Human Resource Management

Shyh-jer Chen, National Sun Yat-sen University

Chinese session Track Chairs:

Strategic Management/Technology Management

Shu-Jou Lin, National Taiwan Normal University

Organizational Behavior

Chih-Hsun Chuang, National Chung Hsing University

International Business

Ho-Min Chen, National Taiwan University

Human Resource Management

Nien-Chi Liu, National Central University

Local Host

Xiaoping Wang, The University of Kitakyushu

Keynote Speeches

Keynote 1 (June 20th)



Title: The Content, Context and Consequences of Corporate Globalization: Definitions, Measures and Empirical Assessment

Dr. Alain VerbekeUniversity of Calgary

Abstract:

If the international business (IB) and international management (IM) research communities want the scholarly work on globalization to advance, and if we want a cumulative body of knowledge to be created on the evolution and meaning of corporate globalization, a common understanding will need to be crafted in the empirical literature on definitions, measures and actual measurement, as well as on the meaning of the measured outcomes, both descriptively and prescriptively. Here, common ground would not only be useful for cumulative knowledge development in the IB/IM field, but it may also incentivize data gathering agencies to collect data and to disseminate these in a form that will be useful to further research. We will focus on a wide variety of research problems, in terms of what constitutes the content of globalization, the context of globalization, and the performance consequences of globalization, whereby we will highlight the absence of coherence along these three dimensions in empirical work on globalization.

The concept of corporate globalization is widely used in IB/IM studies but a common understanding of this concept is lacking in the empirical literature, as expressed in a wide variety of approaches in studies on both large MNEs and 'born globals': such wide variety can be found in the diverging definitions of the concept; the operationalization of the concept; the data used to measure corporate globalization; and managerial/policy prescriptions. In most cases, insufficient attention is devoted to the context of globalization, inter alia, to (a) the strategic motivations in industry for foreign expansion, which will also affect the expected content and level of 'globalization', and its outcomes (cf. operating modes chosen; timing of expected performance effects; types of outcomes sought; etc.); (b) the institutional diversity across countries, which will again affect globalization content and level, as well as outcomes; (c) the internal complexity/diversity within countries, with the country level not always doing justice to what globalization really means (e.g., expansion to large cities only); (d) the external contextual change that can again affect globalization content, levels and outcomes (e.g., regional integration; exchange rate changes; changes in IPR protection strategies; dramatic country-level policy changes vis-à-vis MNEs).

Bio:

Dr. Alain Verbeke is a Professor of International Business Strategy and holds the McCaig Research Chair in Management at the Haskayne School of Business, University of Calgary. He is also the Research Director of the Strategy and Organization Area at the Haskayne School of Business. In 2014, Dr. Verbeke was elected as the Inaugural Alan M. Rugman Memorial Fellow at the Henley Business School, University of Reading (UK). He is the Editorin-Chief of the Journal of International Business Studies (2017 – 2019). Dr. Verbeke has authored or edited more than 30 books and more than 200 refereed publications, including many articles in leading scholarly journals such as the Journal of International Business Studies, the Strategic Management Journal and the Journal of Management Studies.

Keynote 2 (June 21st)



Title: The IMPACT Project

Jason D. Shaw
The Hong Kong Polytechnic
University

Abstract:

In this presentation, I will discuss The IMPACT Project—Investigating Merit Pay Across Countries and Territories. The study is a global effort aimed at testing four psychological theories of how individuals will react to merit pay changes. The project involves about 50 countries and territories and about 70 researchers around the world. The alternative theoretical approaches will be outlined, the study design will be described, progress toward a final crosscultural data set will be addressed, and the challenges ahead will be discussed. Finally, a call for additional researcher participation in the project will be offered.

Bio

Jason D. Shaw is Chair Professor of Management, Head of Department of Management and Marketing, and Director of the Centre for Leadership and Innovation in the Faculty of Business at The Hong Kong Polytechnic University. He is the Editor-in-Chief of Academy of Management Journal. His research has appeared or been accepted for publication in the Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, Organization Science, Strategic Management Journal, Organizational Behavior and Human Decision Processes, Harvard Business Review, and Personnel Psychology, among other scientific outlets. He has served or is serving on the editorial boards of Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, and Personnel Psychology, among other outlets. He has been invited for visiting scholar positions and other speaking engagements in China, Finland, Austria, Denmark, Ghana, Ethiopia, Norway, England, Germany, Hong Kong, Spain, Israel, Macau, Taiwan, Singapore, Australia, Canada, Belgium, Thailand, and the USA. Prior to his appointment at PolyU, he was the Curtis L. Carlson School-wide Professor in the Carlson School of Management at the University of Minnesota, the Clark Material Handling Company Professor at the University of Kentucky, an assistant professor at Drexel University, and an analyst for the Boeing Company. He received his Ph.D. from the University of Arkansas in 1997.



Panels

Zu June Zui	7 (Tuesday)
10:15-11:30	Session 4: Panel: Context and Internationalization (Room C)
	Chair: Alvaro Cuervo-Cazzura, Northeastern University, USA
	Session 8: Panel: Innovation in the Asian Context (Room B)
	Chair: Jaeyong Song, Seoul National University, Korea
	Panelists: Ishtiaq P. Mahmood, National University of Singapore
12 20 12 45	Kazuhiro Asakawa, Keio University
12:30-13:45	Session 20: Panel: International Connection and Cooperating Research: Why, Who, How? 國際連結與合作研究:目標、對象、怎麼做?(Room H)
	主持人:黃家齊,國立政治大學
15:30-16:45	Session 32: Panel: What's on Japanese Management (Room A)
	Chair: Shige Makino, Chinese University of Hong Kong, Hong Kong
	Hajime Baba, Kansai University, Japan
	Heejin Kim, Tohoku University, Japan
	Masato Sasaki, Hitotsubashi University, Japan
15:30-16:45	Tetsuya Usui, <i>Nihon University, Japan</i> Session 35: Panel: Real option theory and implications for the strategy
15:30-10:45	
	of Asian firms (Room E)
	Chair: Tailan Chi, <i>University of Kansas, USA</i> Panelists: Shubin Wu, <i>University of Liverpool, UK</i>
	SeungHyun (Sean) Lee, <i>University of Texas at Dallas, USA</i>
21 June 20	017 (Wednesday)
11:00-12:15	Session 51: Panel: CHINESE FOREIGN DIRECT INVESTMENT (FDI) IN
	AFRICA (Room B)
	Chair: Mike Peng, University of Texas at Dallas, USA
	Xueli Huang, RMIT University, Australia
	Wen Li, Zhejiang University, China
	Jane Lu, University of Melbourne, Australia
	Mike Peng, University of Texas at Dallas, USA
	Habte Woldu, University of Texas at Dallas, USA
	Aiqi Wu, Zhejiang University, China David Zoogah, Xavier University, USA
13:15-14:30	Session 67: Panel: Research Opportunities on Business Behaviors of Muslim in
13.13-14.30	China and in the One Belt One Road Countries (Room B)
	Chair: Xuhua Wei, Langzhou University, China
	Guoxian Bao, Langzhou University, China
	Linzhi Du, Langzhou University, China
	Guangjian Liu, Langzhou University, China
	Wumei Liu, Langzhou University, China Xingyong Tu, Langzhou University, China
	Haizhen Wang, Langzhou University, China
	Zeying Wang, Langzhou University, China
	Xuhua Wei, Langzhou University, China
	Jianzu Wu, Langzhou University, China
	Na Yang, Langzhou University, China

Notes



Program Overview

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19 June 2017 (Monday)
14:00-17:00
              Asia Pacific Journal of Management PDW (Room E)
16:00-18:00
              Conference Registration (First floor Main entrance Hall)
18:00-19:30
              Opening Reception (Skylounge) Rihga Royal hotel [Rhiga Top]
20 June 2017 (Tuesday)
08:45-09:00
              Opening Ceremony (Main Hall)
09:00-10:00
              Keynote Speech 1
              Alain Verbeke, Editor in Chief, Journal of International Business Studies (Main Hall)
                              University of Calgary, Canada
10:00-10:15
              Coffee Break (1<sup>st</sup> floor Public Lounge and 2<sup>nd</sup> floor Subfoyer)
              Concurrent Paper Sessions
10:15-11:30
              Session 1: Social trust, social capital and risk management (Room J)
              Session 2: Internationalization and performance (Room E)
              Session 3: Family business in Asia (Room F)
              Session 4: Panel: Context and Internationalization (Room C)
              Session 5: Culture matters: The importance of culture in OB (Room D)
              Session 6: Institutions and practices (Room A)
              Session 7: Competitive interactions (Room K)
              Session 8: Panel: Innovation in the Asian Context (Room B)
              Session 9: LMX & Voice (Room G)
              Session 10: 創新與創業 (Room H)
              Session 11: 組織公民行為 (Room I)
11:30-12:30
              Lunch (Main Hall)
12:30-17:00
              Doctoral Consortium (Room B)
12:30-13:45
              Concurrent Paper Sessions
              Session 12: Corporate social responsibility and performance (Room E)
              Session 13: Organizational learning and innovation (Room F)
              Session 14: Non-market strategy in Asia (Room K)
              Session 15: Opportunity recognition and performance (Room C)
              Session 16: Culture and diversity (Room D)
              Session 17: Entrepreneurial orientation in Asia (Room J)
              Session 18: Challenges and strategies of Asian MNCs (Room A)
              Session 19: Social Capital & Innovation (Room G)
              Session 20: Panel: International Connection and Cooperating Research: Why, Who,
              How? 國際連結與合作研究:目標、對象、怎麼做?(Room H)
              Session 21: 國際企業 (Room I)
              Coffee Break (1<sup>st</sup> floor Public Lounge and 2<sup>nd</sup> floor Subfoyer)
13:45-14:00
14:00-15:15
              Concurrent Paper Sessions
              Session 22: Corporate political ties and firm performance (Room A)
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Session 23: Family business management (Room E)

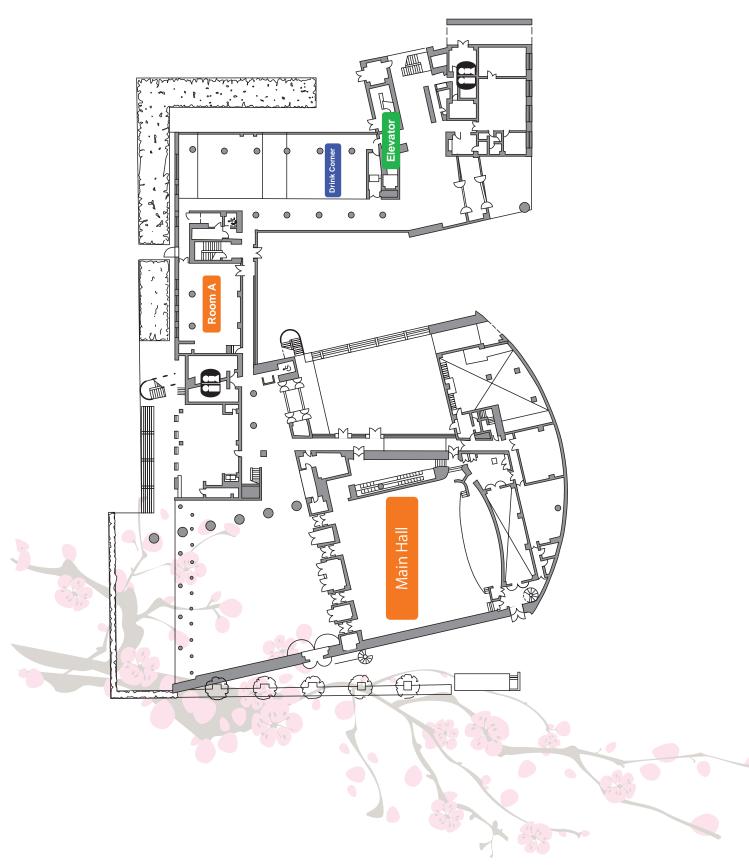
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Session 24: Emotions and employee outcomes (Room F)
              Session 25: Emerging research in organizational behaviour (Room C)
              Session 26: Diversity and work-life balance (Room D)
              Session 27: Learning and innovation management (Room J)
              Session 28: SMEs and institutional and social environments (Room K)
              Session 29: Strategy I (Room G)
              Session 30: 威權與家長式領導(Room H)
              Session 31: 高績效工作系統 (Room I)
              Coffee Break (1st floor Public Lounge and 2nd floor Subfoyer)
15:15 -15:30
              Session 32: Panel: What's on Japanese Management (Room A)
15:30-16:45
15:30-16:45
              Concurrent Paper Sessions
              Session 33: Leader-member exchange (Room D)
              Session 34: Benefits and perils of morality (Room C)
              Session 35: Panel: Real option theory and implications for the strategy
              of Asian firms (Room E)
              Session 36: FDI and institutions (Room F)
              Session 37: Managing emotional labor (Room J)
              Session 38: Strategy, structure and performance of Chinese firms (Room K)
              Session 39: Outcomes of HRM (Room G)
              Session 40: 策略與績效 (Room H)
              Session 41: 創新與知識分享 (Room I)
              Session 42: Cross-border mergers and acquisitions (Room E)
16:45-18:00
              Session 43: Voice, proactivity, and deals (Room A)
              Session 44: International entrepreneurship and SME (Room F)
              Session 45: Socially responsible HRM (Room C)
              Session 46: New insights on employee performance (Room J)
              Session 47:Emotions and performance (Room K)
              Session 48: 招募與甄選 (Room G)
              Session 49: 不當督導 (Room H)
              Session 50: 情緒 (Room I)
              Gala Event (Royal Hall) Rhiga Royal Hotel
19:00-22:00
21 June 2017 (Wednesday)
08:45-9:45
              Keynote Speech 2 (Main Hall)
              Jason D. Shaw, Editor, Academy of Management Journal
                              Hong Kong Polytechnic University, Hong Kong
9:45-10:00
              Coffee Break (1st floor Public Lounge and 2nd floor Subfover)
              Meet the Editors (Main Hall)
10:00-11:00
              Moderator: SeungHyun (Sean) Lee, University of Texas at Dallas
              Jason D. Shaw, Editor, Academy of Management Journal
              Jane Lu, Editor, Asia Pacific Journal of Management
              Alvaro Cuervo Cazzura, Editor, Global Strategy Journal
11:00-12:15
              Concurrent Paper Sessions
              Session 51: Panel: CHINESE FOREIGN DIRECT INVESTMENT (FDI) IN AFRICA
              (Room B)
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Session 52: Organizational control, learning and implementation in Asian firms (Room A)

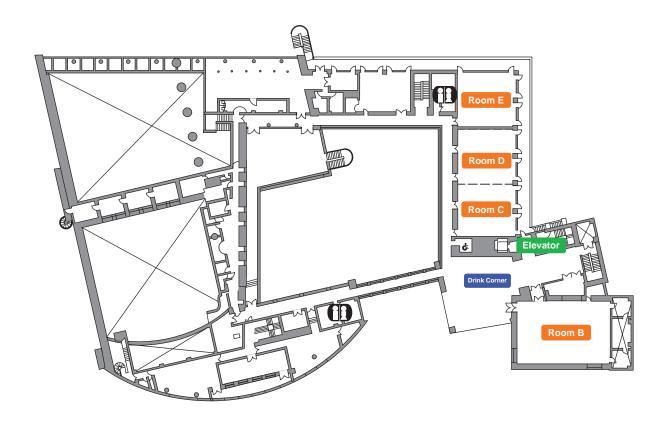
Session 53: Fit at multiple levels (Room C) Session 54: Management and leadership of teams (Room D) Session 55: International HRM-I (Room J) Session 56: Emotion and affect (Room K) Session 57: Strategy II (Room G) Session 58: 建言 (Room H) Session 59: 員工協助方案 (Room I) 12:15-13:15 Lunch (Main Hall) 13:15-14:30 **Concurrent Paper Sessions** Session 60: Top management team, corporate governance, and firm (Room F) Session 61: Institutions, Innovation and Technology (Room E) Session 62: Organizational citizenship behaviour (Room A) Session 63: HRM Process and Career Behaviors (Room C) Session 64: International HRM-II (Room D) Session 65: Executive Compensation and Employee Payment (Room J) Session 66: Unethical behavior in organizations (Room K) Session 67: Panel: Research Opportunities on Business Behaviors of Muslim in China and in the One Belt One Road Countries (Room B) Session 68: Leadership (Room G) Session 69: 組織與社會 (Room H) Session 70: 領導 (Room I) Coffee Break (1st floor Public Lounge and 2nd floor Subfoyer) 14:30-14:45 14:45-16:00 **Concurrent Paper Sessions** Session 71: Antecedents and consequences of alliances and interfirm collaborations (Room A) Session 72: Knowledge at the individual and team level (Room C) Session 73: New leadership theories (Room F) Session 74: Human capital acquisition (Room D) Session 75: Dispositional differences and employee outcomes (Room J) Session 76: Psychological process and HRM (Room K) Session 77: Employee Voice (Room E) Adjourn

Floor Plans and Maps

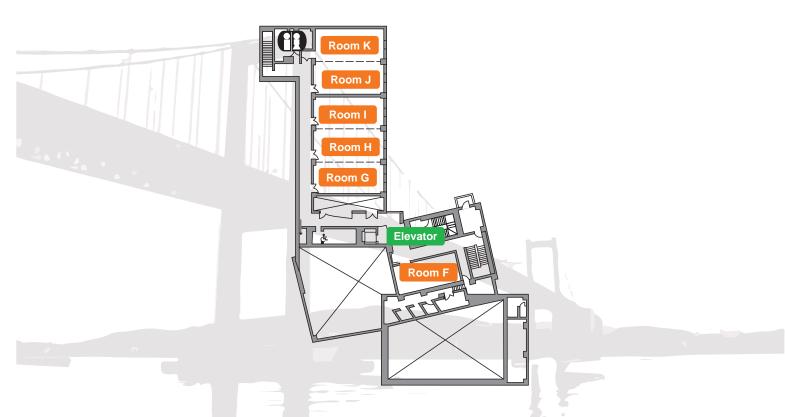
First Floor



Second Floor



Third Floor



Access to Innovation, Kitakyushu City



Kitakyushu International Convention Zone and Downtown Area 北九州国際コンベンションゾーンと市内中心部

Kitakyushu International Convention zone 九州国際コンベンション Asano Shiokaze Park Kokura Memorial Hospital 小倉記念病院 Comfort Hotel Kokura コンフォートホテル小倉 JR Kyushu <mark>Hotel</mark> Kokura JR九州赤チル小倉 Apa Hotel Kokuraekimae アバホテル小倉駅 Toyoko Inn Kokuraeki Shinkanseng 東横イン小倉駅新幹線口 Kokura Recent Hotel River Walk Kitakyushu (Shopping Mall) リバーウォーク北九州 To Tokyo Ose COLLET (Department Store)

Toyoko Inn Kokuraeki minamiguchi Daiwa Roynet Hotel Kokuraekimae ダイワロイネットホテル小倉駅前 Nishitetsu Inn Kokura Kitakyushu City Ha**ll** 北九州市役所 Kitakyushu Hotel Plaza Hotel Crown Hill Kokura ホテルクラサンドル小倉 Kokurakita Ward Office 小倉北区役所

Conference Program Details

10 I 201	7 (Mondon)				
19 June 2017 (Monday)					
14:00-17:00	APJM PDW (Room E)				
16:00-18:00	Conference Registration (First floor Main entrance Hall)				
18:00-19:30	Opening Reception (Skylounge) Rihga Royal hotel [Rhiga Top]				
	20 June 2017 (Tuesday)				
08:45-09:00	Opening Ceremony (Main Hall)				
09:00-10:00	Keynote Speech 1				
09.00-10.00	Alain Verbeke, Editor in Chief, Journal of International Business Studies (Main Hall)				
	University of Calgary, Canada				
10:00-10:15	Coffee Break (1st floor Public Lounge and 2nd floor Subfoyer)				
10:15-11:30	Concurrent Paper Sessions				
	Session 1: Social trust, social capital and risk management (Room J)				
	Chair: Chia-Yi Liu, Tunghai University				
	Entrepreneurial Risk Taking in an Informal Economy: A Potential Extension of Social Capital Theory: Theo				
	Theory Arif Mahmood, Hong Kong Baptist University				
	Michael Young, Hong Kong Baptist University				
	Dyadic Risk Perceptions and Ambidextrous Supply Chains: Managing Risk in Taiwan's Organic				
	Agri-Products Market Chia-Yi Liu, Tunghai University				
	Session 2: Internationalization and performance (Room E)				
	Chair: Masaaki Kotabe, Temple University				
	A Longitudinal Assessment of S-Curve Theory on Relationship between Multinationality and Firm				
	Performance Seong-Bong Lee, Seoul Women's University				
	Masaaki Kotabe, Temple University				
	Albert H. Yoon, US Bureau of Economic Analysis				
	 Strategic Environment and 'Troika': A Case Study Based on Hospitality Industry in China HuoWeiwei, Shanghai University 				
	Lu Peirong, Shanghai University				
	Nie Jing, Shanghai University				
	Session 3: Family business in Asia (Room F)				
	Chair: Chi-Nien Chung, National University of Singapore Institutional Logics in Family Businesses: Evidence from Board Structure in Indian Pubic Firms				
	Tara Shankar Shaw, Indian Institute of Technology				
100	Lerong He, State University of New York at Brockport				
	Resource Access or Status Identity: Marriage Ties among Large Family Business Groups in an				
	Emerging Economy Chi-Nien Chung, National University of Singapore				
	Zong-Rong Lee, Academia Sinica				
	Hongjin Zhu, McMaster University				
	 Passing On the Throne: The Influence of Performance Feedback on CEO succession in family firms 				
	Jaemin Lee, Imperial College				
	Xiaowei Rose Luo, INSEAD				
	Ji-Yub (Jay) Kim, INSEAD				
	 Changing Concept of Family Logic and Trans-generational Entrepreneurship in Highly-regulated Institutional Environment – A Case Study from Taiwan's Healthcare Industry 				
	Chan, Shu-Ting, National Association of Small & Medium Enterprises R.O.C				
	Lu, Yi-Chun, National Sun Yat-sen University				
	Chung, Hsi-Mei, I-Shou University Session 4: Panel: Context and Internationalization (Room C)				
	Session 4. 1 anci. Context and internationalization (Nooni C)				

Chair: Alvaro Cuervo-Cazzura, Northeastern University

Session 5: Culture matters: The importance of culture in OB (Room D)

Chair: Thomas W. H. Ng, University of Hong Kong

Boundary Conditions of Effectiveness of Leadership in China: Emic and Etic Values of Followers Jing Du, Wuhan University

Yuan Jing Luo, Wuhan University

Jin Nam Choi, Seoul National University

A Meta-Analytical Investigation of the Extreme and Acquiescence Response Styles in Job Performance Rating in Individualistic and Collectivistic Cultures

Thomas W. H. Ng, University of Hong Kong

Is this Job Meaningful? Nomological Network of Perceived Job Meaningfulness and the Moderating Effects of Individualism-Collectivism and Time Thomas W. H. Ng, University of Hong Kong

Session 6: **Institutions and practices (Room A)**

Chair: Mike Peng, University of Texas at Dallas

The role of institutional logics in cross-national practice adoption:

A cognitive perspective

Stone Han, I-Shou University

Hsi-Mei Chung, I-Shou University

Fu-Sheng Tsai, Cheng Shiu University

Toward an institution-based view of global IPR history

Mike W. Peng. University of Texas at Dallas

David Ahlstrom, Chinese University of Hong Kong

Shawn M. Carraher, University of Texas at Dallas

Weilei (Stone) Shi, City University of New York

Passing the Torch: The Story of the Cloud Gate Dance Theater of Taiwan Ching Horng, National Chung Cheng University

Session 7: Competitive interactions (Room K)

Chair: Xin Liang, University of Minnesota Duluth

- What are you fighting for? A Sensemaking Perspective on Competitive Actions Xin Liang, University of Minnesota Duluth Sanjay Goel, University of Minnesota Duluth
- Current wealth, gain and loss: organizational risk-taking after mixed gambles Sasaki Hiroyuki, Waseda University
- How Revenue Allocation Affects Performance: Evidence from Asian Firms Jingji Wang, Chinese University of Hong Kong
- How Does the Technology Merger and Acquisition Effect on the Research and Development Activities of Seller Firms: A Case Study of a Taiwanese Firm in Chemical Industry Lichao Cui, Osaka City University Jin-ichiro Yamada, Osaka City University

Session 8: Panel: **Innovation in the Asian Context (Room B)**

Chair: Jaeyong Song, Seoul National University

Panelists: Ishtiaq P. Mahmood, National University of Singapore

Kazuhiro Asakawa, Keio University

Session 9: LMX & Voice (Room G)

Chair: Mei-Ling Wang, Tamkang University

Examining the Antecedents of Individual Change Readiness: Voice Behavior as a Mediator Mei-Ling Wang, Tamkang University Min-Shi Liu, Soochow University

Min-Fen Tu, Tamkang University

The relationship between LMX and voice: The moderating role of the linking-pin position of team leader

Szu-Chi Lu, National Chung Cheng University

Yu-Chin Lee, Shu-Te University

Cheng-Chen Lin, National Pingtung University of Science and Technology Liang-Chih Huang, National Chung Cheng University

The Moderating Effects of Leader-Member Exchange Differentiation on Individual Social Processes and Job Performance: A Multilevel Examination Viet H. Nauven, National Chena Kuna University

Hao-Chieh Lin, National Sun Yat-Sen University

Nguyen Huu Lam, University of Economics HCMC

Session 10: 創新與創業 (Room H)

Chair:涂敏芬,淡江大學

從代工到品牌 - 企業文化之調適

劉恕偉,國立政治大學

于卓民,國立政治大學

• 團結就是力量?女性創業能力與成長期待之研究

謝如梅,國立屏東科技大學

蔡依倫,國立澎湖科技大學

劉怡君,國立屏東科技大學

• 影響線上群眾募資平台之參與行為的因素探討

曾紀幸,國立屏東大學

林子娟,國立屏東大學

郭信智,義守大學

• 局外借力:傳統產業創新來源、途徑與擴散

虞邦祥,明志科技大學

新能源汽車需求市場培育的政策取向:供給側抑或需求側——基於中國大陸地區試點推廣城市資料的實證與啟示

熊勇清,中南大學

陳曼琳,中南大學

Session 11: 組織公民行為 (Room I)

Chair: 李旭梅, 大葉大學

讓員工真心為你推薦-探討員工權益主張對正面員工口碑之影響

陳淑媛,國立聯合大學

王崇維,國立聯合大學

林欣儀,國立聯合大學

范雅媛,國立聯合大學

許甜恬,國立聯合大學

• 公民動機、組織公民行為與組織認同之探究

李旭梅,大葉大學

• 高績效工作系統對服務導向組織公民行為之影響 - 以情感性承諾為中介效果

呂思齊,國立中正大學

楊詠詠,國立中正大學

程蓓芬, 樹德科技大學

李郁芩, 樹德科技大學

林鉦梦,國立屏東科技大學

黃良志,國立中正大學

• 中庸如何影响员工行为?——两视角中介作用分析

杜旌,武汉大学

段承瑶,武汉大学

● 西方 EAP 適合導入台灣嗎?職場壓力管理介入方案的西方發展回顧與台灣現況反思

鍾佩芳,國立臺灣科技大學

吳宗祐,國立臺灣大學

邱淑芬,國立臺灣科技大學

11:30-12:30 | Lunch (Main Hall)

12:30-17:00 Doctoral Consortium (Room B)

Doctoral Consortium (Room D)

Chair: Kazuhiro Asakawa, Keio University

Faculty Panelists:

Jesper Edman, Hitotsubashi University

Jay Kim, INSEAD

Jane Lu, University of Melbourne

Ishtiag P. Mahmood, National University of Singapore

Mike Peng, University of Texas at Dallas

Jaeyong Song, Seoul National University

12:30-13:45

Concurrent Paper Sessions

Session 12: Corporate social responsibility and performance (Room E)

Chair: Yalan Xu, Chinese University of Hong Kong

Organizational Slacks, CSR Activities, and Emerging Economy Firms' Performance: The Moderating Effects of Ownership Type and Business Group Affiliation

Yalan Xu, Chinese University of Hong Kong

Xufei Ma, Chinese University of Hong Kong

Getting By or Getting Ahead? Strategic Response to the Institutionalization of CSR among Chinese Listed Firms

Yanlong Zhang, Peking University

Xiaoyu Zhou, ShanghaiTech University,

Marjorie A. Lyles, Indiana University

Heli Wang, Singapore Management University

Chain of Ownership Control, Inclusion Timing, Resource Relatedness and Performance of Groupaffiliated Companies in Taiwan

Chien-Nan Chen, National Dong Hwa University

Bernard Gan, Griffith University

Session 13: Organizational learning and innovation (Room F)

Chair: Kevin Zheng Zhou, University of Hong Kong

Organizational Learning in an Emerging Economy: Effects of Learning Type, Organizational Capabilities, and Inter-Institutional Gaps

Xiaoyun Chen, University of Macau

Kevin Zheng Zhou; University of Hong Kong

Xiaofeng Zhang, Shenzhen Graduate School

Not Neophilia but Love of Continuity and Connection: Analysis of the Life-cycle Management in the Japanese Pharmaceutical Industry

Shigeru Asaba, Waseda University,

Taichiro Yanabe, Teijin Pharma Limited

Service Innovation as a Mediator of the Relationship between Internal Interdepartmental Integration and Customer Loyalty

Tzu-Jung Wu, National Sun Yat-Sen University

Yuh-Sun. Chiu, Kerry TJ Logistics Co, Ltd

Wei-Chang Huang, National Sun Yat-Sen University

Ing-Chung Huang, National University of Kaohsiung

Session 14: Non-market strategy in Asia (Room K)

Chair: Jun Xia, University of Texas at Dallas

Domain protection and organizational ties: regulatory standards making as a corporate political action

Jun Xia, University of Texas at Dallas

Fiona Kun Yao, University of Illinois at Urbana-Champaign

Xiaoli Yin, City University of New York

Do Business Groups Care to Provide Informative CSR Reporting?

Weichieh Su, National Chengchi University

Danchi Tan, National Chengchi University

The Influence of Culture and Contextual factors on Corporate Social Responsibility: A Study in Taiwan

Ya Hui Ling, I-Shou University

Session 15: Opportunity recognition and performance (Room C)

Chair: Tomoki Sekiguchi, Kyoto University

Not user's shoes but user's heart: Role of empathy in opportunity recognition: An experimental study in Japan

Saddam Khalid, Osaka University

Tomoki Sekiguchi, Kyoto University

Are diverse functional experiences good for founding teams?

Sze-Sze Wong, Nanyang Business School

Xue-Li Wang, Tsinghua University

Mian Zhang, Tsinghua University

Session 16: Culture and diversity (Room D)

Chair: Youngok Kim, University of New South Wales

- Limits of transformational leadership in collectivist societies
 - Divya Bhutiani, University of Groningen and Nanyang Technological University Padmakumar Nair, Thapar University
- Diversity and Faultline in China

Qin Su, Chinese University of Hong Kong

Dora C. Lau, Chinese University of Hong Kong

Grace Poon, Chinese University of Hong Kong

• Linking leadership and job satisfaction: The moderating role of regional identity

Youngok Kim, University of New South Wales

Hyun Chae Park, Chonnam National University

Session 17: Entrepreneurial orientation in Asia (Room J)

Chair: Arif Mahmood, Hong Kong Baptist University

• Why do people work for social enterprises? – A critical analysis of its value-creating mission *Nguyen Quynh Trang, Chung Yuan Christian University*

Lee Ming Yen, Chung Yuan Christian University

• Ethical or Rational: Co-rational between a Formal Entrepreneur and Informal Employee in Salary Negotiation

Arif Mahmood, Hong Kong Baptist University

Morgan Yang, Hang Seng Management College

Zhenyao Cai, Shanghai University

• Can a humble entrepreneur predicts a better firm performance: Contextualizing the informal economy from social capital perspective

Arif Mahmood, Hong Kong Baptist University

Michael Young, Hong Kong Baptist University

• Management ability, entrepreneurial strategy making and exploitation of value and rareness for competitive advantages in Taiwanese public firms

Tingko Lee, National Defense University

Hsian-Ming Liu, National Defense University

Session 18: Challenges and strategies of Asian MNCs (Room A)

Chair: William P. Wan, City University of Hong Kong

• Exploring the role of language convergence in organizational legitimacy: a study of Hong Kong firms in mainland china

William P. Wan, City University of Hong Kong

Daphne W. Yiu, Chinese University of Hong Kong

Jeanne Ho-Ying Fu, City University of Hong Kong

• Challenges and Strategies of Ethical Decision-Making in Indian Multinational Corporations: An Institutional Theory Perspective

Christopher Chan, York University

Subramaniam Ananthram, Curtin University

• To outsource or not to outsource? When RDT and RBV meet

Eugene Tung, Chinese University of Hong Kong

• The Role That Complex of Corporate Governance Mechanisms Played on Detecting and Stopping a Fraud: Olympus Case Study

Maria Ilieva, Osaka City University

Jin-Ichiro Yamada, Osaka City University

Session 19: Social Capital & Innovation (Room G)

Chair: Fu-Sheng Tsai, Cheng Shiu University

• The Effects of Social Capital on Knowledge Heterogeneity

Fu-Sheng Tsai, Cheng Shiu University

I-Chieh Hsu, National Changhua University of Education

Service Innovation as a Mediator of the Relationship between Internal Interdepartmental Integration and Customer Loyalty

Tzu-Jung Wu, National Sun Yat-sen University

Yuh-Sun Chiu, Kerry TJ Logistics Co, Ltd

Wei-Chang Huang, National Sun Yat-sen University

Ing-Chung Huang, National University of Kaohsiung

• Interactive Effects of Workplace Ostracism and Psychological Capital on Job Performance, Job Stress, and Emotional Exhaustion: Evidence from Pakistan

Ameer A. Basit, University of Management and Technology

Inam Ul Haq, Riphah International University

Muhammad Umer Azeem, University of Management and Technology

Session 20: Panel: International Connection and Cooperating Research: Why, Who,

How? 國際連結與合作研究:目標、對象、怎麼做?(Room H)

主持人:黃家齊,國立政治大學

與談人:鍾基年,新加坡國立大學

黃熾森,香港中文大學

戚樹誠,國立臺灣大學

Session 21: 國際企業 (Room I)

Chair: 林玟廷, 國立中正大學

国际化信号对国内政府资源的撬动作用研究

阎海峰,华东理工大学

王启虎,华东理工大学

李桐,华东理工大学

全球/本土品牌混合消費行為探索性研究-全球在地化下的知覺意義觀點

黃秀英,逢甲大學

台灣集團企業如何決定國際市場:產業環境與公司行為觀點

林玟廷,國立中正大學

沈早名,國立中下大學

子公司關係網絡之探討:事業網絡、自主性與母公司資源配置

陳律睿,銘傳大學

陳俊忠,國立臺灣大學

13:45-14:00 **Coffee Break** (1st floor Public Lounge and 2nd floor Subfoyer)

14:00-15:15

Concurrent Paper Sessions

Session 22: Corporate political ties and firm performance (Room A)

Chair: Gracy (J.Y.) Yang, University of Sydney

The Value of Political Ties on Firm Performance: The Effects of Proself, Prosocial Engagement and Institutional Development

Haijian Liu, Nanjing University

Gracy (J.Y.) Yang, University of Sydney

Darline Augustine, University of Stellenbosch

How Political Ties Influence Firm's Internationalization Growth and Its Performance Implication Xinming Deng, Wuhan University

Huizi Wang, Wuhan University

Session 23: Family business management (Room E)

Chair: Chiung-Wen Tsao, National University of Tainan

Exploring the Antecedents of Succession planning in Confucian Family Businesses

Shyh-Jer Chen, National Sun Yat-Sen University

Miao-Ju Wang, National Sun Yat-Sen University

Chia-Mei Lu, Tainan University of Technology

Chiung-Wen Tsao, National University of Tainan

Time does matter: How the effects of CEO duality and successor's governance choices on R&D intensity are moderated in Family Controlled Public Firms

Hsing-Er Lin, National Sun Yat-Sen University

Chiung-Wen Tsao, National University of Tainan

Session 24: Emotions and employee outcomes (Room F)

Chair: Timothy Sun, The Chinese University of Hong Kong

An Exploratory Study on the Stability of Positive and Negative Emotions and Employee Outcomes Yong Wang, Huaiyin Institute of Technology

Kelly Z. Peng, Hong Kong Shue Yan University

Yina Mao, Nanjing University

Junbang Lan, Hong Kong Baptist University

Chi-Sum Wong, Chinese University of Hong Kong

Can Learned Hopelessness Regulate Anger? A Multilevel Affective Process Model of Service Employees' Reactions to Customer Mistreatment

Timothy C. Sun, Chinese University of Hong Kong Sophia S. Jeong, Chinese University of Hong Kong

Session 25: Emerging research in organizational behaviour (Room C)

Chair: Pei-Chuan Mao, Southern Taiwan University of Science and Technology

• Gossip Prevalence and Work Outcomes: The Mediating Role of Performance Pressure

Noriko Tan, National University of Singapore

Kai Chi Yam, National University of Singapore

Jared Nai, National University of Singapore

Remus Ilies, National University of Singapore

• Fuel Thriving for Employees with Disabilities: The Role of Job Self-efficacy, Inclusion and Team Learning Climate

Xiji Zhu, Chinese University of Hong Kong

Kenneth S. Law, Chinese University of Hong Kong

Timothy C. Sun, Chinese University of Hong Kong

Dan Yang, Chinese University of Hong Kong

• In the eyes of the supervisor: How does supervisor attribution influence the effectiveness of employee impression management tactics?

Pei-Chuan Mao, Southern Taiwan University of Science and Technology

Tai-Kuang Peng, I-Shou University

Cheng-Chen Lin, National Pingtung University of Science and Technology

Session 26: Diversity and work-life balance (Room D)

Chair: Mina Lee, Xavier University

• From Diversity to Inclusion: A Case Study of an Indian Manufacturing Organization Amita Shivhare, Xaviers Labour Relations Institute Gurunathan L, Xaviers Labour Relations Institute

 Work-Family Spillover and Crossover Effects of Authentic Leadership: The Moderating Role of Work-Home Segmentation Preference

Ziwei Yang, Henan University of Economics and Law

Ho Kwong Kwan, Shanghai University of Finance and Economics

Aigin Zhou, Hong Kong Polytechnic University

Frederick Hong-kit Yim , Hong Kong Baptist University

• Economic vs. Sociological factors on career decision making among female managers in the United States and South Korea

Mina Lee, Xavier University

Session 27: Learning and innovation management (Room J)

Chair: Yung-Chang Hsiao, National University of Tainan

• Exploring Business Model Rigidity in the Dynamic Innovation Environments: 4 Case Studies from China-Based Companies

Qinghua Xia, Wuhan University

Huiyang Lou, Wuhan University

• Linking Customer Orientation, Technological Capacity, and Innovation Competence:

Toward a Moderation Model

Yi-Chuan Liao, Shandong University

Hongyan Zhao, Dhurakij Pundit University

• Learning-from-Parents: Exploitative knowledge acquisition and the innovation performance of joint venture

Chung-Jen Chen, National Taiwan University

Bou-Wen Lin, National Tsing Hua University

Jun-You Lin, National Open University

Yung-Chang Hsiao National University of Tainan

Session 28: SMEs and institutional and social environments (Room K)

Chair: Xiaoyun Chen, University of Macau

- What is going on in non-startup smes during their pre-IPO period?: a case study of Japanese firms *Yuki Hayashi, Osaka City University*
- Institutional Support and Entrepreneurial Orientation in Emerging Markets: Curvilinear Effects and Multi-facet Institutional Contingencies

Zhenxin Xiao, City University of Hong Kong

Maggie Chuoyan Dong, City University of Hong Kong

Xiaoyun Chen, University of Macau

Shanxing Gao, Xi'an Jiaotong University

Kevin Zheng Zhou, University of Hong Kong

• The Effect of CEO's Moral Identity on Corporate Illegal Behaviors: A Social Identity and Social Learning Perspective

Dan Yang, Chinese University of Hong Kong

Xiji Zhu, Chinese University of Hong Kong

Timothy Cong Sun, Chinese University of Hong Kong

Session 29: Strategy I (Room G)

Chair: Shu-Jou Lin, National Taiwan Normal University

 The interplay effects of independent directors on the relationship between CEO's career experience and firm innovativeness Cheng-Yu Lee, Southern Taiwan University of Science and Technology Heng-Yu Chang, Chang Gung University

Ying-Jiuan Wong, National Kaohsiung University of Applied Sciences

Strategic Issue Diagnosis as A Rationale for Top Management Teams

Kent D. Miller, Michigan State University

Shu-Jou Lin, National Taiwan Normal University The Effect of Organization Brand and Website Contents on Organizational Attractiveness Chu-chen Rosa Yeh, National Taiwan Normal University

Min Fang, National Taiwan Normal University

From Passive to Active: OEMs Transformation in Emerging Countries Angeline, Te-Yi Lin, Tatung University Cheng-Wen Yao, Taipei College of Maritime Technology

Session 30: 威權與家長式領導(Room H)

Chair: 楊美玉, 致理大學

無法成為主管心中好部屬的後果:探討反原型部屬、威權領導及工作績效間的關係

胡宛仙,健行科技大學

林家五,東華大學

集體主義下的威權領導:構念建立與效度檢驗

周婉茹,國立臺灣大學

鄭昱宏,國立臺灣大學

連天輝,國立臺灣大學

鄭伯壎,國立臺灣大學

家長式領導與職場靈性對工作績效與幸福感的影響

楊美玉,致理大學

蘇玉華,致理大學

威權領導的效果:部屬知覺與自我監控的作用

楊美玉,致理大學

蘇玉華,致理大學

Session 31: 高績效工作系統 (Room I)

Chair: 李芸蘋,國立台南大學

高績效工作系統與員工績效之跨層次研究:人力資本中介與創意自我效能、服務導向干擾 效果探討

呂家美,台南應用科技大學

陳世哲,國立中山大學

推行高績效人力資源管理系統真的會讓員工付出更多嗎?

張博堅, 澳門科技大學

簡睿清,國立中山大學

李芸蘋,國立台南大學

高績效工作系統、服務氣候與服務績效關係之研究

呂思齊,國立中正大學

吳明純,國立中正大學

施讓龍,杭州萬向職業技術學院

趙紅梅,南京審計大學

李郁芩, 樹德科技大學

黃良志,國立中正大學

高績效工作系統對員工主動行為之研究:以自我效能為中介效果

許昌隆,國立中山大學

賴韻惠,國立中正大學

李婉菁,國立中山大學 博松雲,高雄市立凱旋醫院 孫景棠,穎明(福州)標準件企業有限公司 黃良志,國立中正大學 日本醫療產業服務品質提升之研究:以日本西尾醫院為例 周瑛琪,東海大學 顏炘怡,靜宜大學 吳祉芸,東海大學 陳珏如,東海大學 15:15 -15:30 **Coffee Break** (1st floor Public Lounge and 2nd floor Subfover) Session 32: Panel: What's on Japanese Management (Room A) 15:30-16:45 **Chair:** Shige Makino, Chinese University of Hong Kong Hajime Baba, Kansai University Heejin Kim, Tohoku University Masato Sasaki, Hitotsubashi University Tetsuya Usui, Nihon University 15:30-16:45 **Concurrent Paper Sessions** Session 33: Leader-member exchange (Room D) Chair: Angela Xu, University of Macau The Moderating Effects of Leader-Member Exchange Differentiation on Individual Social Processes and Job Performance: A Multilevel Examination Viet H. Nguyen, National Cheng Kung University Hao-Chieh Lin, National Sun Yat-Sen University Nguyen Huu Lam, University of Economics HCMC Work Engagement and LMX as Determinants of Promotive Voice: A Role Theory Perspective Dejun Tony Kong, University of Houston Chris Chu, University of Surrey Reuben Mondejar, City University of Hong Kong David Bruce Allen, University of Exeter When Leader-Member Exchange (LMX) Enables Employee Thriving and Cross-selling: An Approach-Avoidance Perspective to Unravel the Impact of Contextualized LMX Angela J. Xu, University of Macau Raymond Loi, University of Macau Cheris W.C. Chow, University of Macau Session 34: **Benefits and perils of morality (Room C)** Chair: Kaushik Chaudhuri, Shiv Nadar University How and when does benevolent leadership lead to unethical pro-organizational behavior? Based on the social identity theory Kang-Hwa Shaw, Shandong University Hung-Yi Liao, Xiamen University Tan Kah Ke College The Benefits and Perils of Job Candidates' Morality in Selection Decisions Kai Chi Yam, National University of Singapore Yukun Liu, National University of Singapore Scott Reynolds, University of Washington Scott Wiltermuth, University of Southern California Employee perceptions of Affective Organizational and Occupational commitments: Role of Stressors and Age at HPWS workplaces in Japan Kaushik Chaudhuri, Shiv Nadar University Hiroyuki Oba, Reitaku University Session 35: Panel: Real option theory and implications for the strategy of Asian firms (Room E) Chair: Tailan Chi, University of Kansas Panelists: Shubin Wu, University of Liverpool Seung-Hyun (Sean) Lee, University of Texas at Dallas Session 36: **FDI and institutions** (**Room F**) Chair: Hongjin Zhu, McMaster University • Seeking friends, seeking resources- How do diplomatic relationships affect natural resource FDI?

Pengji Wang, James Cook University Lin Yuan, University of Macau Hongjin Zhu, McMaster University

Foreign and domestic investment by emerging market multinationals: A win-win? Pavida Pananond, Thammasat University

Alvaro Cuervo-Cazzura, Northeastern University

Impact of firm characteristics, host country characteristics, and risk preferences of managers on international entry mode choice and long-term performance Chen, Chiung-Jung, Chung Yuan Christian University

Session 37: Managing emotional labor (Room J)

Chair: Nai-Wen Chi, National Sun Yat-Sen University

Emotion displays in emotionally demanding job: the effects of perceived supervisor support and work engagement

Julie N. Y. Zhu, University of Macau

Long W. Lam, University of Macau

Jennifer Y. M. Lai, University of Macau

From Servant Leadership to Emotional Labor: The Motivational Functions of Gratitude

Anyi Chung, National Changhua University of Education

Shu Yu Chen, Changhua Christian Hospital

Shu-Chen Chang, Changhua Christian Hospital

I-Heng Chen, National Sun Yat-sen University

Trickle down effects of positive and negative leadership on service performance: Examining the mechanism and boundary condition

Nai-Wen Chi, National Sun Yat-Sen University

Yen-Chun Chen, I-Shou University

Tun-Chun Huang, National Changhua University of Education

Shih-Feng Chen, National Sun Yat-Sen University

Session 38: Strategy, structure and performance of Chinese firms (Room K)

Chair: Haibin Yang, City University of Hong Kong

A Double-dimensional Behavioural Model of SOEs' Investment: Evidence from China

Renfei Gao, University of Melbourne

Jane Lu, University of Melbourne

Helen Hu, University of Melbourne

Geoff Martin, Melbourne Business School

Leadership Structure and Performance of Chinese Mixed-ownership Firms

Ting Ren, Peking University

Shaoming Fang, Industrial Securities Co., Ltd

Hongyan Yang, Lingnan University

When organizational learning is better for innovation performance: the context of innovative culture in Chinese firms

Bo Zou, Harbin Institute of Technology

Feng Guo, Harbin Institute of Technology

Jinyu Guo, Harbin Institute of Technology

Lin Cui, Australian National University

George Chen, Australian National University

Giles Hirst, Australian National University

Session 39: Outcomes of HRM (Room G)

Chair: Su-Ying Pan, Macau University of Science and Technology

Corporate Citizenship and Employee Outcomes: Does a High Commitment Work System Matter? Yi-Ting Lin, National Central University

Nien-Chi Liu, National Central University

A Model of Linkages Between Perceived Accessibility of Work Family Practices and Turnover Intentions: Work-Family Conflict and Stress as Mediators

Pin-Hua Chiang, National Central University

Nien-Chi Liu, National Central University

Successors' Regulatory Foci and Succession: Moderating Role of Predecessors' Paternalistic Leadership

Peter Jih-Hsin Sher, Feng Chia University

Wen-Long Zhuang, National Chi Nan University

Chun-Han Lee, National Chi Nan University

Do Workaholic Supervisors Provide Family-Supportive Supervision? A Role Identity Perspective Su-Ying Pan, Macau University of Science and Technology

Session 40: 策略與績效 (Room H)

Chair:酈芃羽,輔仁大學

環境因素、組織績效與高階管理團隊異質特性對高階管理團隊替換率之影響

酈芃羽,輔仁大學

劉怡媛,亞東技術學院

郭軒宏,輔仁大學

• 初次上市公司之策略、集團企業與外部權益資金之關係:訊號理論觀點

林玟廷,國立中正大學

李佳玲, 國立政治大學

廖珮君,國立中正大學

• 多重市場接觸、產品互補性、廠商銷售成長背離關係之研究

賴勇成,健行科技大學

楊君琦,輔仁大學

莊祐達,約克大學 York University

• 群眾科學:一個探索性的研究

曾詠青,元智大學

陳奕廷,國立清華大學

網路風險趨避、口碑有用性與購買意圖之關係及性別趨向差異之探討

袁宇熙,元培醫事科技大學

張娃雯,國立臺灣師範大學

Session 41: 創新與知識分享 (Room I)

Chair: 沈其泰,國立彰化師範大學

地位竞争不利于团队知识共享及创新吗?——基于组织公平的调节视角

程德俊,南京大学

李虎,南京大学

戴万稳,南京大学

杜鹏程,安徽大学

魚與熊掌可以兼得:次團體(任務、友誼、邊緣人物)在團體一致性和團體創新之間的干擾效果

沈其泰,國立彰化師範大學

高珮珊,國立彰化師範大學

團隊目標導向與團隊創新與個人創新行為關係之多層次研究:團隊任務反思的中介效果

黃家齊,國立政治大學

吳恬妤,國立政治大學

廖巍庭,國立政治大學

運用電子化師徒制跨界協同培育大學生產品設計創造力之策略

賴志樫,國立臺灣師範大學

蔡錫濤,弘光科技大學

葉俊偉,東南科技大學

劉烝伊,國立臺灣大學

16:45-18:00

Session 42: Cross-border mergers and acquisitions (Room E)

Chair: Chinmay Pattnaik, University of Sydney

 Contextualizing internationalization of emerging market firms: Cases of Chinese agrifood value chain target decisions

Chui Shiam (Connie) Chan, University of Sydney

Chinmay Pattnaik, University of Sydney

 Making sense of context in international business: Some theoretical and methodological reflections

Jakobsen, Michael, Copenhagen Business School

Worm, Verner, Copenhagen Business School Li Xin, Copenhagen Business School

Session 43: Voice, proactivity, and deals (Room A)

Chair: Kan Ouyang, Shanghai University of Finance and Economics Shanghai

Is Proactive Behavior Always Good? An Investigation of the Personal Costs of Proactivity

Kan Ouyang, Shanghai University of Finance and Economics Shanghai

Wing Lam, Hong Kong Polytechnic University

Bonnie Hayden Cheng, Hong Kong Polytechnic University

Ziguang Chen, City University of Hong Kong

Chiu Ming Raymond Law, Hang Seng Management College

What Underlies the Relationship between Job Satisfaction and Voice? Different

Moderating Roles of the Prosocial Helping Norm and Implicit Voice Theory

Xiaowan Lin, University of Macau

Long W. Lam, University of Macau

Why Idiosyncratic Deals Can Have Both Positive and Negative Consequences: An Investigation of Hong Kong Employees

Thomas W. H. Ng, University of Hong Kong

Session 44: **International entrepreneurship and SME (Room F)**

Chair: Youngok Kim, University of New South Wales

SME networks and internationalization performance: The Taiwanese centre satellite case Ku-Ho Lin, National Chung Hsing University

Yao-Ping Peng, Hsuan Chuang University

The founder-CEO effect on entrepreneurial firms' intention to go public: evidence from china Xiaoyu Zhou, ShanghaiTech University

Jin Dai, ShanghaiTech University

Technological Innovation, Organizational Innovation, and Exports: The Case of Korean Manufacturing Firms

Youngok Kim, University of New South Wales

Steven Lui, University of New South Wales

Session 45: Socially responsible HRM (Room C)

Chair: Subha D. Parida, Curtin University

- High Performance Work System theory in building the Human Resources' capacity to incorporate Environmental Sustainability in organisations operating in Asia: A conceptual paper Subha D. Parida, Curtin University
- Managing tensions in social enterprises: the role of high performance work systems in the korean context

Jeong Won Lee, Yonsei University

Long Zhang, Hunan University

Matt Dallas, University of New South Wales

Hyun Chin, Samsung Economic Research Institute

A comprehensive framework for SHRM: Integrating best practice and contingency perspectives Jin Feng Uen, National Chiao Tung University Shu-Yuan Chen, National United University

Finance-Oriented Directors and Crisis Management: Blissful Ignorance in the Hospitality Industry? Anthony L. Iaquinto, Cleveland State University Vivien Jannicelle, Cleveland State University

Wayne G. Macpherson, Massey University

Session 46: New insights on employee performance (Room J)

Chair: Riki Takeuchi, Hong Kong University of Science & Technology

Challenging Job Demands and Employee Performance: The Moderating Role of a Learning Orientation with a Curvilinear Relationship

Irene Hau-siu Chow, Hang Seng Management College

Yuanyuan Gong, Nanjing University

The Effect of Dispositional individual Characteristics on Employee Job Outcomes over Time: The Three Possible Ways

Kelly Peng, Hong Kong Shue Yan University

Yong Wang, Huaiyin Institute of Technology

Yina Mao, Nanjing University

Chi-Sum Wong, Chinese University of Hong Kong

The influence of prior work experiences on expatriate job performance change: A four-wave, longitudinal examination

Riki Takeuchi, Hong Kong University of Science & Technology

Session 47: **Emotions and performance (Room K)**

Chair: Jochen Reb

• Combined Effects of Positive and Negative Affect on Employee Outcomes

Yina Mao, Nanjing University

Kelly Peng, Hong Kong Shue Yan University

Yong Wang, Huaiyin Institute of Technology

Junbang Lan, Hong Kong Baptist University

Chi-Sum Wong, Chinese University of Hong Kong

We Have Feelings but We Can't Show Them! Authoritarian Leadership, Group Emotion

Suppression Climate, and Group Performance

Jack Ting-Ju Chiang, Peking University

Xiao-Ping Chen, University of Washington

Lihong Gu, Xi'an Jansen Pharmaceutical Company

Ye Zhang, Peking University

Satoshi Akutsu, Hitotsubashi University

Jih-Yu Mao, Peking University

Session 48: 招募與甄選 (Room G)

Chair: 吳祉芸, 東海大學

• 面試環境與組織人才吸引力:關鍵接觸理論與推敲可能性模式之應用

黃敦群,國立彰化師範大學

● 從履歷表看出你是誰?以 RAM 觀點探討人格推論一致性與正確性之二項實驗

黃敦群,國立彰化師範大學

陳珈汶,國立彰化師範大學

• 個人-工作適配、內外控信念及工作績效關係之研究—以教育部春暉小組為例

許海權,台南市私立崑山高級中學

曹瓊文,國立臺南大學

劉冠岑,國立臺南大學

結構化面試中之應徵者順序效果

吳祉芸,東海大學

楊文芬,國立中正大學

陳乃維,東海大學

Session 49: 不當督導 (Room H)

Chair: 梁欣光, 國立國防大學

• 不當督導對工作塑造與尋求回饋之影響 - 自我效能為中介變項

吳亭,澳門科技大學

賴志樫,國立臺灣師範大學

刘宇璟,國立中山大學

蔡欣芸,國立中正大學

黃良志,國立中正大學

自己與同事經歷主管不當督導之反應模型:情緒與認知歷程

陳淑貞, 銘傳大學

蔡明潔,銘傳大學

• 探討不當督導與強迫性組織公民行為之關係:心理安全感與組織政治知覺所扮演的角色

劉娜婷,銘傳大學

王政文, 銘傳大學

• 以反芻思考認知的觀點連結不當督導與部屬負向情感:核心自我評價特質的調節效果

梁欣光,國立國防大學

陳彥君,義守大學

Session 50: 情緒 (Room I)

Chair:劉敏熙, 東吳大學

• 「科技使員工更幸福?」-工作要求-資源模式

	劉敏熙,東吳大學
	<i>汪美伶,淡江大學</i>
	· · · · · · · · · · · · · · · · · · ·
	服務利潤鏈的觀點
	紀乃文,國立中山大學
	陳珮綺・國立中山大學
	陳怡菁,國立中山大學
	· ● 每日顧客負面事件的負面連鎖效應:顧客負面事件對客觀工作績效及身心健康的關係:負向心
	情的中介效果、以及修復體驗的干擾效果
	察泓育,國立中山大學
	● 自拍上傳被按讚的連續效果之研究:透過人際關係進而對自我價值感的助益分析
	洪中郁,國立台中教育大學
	許碧芬,國立台中教育大學
19:00-22:00	
	Gala Event (Royal Hall) Rhiga Royal Hotel
21 June 20	17 (Wednesday)
08:45-9:45	Keynote Speech 2 (Main Hall)
	Jason Shaw, Editor, Academy of Management Journal
	Hong Kong Polytechnic University
9:45-10:00	Coffee Break (1st floor Public Lounge and 2nd floor Subfoyer)
10:00-11:00	Meet the Editors (Main Hall)
	Moderator: SeungHyun (Sean) Lee
	University of Texas at Dallas
	Panelists:
	Jason Shaw, Editor, Academy of Management Journal
	Jane Lu, Editor-in-Chief, Asia Pacific Journal of Management
11.00 12.15	Alvaro Cuervo-Cazzura, Editor, Global Strategy Journal
11:00-12:15	Concurrent Paper Sessions
	Session 51: Panel: CHINESE FOREIGN DIRECT INVESTMENT (FDI) IN AFRICA (Room B)
	Chair: Mike Peng, University of Texas at Dallas
	g and a supplied to the suppli
<i>5</i> 2	Xueli Huang, RMIT University
60	Wen Li, Zhejiang University Jane Lu, University of Melbourne
	Mike Peng, University of Texas at Dallas
	Habte Woldu, University of Texas at Dallas
7	Aiqi Wu, Zhejiang University
1	David Zoogah, Xavier University
	Session 52: Organizational control, learning and implementation in Asian firms
	(Room A)
	Chair: Naoki Yasuda, Rikkyo University
	 Momentum and Deceleration in Temporal Cycling between Exploration and Exploitation Naoki Yasuda, Rikkyo University
	Parent control and ownership monitering in publicly listed subsidaries in Japan
	Hideaki Sakawa, Nagoya City University
	Naoki Watanabel, Nagoya City University
	CSR implementation in Vietnamese companies: combining institutional and stakeholder perspectives
	Lan Do, RMIT University
	Charlie Huang, RMIT University

Adela McMurray, RMIT University

Dual aspects of knowledge integration mechanisms for R&D alliance

Naohiro Sawada, Aoyama Gakuin University

Kazuhiro Asakawa, Keio University

Hiroshi Nakamura, Keio University

Session 53: Fit at multiple levels (Room C)

Chair: Raymond Loi, University of Macau

• How leader-follower congruence in proactive personality effects work outcomes.

Wei-Kuang Hou, I-Shou University

• The Influences of Extraversion on Person-group Fit and Person-job Fit

Yuann-Jun, Liaw, Taiwan Society of Agriculture and Life, Chi-Po Zhai Chinese Medical Clinic

 $System,\,Min\,\,Chi\,\,University\,\,of\,\,Technology$

Min Chi University of Technology,

Jason D. Shaw, Hong Kong Polytechnic University

• Supervisors' and Subordinates' OBSE: Their relationship and interaction

Raymond Loi, University of Macau

Angela J. Xu, University of Macau

Yan Liu, Wuhan University

Long W. Lam, University of Macau

Session 54: Management and leadership of teams (Room D)

Chair: Chiung-Yi Huang, Yuan Ze University

• When shared leadership fails to work: The role of team-member competence and team conflict *Jiaojiao Zhang, Wuhan University*

Yan Liu, Wuhan University

 A Self-Evaluation Maintenance Model of Team Leaders' Responses to Members' High Performance

Ronghao Rao, Wuhan University

Yan Liu, Wuhan University

 The antecedents and consequences of teams' transactive memory systems: teams' specific status cues as a moderator

Chiung-Yi Huang, Yuan Ze University

Session 55: International HRM-I (Room J)

Chair: Franz Wohlgezogen, University of Melbourne

- Managerial perceptions of external environments and the temptations of cultural particularism Franz Wohlgezogen University of Melbourne
- When opposites attract: A study on cultural attractiveness, entry modes and subsidiary staffing *Tiffany (Y.Q.) Cheong, University of Sydney*
- How LMX influences expatriate workplace deviance: The mediating role of job insecurity and job autonomy

Ya-Ping Chiu, Chung Yuan Christian University

Session 56: **Emotion and affect (Room K)**

Chair: KyongJi Han, Baylor University

• The Effects of Emotion, Declared Time Pressure and Perceived Time Estimation on Individual Creativity

Nie Jing, Shanghai University

Hu Liang, Shanghai University

Huo Weiwei, Shanghai University

• The Magnitude and Individual Difference of Temporal Stability in Momentary Affect: A Signal-based Experience Sampling Study using Mobile Phones

Wei Xuan Ng, National University of Singapore

Jinlong Zhu, National University of Singapore

Zhaoli Song, National University of Singapore

Nan Wang, Lingnan University

Seang Mei Saw, National University of Singapore

Eric Andrew Finkelstein, Duke-NUS Graduate Medical School

Vicki Drury, National University of Singapore and University of Leeds

• Affective Ups and Downs Do Matter! When Negative Affective States Influence Employee Service Performance

Man-Nok Wong, Hong Kong Baptist University

Wu Liu, The Hong Kong Polytechnic University

Xu Huang, Hong Kong Baptist University

Erica Xu, Hong Kong Baptist University

Session 57: Strategy II (Room G)

Chair: Fred Phillip, Yuan Ze University

Developing a Knowledge Strategy Across Contexts: A Piecemeal Engineering Approach

Fred Phillips, Yuan Ze University

Hsing-Er Lin, National Sun Yat-sen University

Shin-Yi Lin, National Sun Yat-sen University

The Real Options View on Self-serving Decision: Evidence of Family Firm's Ownership Change in the New Venture

Jung-Ching Lin, Commerce Development Research Institute

Hsueh-Liang Wu, National Taiwan University

The Influence of Adjacency Expansion of Core Product on Product Performance—A Case Study of Hewlett-Packard Co. (1984-2000)

Juei-Kuo Shu, Chung Yuan Christian University

Samuel K.C. Chang, Chung Yuan Christian University

Horng-Der Leu, Chung Yuan Christian University

Yung-Cheng Lai, Chien Hsin University

Session 58: 建言 (Room H)

Chair: 胡昌亞,國立政治大學

• 晓之以理还是挟之以威?变革策略对员工变革行为的影响研究

骆元静,武汉大学

杜旌,武汉大学

建言還是離開:延伸性認同模式的觀點

簡忠仁,國立臺灣大學

鄭伯壎,國立臺灣大學

從不確定管理理論探討個人與主管適配如何影響員工建言

陳怡靜,國立臺灣師範大學

吳宗祐,國立臺灣大學

游佳臻,台北市職能發展學院

Mentoring Support and Protégé Voice: The Moderating Roles of Protégé Job Dissatisfaction and **Power Distance Orientation**

Changya Hu, National Chengchi University

Jui-Chieh Huang, National Taipei University of Business

Chun-Chi Yang, Fu Jen Catholic University

Session 59: 員工協助方案(Room I)

Chair: 吳宗祐, 國立臺灣大學

工作家庭措施與工作家庭衝突:個人工作家庭區隔觀點

劉念琪,國立中央大學

劉雯中,工業技術研究院產業學院

一线员工体面劳动感知对其组织公民行为的影响研究

卿涛,西南财经大学

宋傲龄,西南财经大学

李贵卿,成都信息工程大学

工作-家庭丰富对任务绩效的影响:工作满意感与社会支持的中介调节效应

李贵卿,成都信息工程大学

王敏霞,成都信息工程大学

卿涛,西南财经大学

台灣員工協助方案下企業志工之助人經驗

連雅慧,國立中正大學

徐妍榛,國立中正大學

12:15-13:15 **Lunch** (Main Hall)

13:15-14:30 **Concurrent Paper Sessions**

Session 60: Top management team, corporate governance, and firm (Room F)

Chair: Liqun Wei, Hong Kong Baptist University

• TMT Advice seeking and decision quality: The moderating role of CEO procedural fairness and environmental dynamism

Liqun Wei, Hong Kong Baptist University

Song Chang, Hong Kong Baptist University

Yoyo Huo, University of Surrey

Wei Sun, Inner Mongolia Finance and Economics University

• Agency theory and corporate governance in china: A meta-analysis

Canan Mutlu, Kennesaw State University

Mark Van Essen, University of South Carolina

Mike Peng, University of Texas at Dallas

Sabrian Saleh, University of South Carolina

Session 61: Institutions, Innovation and Technology (Room E)

Chair: Kevin Au, Chinese University of Hong Kong

• Doing Well and Doing Good: Strategic Orientations in China's Social Enterprises

Yingzhao Xiao, Chinese University of Hong Kong

Kevin Au, Chinese University of Hong Kong

Zhen Liu, Qingdao University of Technology

Marta Dowejko , Hong Kong Baptist University

• Capitalizing on Exploitation Strategy in Power Asymmetric Relationships:

The Mediating Roles of Exploration Strategy and Marketing Capability

Revti Raman Sharma, Victoria University of Wellington

Thao Kim Nguyen, University of Economics of HCMC

• The Relationships between Multiple Product-Endorser Types and Consumers' Purchase Intention Tsung-Kai Yeh, National Cheng Kung University, Taiwan and R.O.C. Air Force Institute of Technology

Huai-Liang Liang, R.O.C. Air Force Institute of Technology

• To Checkout or Not to Checkout My Mobile Shopping Cart: Attribute Conflicts, Interpersonal Conflicts and Self-efficacy

Guei-Hua Huang

Session 62: Organizational citizenship behaviour (Room A)

Chair: Jane Y. Jiang, Nanjing University

• Interpersonal conflict and citizenship behavior: the moderating role of suppression and goal interdependence

Catherine K. LAM, City University of Hong Kong

Frank WALTER, Justus-Liebig-University Giessen

• Can organizational corporate citizenship climate promote employees' organizational citizenship behaviors? An examination of mediating mechanisms

Yi-Ting Lin, National Central University

Nien-Chi Liu, National Central University

• Can organizational corporate citizenship climate promote employees' organizational citizenship behaviors? An examination of mediating mechanisms

Hua LI, Xi'an Jiaotong University

Fuli LI, Xi'an Jiaotong University

Tingting CHEN, Lingnan University

 Organizational Socialization and Newcomer Networks: The Mediating Role of Network Size on Person-Organization Fit and Organizational Citizenship Behaviors

Jane Yan Jiang, Nanjing University

Blake E. Ashforth, Arizona State University

Jia Li, Nanjing University

Session 63: HRM Process and Career Behaviors (Room C)

Chair: Phiip Rose, Hannam University

 An Integrative HRM Process Model Cooperative-Competitive Dynamics: Employees' Reactive and Proactive Strategies

Chen, Yuan-Ling, National Sun Yat-sen University

Cheng-Chen Lin, National Pingtung University of Science & Technology

Yueh-Tzu Kao, I-Shou University

• Finding individual dominant career anchors: Indonesian academics' perceptions

Meiliani Meiliani, University of Bengkulu

Reni Farida, University of Bengkulu

• Locus of Control and Future Work Selves: Predicting Proactive Career Behaviours amongst the next generation of Chinese employees.

Philip Rose, Hannam University Amy Wei Tain, Curtin University

Session 64: **International HRM-II** (Room D)

Chair: Pingping Fu, Nottingham University Business School China

- Confucianism and Human Resource Management in East Asia Sunghoon Kim, University of New South Wales Pingping Fu, Nottingham University Business School China Jiali Duan, University of New South Wales
- An Analysis of the Impact of Chinese Culture on quality management By Six Sigma in Hong Kong Ya-Ping Chiu, Chung Yuan Christian University
- Cultural distance and expatriate failure rates: The moderating roles of expatriate management practices

Chun-Hsiao Wang, National Central University.

Hung-Ji Tsai, National Central University.

Session 65: Executive Compensation and Employee Payment (Room J)

Chair: Yoshio Yanadori, University of South Australia

- Factors affecting gender difference in executive compensation: An empirical study in China Wu, Xiaoteng, Chinese University of Hong Kong Ngo, Hang-yue, Chinese University of Hong Kong
- Executive Gender and Pay: A Comparison between Asia and the West (Proposal) Kevin K. Lee, Texas A&M University Adrian Tippit, Washington State University
- Does employee bonuses lead to better financial performance in tourism industry? Yeh, Tsung-Kaia, National Cheng Kung University Liu, Shu-Bingb, Shih Chien University Kaohsiung Campus

Session 66: Unethical behavior in organizations (Room K)

Chair: Ke Michael Mai, National University of Singapore

- How perpetrator gender influences reactions to premeditated versus impulsive unethical behavior: A role congruity approach
 - Ke Michael Mai, National University of Singapore
- Is Rebuke Helpful? Abusive Supervision and Employee General Health, Affective Commitment: The Moderating Effect of Employee Assistance Programs I-An, Wang, Shih Chien University, National Sun Yat-Sen University

Hui-Ching Lin, National Sun Yat-Sen University

Nai-Wen Chi, National Sun Yat-Sen University

Session 67: Panel: Research Opportunities on Business Behaviors of Muslim in China and in the One Belt One Road Countries (Room B)

Chair: Xuhua Wei, Langzhou University

Participants:

Guoxian Bao, Langzhou University Linzhi Du, Langzhou University Guangjian Liu, Langzhou University Wumei Liu, Langzhou University Xingyong Tu, Langzhou University Haizhen Wang, Langzhou University Zeying Wang, Langzhou University Xuhua Wei, Langzhou University Jianzu Wu, Langzhou University Na Yang, Langzhou University Qi Zha, Langzhou University Ruoyong Zhang, Langzhou University Gang Zheng, Langzhou University

Session 68: Leadership (Room G)

Chair: Min-Ping Huang, Yuan-Ze University

- Exploring When Abusive Supervision Leads to Supervisor-directed Deviance: A Social-Norms Perspective
 - Shu-Cheng Steve Chi, National Taiwan University Shin-Guang Liang, National Defense University Hsi-Fang Lai, National Taiwan University
- The Cascading Effect of Transformational Leadership in Teams: The Role of Leaders' Person-Team

Jia Hu, University of Notre Dame Chih-Hsun Chuang, National Chung Hsing University Yu-Ching Chiao, National Chung Hsing University

Team Leadership in Innovation Teams: Construct Clarification and Measure Development

Min-Ping Huang, Yuan-Ze University

Feng-Hsia Kao, National Taipei University of Nursing and Health Science

• A Study of Relationships among Transformational Leadership, Organizational Identification and Working Performance- A Case of S Army Officers and Soldiers

Ing-chung Huang, National University of Kaohsiung

Pey-lan Du, National Quemoy University

Dae-Hue Yang, National Kaohsiung First University of Science and Technology Shin-yuan Lu, National Kaohsiung First University of Science and Technology

Session 69:組織與社會 (Room H)

Chair:李傳楷,國立清華大學

● 為勞苦大眾服務:中國非正式金融的道德構框

李傳楷,國立清華大學

張淑珍,國立清華大學

洪世章,國立清華大學

• 環球水泥的下一步-家族企業社會責任之選擇

盧逸君,國立中山大學

詹淑婷,社團法人中華民國全國中小企業總會

鍾喜梅,義守大學

非營利組織轉型社會企業後,組織變革對組織績效以及企業形象影響之研究:以組織認同為 干擾效果

吳慈榕,國立中山大學

黃維章 , 國立中山大學

邱郁巽,嘉里大榮物流股份有限公司

黃英忠,國立高雄大學

杜佩蘭,國立金門大學

• 從制度同形到異質的組織:制度邏輯研究回顧

蔡依倫,國立澎湖科技大學

謝如梅,國立屏東科技大學

Session 70: 領導 (Room I)

Chair:李俊賢,國立高雄師範大學

• 領導藏在細節裡!探討團隊員工微型不公平感受前因及影響

陳淑媛,國立聯合大學

王筱禎,國立聯合大學

王瀚陞,國立聯合大學

林昕潔,國立聯合大學

黃筱晴,國立聯合大學

真誠領導與服務導向組織公民行為之關係-跨層次中介模式

邱雅暖,國立清華大學

張婉菁,國立清華大學

• 主管會原諒展現羞恥感的犯錯部屬嗎?一個調節中介模型

戚樹誠,國立臺灣大學

朱志傑,國立臺灣大學

賴璽方,國立臺灣大學

梁欣光,國立國防大學

轉換型領導與領導部屬交換對員工工作成果連結下的雙元信任機制

童惠玲,大葉大學

轉換型領導對知識分享之影響:以學習氣候知覺為中介角色

汪美伶,淡江大學 丁浩鈞,淡江大學

李俊賢,國立高雄師範大學

14:30-14:45 Coffee Break (1st floor Public Lounge and 2nd floor Subfoyer)

14:45-16:00

Concurrent Paper Sessions

Session 71: Antecedents and consequences of alliances and interfirm collaborations (Room A)

Chair: Ji Li, Hong Kong Baptist University

 Middle Way: To partner up or against each other: Among Inter-Alliance and Intra-Alliance members.

Yu-Ching Chiao, National Chung Hsing University

Chun-Chien Lin, National Chung Hsing University

Chun-Ping Chang, National Chung Hsing University

• Value chain analysis in the Thai sugar cane industry: Preliminary Research

Pipattawade Wannaree, RMIT University

Ferry Jie, RMIT University

Mark Goh, RMIT University

Session 72: Knowledge at the individual and team level (Room C)

Chair: Chia_I Kuo, National Tsing Hua University

• Paternalistic leadership and knowledge sharing with outsiders in emerging economies: Based on social exchange relations

Seung Hoon Jang, Bloomsburg University of Pennsylvania

Sang Youn Leeb, Hoseo University

Jeoung Yul Lee, Hongik University

• Team Knowledge-convergence Efficiency as Influenced by Knowledge Diversity and Member Homophily

Wan-Jing April Chang, National Tsing Hua University

 Gaining from scientific knowledge: The role of knowledge accumulation and knowledge combination

Chia-I Kuo, National Tsing Hua University

Chia-Hung Wu, Yuan Ze University

Bou-Wen Lin, National Tsing Hua University

Session 73: New leadership theories (Room F)

Chair: Sally Cheung, Hong Kong Baptist University

• You Humble, I Proactive: Effects of Leader Humility on Employee Proactive Work Behaviors from the Theory of Planned Behavior

Yolanda Na Li, Chinese University of Hong Kong

Lin Wang, Sun Yat-sen University

Kenneth S. Law, Chinese University of Hong Kong

Melody Jun Zhang, Chinese University of Hong Kong

 Paradoxical leader behavior and innovation in work teams: testing the multilevel mediation role of ambidexterity

Melody Jun Zhang, Chinese University of Hong Kong

Kenneth S. Law, Chinese University of Hong Kong

Yan Zhang, Peking University

• Leader humility and employee creativity: testing on a moderated mediation model

Sally S Y Cheung, Hong Kong Baptist University

Song Chang, Hong Kong Baptist University

Li-Qun Wei, Hong Kong Baptist University

Christine Chan, University of Hong Kong

Session 74: Human capital acquisition (Room D)

Chair: Diep Nguyen, Edith Cowen University

• Do Interns' want to Learn? The Moderating Role of Perceived Over Qualification on Internship Learning in Vietnam

Philip Rose, Hannam University,

Diep Nguyen, Edith Cowen University,

Stephen Teo, Edith Cowen University,

Nguyen Phong, University of Economics

THAI THINH DANG, University of Economics

• Why Your Interns are not Attracted? Toward an Understanding of Internship as a Recruitment Source

Irene Wen-fen Yang, National Chung Cheng University

Yu-yin Wu, INNOLUX Corporation

• Employer Branding Strategies on Corporate Recruiting Websites and Effect on Employer Attractiveness

Chu-chen Rosa Yeh, National Taiwan Normal University Cheng-Huan Liu, National Taiwan Normal University

Session 75: Dispositional differences and employee outcomes (Room J)

Chair: Andrea Kim, Sungkyunkwan University

• Context in engagement research; future research direction

Kunte_Manjiri, Mahidol University

Dr. Parisa Rungruang, Mahidol University

• How Group Corporation and Sanction Climate Influence Employee's Voice Behavior? Exploring the Mechanisms of Psychological Capital and Group Size

Xiaoye, Qian, Sichuan University

Qian, Li, Beijing Foreign Studies University

Hao, Zhou, Sichuan University

• Is high performance work system good or bad? The roles of leadership and employee perception *Xueqing Fan, Renmin University of China Yan Liu*, *Wuhan University*

Session 76:Psychological process and HRM (Room K)

Chair: Thomas W. H. Ng, The University of Hong Kong

• Mindfulness and Creativity: The Role of Competitive Orientation and Creative Self-Efficacy

Emily Guohua Huang, Hong Kong Baptist University

Song Chang, Hong Kong Baptist University

Li-Qun Wei, Hong Kong Baptist University

Haizhen Wang, Lanzhou University

• Goal orientation and transfer of training

Ieok Si Au, Cecilia, OCBC Wing Hang Bank Limited

Xiaowan Lin, University of Macau

Hui Tian, University of Macau

Session 77: Employee Voice (Room E)

Chair: Alice Tan, University of Macau

• Perceived meaningful work and employee voice behaviors: The moderating effect of transformational leadership

Shih-Han Li, National Sun Yat-sen University

Shyh-Jer Chen, National Sun Yat-sen University

Miao-Ju Wang, National Sun Yat-sen University

 You Voice I Voice: A Cognitive Approach to Explore Peers' Voice Behavior on Observers' Voice Behavior

Dan Yang, Chinese University of Hong Kong

Xiji Zhu, Chinese University of Hong Kong

Timothy Cong Sun, Chinese University of Hong Kong

• Does embedded employee voice more? The moderating role of interactional justice

Alice J. M. Tan, University of Macau

Raymond Loi, University of Macau

Long W. Lam, University of Macau

Kun Seng Vong, University of Macau

Adjourn

Notes





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^{**} by Business India B-School Survey 2016



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