PARTNERS & SPONSORS

BAM2016 PARTNERS THANK YOU

Newcastle University Business School, Newcastle University
The BAM2016 conference has been kindly hosted by Newcastle University Business School, Newcastle University.

At Newcastle University Business School, we believe that business is shaped by the desire to think differently and the will to transform the status quo. Our thinking, combined with a first-class reputation for academic excellence, high graduate employability and student experience, ensures that we are a first-choice destination for students from across the world.

Situated within a £50-million development, the Business School provides cutting-edge facilities and is the centre point for a valuable network of regional, national and international thought leaders, alumni and leading professionals. Our driving purpose is to push the boundaries of knowledge by facilitating shared enquiry and bold thinking through our research, teaching and business networks.

As part of Newcastle University, we are a member of the Russell Group, and as a School we are triple accredited by AMBA, EQUIS and ACCSB, making us part of an elite group of Business School’s worldwide. We attract world-leading researchers from across the world and these individuals are ready for change and eager for challenge. They want to expand fields of research and academic excellence, and redefine the future of society and business.

BAM2016 SPONSORS THANK YOU

Wiley
The BAM2016 New Members’ Welcome Breakfast has been kindly sponsored by Wiley.

Wiley is the leading publisher in the fields of Business and Management, providing access to quality content written by the field’s foremost thinkers.

European Management Journal
The BAM2016 Best Full Paper and Best Developmental Paper Awards have been kindly sponsored by the European Management Journal

The European Management Journal is a broad-based scholarly journal covering all management fields. It presents cutting-edge thinking and research on substantive management and marketing topics, and welcomes both theoretical and empirical contributions. While grounded in scientific, peer-reviewed research, the Journal provides highly relevant insights to industry and a broad range of societal stakeholders. EMJ is owned by the University of Glasgow and ESCP Europe and published by Elsevier Ltd.

Project Management Institute
The BAM2016 Professional Development Workshops have been kindly sponsored by the Project Management Institute (PMI).

Project Management Institute is the world’s leading not-for-profit professional membership association for the project, program and portfolio management profession. Through synergistic partnerships with universities and individual researchers, the PMI Academic Resources Department continually promotes the framing and exploration of new questions and the creation and dissemination of knowledge in the field. Visit us at pmiteach.org.

Elsevier
The BAM2016 Refreshments have been kindly sponsored by the Elsevier.

Elsevier publishes leading journals in the social sciences, with a wide variety of quality titles in Business and Management and related areas. Visit our website to find out more: elsevier.com/business
# Contents

## Partners and Sponsors

### Contents

<table>
<thead>
<tr>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
</tr>
</tbody>
</table>

### Key Information for Delegates

<table>
<thead>
<tr>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>02</td>
</tr>
</tbody>
</table>

### Welcome to BAM 2016

<table>
<thead>
<tr>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>03</td>
</tr>
</tbody>
</table>

### Conference Schedule

<table>
<thead>
<tr>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>04</td>
</tr>
</tbody>
</table>

### Academic Programme (Tuesday)

<table>
<thead>
<tr>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>06</td>
</tr>
</tbody>
</table>

### Academic Programme (Wednesday)

<table>
<thead>
<tr>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>08</td>
</tr>
</tbody>
</table>

### Academic Programme (Thursday)

<table>
<thead>
<tr>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
</tr>
</tbody>
</table>

### Special Conference Sessions

<table>
<thead>
<tr>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
</tr>
</tbody>
</table>

### Professional Development Workshops

<table>
<thead>
<tr>
<th>Session</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: Tuesday 9:30–11:00</td>
<td>13</td>
</tr>
<tr>
<td>2: Tuesday 14:00–15:30</td>
<td>18</td>
</tr>
</tbody>
</table>

### Session Breakdown

<table>
<thead>
<tr>
<th>Session</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: Tuesday 16:00–17:30</td>
<td>23-61</td>
</tr>
<tr>
<td>2: Wednesday 9:00-10:30</td>
<td>26</td>
</tr>
<tr>
<td>3: Wednesday 11:00-12:30 (13:00)</td>
<td>32</td>
</tr>
<tr>
<td>4: Wednesday 14:00-15:30</td>
<td>38</td>
</tr>
<tr>
<td>5: Wednesday 16:00-17:30 (17:00)</td>
<td>43</td>
</tr>
<tr>
<td>6: Thursday 09:00 (09:30)-10:30</td>
<td>48</td>
</tr>
<tr>
<td>7: Thursday 11:00-12:30 (13:00)</td>
<td>53</td>
</tr>
<tr>
<td>8: Thursday 14:00-15:30 (15:00)</td>
<td>58</td>
</tr>
</tbody>
</table>

### Track Breakdown

<table>
<thead>
<tr>
<th>Track Breakdown</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate Governance</td>
<td>62</td>
</tr>
<tr>
<td>Critical Management Studies</td>
<td>63</td>
</tr>
<tr>
<td>Cultural and Creative Industries</td>
<td>64</td>
</tr>
<tr>
<td>eBusiness and eGovernment</td>
<td>64</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>65</td>
</tr>
<tr>
<td>Gender in Management</td>
<td>68</td>
</tr>
<tr>
<td>Human Resource Management</td>
<td>69</td>
</tr>
<tr>
<td>Identity</td>
<td>72</td>
</tr>
<tr>
<td>Innovation</td>
<td>73</td>
</tr>
<tr>
<td>Inter-Organizational Collaboration: Partnerships, Alliances and Networks</td>
<td>74</td>
</tr>
<tr>
<td>International Business and International Management</td>
<td>76</td>
</tr>
<tr>
<td>Knowledge and Learning</td>
<td>78</td>
</tr>
<tr>
<td>Leadership and Leadership Development</td>
<td>80</td>
</tr>
<tr>
<td>Management and Business History</td>
<td>82</td>
</tr>
<tr>
<td>Marketing and Retail</td>
<td>82</td>
</tr>
<tr>
<td>Operations, Logistics and Supply Chain Management</td>
<td>85</td>
</tr>
<tr>
<td>Organizational Psychology</td>
<td>87</td>
</tr>
<tr>
<td>Organizational Studies</td>
<td>90</td>
</tr>
<tr>
<td>Organizational Transformation, Change and Development</td>
<td>91</td>
</tr>
<tr>
<td>Performance Management</td>
<td>93</td>
</tr>
<tr>
<td>Public Management and Governance</td>
<td>94</td>
</tr>
<tr>
<td>Research Methodology</td>
<td>95</td>
</tr>
<tr>
<td>Strategy</td>
<td>96</td>
</tr>
<tr>
<td>Strategy as Practice</td>
<td>98</td>
</tr>
<tr>
<td>Sustainable and Responsible Business</td>
<td>99</td>
</tr>
</tbody>
</table>

## About BAM

<table>
<thead>
<tr>
<th>Previous BAM Conferences</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>101</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Track Chairs 2016</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>105</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Author Listing</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>106-120</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Exhibitors</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>121</td>
<td></td>
</tr>
</tbody>
</table>
Key Information for Delegates

**BAM2016 CONFERENCE COMMITTEE**
Savvas Papagiannidis, Newcastle University
David Denyer, Cranfield University
Monika Narvydaite, BAM

**WHO’S WHO KEY TO BADGES**
- Blue: Conference Delegate
- Red: Council Member
- Green: Fellow
- Black: Track Chair
- White: Exhibitor
- Yellow: Conference Organiser
- Blue Ribbons: New Members

**CONFERENCE PROCEEDINGS**
This year the conference proceedings can only be accessed online. To view abstracts and download papers please go to: www.bam.ac.uk/bam2016-proceedings

**INTERNET ACCESS**
Delegates will have access to Wi-Fi across the whole campus.
Username: BAM 2016
Password: 30*Years

**TECHNICAL INFORMATION FOR FULL PAPERS/SYMPOSIUMS/WORKSHOPS**
All rooms will have a full AV desk, data projector and screen available and will be installed with the following packages from Microsoft Office: Word, Excel and PowerPoint. Please note Apple Macs and iPads are not available. Delegates must ensure the file type of their presentation is fully compatible with Microsoft Office.

**SPECIAL MOBILITY ACCESS**
All buildings are fully DDA complaint with appropriate toilets and access to all floors. For more information about the disability facilities available at the venue, please ask a member of staff.

**PRAYER ROOM**
At time of going to press, we’re arranging access to the Muslim Prayer Room on campus. You can find out more information on places of worship at the following link: www.ncl.ac.uk/students/chaplaincy/places/

**CLOAK ROOM**
There will be a cloak room available for delegates and will be situated next to the Lindisfarne Room in room 4.01B

**TAXI COMPANIES**
Blue line: 0191 262 6666
(approx £16 from airport to city centre)
NODA: 0191 222 1888
Budget taxis: 0191 293 5050
Welcome to **BAM 2016**

The British Academy of Management and Newcastle University Business School are delighted to welcome you to the 2016 Annual BAM Conference. Not only is this year’s conference a milestone, given that it is the conference’s 30th anniversary, but it is also the first time that the conference has been hosted in our city.

This year our theme is “Thriving in turbulent times”. Given all the recent national and international developments, I am sure you will find such a theme more topical than ever. Over the course of the Conference we will have an opportunity to debate the role that academic research can play, not only when it comes to making sense of the complex and dynamic environment we live in, but also in terms of informing future practice. Making a significant contribution and an impact by studying how people, communities and societies can thrive when faced with rapid, transformational change is a very demanding and challenging endeavour. It is one that BAM’s Annual Conference has longitudinally facilitated for a long time by attracting world class researchers from all over the world, providing a friendly and supportive environment within which to receive feedback, share ideas and find inspiration.

Speaking of a friendly environment, I am perhaps rather biased in stating that Newcastle is an excellent location to host this year’s conference! Newcastle is a thriving city, steeped in invention and regeneration, emanating a vibrant energy and bold purpose that both defines and drives those who live and work in the region. Over the past 30 years the city has expanded and defined itself as a competitive and cosmopolitan city of global significance by forging strong links with a variety of international businesses. At the heart of the North East of England, a region of great beauty and diversity, Newcastle is famous for its welcoming character—a great place to live, work, study and visit.

Newcastle University Business School is known for its academic ambition, distinctive community and global influence in building a responsible future for both business and society. As a triple-accredited School, we are committed to improving business thinking, and making a difference on a global scale through our research, investment in students, and collaboration with business. From our campuses in Newcastle and London, our work impacts and shapes organisations across the globe. We pride ourselves on an academic culture based on shared enquiry and discovery—a hub of excellence and endeavor where individuals learn from and collaborate with peers, experts and business leaders. We are part of Newcastle University, a global University with a proud history of over 180 years.

Through our world-class civic university status, we forge far-reaching networks that unite opportunities, people and cultures, and strive to define the future of business.

We hope, during this year’s conference, that you will be able to experience both our unique city and University and join this hub of shared enquiry to tackle some of the challenging issues facing our future.

Last but not least, it is important to offer our sincere thanks and gratitude to a range of organisations and individuals, without whom this year’s conference would not take place. I would like to thank all the conference delegates, the Track/SIG Chairs, the reviewers and the PDW organisers for their efforts. I would also like to thank the BAM Conference Committee, the BAM Executive, the BAM conference team, our sponsors and exhibitors. Finally, I am very grateful to all my colleagues at Newcastle University Business School who have contributed to the organisation and delivery of the conference.

I hope BAM 2016 will challenge, excite and inspire you!

*Prof Savvas Papagiannidis*

**CONFERENCE CO-CHAIR 2016**
## Conference Schedule

### TUESDAY 6TH SEPTEMBER

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>08:00-18:00</td>
<td>Conference Registration Open</td>
<td>Lindisfarne Room, Kings Road Centre</td>
</tr>
<tr>
<td>08:00-09:30</td>
<td>New Members’ Welcome Breakfast <strong>By Invitation only</strong></td>
<td>Newcastle University Student’s Union</td>
</tr>
<tr>
<td>09:30-11:00</td>
<td><strong>Open BAM Fellows Session</strong> Should we be concerned about the quality of management research and should we care?</td>
<td>Lecture Theatre 3, Herschel Building</td>
</tr>
<tr>
<td>09:30-11:00</td>
<td><strong>Professional Development Workshops: Session 1</strong> <strong>Sponsored by Project Management Institute (PMI)</strong></td>
<td>PMI</td>
</tr>
<tr>
<td></td>
<td>PDW 4: Workshop on STRESS Management (101T)</td>
<td>Teaching Room 1 (4.01), Herschel Building</td>
</tr>
<tr>
<td></td>
<td>PDW 5: Necessary Condition Analysis (NCA) (1030)</td>
<td>Room G33, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td></td>
<td>PDW 6: Learning and teaching with or without power point - Odyssey or Oddity? (1038)</td>
<td>Room 1.46, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td></td>
<td>PDW 7: Pedagogical Design Practices For Online and Hybrid Courses In Business &amp; Management (1044)</td>
<td>Teaching Room 3 (4.20), Herschel Building</td>
</tr>
<tr>
<td></td>
<td>PDW 10: History, Memory and Entrepreneurship: Intersections and Processes (1046)</td>
<td>Room G34, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td></td>
<td>PDW 12: Quantification, measurement and management of Organizational Climate for Organizational learning and development (1051)</td>
<td>Room B29, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td></td>
<td>PDW 14: Smart Work Hubs: A 21st century opportunity for multi-level impact (1059)</td>
<td>Room G36, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td></td>
<td>PDW 16: Writing for management learning and education journals: Meet the editors and paper development workshop (1064)</td>
<td>Room 1.48, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td></td>
<td>PDW 21: SPSS and SEM workshop for PhD students (1070)</td>
<td>Room Barbara 32, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td>11:00-11:30</td>
<td>Refreshment Break</td>
<td>Lindisfarne Room, Kings Road Centre</td>
</tr>
<tr>
<td>11:30-13:00</td>
<td><strong>OPENING PLENARY</strong> ‘The future of industry following Brexit.’ <strong>Including the Richard Whipp Lifetime Achievement Award Ceremony</strong></td>
<td>Curtis Auditorium, Lecture Theatre 1 and Lecture Theatre 2, All in Herschel Building</td>
</tr>
<tr>
<td>13:00-14:00</td>
<td>Lunch Available</td>
<td>Lindisfarne Room, Kings Road Centre</td>
</tr>
<tr>
<td>14:00-15:30</td>
<td><strong>Professional Development Workshops: Session 2</strong> <strong>Sponsored by Project Management Institute (PMI)</strong></td>
<td>PMI</td>
</tr>
<tr>
<td></td>
<td>PDW 1: Using Case Studies: Bringing the Real World into your Classroom (28)</td>
<td>Room G33, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td></td>
<td>PDW 2: Leveraging the Full Power of Grounded Theory Methodology (146)</td>
<td>Teaching Room 2 (4.04), Herschel Building</td>
</tr>
<tr>
<td></td>
<td>PDW 3: Forming and Framing Research Ideas: A Primer for New Doctoral Students (614)</td>
<td>Room 1.46, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td></td>
<td>PDW 6: Team Mental Models (1034)</td>
<td>Teaching Room 3 (4.20), Herschel Building</td>
</tr>
<tr>
<td></td>
<td>PDW 7: Entrepreneurship, crises and resilience (1048)</td>
<td>Room G34, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td></td>
<td>PDW 14: Delivering Executive Education with Impact (1055)</td>
<td>Room B29, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td></td>
<td>PDW 17: Storyboarding for Module Design and Review (1063)</td>
<td>Room G36, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td></td>
<td>PDW 19: Analysing the past and its traces in management and organisation research and teaching (1065)</td>
<td>Room G36, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td></td>
<td>PDW 20: Do you mean I can study what I am really interested in? (3rd year Business Undergraduate 2015). The development and implementation of a self-managed learning pedagogy in a UK Business School (1066)</td>
<td>Room G36, Barbara Strang Teaching Centre</td>
</tr>
<tr>
<td>15:30-16:00</td>
<td>Refreshment Break</td>
<td>Lindisfarne Room, Kings Road Centre</td>
</tr>
<tr>
<td>16:00-17:30</td>
<td><strong>“Meet the BAM Journal Editors” Session. All welcome!</strong></td>
<td>Curtis Auditorium, Herschel Building</td>
</tr>
<tr>
<td>Time</td>
<td>Event Description</td>
<td>Location</td>
</tr>
<tr>
<td>--------------</td>
<td>----------------------------------------------------</td>
<td>---------------------------------------------------------------------------</td>
</tr>
<tr>
<td>16:00-17:30</td>
<td><strong>CONFERENCE SESSION 1</strong></td>
<td>HERSCHEL BUILDING, BARBARA STRANG TEACHING CENTRE, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>16:00-17:30</td>
<td><strong>Special Track/SIG Sessions</strong></td>
<td>KINGS ROAD CENTRE AND RESEARCH BEEHIVE BUILDING, ALL NEWCASTLE UNIVERSITY</td>
</tr>
<tr>
<td>16:00-17:30</td>
<td>Critical Management Studies Open Session:</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>SIG Annual General Meetings</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Corporate Governance</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>eBusiness and eGovernment</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Entrepreneurship</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Gender in Management</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Human Resource Management</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Identity</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Innovation</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>International Business and International Management</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Inter-Organizational Collaboration: Partnerships, Alliances and Networks</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Knowledge and Learning</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Leadership and Leadership Development</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Marketing and Retail</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Operations, Logistics and Supply Chain Management</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Organizational Psychology</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Organizational Transformation, Change and Development</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Performance Management</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Public Management and Governance</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Research Methodology</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Strategy</td>
<td></td>
</tr>
<tr>
<td>17:35-18:30</td>
<td>Sustainable and Responsible Business</td>
<td></td>
</tr>
</tbody>
</table>

**WEDNESDAY 7TH SEPTEMBER**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>08:00-18:00</td>
<td>Conference Registration Open</td>
<td>LINDISFARNE ROOM, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>09:00-10:30</td>
<td><strong>CONFERENCE SESSION 2</strong></td>
<td>HERSCHEL BUILDING, BARBARA STRANG TEACHING CENTRE, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>09:00-10:30</td>
<td>IJMR Board Meeting</td>
<td>LECTURE THEATRE - 202 (5.03), MERZ COURT BUILDING</td>
</tr>
<tr>
<td>10:30-11:00</td>
<td>Refreshment Break</td>
<td>LINDISFARNE ROOM, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>11:00-12:30</td>
<td><strong>CONFERENCE SESSION 3</strong></td>
<td>HERSCHEL BUILDING, BARBARA STRANG TEACHING CENTRE, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>12:30-14:00</td>
<td>Lunch Available</td>
<td>LINDISFARNE ROOM, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>12:45-13:45</td>
<td>“Meet the Editors: Leading Journals Worldwide”</td>
<td>LECTURE THEATRE 3, HERSHEY BUILDING</td>
</tr>
<tr>
<td>12:45-13:45</td>
<td>Track/SIG Chairs Meeting</td>
<td>ROOM 2.22, RESEARCH BEEHIVE BUILDING</td>
</tr>
<tr>
<td>14:00-15:30</td>
<td><strong>CONFERENCE SESSION 4</strong></td>
<td>HERSCHEL BUILDING, BARBARA STRANG TEACHING CENTRE, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>15:30-16:00</td>
<td>Refreshment Break</td>
<td>LINDISFARNE ROOM, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>16:00-17:30</td>
<td><strong>CONFERENCE SESSION 5</strong></td>
<td>HERSCHEL BUILDING, BARBARA STRANG TEACHING CENTRE, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>16:00-17:30</td>
<td>BJM Board Meeting</td>
<td>LECTURE THEATRE - 202 (5.03), MERZ COURT BUILDING</td>
</tr>
<tr>
<td>18:30-20.00</td>
<td>Conference Dinner Reception Drinks (tickets only)</td>
<td>THE CIVIC CENTRE, NEWCASTLE UPON TYNE, NEI BOH</td>
</tr>
<tr>
<td>20:00-23:00</td>
<td>Conference Gala Dinner (tickets only)</td>
<td>THE CIVIC CENTRE, NEWCASTLE UPON TYNE, NEI BOH</td>
</tr>
</tbody>
</table>

**THURSDAY 8TH SEPTEMBER**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>08:00-09:00</td>
<td>Conference Registration Open</td>
<td>LINDISFARNE ROOM, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>09:00-10:30</td>
<td><strong>CONFERENCE SESSION 6</strong></td>
<td>HERSCHEL BUILDING, BARBARA STRANG TEACHING CENTRE, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>10:30-11:00</td>
<td>Refreshment Break</td>
<td>LINDISFARNE ROOM, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>11:00-12:30</td>
<td><strong>CONFERENCE SESSION 7</strong></td>
<td>HERSCHEL BUILDING, BARBARA STRANG TEACHING CENTRE, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>12:30-14:00</td>
<td>Lunch Available</td>
<td>LINDISFARNE ROOM, KINGS ROAD CENTRE</td>
</tr>
<tr>
<td>12:50-13:50</td>
<td><strong>BAM Annual General Meeting</strong></td>
<td>LECTURE THEATRE 1, HERSHEY BUILDING</td>
</tr>
<tr>
<td>14:00-15:30</td>
<td><strong>CONFERENCE SESSION 8</strong></td>
<td>HERSCHEL BUILDING, BARBARA STRANG TEACHING CENTRE, KINGS ROAD CENTRE</td>
</tr>
</tbody>
</table>
## ACADEMIC PROGRAMME

### TUESDAY (SESSION 1)

**FELLOWS SESSION / PROFESSIONAL DEVELOPMENT WORKSHOPS**

<table>
<thead>
<tr>
<th>VENUE</th>
<th>SESSION 1: 09:30-11:00</th>
<th>SPEAKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>LECTURE THEATRE 3 HERSCHEL BUILDING</td>
<td>Open BAM Fellows Session: Should we be concerned about the quality of management research and should we care?</td>
<td>The panel will include: Professor Colin Eden (Chair), Professor Gerard P. Hodgkinson, Professor Andrew Pettigrew, Professor Ken Starkey</td>
</tr>
<tr>
<td>TEACHING ROOM 1 (4.01) HERSCHEL BUILDING</td>
<td>PDW 4 Workshop on STRESS Management (1017)</td>
<td>Jolly Sahni, Prince Sultan University, Saudi Arabia</td>
</tr>
<tr>
<td>TEACHING ROOM 2 (4.04) HERSCHEL BUILDING</td>
<td>PDW 8 Learning and teaching with or without power point - Odyssey or Oddity? (1038)</td>
<td>Christine Rivers, University of Surrey, UK</td>
</tr>
<tr>
<td>TEACHING ROOM 3 (4.20) HERSCHEL BUILDING</td>
<td>PDW 10 History, Memory and Entrepreneurship: Intersections and Processes (1046)</td>
<td>William M. Foster, University of Alberta, Canada; Roy Sudabey, University of Victoria, Australia/Newcastle University, UK; Charles Harvey, Newcastle University, UK; Kevin Tennent, University of York, UK</td>
</tr>
<tr>
<td>TEACHING ROOM 4 (4.19) HERSCHEL BUILDING</td>
<td>PDW 21 SPSS and SEM workshop for PhD students (1070)</td>
<td>Yehia Sabri Nawar, University of West London</td>
</tr>
<tr>
<td>ROOM 1.48 BARBARA STRANG TEACHING CENTRE</td>
<td>PDW 16 Smart Work Hubs: A 21st century opportunity for multi-level impact (1059)</td>
<td>Martin Fitzgerald, The University of Newcastle, Australia; Ashish Malik, The University of Newcastle, Australia; Philip Rosenberger III, The University of Newcastle, Australia</td>
</tr>
<tr>
<td>ROOM 1.46 BARBARA STRANG TEACHING CENTRE</td>
<td>PDW 9 Pedagogical Design Practices For Online and Hybrid Courses In Business &amp; Management (1044)</td>
<td>Sylvie Albert, University of Winnipeg, Canada; Alex Janes, University of Exeter, UK; Diane Fulton, Clayton University, USA; Maurice Grzeda, Laurentian University, Canada</td>
</tr>
<tr>
<td>ROOM G36 BARBARA STRANG TEACHING CENTRE</td>
<td>PDW 15 Practicing what we preach? Developing the early career academic in a metrics-driven environment (1058)</td>
<td>Denis Fischbacher-Smith, University of Glasgow, United Kingdom; Moira Fischbacher-Smith, University of Glasgow, United Kingdom; David Weir, York St John University, United Kingdom; Alan Irwin, Copenhagen Business School, Denmark</td>
</tr>
<tr>
<td>ROOM G34 BARBARA STRANG TEACHING CENTRE</td>
<td>PDW 12 Quantification, measurement and management of Organizational Climate for Organizational learning and development (1051)</td>
<td>Alessia D’Amato, Southampton University, UK; Neal Ashkanasy, The University of Queensland, Brisbane, Australia</td>
</tr>
<tr>
<td>ROOM G33 BARBARA STRANG TEACHING CENTRE</td>
<td>PDW 5 Necessary Condition Analysis (NCA) (1030)</td>
<td>Jan Dui, Rotterdam School of Management, Erasmus University; Zsokia Toth, Nottingham University Business School</td>
</tr>
<tr>
<td>ROOM BARBARA 32 BARBARA STRANG TEACHING CENTRE</td>
<td>PDW 18 Writing for management learning and education journals: Meet the editors and paper development workshop (1064)</td>
<td>Emma Bell, Keele University, UK; Dirk Moosmayer, Nottingham University Business School, China; Paul Hibbert, St. Andrews University, UK</td>
</tr>
<tr>
<td>ROOM B29 BARBARA STRANG TEACHING CENTRE</td>
<td>PDW 13 Identity Research: mapping the terrain, opening frontiers (1053)</td>
<td>Kate Black, Northumbria University, United Kingdom; Sandra Corlett, Northumbria University, United Kingdom; Caroline Clarke, Open University, United Kingdom; Ali Rostron, University of Chester, United Kingdom; Juliette Summers, University of St Andrews, United Kingdom</td>
</tr>
</tbody>
</table>
### Academic Programme Tuesday (Session 2)

<table>
<thead>
<tr>
<th>VENUE</th>
<th>Session 2: 14:00-15:30</th>
<th>Speakers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching Room 1</td>
<td>PDW 6</td>
<td>Team Mental Models (1034)</td>
</tr>
<tr>
<td>Herschel Building</td>
<td></td>
<td>Kevin Andrew Lloyd Roe, Anglia Ruskin University, United Kingdom</td>
</tr>
<tr>
<td>Teaching Room 2</td>
<td>PDW 2</td>
<td>Leveraging the Full Power of Grounded Theory Methodology (146)</td>
</tr>
<tr>
<td>Herschel Building</td>
<td></td>
<td>Judith A Holton, Mount Allison University, Canada; Isabelle Walhe, Skema Business School, France</td>
</tr>
<tr>
<td>Teaching Room 3</td>
<td>PDW 11</td>
<td>Entrepreneurship, crises and resilience (1048)</td>
</tr>
<tr>
<td>Herschel Building</td>
<td></td>
<td>Rachel Doern, Senior Lecturer in Entrepreneurship, Goldsmiths University of London, UK; Tim Varley, Professor of Entrepreneurship, University of Sheffield, UK; Nick Williams, Associate Professor in Enterprise, University of Leeds, UK</td>
</tr>
<tr>
<td>Teaching Room 4</td>
<td>PDW 14</td>
<td>Delivering Executive Education with Impact (1055)</td>
</tr>
<tr>
<td>Herschel Building</td>
<td></td>
<td>Patricia Anne Hind, Ashridge Executive Education, UK; Viki Holton, Ashridge Executive Education, UK</td>
</tr>
<tr>
<td>Room 1.48</td>
<td>PDW 17</td>
<td>Storyboarding for Module Design and Review (1063)</td>
</tr>
<tr>
<td>Strang Building</td>
<td></td>
<td>Gabi Wittlhaus, Loughborough University, UK</td>
</tr>
<tr>
<td>Room 1.46</td>
<td>PDW 7</td>
<td>Exploring how to support and shape public sector professional/First Responder/ Administrative employees’ engagement and the creation of public value (1037)</td>
</tr>
<tr>
<td>Strang Building</td>
<td></td>
<td>Anneke Fitzgerald, Griffith University, Australia; Rona Befitite, Glasgow Caledonian University, UK; Yvonne Brunetti, Southern Cross University, Australia; Chiara Saccom, Universita Ca’ Foscari, Italy; Stephen Proctor, Newcastle University, UK</td>
</tr>
<tr>
<td>Room G33</td>
<td>PDW 22</td>
<td>Building and Sustaining an Academic Career Offshore: Perspectives from Australia and the United States of America (1071)</td>
</tr>
<tr>
<td>Strang Building</td>
<td></td>
<td>Neal Ashkanazy, University of Queensland, Australia; Janaki Goody, The University of North Carolina at Charlotte, USA; David J. Womth, The University of North Carolina at Charlotte, USA; Elizabeth Wilson-Evered, Victoria University, Melbourne, Australia</td>
</tr>
<tr>
<td>Room G34</td>
<td>PDW 20</td>
<td>Do you mean I can study what I am really interested in? (3rd year Business Undergraduate 2015). The development and implementation of a self-managed learning pedagogy in a UK Business School (1066)</td>
</tr>
<tr>
<td>Strang Building</td>
<td></td>
<td>Stefan Paul Cantore, Southampton University, UK; Mark Gatenby, Southampton University, UK</td>
</tr>
<tr>
<td>Room G33</td>
<td>PDW 1</td>
<td>Using Case Studies: Bringing the Real World into your Classroom (28)</td>
</tr>
<tr>
<td>Strang Building</td>
<td></td>
<td>Scott Andrews, The Case Centre</td>
</tr>
<tr>
<td>Room B29</td>
<td>PDW 3</td>
<td>Forming and Framing Research Ideas: A Primer for New Doctoral Students (614)</td>
</tr>
<tr>
<td>Strang Building</td>
<td></td>
<td>Michael Hartmann, European University Vrdina, DE; Giorgi Shurade, European University Vrdina, DE; Markus Vodosek, German Graduate School of Management and Law; Ignace Canules, University of Glasgow; Hugh McFetritt, City University London; Kira Fernandes, Durham University; Frank McDonald, University of Liverpool; Daniel Mcintyre, Newcastle University Business School; Albrecht Soullier, European University Vrdina, DE</td>
</tr>
<tr>
<td>Room B29</td>
<td>PDW 19</td>
<td>Analysing the past and its traces in management and organisation research and teaching (1065)</td>
</tr>
<tr>
<td>Strang Building</td>
<td></td>
<td>Organizers: Sarah Robinson, University of Glasgow, UK; Scott Taylor, University of Birmingham, UK; Presenters: Bill Cooke, University of York, UK; Stephanie Becker, Aston University, UK; Ron Kerr, University of Edinburgh, UK; Linda Perriton, University of Strirling, UK; Michael Rowlinson, University of Exeter, UK; Kevin Tennent, University of York, UK</td>
</tr>
</tbody>
</table>
## Academic Programme: Wednesday

### Venue 9:00–10:30 11:00–12:30 (13:00) 14:00–15:30 16:00–17:30 (17:00)

<table>
<thead>
<tr>
<th>Venue</th>
<th>Time 9:00–10:30</th>
<th>Time 11:00–12:30 (13:00)</th>
<th>Time 14:00–15:30</th>
<th>Time 16:00–17:30 (17:00)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecture Theatre 1 Herschel Building</td>
<td>Human Resource Management Full Papers</td>
<td>Performance Management Full Papers</td>
<td>Entrepreneurship Full Papers</td>
<td>Entrepreneurship Full Papers</td>
</tr>
<tr>
<td>Lecture Theatre 2 Herschel Building</td>
<td>Entrepreneurship Full Papers</td>
<td>Entrepreneurship Full Papers</td>
<td>Entrepreneurship Full Papers</td>
<td>Entrepreneurship Full Papers</td>
</tr>
<tr>
<td>Lecture Theatre 3 Herschel Building</td>
<td>Operations, Logistics and Supply Chain Management Full Papers</td>
<td>Operations, Logistics and Supply Chain Management Full Papers</td>
<td>Operations, Logistics and Supply Chain Management Full Papers</td>
<td>Operations, Logistics and Supply Chain Management Full Papers</td>
</tr>
<tr>
<td>Teaching Room 2 (4.04) Herschel Building</td>
<td>Corporate Governance Full Papers</td>
<td>eBusiness and eGovernment Full Papers</td>
<td>eBusiness and eGovernment Full Papers</td>
<td>eBusiness and eGovernment Full Papers</td>
</tr>
<tr>
<td>Room 148 Barbara Strang Teaching Centre</td>
<td>Strategy Full Papers</td>
<td>Strategy Full Papers</td>
<td>Strategy Full Papers</td>
<td>Strategy Full Papers</td>
</tr>
<tr>
<td>Room 146 Barbara Strang Teaching Centre</td>
<td>Sustainable and Responsible Business Full Papers</td>
<td>Sustainable and Responsible Business Full Papers</td>
<td>Sustainable and Responsible Business Full Papers</td>
<td>Sustainable and Responsible Business Full Papers</td>
</tr>
<tr>
<td>Room 636 Barbara Strang Teaching Centre</td>
<td>Strategy as Practice Full Papers</td>
<td>Strategy as Practice Full Papers</td>
<td>Strategy Full Papers</td>
<td>Cultural and Creative Industries Full Papers</td>
</tr>
<tr>
<td>Room 633 Barbara Strang Teaching Centre</td>
<td>Organizational Psychology Full Papers</td>
<td>Organizational Psychology Full Papers</td>
<td>Organizational Psychology Full Papers</td>
<td>Organizational Psychology Full Papers</td>
</tr>
<tr>
<td>Room Barbara 32 Barbara Strang Teaching Centre</td>
<td>Marketing and Retail Full Papers</td>
<td>Marketing and Retail Workshop</td>
<td>Marketing and Retail Full Papers</td>
<td>Marketing and Retail Full Papers</td>
</tr>
<tr>
<td>Room 2.20 Research Beehive Building</td>
<td>International Business Full Papers</td>
<td>International Business Full Papers</td>
<td>International Business Full Papers</td>
<td>International Business Full Papers</td>
</tr>
<tr>
<td>Room 2.21 Research Beehive Building</td>
<td>Leadership and Leadership Development Full Papers</td>
<td>Leadership and Leadership Development Full Papers</td>
<td>Leadership and Leadership Development Full Papers</td>
<td>Leadership and Leadership Development Full Papers</td>
</tr>
<tr>
<td>Lecture Theatre 2 Bedson Building</td>
<td>Public Management and Governance Full Papers</td>
<td>Public Management and Governance Full Papers</td>
<td>Management and Business History Full Papers</td>
<td>Public Management and Governance Full Papers</td>
</tr>
<tr>
<td>Lecture Theatre 3 Bedson Building</td>
<td>Organizational Transformation, Change and Development Full Papers</td>
<td>Organizational Transformation, Change and Development Full Papers</td>
<td>Organizational Transformation, Change and Development Full Papers</td>
<td>Organizational Transformation, Change and Development Full Papers</td>
</tr>
<tr>
<td>Bamburgh Room Kings Road Centre Building</td>
<td>Organizational Studies Full Papers</td>
<td>Research Methodology Full Papers</td>
<td>Research Methodology Symposium</td>
<td>Research Methodology Workshop</td>
</tr>
<tr>
<td>Room 605 Percy Building</td>
<td>Knowledge and Learning Full Papers</td>
<td>Knowledge and Learning Full Papers</td>
<td>Organizational Studies Full Papers</td>
<td>Organizational Studies Full Papers</td>
</tr>
<tr>
<td>Room 013 Percy Building</td>
<td>Inter-Organizational Collaboration: Partnerships, Alliances and Networks Full Papers</td>
<td>Inter-Organizational Collaboration: Partnerships, Alliances and Networks Full Papers</td>
<td>Inter-Organizational Collaboration: Partnerships, Alliances and Networks Full Papers</td>
<td>Organizational Studies Full Papers</td>
</tr>
<tr>
<td>Lecture Theatre - L301 (6.21) Merz Court Building</td>
<td>Gender in Management Full Papers</td>
<td>Critical Management Studies Full Papers</td>
<td>Gender in Management Full Papers</td>
<td>Critical Management Studies Full Papers</td>
</tr>
<tr>
<td>Lecture Theatre - L302 (6.23) Merz Court Building</td>
<td>Innovation Full Papers</td>
<td>Identity Full Papers</td>
<td>Identity Full Papers</td>
<td>Innovation Full Papers</td>
</tr>
</tbody>
</table>

**Lunch & Tea/Coffee (12:30–14:00 - Lindisfarne Room, Kings Road Centre)**
<table>
<thead>
<tr>
<th>VENUE</th>
<th>9:00-10:30</th>
<th>11:00-12:30</th>
<th>14:00-15:30</th>
<th>16:00-17:30 (17:00)</th>
</tr>
</thead>
<tbody>
<tr>
<td>TEACHING ROOM 1 (4.01) HERSCHEL BUILDING</td>
<td>ENTREPRENEURSHIP DEVELOPMENTAL PAPERS</td>
<td>OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td>HUMAN RESOURCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td>HUMAN RESOURCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>TEACHING ROOM 3 (4.20) HERSCHEL BUILDING</td>
<td>HUMAN RESOURCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td>HUMAN RESOURCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td>HUMAN RESOURCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td>HUMAN RESOURCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>TEACHING ROOM 4 (4.19) HERSCHEL BUILDING</td>
<td>ENTREPRENEURSHIP DEVELOPMENTAL PAPERS</td>
<td>ENTREPRENEURSHIP DEVELOPMENTAL PAPERS</td>
<td>ENTREPRENEURSHIP DEVELOPMENTAL PAPERS</td>
<td>ENTREPRENEURSHIP DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>ROOM 1.47 BARBARA STRANG TEACHING CENTRE</td>
<td>STRATEGY DEVELOPMENTAL PAPERS</td>
<td>STRATEGY DEVELOPMENTAL PAPERS</td>
<td>STRATEGY DEVELOPMENTAL PAPERS</td>
<td>STRATEGY DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>ROOM G34 BARBARA STRANG TEACHING CENTRE</td>
<td>ORGANIZATIONAL PSYCHOLOGY DEVELOPMENTAL PAPERS</td>
<td>ORGANIZATIONAL PSYCHOLOGY DEVELOPMENTAL PAPERS</td>
<td>ORGANIZATIONAL PSYCHOLOGY DEVELOPMENTAL PAPERS</td>
<td>ORGANIZATIONAL PSYCHOLOGY DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>ROOM B30 BARBARA STRANG TEACHING CENTRE</td>
<td>SUSTAINABLE AND RESPONSIBLE BUSINESS DEVELOPMENTAL PAPERS</td>
<td>SUSTAINABLE AND RESPONSIBLE BUSINESS DEVELOPMENTAL PAPERS</td>
<td>SUSTAINABLE AND RESPONSIBLE BUSINESS DEVELOPMENTAL PAPERS</td>
<td>SUSTAINABLE AND RESPONSIBLE BUSINESS DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>ROOM B29 BARBARA STRANG TEACHING CENTRE</td>
<td>MARKETING AND RETAIL DEVELOPMENTAL PAPERS</td>
<td>MARKETING AND RETAIL DEVELOPMENTAL PAPERS</td>
<td>MARKETING AND RETAIL DEVELOPMENTAL PAPERS</td>
<td>MARKETING AND RETAIL DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>ROOM 2.22 RESEARCH BEEHIVE BUILDING</td>
<td>LEADERSHIP AND LEADERSHIP DEVELOPMENT DEVELOPMENTAL PAPERS</td>
<td>LEADERSHIP AND LEADERSHIP DEVELOPMENT DEVELOPMENTAL PAPERS</td>
<td>LEADERSHIP AND LEADERSHIP DEVELOPMENT DEVELOPMENTAL PAPERS</td>
<td>LEADERSHIP AND LEADERSHIP DEVELOPMENT DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>ROOM 2.23 RESEARCH BEEHIVE BUILDING</td>
<td>CULTURAL AND CREATIVE INDUSTRIES DEVELOPMENTAL PAPERS</td>
<td>INTERNATIONAL BUSINESS DEVELOPMENTAL PAPERS</td>
<td>INTERNATIONAL BUSINESS DEVELOPMENTAL PAPERS</td>
<td>PERFORMANCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>ETLAL ROOM KINGS ROAD CENTRE BUILDING</td>
<td>RESEARCH METHODOLOGY DEVELOPMENTAL PAPERS</td>
<td>MANAGEMENT AND BUSINESS HISTORY DEVELOPMENTAL PAPERS</td>
<td>RESEARCH METHODOLOGY DEVELOPMENTAL PAPERS</td>
<td>MANAGEMENT AND BUSINESS HISTORY DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>SEMINAR ROOM 1 PERCY BUILDING</td>
<td>eBUSINESS AND eGOVERNMENT DEVELOPMENTAL PAPERS</td>
<td>ORGANIZATIONAL STUDIES DEVELOPMENTAL PAPERS</td>
<td>ORGANIZATIONAL STUDIES DEVELOPMENTAL PAPERS</td>
<td>INTER-ORGANIZATIONAL COLLABORATION: PARTNERSHIPS, ALLIANCES AND NETWORKS DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>SEMINAR ROOM 2 PERCY BUILDING</td>
<td>CRITICAL MANAGEMENT STUDIES DEVELOPMENTAL PAPERS</td>
<td>INTER-ORGANIZATIONAL COLLABORATION: PARTNERSHIPS, ALLIANCES AND NETWORKS DEVELOPMENTAL PAPERS</td>
<td>CORPORATE GOVERNANCE DEVELOPMENTAL PAPERS</td>
<td>CORPORATE GOVERNANCE DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>ROOM G09 PERCY BUILDING</td>
<td>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT DEVELOPMENTAL PAPERS</td>
<td>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT DEVELOPMENTAL PAPERS</td>
<td>PUBLIC MANAGEMENT AND GOVERNANCE DEVELOPMENTAL PAPERS</td>
<td>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>ROOM G10 PERCY BUILDING</td>
<td>KNOWLEDGE AND LEARNING DEVELOPMENTAL PAPERS</td>
<td>KNOWLEDGE AND LEARNING DEVELOPMENTAL PAPERS</td>
<td>KNOWLEDGE AND LEARNING DEVELOPMENTAL PAPERS</td>
<td>KNOWLEDGE AND LEARNING DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>LECTURE THEATRE - 201 (5.02) MERZ COURT BUILDING</td>
<td>IDENTITY DEVELOPMENTAL PAPERS</td>
<td>GENDER IN MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td>IDENTITY DEVELOPMENTAL PAPERS</td>
<td>GENDER IN MANAGEMENT DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>LECTURE THEATRE - 202 (5.03) MERZ COURT BUILDING</td>
<td>KNOWLEDGE DEVELOPMENTAL PAPERS</td>
<td>INNOVATION DEVELOPMENTAL PAPERS</td>
<td>INNOVATION DEVELOPMENTAL PAPERS</td>
<td>INNOVATION DEVELOPMENTAL PAPERS</td>
</tr>
<tr>
<td>VENUE</td>
<td>9:00 (9:30)–10:30</td>
<td>11:00–12:30 (13:00)</td>
<td>14:00–15:30 (15:00)</td>
<td></td>
</tr>
<tr>
<td>--------------------------------</td>
<td>------------------</td>
<td>--------------------</td>
<td>---------------------</td>
<td></td>
</tr>
<tr>
<td>CURTIS AUDITORIUM, HERSCHEL BUILDING</td>
<td>HUMAN RESOURCE MANAGEMENT FULL PAPERS</td>
<td>HUMAN RESOURCE MANAGEMENT FULL PAPERS</td>
<td>HUMAN RESOURCE MANAGEMENT FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>LECTURE THEATRE 1, HERSCHEL BUILDING</td>
<td>HUMAN RESOURCE MANAGEMENT FULL PAPERS</td>
<td>ENTREPRENEURSHIP FULL PAPERS</td>
<td>ENTREPRENEURSHIP FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>LECTURE THEATRE 2, HERSCHEL BUILDING</td>
<td>ENTREPRENEURSHIP FULL PAPERS</td>
<td>OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT FULL PAPERS</td>
<td>RESEARCH METHODOLOGY FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>LECTURE THEATRE 3, HERSCHEL BUILDING</td>
<td>OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT FULL PAPERS</td>
<td>eBUSINESS AND eGOVERNMENT FULL PAPERS</td>
<td>INTER-ORGANIZATIONAL COLLABORATION: PARTNERSHIPS, ALLIANCES AND NETWORKS FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>TEACHING ROOM 2 (4.04), HERSCHEL BUILDING</td>
<td>eBUSINESS AND eGOVERNMENT FULL PAPERS</td>
<td>FULL PAPERS</td>
<td>FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM 1.48, BARBARA STRANG TEACHING CENTRE</td>
<td>STRATEGY FULL PAPERS</td>
<td>SUSTAINABLE AND RESPONSIBLE BUSINESS FULL PAPERS</td>
<td>SUSTAINABLE AND RESPONSIBLE BUSINESS FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM 1.46, BARBARA STRANG TEACHING CENTRE</td>
<td>SUSTAINABLE AND RESPONSIBLE BUSINESS FULL PAPERS</td>
<td>ORGANIZATIONAL PSYCHOLOGY FULL PAPERS</td>
<td>ORGANIZATIONAL PSYCHOLOGY FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM 636, BARBARA STRANG TEACHING CENTRE</td>
<td>ORGANIZATIONAL PSYCHOLOGY FULL PAPERS</td>
<td>MARKETING AND RETAIL FULL PAPERS</td>
<td>ORGANIZATIONAL PSYCHOLOGY FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM 633, BARBARA STRANG TEACHING CENTRE</td>
<td>ORGANIZATIONAL PSYCHOLOGY FULL PAPERS</td>
<td>CULTURAL AND CREATIVE INDUSTRIES FULL PAPERS</td>
<td>MARKETING AND RETAIL FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM BARBARA 32, BARBARA STRANG TEACHING CENTRE</td>
<td>CULTURAL AND CREATIVE INDUSTRIES FULL PAPERS</td>
<td>INTERNATIONAL BUSINESS FULL PAPERS</td>
<td>CRITICAL MANAGEMENT STUDIES FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM 2.20, RESEARCH BEEHIVE BUILDING</td>
<td>INTERNATIONAL BUSINESS FULL PAPERS</td>
<td>LEADERSHIP AND LEADERSHIP DEVELOPMENT FULL PAPERS</td>
<td>LEADERSHIP AND LEADERSHIP DEVELOPMENT FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM 2.21, RESEARCH BEEHIVE BUILDING</td>
<td>LEADERSHIP AND LEADERSHIP DEVELOPMENT FULL PAPERS</td>
<td>MANAGEMENT AND BUSINESS HISTORY FULL PAPERS</td>
<td>MANAGEMENT AND BUSINESS HISTORY FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>LECTURE THEATRE 2, BEDSON BUILDING</td>
<td>MANAGEMENT AND BUSINESS HISTORY FULL PAPERS</td>
<td>PUBLIC MANAGEMENT AND GOVERNANCE FULL PAPERS</td>
<td>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>LECTURE THEATRE 3, BEDSON BUILDING</td>
<td>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT FULL PAPERS</td>
<td>CRITICAL MANAGEMENT STUDIES FULL PAPERS</td>
<td>KNOWLEDGE AND LEARNING FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>BAMBERGH ROOM, KING'S ROAD CENTRE BUILDING</td>
<td>KNOWLEDGE AND LEARNING FULL PAPERS</td>
<td>KNOWLEDGE AND LEARNING FULL PAPERS</td>
<td>KNOWLEDGE AND LEARNING FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM 605, PERCY BUILDING</td>
<td>ORGANIZATIONAL STUDIES FULL PAPERS</td>
<td>ORGANIZATIONAL STUDIES FULL PAPERS</td>
<td>CORPORATE GOVERNANCE FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM 613, PERCY BUILDING</td>
<td>CORPORATE GOVERNANCE FULL PAPERS</td>
<td>CORPORATE GOVERNANCE FULL PAPERS</td>
<td>CORPORATE GOVERNANCE FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING</td>
<td>GENDER IN MANAGEMENT FULL PAPERS</td>
<td>GENDER IN MANAGEMENT FULL PAPERS</td>
<td>INNOVATION FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING</td>
<td>GENDER IN MANAGEMENT FULL PAPERS</td>
<td>GENDER IN MANAGEMENT FULL PAPERS</td>
<td>INNOVATION FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td></td>
<td>IDENTITY FULL PAPERS</td>
<td>IDENTITY FULL PAPERS</td>
<td>IDENTITY FULL PAPERS</td>
<td></td>
</tr>
<tr>
<td>VENUE</td>
<td>9:00 (9:30)-10:30</td>
<td>11:00-12:30 (13:00)</td>
<td>14:00-15:30 (15:00)</td>
<td></td>
</tr>
<tr>
<td>-------</td>
<td>------------------</td>
<td>---------------------</td>
<td>---------------------</td>
<td></td>
</tr>
<tr>
<td>TEACHING ROOM 1 (4.01) HERSCHEL BUILDING</td>
<td>OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td>OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td>OPERATIONS, LOGISTICS AND SUPPLY CHAIN MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>TEACHING ROOM 3 (4.20) HERSCHEL BUILDING</td>
<td>HUMAN RESOURCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td>HUMAN RESOURCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td>HUMAN RESOURCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>TEACHING ROOM 4 (4.19) HERSCHEL BUILDING</td>
<td>ENTREPRENEURSHIP DEVELOPMENTAL PAPERS</td>
<td>ENTREPRENEURSHIP DEVELOPMENTAL PAPERS</td>
<td>RESEARCH METHODOLOGY DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM 1.47 BARBARA STRANG TEACHING CENTRE</td>
<td>STRATEGY DEVELOPMENTAL PAPERS</td>
<td>eBUSINESS AND eGOVERNMENT DEVELOPMENTAL PAPERS</td>
<td>STRATEGY DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM G34 BARBARA STRANG TEACHING CENTRE</td>
<td>RESEARCH METHODOLOGY DEVELOPMENTAL PAPERS</td>
<td>RESEARCH METHODOLOGY DEVELOPMENTAL PAPERS</td>
<td>PERFORMANCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM B30 BARBARA STRANG TEACHING CENTRE</td>
<td>SUSTAINABLE AND RESPONSIBLE BUSINESS DEVELOPMENTAL PAPERS</td>
<td>PERFORMANCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td>PERFORMANCE MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM B29 BARBARA STRANG TEACHING CENTRE</td>
<td>MARKETING AND RETAIL DEVELOPMENTAL PAPERS</td>
<td>MARKETING AND RETAIL DEVELOPMENTAL PAPERS</td>
<td>MARKETING AND RETAIL DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM 2.22 RESEARCH BEEHIVE BUILDING</td>
<td>LEADERSHIP AND LEADERSHIP DEVELOPMENT DEVELOPMENTAL PAPERS</td>
<td>LEADERSHIP AND LEADERSHIP DEVELOPMENT DEVELOPMENTAL PAPERS</td>
<td>GENDER IN MANAGEMENT DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM 2.23 RESEARCH BEEHIVE BUILDING</td>
<td>INTERNATIONAL BUSINESS DEVELOPMENTAL PAPERS</td>
<td>INTERNATIONAL BUSINESS DEVELOPMENTAL PAPERS</td>
<td>INTERNATIONAL BUSINESS DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ETAL ROOM KINGS ROAD CENTRE BUILDING</td>
<td>ORGANIZATIONAL STUDIES DEVELOPMENTAL PAPERS</td>
<td>MANAGEMENT AND BUSINESS HISTORY DEVELOPMENTAL PAPERS</td>
<td>INNOVATION DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>SEMINAR ROOM 1 PERCY BUILDING</td>
<td>INTER-ORGANIZATIONAL COLLABORATION: PARTNERSHIPS, ALLIANCES AND NETWORKS DEVELOPMENTAL PAPERS</td>
<td>CRITICAL MANAGEMENT STUDIES DEVELOPMENTAL PAPERS</td>
<td>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>SEMINAR ROOM 2 PERCY BUILDING</td>
<td>CORPORATE GOVERNANCE DEVELOPMENTAL PAPERS</td>
<td>CORPORATE GOVERNANCE DEVELOPMENTAL PAPERS</td>
<td>KNOWLEDGE AND LEARNING DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM G09 PERCY BUILDING</td>
<td>PUBLIC MANAGEMENT AND GOVERNANCE DEVELOPMENTAL PAPERS</td>
<td>ORGANIZATIONAL TRANSFORMATION, CHANGE AND DEVELOPMENT DEVELOPMENTAL PAPERS</td>
<td>KNOWLEDGE AND LEARNING DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>ROOM G10 PERCY BUILDING</td>
<td>KNOWLEDGE AND LEARNING DEVELOPMENTAL PAPERS</td>
<td>KNOWLEDGE AND LEARNING DEVELOPMENTAL PAPERS</td>
<td>KNOWLEDGE AND LEARNING DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
<tr>
<td>LECTURE THEATRE - 201 (5.02) MERZ COURT BUILDING</td>
<td>IDENTITY DEVELOPMENTAL PAPERS</td>
<td>IDENTITY DEVELOPMENTAL PAPERS</td>
<td>IDENTITY DEVELOPMENTAL PAPERS</td>
<td></td>
</tr>
</tbody>
</table>

LUNCH & TEA/COFFEE (12:30-14:00) - LINDISFARNE ROOM, KINGS ROAD CENTRE AND BAM AGM (12:50-13:50) - LECTURE THEATRE 1, HERSCHEL BUILDING
Special Conference Sessions

New Members’ Welcome Breakfast
TUES 08:00–9:30
NEWCASTLE UNIVERSITY STUDENT’S UNION

New BAM Members are cordially invited to the New Members’ Welcome Reception, kindly sponsored by Wiley, BAM encourages all new members to arrive at Newcastle University early on Tuesday 6th September to attend the pre-conference networking breakfast. This free and popular event provides an excellent opportunity to meet other new members, BAM Executive and Council members, BAM Fellows, SIG Chairs, Track Chairs and other activists. It is also a great way for those who have recently joined the Academy to find out more about the benefits of BAM membership. Most importantly, this event enables first-time attendees to be welcomed informally into the BAM community before the conference sessions begin.

Fellows Session
TUES 09:30–11:00
LECTURE THEATRE 3, HERSCHEL BUILDING

OPEN BAM FELLOWS SESSION: SHOULD WE BE CONCERNED ABOUT THE QUALITY OF MANAGEMENT RESEARCH AND SHOULD WE CARE?

The panel will include:
Professor Colin Eden (Chair), Professor Gerard P. Hodgkinson, Professor Andrew Pettigrew, Professor Ken Starkey

Should we be concerned about the quality and character of business and management research in the UK? And if so, why? What can individual scholars, individual Business Schools and the system of which we are all a part do to correct any obvious deficiencies and weaknesses?

Several interesting points of view have been floated over the past couple of years: A Government Minister suggested we are talking to ourselves. The REF results have been used by some to suggest the Business and Management community adopts a standard of research lower than other disciplines. Those same results indicate that there is a long tail of poor quality research publications in our field. Concerns have also been voiced that the focus on impact and relevance may be watering down the theoretical validation of research. Others have argued that many of our leading journals have become too esoteric and are encouraging a form of scientism. Few would deny that there are too few research hot-spots in the UK and so little prospect of major breakthroughs in research. Perhaps the methodological debates that continue to rage are such that the Business and Management community of researchers continually ‘shoots itself in the foot’ as it seeks to gain research funding.

A panel will present their own views on the strengths and weaknesses of management research and the challenges and opportunities facing the business school system as a context for research, and then open the debate to general discussion.

All, whether BAM Fellows or not, are welcome to come to this session.

Opening Plenary
Including the Announcement of New Fellows and the Richard Whipp Lifetime Achievement Award Ceremony
TUES 11:30–13:00
CURTIS AUDITORIUM, LECTURE THEATRE 1 AND LECTURE THEATRE 2, IN HERSCHEL BUILDING

THE FUTURE OF INDUSTRY FOLLOWING BREXIT.

Chair: Professor Nic Beech, University of Dundee

Speakers: Peter Cheese, Chief Executive of Chartered Institute of Personnel and Development (CIPD)
Ann Francke, CEO of Chartered Management Institute (CMI)
Professor Sir Cary Cooper, University of Manchester

The field of positive psychology suggests that the future in any major change like Brexit could be bright in the medium term if the institutions (eg politicians, Bank of England & other opinion leaders), the media & the public create an atmosphere of positivity & hope for the future. This then creates a virtuous circle for investment & expansion in the economy, which becomes self-reinforcing.

“Meet the BAM Editors” Session
TUESDAY 16:00-17:30
CURTIS AUDITORIUM, HERSCHEL BUILDING

Building upon the popularity of ‘Meet the Editors’ sessions at previous BAM conferences there will again be an opportunity, for those seeking advice on publication, to meet the editors of leading journals. The session, facilitated by Caroline Gatrell, will have representatives of the following journals:

British Journal of Management (BJM)
Co-Editor, Geoff Woods, Essex University
Co-Editor, Pawan Budhwar, Aston University

International Journal of Management Reviews (IJMR)
Co-Editor, Caroline Gatrell, University of Lancaster
Associate Editor, Jonathan Pinto, Imperial College, London

The session will commence with short presentations by the editors that covering basic data (such as acceptance rates and key decision times), critical issues about their journals and what they expect from good submissions. The editors will also discuss specific issues concerning conceptual development, research methods, data analysis and how to demonstrate your paper’s added value (answering the ‘so what’ question). The session will be open for participants to share both positive and negative experiences of researching, writing, revising and publishing.

“Meet the Editors: Leading Journals Worldwide” Session
WED 12.45-13.45
LECTURE THEATRE 3, HERSCHEL BUILDING

Chair: Professor Geoffrey Wood, University of Essex

What does it take to get published in a top journal? What type of research is required, what are the key quality criteria, and how does one go about preparing a submission with a high chance of success?

This session allows participants to hear from and engage with editors of top journals worldwide. These are journals not affiliated to BAM, and there is a separate session for the two BAM journals, BJM and IJMR.

BAM Annual General Meeting
THURS 12:50–13:50
LECTURE THEATRE 1, HERSCHEL BUILDING, NEWCASTLE UNIVERSITY

Chair: Professor Nic Beech, University of Dundee/Chair of BAM

ALL DELEGATES ARE WELCOME!
Professional Development Workshops

SESSION 1
TUESDAY 09:30–11:00

TEACHING ROOM 1 (4.01), HERSHEL BUILDING, NEWCASTLE UNIVERSITY

PDW 4: Workshop on STRESS Management (1017)

Speaker:
Jolly Sahni, Prince Sultan University, Saudi Arabia

This workshop is designed to engage, equip and inspire the participants to manage their stress effectively. Interactive exercises, inspiring videos and hands-on activities will heighten the learning experience.

Each one of us faces stress in everyday life; mounting pressure at work and ever increasing demands/ expectations lead to internal conflict. Stress is different for everyone, but typically we interpret stress as a negative thing, but it doesn’t have to be that way. During this workshop, participants will identify the ways to manage and even eliminate stress.

This workshop will focus on participatory approach while creating an interactive environment for learning. In the process of training, we expect participants to make some positive changes in their internal thinking and their reaction to a particular situation. In addition it will include a specially designed questionnaire which will be filled by the participants both, before the start and after the completion of workshop. This will help the trainer to analyse the effectiveness of the training. Importantly, the highlight of the workshop would be the Quick Stress Reduction Techniques.

Learning Outcomes:
On completion of this workshop participants will be able to:

• Outline the positive and negative aspects of Stress
• Recognizing different sources of stress (personal, environmental, organizational)
• List and recognize major symptoms and behaviour related to too much stress
• Identify at least 3 techniques to improve stress management and/or self-care
• Explore and Practice a variety of techniques

ROOM G33, BARBARA STRANG TEACHING CENTRE, NEWCASTLE UNIVERSITY

PDW 5: Necessary Condition Analysis (NCA) (1030)

Speakers:
Jan Dul, Rotterdam School of Management, Erasmus University
dul@rsm.nl
Zsofia Toth, Nottingham University Business School
Zsofia.Toth@nottingham.ac.uk

Combining Rigor and Relevance with NCA

Necessary Condition Analysis (NCA) is a novel and promising methodology, recently published in Organizational Research Methods (Dul, 2016). Reactions of editors and reviewers of papers that use NCA are very promising. For example, an editor of a 4-star journal said: “From my perspective, [this NCA paper] is the most interesting paper I have handled at this journal, insofar as it really represents a new way to think about data analyses”.

How does NCA work?

NCA understands cause-effect relations in terms of “necessary but not sufficient”. It means that without the right level of the condition a certain effect cannot occur. This is independent of other causes, thus the necessary condition can be a bottleneck, critical factor, constraint, disqualifier, etc. In practice, the right level of necessary condition must be put and kept in place to avoid guaranteed failure. Other causes cannot compensate for this factor.

Whom is NCA for?

NCA is applicable to any discipline, and can provide strong results even when other analyses such as regression analysis show no or weak effects. By adding a different logic and data analysis approach, NCA adds both rigor and relevance to your theory, data analysis, and publications. NCA is a user-friendly method that requires no advanced statistical or methodological knowledge beforehand. It can be used in both quantitative research as well as in qualitative research. You can become one of the first users of NCA in your field, which makes your publication(s) extra attractive.

Join us at the Necessary Condition Analysis (NCA) PDW in Newcastle! During the workshop we will discuss the method and its applications in different management fields.

More information:

• www.erim.nl/nca
TEACHING ROOM 2 (4.04), HERSCHEL BUILDING, NEWCASTLE UNIVERSITY
PDW 8: Learning and teaching with or without power point - Odyssey or Oddity? (1038)

Speaker: Christine Rivers, University of Surrey, UK

Teaching business education at undergraduate and postgraduate level has its challenges, big classes, different cultural backgrounds, module evaluation pressure to name a few. Over the years, power point has been used extensively successfully and unsuccessfully to deliver content and students have almost been trained to learn solely via Power Point. Bird (2014) and Ingle (2015) emphasise the lack of engagement through power point and give suggestions how to use power point or other methods to achieve a more inclusive approach. However, little empirical research has been conducted to understand the effects of not using power point at all, what alternatives are available and how students perceive lectures with a non-power point policy. This PDW gives insight into how potential learning management systems can be used to facilitate learning and knowledge sharing (Conde et al 2014) and how different in-class teaching practices can be used alongside technology to enhance inclusiveness and to facilitate learning and teaching of big class room sizes. The workshop seeks to spark discussions around different learning and teaching practices in management education with and without power point.

ROOM 1.46, BARBARA STRANG TEACHING CENTRE, NEWCASTLE UNIVERSITY
PDW 9: Pedagogical Design Practices For Online and Hybrid Courses In Business & Management (1044)

Speakers: Sylvie Albert, University of Winnipeg, Canada
Alex Janes, University of Exeter, UK
Diane Fulton, Clayton University, USA
Maurice Grzedz, Laurentian University, Canada

Workshop overview:
Come and learn how your colleagues are designing and delivering hybrid and online courses in Business and Management. This workshop will present preliminary findings of a study of pedagogical design in a sample of universities in Europe, Canada, and the USA. The presenters will engage the audience in comparing/contrasting their own experience, practices, and use of technological tools against those found in the pilot study and incorporate your perspective into the final report. Are there similarities in the design of courses within each discipline? Are there specific online tools that are proving more or less successful? Come and find out what the survey says and share your own experience.

Post secondary institutions are increasingly launching online and hybrid courses and authors are flooded with a plethora of possibilities in course design. We know that courses in different disciplines are taught with diverse methods, some with more group work and discussions, others with more practice problems, simulations but are there common practices? This research will allow current and future authors of online and hybrid courses to make Informed decisions on which techniques they may wish to deploy. Attendees can also expect to glean institutional policies on online learning and to share their own thoughts and experiences.

TEACHING ROOM 3 (4.20), HERSCHEL BUILDING, NEWCASTLE UNIVERSITY
PDW 10: History, Memory and Entrepreneurship: Intersections and Processes (1046)

Speakers: William M. Foster, University of Alberta, Canada
Roy Suddaby, University of Victoria, Australia/Newcastle University, UK
Charles Harvey, Newcastle University, UK
Kevin Tennent, University of York, UK

Summary of the PDW:
This PDW introduces participants to emerging threads of research on history and memory to understand how elements of the past inform the entrepreneurial process. There is a growing awareness that history and entrepreneurship are deeply connected. As more research explores different facets of entrepreneurship, we are starting to see how embedded entrepreneurs are in their own history and in the history of their organizations. Moreover, we are beginning to see how history is connected to the identification of entrepreneurial opportunities and/or how these opportunities are created and exploited. Despite the recognition that history is an important aspect of entrepreneurship, there is still more to be done to better understand the impact of the past on entrepreneurs and how entrepreneurs shape and use the past to their advantage. To do so, the participants of this Professional Development Workshop will draw on the expertise of researchers in history, memory and entrepreneurship. The goal is to discuss the intersection of history, memory and entrepreneurship by sharing theoretical ideas and empirical research. These presentations will examine the theoretical connections between entrepreneurship and history by considering a range of research questions that will be explored using this approach as well as exploring a number of empirical sites where these ideas can be tested and applied.
**Room G34, Barbara Strang Teaching Centre, Newcastle University**

**PDW 12: Quantification, measurement and management of Organizational Climate for Organizational learning and development (1051)**

**Speakers:**
- Alessia D'Amato, Southampton University, UK
- Neal Ashkanasy, The University of Queensland, Brisbane, Australia

**Workshop Summary:**
Organizational climate encompasses both a theoretical understanding about people at work and an applied side on how to enhance organizational effectiveness through human resource appraisals and change management. This construct has long been debated in the management literature, with different fortunes. Overall, organizational climate concerns the policies, practices, and procedures that are recognized and the behaviour that is expected and rewarded in the organization. Climate is the shared meaning among employees of the same organization, department, team, or workgroup. A further dimension of organizational climate is its connection to the emotional state of employees.

Building on the debates among the best fit and the best practice models (cf. Boxall and Purcell, 2008) and change management, in this workshop we aim to provide participants with a comprehensive map of organizational climate and effectiveness enabling professionals to identify specific levers for organizational development and transformation.

Addressed topics will be: the conceptual, methodological, and practical uses of climate surveys; data collection and analyses; quantify climate to initiate and track data-driven organizational change and development; how to use climate survey data to establish links with organizational performance and inform change management and organizational interventions at large; the identification and use of strategic climates; the creation of operating and ideal climate profiles and action plan for organizational development, etc.

Participants are offered the opportunity to confront themselves with their own workplace appraisal with the MDOQ10 (D’Amato and Majer, 2005) and the Climate for Fear survey (Ashkanasy and Nicholson, 2003). The second is a process model of climate and address the emerging topic of emotions in the workplace. These tools have been used by both the academic community for progress and understanding of the concept and its impact on organizational behaviour, and by the business community to promote change and development. Real business cases will be presented wherever organizations, making use of these tools, have learned and advanced.

---

**Room B29, Barbara Strang Teaching Centre, Newcastle University**

**PDW 13: Identity Research: mapping the terrain, opening frontiers (1053)**

**Speakers:**
- Kate Black, Northumbria University, United Kingdom
- Sandra Corlett, Northumbria University, United Kingdom
- Caroline Clarke, Open University, United Kingdom
- Ali Rostron, University of Chester, United Kingdom
- Juliette Summers, University of St Andrews, United Kingdom

**Summary**
Recent years have seen a rapid expansion of interest in ‘identity’ within the management and organization studies literatures that springs from its ability to leverage conceptual insight into the intra- and inter-personal dynamics of social settings. This workshop provides a valuable opportunity to review some of the dominant and emerging perspectives within the identity field and to consider some possible directions for future identity studies. The workshop will begin by briefly examining some contrasting identity perspectives representing both relatively established and emerging approaches, including identity work, social identity theory, material-discursive and critical perspectives, considering how each conceptualises identity and some of the key problems and opportunities that researchers working within and across each perspective are currently considering. In the subsequent breakout session delegates will be invited to discuss one identity perspective within the context of their own past, current or future research. In doing so, delegates will start to discern some of the fruitful dialogues that might be had between that identity perspective and different subjects and disciplines, and consider what the future “frontiers” of identity research might be, what particular problems such frontiers might address, and what new problems such frontiers might open up.

**Benefits of attending**
Researchers who have recently “discovered” identity or who are considering whether identity is relevant to their own research will gain a clearer sense of the field of identity studies and be able to start exploring the possible utility of an identity approach within their own research area. Those who are already active in identity research will be able to share and gain from discussion of current debates and where different perspectives are heading. Finally, delegates who are seeking possible new perspectives and approaches to their own research subjects will have the opportunity to explore their research from an identity perspective.
PDW 15: Practicing what we preach? Developing the early career academic in a metrics-driven environment (1058)

Speakers:
Denis Fischbacher-Smith, University of Glasgow, United Kingdom
Moira Fischbacher-Smith, University of Glasgow, United Kingdom
David Weir, York St John University, United Kingdom
Alan Irwin, Copenhagen Business School, Denmark

Abstract
The publication of the Times Higher Education Review’s European league table on the 10th March 2016 was an item on the BBC’s Breakfast News, as seven of the top ten leading universities in Europe were from the UK. The significance of league tables and other metrics within the UK’s university sector has been a growing trend that has shaped appointments, the development of staff, and the nature and direction of business school strategies. At the core of these debates, is the issue of how we match the skills and experience of academic staff to the task demands of working within a metrics driven environment. The development of the next generation of scholars has always been a core task facing Universities and whilst it may not have been effective in the past, the current focus on league tables the REF and the potential for the TEF to shape organizational performance may generate so far unanticipated consequences for the profession. For business schools, the processes of staff development should not be contentious. However, the focus on 4* outputs in some institutions has created a set of task demands on early career academics that could be seen as running counter to the developmental processes for other aspects of a university teaching career. This workshop outlines the nature of these challenges, frames them within a systems approach to job design, and outlines an early career development programme (ECDP) aimed at developing ECRs within the University of Glasgow. A key element of the workshop will be to consider the potential emergent conditions that can arise out of a metrics- and performance-driven culture within UK universities that could ultimately undermine processes around organisational effectiveness in the development of early career academics and how these might be addressed.

PDW 16: Smart Work Hubs: A 21st century opportunity for multi-level impact (1059)

Speakers:
Martin Fitzgerald, The University of Newcastle, Australia
Ashish Malik, The University of Newcastle, Australia
Philip Rosenberger III, The University of Newcastle, Australia

Workshop Summary
The emergence of advanced information and communication systems has led to a re-think of the design, leadership and management of ‘work’. The emergence of smart work hubs has challenged the traditional boundaries at work in time, form and space.

Such hubs are specifically designed, fully IT-enabled, secure networked business venues equipped with a range of work, meeting and collaboration spaces. Users can typically use the facilities any day, at any time and for a range of business purposes. They are home to a range of business enterprises as well as to employees of outside organisations that use the hub as a telework venue/remote office.

This workshop draws on the findings of a two year large scale, multi-level, mixed methods research evaluation project of a pilot program in Australia aimed at creating five smart work hubs in two peri-urban commuter corridors to Sydney.

After introducing the context to the study and offering a definitional framework for the concept of smart work, this workshop focuses on findings, critical for the worker contemplating the use of such a smart work hub and does so through the multiple theoretical lens’ of leadership, marketing, general and human resource management.

It explores the market demand for smart work hubs, closely explores the facilitators and barriers for organisational adoption of smart work and addresses the challenges of leadership when managing such workers.

Ultimately, it identifies how smart work hubs are capable of being ‘innovation eco-systems’ that can enhance creativity, improve productivity and stimulate regional economies.

During this workshop, participants will engage in interactive discourse through a series of short panel presentations, round table discussions and an interactive final session and will develop new knowledge, identify new research agendas and develop new opinions on how work can be designed, led and managed in the 21st century.
Management learning and education is a well-established area of study. Yet many business school scholars remain unclear about the differences in orientation and emphasis between journals in the field. This PDW will provide participants with one-to-one support and advice from Editors and Associate Editors of three leading, international journals in the management learning and education domain: Academy of Management Learning & Education, Journal of Management Education, and Management Learning. The session is split in two parts: First, editors introduce their journals followed by a discussion with the audience. Editors’ presentations will relate to all aspects of the submission process, from initial submission to final acceptance. This will enable participants to understand the differences between the three journals and to more effectively orient their paper towards a specific learning and education journal. The second half is focused on development of manuscripts (or ideas for such) of pre-registered participants. Feedback will be tailored to individual submissions and will help them to improve their manuscripts in general and to better address the readership of specific journals in the field.

Abstract
Nowadays SPSS and Structural equation modeling (SEM) are considered as a general method of data analysis that brings together path analysis and factor analysis. In fact, SPSS and AMOS software are most commonly used by many academics worldwide. The workshop will help early career academics with all the required tools and techniques of how to use SPSS and SEM analysis. More specifically, the workshop aims to provide a thorough introduction to SEM, and will also deal with some important, related issues. These include mediation analysis, moderation, and methods for handling missing data. Moreover, The emphasis will be on analyzing continuous variables with approximately normal distributions, but we will also cover how to handle non-normal data. Finally, Most of the analyses will be carried out with SPSS and SEM software package.
SESSION 2
TUESDAY 14:00–15:30

ROOM G33, BARBARA STRANG TEACHING CENTRE, NEWCASTLE UNIVERSITY

PDW 1: Using Case Studies: Bringing the Real World into your Classroom (28)

Speaker:
Scott Andrews, The Case Centre

This short workshop, run by The Case Centre and led by a case method expert, is an invaluable opportunity for delegates to find out more about case teaching by taking part in a case teaching session as a student. It is a great introduction to case teaching for newcomers and also suitable for case teachers looking for fresh inspiration in the classroom. It will demonstrate why the case method is such a powerful learning tool in management education.

The Case Centre is renowned worldwide for its range of case method workshops, all run by internationally respected case method experts, including award-winning teachers and writers.

Participants will take part in the session as students and will have the opportunity to read the chosen case study in advance which will be used on the workshop. The tutor will show how a short case, such as this one, can provide the basis for dynamic classroom discussion leading to new insights and understanding that meet pre-determined learning objectives across a multitude of disciplines within management education.

Throughout the session, the tutor will demonstrate how to ensure maximum participant involvement and get the most out of the case study. By providing feedback on the mechanics of the teaching session both during and afterwards, the tutor will illustrate best practice and provide useful hints and tips on how to improve the classroom experience for both students and teachers.

Briefly experiencing ‘life as a student’ is a great way for delegates to reflect on their own teaching styles and learn fresh tools and techniques. The tutor will also explain the key principles of the case method, discuss the benefits and pitfalls, share good practice, and encourage delegates to reflect on their own experiences.

TEACHING ROOM 2 (4.04), HERSCHEL BUILDING, NEWCASTLE UNIVERSITY

PDW 2: Leveraging the Full Power of Grounded Theory Methodology (146)

Speakers:
Judith A Holton, Mount Allison University, Canada
Isabelle Walsh, Skema Business School, France

Summary:
Since the publication of Discovery of Grounded Theory (Glaser and Strauss, 1967), GT has grown in popularity to become one of the most frequently cited research methodologies across a wide range of disciplines. Despite GT’s roots in quantitative methods it has been widely embraced by qualitative researchers for its balance of a rigorous systematic method together with the creative flexibility of theoretical ideation. Yet, in its application, GT has spawned an increasingly disparate articulation of perspectives, dicta and authoritative guides. This Professional Development Workshop (PDW) is intended to provide a lively, interactive forum where participants will be encouraged to engage in addressing some of the ‘burning’ questions regarding grounded theory (GT) as a research methodology and to explore particular challenges to understanding this widely embraced but frequently misunderstood methodology. Specifically, the workshop will:

a) Probe burning questions about GT methodology and clarify misconceptions that have emerged about GT methodology as it was originally conceived
b) Explore issues regarding various approaches to using GT and the use of both qualitative and quantitative data in GT studies
c) Address challenges encountered in publishing GT studies
d) Provide an opportunity for networking with others using GT methodology

This workshop will be of value to early career researchers as well as those with experience in using GT. Plenary discussions will elicit and explore participants’ questions regarding principles and methods that constitute a good GT study. Small group discussions will afford workshop participants the opportunity to share their experiences in using GT, raise specific challenges or difficulties they are encountering in conducting current research projects and/or in publishing GT studies. The goal here is to ‘troubleshoot’ and help resolve obstacles to their moving forward in their research and publication efforts.
**PDW 3: Forming and Framing Research Ideas: A Primer for New Doctoral Students (614)**

**Speakers:**
Michael Hartmann, European University Viadrina, DE  
Giorgi Shuradze, European University Viadrina, DE  
Markus Vodosek, German Graduate School of Management and Law;  
Ignacio Canales, University of Glasgow  
Hugh Willmott, City University London  
Kiran Fernandes, Durham University  
Frank McDonald, University of Liverpool  
Daniel Muzio, Newcastle University Business School  
Albrecht Soellner, European University Viadrina, DE

**Abstract:**
In order to have publications by the time they enter the job market, doctoral students need to develop the ability to formulate good research ideas early on. This interactive workshop is designed for doctoral students in the early stages of their programs who face the challenge of turning their initial research ideas into comprehensive pieces of academic work. In the first part of the workshop, two experienced scholars will share their insights into how to find and articulate a good research question and how to develop a good hook for a paper, that is, how to present a research idea and the essentials of a study in an interesting and intriguing way. Participants will then split into groups and simulate a BAM-style paper session, facilitated by seasoned researchers. Group members will briefly present a description of their research ideas which they submitted when they registered for the workshop and discuss these ideas with the rest of the group. The learning outcomes of this workshop include better ability to reflect on one’s own research ideas, and greater proficiency in presenting the main points of academic work in an interesting way. In addition, participants will have been able to test their initial research ideas among a group of peers and experienced researchers, and to build new professional relationships with novice and senior scholars.

**PDW 6: Team Mental Models (1034)**

**Speaker:**
Kevin Andrew Lloyd Roe, Anglia Ruskin University, United Kingdom

Whilst the use of teams in industry is wide spread and ‘team building’ has a whole industry associated with this development, organisations who use teams to resolve organisational challenges still find the use of teams a hit and miss affair. There are many existing theories that seek to shed light on team performance, such as Role Modelling (e.g. Belbin, 1981), Phase Development (e.g. Tuckman, 1965), and Value Set (e.g. Clutterbuck, 1999). These models have been used successfully for many years but questions remain as to their relevance in a world dominated by change, instantaneous communication and diversity.

A relatively new model to explain team performance suggests that teams which share a common understanding of certain key issues relating to the task, the environment, their own processes and values, and have an understanding of how each individual member thinks, perform better than groups with heterogeneous understanding. This concept has become known as ‘shared team mental model’ theory. Initial research carried out in four UK based organisations indicates that a ‘successful’ team need to agree on four key domains. These areas are Team, Tools, Task and Type (see: Figure 1). In brief these themes relate to:

- a) The nature of the task facing the team  
- b) Team processes such as decision making  
- c) The type of individuals in the team—their skills, knowledge and character.  
- d) The resources available to the group such as tools, machines, time.

The four key elements combine in a dynamic model to show team members areas they need to agree on in order to function.

The workshop will explore this hypothesis and ask the delegates to participate in an experiential team building & problem solving activity. The data generated will be used to validate and challenge the existing hypothesis. From this a research project is planned to further explore the idea within teams based in an organisational setting.

**PDW 7: Exploring how to support and shape public sector professional/First Responder/Administrative employees’ engagement and the creation of public value (1037)**

**Speakers:**
Anneke Fitzgerald, Griffith University, Australia  
Rona Beattie, Glasgow Caledonian University, United Kingdom  
Yvonne Brunetto, Southern Cross University, Australia  
Chiara Saccon, Università Ca’ Foscari, Italy  
Stephen Proctor, Newcastle University, United Kingdom

**Abstract:**
This workshop provides opportunities for researcher and practitioner collaboration, in an interactive, relationship-building and participant-centred workshop context, while examining an international research issue with potential outcomes that include new public sector management strategies and participant learning. This workshop examines the best ways to give social support to different types of public sector employees (including those who use emotional labour because they are in “caring” occupations) to ensure their...
engagement and how to create public value for the community. There is a rich history of research examining the impact of organizational factors on the work outcomes of employees. However, it is only recently that researchers have begun examining the impact of Positive Organizational Behaviour (POB) on employee outcomes and consequently, this new area of research has potentially positive lessons for improving different types of employee outcomes. It is therefore important that we explore how social resources (both individual and organisational) can be used effectively by management to support and engage employees, especially those engaged in emotional labour.

In particular, we intend examining how managers can use individual factors (such as psychological capital [comprising resilience, self-efficacy, hope and self-confidence]) and organizational factors (such as workplace relationships) to achieve greater engagement from employees. The contexts include workplaces across different countries, including representatives from core-NPM implementers (particularly Anglo-American countries such as UK and Australia), NPM-taqggers (particularly Continental European countries such as Italy) and BRIC (such as Brazil) countries.

Additionally we explore the new focus on creating public value. Public value has been broadly discussed by many scholars, including Moore himself, as a new paradigm for public reform replacing previous approaches such as new public management and traditional public administration (Kelly & Muers, 2002; Stoker, 2006). The theory argues that public and third sector organisations work to achieve social and economic benefits for society and, that public managers make strategic decisions that create public value (Moore, 2000). Public value management is suggested to be the alignment of purpose, capacity and legitimacy that gives the public manager authority to undertake particular actions that create public value (Mager, 2007). Professionals make choices every day that either supports the delivery of an “efficient cost effective” service that may or may not deliver a service valued by society. We explore those choices, and the factors that affect that decision making.

**TEACHING ROOM 3 (4.20), HERSCHEL BUILDING, NEWCASTLE UNIVERSITY**

**PDW 11: Entrepreneurship, crises and resilience (1048)**

**Contributors:**
Rachel Doern, Senior Lecturer in Entrepreneurship, Goldsmiths University of London, UK
Tim Vorley, Professor of Entrepreneurship, University of Sheffield, UK
Nick Williams, Associate Professor in Enterprise, University of Leeds, UK

“What kinds of crises impact on small businesses, how do they do so, and what factors make entrepreneurs more vulnerable or resilient to crisis situations?”

**“How can entrepreneurial activity in times of crisis be conceptualised across multiple levels of analysis - societal, industry/field, organizational and individual levels?”**

This interactive PDW unpacks our current understanding of entrepreneurship, crises and resilience, and identifies new directions for research. While crises are regarded to be low probability events, their consequences are particularly negative for entrepreneurs and small businesses. As such, how entrepreneurs prepare for and/or respond to a crisis is critical, and their resilience to crises might mean the difference between business survival and failure. However, our understanding of the relationship between entrepreneurship, crises and resilience is still in its infancy. Previous studies are limited in number and are mostly confined to examining the role of entrepreneurship in crisis recovery, identifying the survival or resilience-orientated characteristics of entrepreneurs and firms, and examining responses to crises and perceived barriers to recovery. This PDW furthers our understanding of how entrepreneurial activity in times of crisis, and the resilience of entrepreneurial individuals and firms in responding to crises, can be conceptualised and studied empirically in ways that capture multiple levels of analysis (i.e. individual, organizational, field/industry, societal).

The PDW incorporates a series of very short presentations coupled with illustrative examples of existing studies on entrepreneurship, crises and resilience, as the basis for roundtable discussions. In this workshop we aim to inform and excite people about this important, yet under-developed, area of entrepreneurship research. Together we will create an agenda for future research and along these lines, the contributors will announce a call for papers to a Special Issue in the journal Entrepreneurship & Regional Development.

**TEACHING ROOM 4 (4.19), HERSCHEL BUILDING, NEWCASTLE UNIVERSITY**

**PDW 14: Delivering Executive Education with Impact (1055)**

**Speakers:**
Patricia Anne Hind, Ashridge Executive Education, UK
Viki Holton, Ashridge Executive Education, UK

**Summary:**
This workshop is designed to directly address how the design and delivery of executive education can ensure that participants develop the skills and knowledge to ensure organisational success. During this interactive session, we will explore how management education providers can partner with professionals in the learning and development arena to deliver effective development interventions. With organisational needs at the heart of the session, participants will engage with a real example of a request for (a development) proposal (RFP). We will also share the findings of Ashridge Executive Education’s study into the ‘4 Principles of Effective Management Development’.

During the session participants will work with a unified model of the principles and pedagogy of learning, providing them with an
evidence base for understanding what lies beneath the surface of excellence in management development. The model can be used collaboratively by organisational managers, L&D professionals and those involved in the delivery of management development, helping academics and practitioners to work more closely and effectively together.

After the workshop participants will have a clear understanding of a research based framework for delivering effective management development. Drawing on their own experience they will apply the framework to an anonymous RFP from a potential client and will have the opportunity, through active engagement with other workshop participants, to learn from their diverse expertise.

The workshop will be of interest to a wide range of conference delegates, not just L&D experts. It will be of interest to those with delivery and decision making responsibility for executive education, i.e. senior faculty, programme directors and deans, along with those involved in or simply curious about commissioning or delivering executive education interventions.

Key 'Take Aways' from the workshop include:

- A check-list to facilitate the design of effective management and executive development in response to real organisational challenges.
- A framework of metrics against which to evaluate impact and effectiveness, which can be tailored to individual organisations.
- A copy of the research summary report.

ROOM 1.48, BARBARA STRANG TEACHING CENTRE, NEWCASTLE UNIVERSITY
PDW 17: Storyboarding for Module Design and Review (1063)

Speaker:
Gabi Witthaus, Loughborough University, UK

Storyboarding for Module Design and Review

Abstract
Storyboarding as a design process first came to prominence in the 1930s, with Walt Disney and his creative team collaboratively sketching out the narrative of entire films in a series of images which was used to guide the development and production of the film. The idea also works exceptionally well for curriculum design: the storyboard facilitates dynamic, creative and collaborative planning by course teams, and establishes the groundwork for fast and efficient development of courses. Following the maxim “Design once, deliver many times”, this storyboarding workshop will show how a small investment of time by the course team at the point of module review, redesign or creation can yield a great harvest for later development and delivery of courses and programmes.

In the workshop, you will work in groups. Each group will be given a completed storyboard on a flipchart sheet with coloured sticky notes, and some information about the level and audience the course was designed for. You will be invited to modify the storyboard to repurpose the course for a different audience and a different teaching context. We will end with a guided reflection on how you might apply the same process to module design, redesign or review in your own teaching context.

The workshop is aimed at lecturers, module leaders, heads of department, directors of study, learning technologists, subject librarians, and anyone else who works in a team to create high quality business courses.

ROOM B29, BARBARA STRANG TEACHING CENTRE, NEWCASTLE UNIVERSITY
PDW 19: Analysing the past and its traces in management and organisation research and teaching (1065)

Organizers
Sarah Robinson, University of Glasgow, UK
Scott Taylor, University of Birmingham, UK

Presenters
Bill Cooke, University of York, UK
Stephanie Decker, Aston University, UK
Ron Kerr, University of Edinburgh, UK
Linda Perriton, University of Stirling, UK
Michael Rowlinson, University of Exeter, UK
Kevin Tennent, University of York, UK

Abstract
There are regular workshops at general management conferences that call for greater acknowledgement of the role of history in management research and education. There is also a developing literature in management & organization studies that argues for organization analysts to seek rapprochement with historians and vice versa, often underpinned by critical perspectives. This workshop proposal responds to these frequent calls and this developing literature by bringing together presenters with expertise in historical methods, organization analysis and critical management education to provide a space to contribute to making histories and developing historically-informed teaching. The workshop consists of 45 minutes of presentation, followed by 45 minutes of small group research and teaching development work facilitated by the presenters. The workshop is then concluded with a 30 minute plenary and panel discussion on a) publishing historical work and b) on using history and historical research in critical management education. We will recruit participants from a range of communities (management and business history, critical management studies, management education, organization & management studies); attendance will be limited to 30 to ensure in-depth discussion of the research proposals and teaching ideas that participants bring.
**Workshop Summary**

Do you mean I can study what I am really interested in? (3rd year Business Undergraduate 2015) Southampton Business School has adopted Self-Managed Learning (SML) as a transformative pedagogical approach across its new 2015/16 Undergraduate programmes. Original developed by Ian Cunningham to support practicing managers in their learning process SML has been adapted for undergraduates to equip them with the skills needed to develop and own their individualised learning programmes from Day 1 at University. Cunningham, when describing SML in a business context, says that the process ‘demands managers manage their own learning. They negotiate their own objectives, decide how to achieve them how to measure them and how to integrate their learning with organisational needs’ (1999 p.7).

At Southampton this means that students develop plans of study and inquiry in the context of module learning outcomes in agreement with 4/5 peers in a learning ‘set’. The set agrees quality standards with guidance from the class facilitator and subsequently provide feedback to each other on a weekly basis. The main assignment summarises the outputs from the individual learning programme and the feedback received from peers. A reflective component helps the student make sense and draw meaning from their learning experience. Making such a change is a complex and demanding process for all involved including the institution itself. Early signs though are very encouraging. The Business School was chosen as one site for HEFCE research on independent learning.

This workshop will share the learning so far, offer hints and tips on how to use this approach and give space to colleagues to apply the principles to one of their own existing modules as a key ‘takeaway’. How we are learning to refine SML in active participation with students signposts new ways of learning with students and not just delivering programmes to them. Such mutual learning relationships offer the potential for re-casting the roles of both students and faculty in the Business School of the future.

SESSION 1
TUESDAY 16:00–17:30

SPECIAL CONFERENCE SESSION
CURTIS AUDITORIUM, HERSCHEL BUILDING
“Meet the BAM Editors”

Building upon the popularity of ‘Meet the Editors’ sessions at previous BAM conferences there will again be an opportunity, for those seeking advice on publication, to meet the editors of leading journals. The session, facilitated by Caroline Gatrell, will have representatives of the following journals:

**British Journal of Management (BJM)**
Co-Editor, Geoffrey Woods, Essex University
Co-Editor, Pawan Budhar, Aston University

**International Journal of Management Reviews (IJMR)**
Co-Editor, Caroline Gatrell, University of Lancaster
Associate Editor, Jonathan Pinto, Imperial College, London

The session will commence with short presentations by the editors that covering basic data (such as acceptance rates and key decision times), critical issues about their journals and what they expect from good submissions. The editors will also discuss specific issues concerning conceptual development, research methods, data analysis and how to demonstrate your paper’s added value (answering the ‘so what’ question). The session will be open for participants to share both positive and negative experiences of researching, writing, revising and publishing.

SPECIAL CONFERENCE SESSION
ROOM 1.48, BARBARA STRANG TEACHING CENTRE
CMS Open Session: CMS in Turbulent times: Brexit and its consequences - a call for action

**SESSION CHAIRS: GINA GRANDY, RON KERR, SARAH ROBINSON AND MARTYNA SLIWA**

Since the call for papers for this year’s BAM conference, the UK, Europe and the world have become arguably even more turbulent. Here in the UK the vote to leave the EU has created turbulence, anxiety and fear as the enormity of the impact of leaving the EU starts to become clear for individuals, organisations and on the Union itself.

In the wake of the vote racism, xenophobia, class and regional antagonisms have been unleashed in the UK in ways unparalleled in recent times. The role of experts and intellectuals has been spurned and ridiculed by some politicians and in the popular press. The consequences for UK universities are also manifold as many of us question the possibility and expediency of following academic careers in the UK, as the flow of European students starts to be curtailed, as the possibility of European funding shrinks, and as travel and European academic links and partnerships become harder.

As an academic community that studies many of the issues raised and unleashed by Brexit this special open session asks how the CMS community can put our weight behind efforts 1. To study the impact of Brexit on organisations 2. To dissipate the effects and consequences of Brexit and 3. To consider our role as educators in fostering constructive debate and challenging ignorance and bigotry.

This one and a half hour session starts with several short provocations to stimulate discussion as to how CMS, as part of the wider academic community, can actively engage at a variety of levels in understanding this turbulence and working towards some stability in the wake of Brexit.

SYMPOSIUM
LECTURE THEATRE 2, HERSCHEL BUILDING
Entrepreneurship

**SESSION CHAIRS: DILANI JAYAWARNA / NATALIA VERSHININA**

We the Entrepreneurs - The Role of Entrepreneurship in Addressing the Sustainable Development Goals (143)

Newbery, Robert; Al-Dajani, Haya; Littlewood, David; Holt, Diane; Wyness, Lynn; Jones, Paul; Clapper, Rita; Brookes, Michael; Rouse, Julia; Apostolopoulos, Nikolas; Hussain, Javed

The Millennium Development Goals were replaced by the Sustainable Development Goals in 2015. These include a resolution to end poverty and hunger everywhere by 2030; build peaceful societies; empower women and girls; and protect the planet. Important to these goals is the move away from direct funding within the donor community towards an approach of empowering and enabling communities to ‘help themselves’. Such agency is apparent in the language of contemporary development with, for instance, Africa being able to feed itself by 2030 (Bill and Melinda Gates, 2015).

Within the domain of sustainable development (Shepherd and Patzelt, 2013), entrepreneurship is championed as a vehicle for empowerment and an enabler of economic development, poverty alleviation and other forms of social value (Kajitage, Wheeler and Newbery, 2013).

This symposium provides an academic forum to present entrepreneurship research that addresses the Sustainable Development Goals. The presentations will provide an integrated forum for an academic discussion on the role of entrepreneurship in development.

SPECIAL CONFERENCE SESSION
ROOM G34, BARBARA STRANG TEACHING CENTRE
Innovation

**BAM INNOVATION SIG EVENT: INNOVATION IN THE CITY**

Speakers:
- Prof Jonathan Sapsed, Newcastle University
- Emeritus Prof. John Goddard, OBE, Newcastle University
- James Cornford, University of East Anglia

This event is intended to showcase a number of new initiatives in social or civic innovation taking places like Newcastle upon Tyne, Norwich, and Brighton. These include the FUSE project supporting innovation, creativity and economic growth to generate new business and employment opportunities in the creative, cultural, digital and IT sectors in the City of Brighton and Hove; the WE the Entrepreneurs project; Digital Civics involving the design, development, and evaluation of personal and community-based digital technologies and services to support new forms of civic engagement and local communities, through local service provision and local democracy, funded by the EPSRC and run by the Open Lab at Newcastle University.

Presentations on these and other initiatives will be followed by a panel discussion and wider debate about the issues, opportunities and research needs arising from a growing requirement for more social and community-based innovation within our cities in the context of an era of austerity and the crucial role that Universities need to play in that process.

This event forms part of the BAM Innovation SIG activities at the BAM Annual Conference, being held at Newcastle University from 6-8 September 2016.
SYMPOSIUM
ROOM 2.20, RESEARCH BEEHIVE BUILDING
International Business and International Management

SESSION CHAIR: EMMANUELLA PLAKOYIANNAKI
Symposium on Qualitative Research in IB & IM (133)
Plakoyiannaki, Emmanuella

Qualitative research is particularly suited to “unpacking” IB phenomena across diverse contexts. It is consistently a methodological approach of choice for IB scholars. The proposed Symposium is seeking to initiate a dialogue regarding qualitative research in IB and IM concentrating on key challenges.

The seminar has two objectives. The objectives of the Symposium are fourfold:
1) to establish the role of qualitative research in IB & IM;
2) to broaden the participants’ knowledge and skills concerning various qualitative research approaches (e.g. case studies, ethnographic research, narrative inquiry, discursive research) in IB & IM;
3) to identify and discuss how ontological and epistemological assumptions affect views about quality criteria and research design of qualitative case study research in IB & IM;
4) to provide training on how to publish qualitative papers and deal with reviewer comments in top tier IB & IM journals.

WORKSHOP
ROOM 2.21, RESEARCH BEEHIVE BUILDING
Leadership and Leadership Development

SESSION CHAIR: GAURISH CHAWLA
Action learning as a mode of peer learning in Leadership Development (697)
Chawla, Gaurish

This workshop intends to encourage a discussion about Action Learning as a method of leadership development. It is aimed at academics and practitioners who are either already engaged in action learning practice or are curious about how this might be implemented.

This document starts with a brief summary of what action learning is, and how insightful questioning leads to learning in the absence of traditional didactic teaching. Action learning provides the participants a safe place to discuss problems that have no straight answer as they use questions asked by their trusted peers as vehicles for improving their understanding of the situation and challenge their own perception and beliefs: all the while focusing on coming up with actions and learning from them.

WORKSHOP
ROOM G33, BARBARA STRANG TEACHING CENTRE
Organizational Psychology

SESSION CHAIR: ALBERTO MELGOZA
Leveraging findings from neuroscience and psychodynamic theory to tackle senior executive stress (634)
Rook, Caroline; Hellwig, Thomas; Florent Treacy, Elizabeth

Tackling senior executive stress has become urgent due to the increase of prominent cases of stress in senior leaders. Commonly used stress and leadership development inventories do not always pick up on stress issues due to the taboo of executive stress. Assessment of leadership behavior based on neurological variables may provide a reliable alternative to traditional leadership and stress testing. However, we believe using neuroscience evaluation and training techniques need to be complemented with a psychodynamic approach in order to gain a deeper understanding of the underlying causes and factors of the stress experience. The psychodynamic approach addresses conscious and unconscious aspects of individual behaviour and therefore emotional and relational issues can be addressed in an intervention. The PDW is organized around real-life cases and introduces insights from neuroscience and a psychodynamic theory on tackling stress. It is suited for practitioners and academics interested in stress and coaching. Prior experience is not needed. The workshop will start with insights from neurosciences on stress and its effect on work performance and health. After exploring the difficulties that might arise when evaluating executive stress, participants will be presented with the coaching protocol that outlines how a psychodynamic approach can be used to get a deeper understanding of the stress experience, and how this approach can also help later on in the coaching process to determine the knowing-doing gap. Participants will apply the learning to real-life cases and will leave with expert advice on how to make use of the insights in practice.
SESSION 1
TUESDAY 16.00–17.30

WORKSHOP
TEACHING ROOM 2 (4.04), HERSCHEL BUILDING
Organizational Transformation, Change and Development

SESSION CHAIR: ZAHID HUSSAIN
Making use a new open-multipurpose framework for more realistic estimation process in project management (30) Hussain, Zahid; Lazarski, Adam Borys

The current turbulent times call for adaptability, especially in non-repetitive endeavours being a vital characteristic of project management. The research organized along five objectives commenced in the autumn of 2008 with a pilot study. Then it proceeded through an inductive research process, involving a series of interviews with well-recognized international experts in the field. In addition conceptualized long-running observation of forty-five days was used, before proposal of a new framework for improving the accuracy of estimates in project management.

Furthermore, the framework’s “know-how to apply” description have been systematically reviewed through the course of four hundred twenty-five days of meetings. This achieved socially agreed understanding assured that it may be possible to improve accuracy of estimates, while having flexible, adaptable framework exploiting dependency between project context and conditioned by it, use of tools and techniques.

WORKSHOP
BAMBURGH ROOM, KINGS ROAD CENTRE BUILDING
Research Methodology

SESSION CHAIR: KERRIE UNSWORTH
Objective Measures: The Good, the Bad, and the Alternatives (319) Unsworth, Kerrie; Pieniazek, Rebecca; Viragos, Anna

The focus of our workshop is on objective and non-self-report measures and why these types of data are sought after. We will also discuss the problems that they bring, and the issues around collecting such data. At last, the workshop will outline some solutions and alternatives to objective and non-self-report measures.

---

CESIM BUSINESS SIMULATIONS

Why Choose Us?

😊 Intuitive Interface with Unprecedented Flexibility

💻 Fully Browser Based with Multiple Languages

🌐 Both Ready-Made and Custom Simulation Cases

👩‍💼 World Class Support

cesim.com
SESSION 2
WEDNESDAY 09:00–10:30

FULL PAPERS
TEACHING ROOM 2 (4.04), HERSCHEL BUILDING

Corporate Governance

SESSION CHAIR: RASIM SERDAR KURDOGLU
Elite networks, ideology and the preservation of corporate power. (238)
Price, Michael James

From Hubris to Care in the Boardroom; A Formula for M&A Success? (285)
Garrow, Nigel; Singh, Nivedita; Segal, Steven

Pay disparity, external pay alternatives and turnover of the second best paid Executive (795)
Brecht-Bergen, Stephanie; Richter, Ansgar; Uhlenbruck, Klaus

DEVELOPMENTAL PAPERS
SEMINAR ROOM 2, PERCY BUILDING

Critical Management Studies

SESSION CHAIR: SARAH ROBINSON
Tourists, residents and strangers and the management of urban public space (685)
Mordue, Thomas James

Middle Managers and Non-routine Events: An Attention Based View Perspective (648)
Fletcher, Keiron; Sharkey, Scott, Pamela

Ethical Scripts: How do middle managers integrate ethical considerations into decision making? (667)
Fletcher, Keiron; Sharkey, Scott, Pamela; Mangematin, Vincent

“And that, no one can take away from me!” Stories of struggling, surviving, resisting and belonging in a dying organisation. (609)
Townley, Bob

DEVELOPMENTAL PAPERS
ROOM 2.23, RESEARCH BEEHIVE BUILDING

Cultural and Creative Industries

SESSION CHAIR: LEE MARTIN
Exploring the role of organizational constraints on creative routines at ABS and BBC productions (207)
Banerjee, Aneesh; Burdon, Stephen

Exploring legitimacy in the recognition of creative ideas. (869)
Lamb, Rachael Claire; Marlow, Susan

Data sharing policy and organisational legitimacy in the publicly funded arts sector (684)
Butterworth, Christian; Fahy, Kathryn; Whitham, Roger

Prospects of Ethno-Tourism in Emerging Markets: A Case of Mari El Republic, Russia (481)
Sheresheva, Marina; Polukhina, Anna

SESSION 2
WEDNESDAY 09:00–10:30

DEVELOPMENTAL PAPERS
SEMINAR ROOM 1, PERCY BUILDING

E-Business and E-Government

SESSION CHAIR: SAVVAS PAPAGIANNIDIS
Big Data is watching YOU? Big Data from the perspective of the individual web user in Russia (227)
Lichy, Jessica; Kachour, Maher Kachour; Khvatova, Tatiana

A research agenda on data supply chains (DSC) (340)
Spanaki, Konstantina; Adams, Richard; Mulligan, Catherine; Lupu, Emil

A Study of the Internet of Things from the Users' Perspective (265)
Lu, Yang; Papagiannidis, Savvas; Alamanos, Eleftherios

Do we really learn outside our networks? (816)
Morales, Gabriela

FULL PAPERS
LECTURE THEATRE 2, HERSCHEL BUILDING

Entrepreneurship

Self-employment and Personality

SESSION CHAIR: NATALIA VERSHININA
Quit my job for a start-up dream: For better or for worse? (166)
Sawang, Sukanlaya; Bonner, Suzanne

From Entrepreneurial Intention to Action: The Role of Mind-set (434)
Alammari, Khalid Muhammed; Newbery, Robert; Beaumont, Emily; Haddoud, Mohamed Yacine

Waking up on the innovative side of the bed: Daily entrepreneurial behaviour as a result of high activated moods and good sleep (872)
Williamson, Amanda Jasmine; Battisti, Martina

DEVELOPMENTAL PAPERS
TEACHING ROOM 1 (4.01), HERSCHEL BUILDING

Entrepreneurship

Entrepreneurship in Context

SESSION CHAIR: DILANI JAYAWARNA
Entrepreneurship in north-west Nigeria: a systemic literature review of the barriers faced by small businesses, and an agenda for further research (293)
Suleiman, Mustapha Shitu; Valero-Silva, Nestor; Neshamba, Francis

An exploratory study of the impact of Entrepreneurial Orientation (EO) on Japanese SMEs internationalisation behaviour (350)
Oe, Hiroko; Yamamoto, Satoshi; Do, Hang

The Impact of Institutional Support on Entrepreneurship: Evidence from Saudi Arabia and the United Kingdom (557)
Alkhaldi, Thamer

Iran's turbulent institutional environment and institutional entrepreneurship: The interplay between the two (564)
Fahimpour, Mohammad
SESSION CHAIR: PAUL JONES
The relationship between social enterprise value creation and socio-spatial context in the rural regions of Zambia (757)
Chilufya, Rosemary; Mswaka, Walter; Meaton, Julia

An Innovative Environment, Institutional Support and Entrepreneurial Orientation: Factors Influencing the Growth of High Technology SMEs in India (790)
Aruvanahalli Nagaraju, Roopa; Philpott, Ely

Emerging Economies: Legitimacy and Institutional Entrepreneurship (962)
Baqi, Parisa Iqbal; Godley, Andrew Christopher

Disability, welfare reform and enterprise policy in the UK since the 1990s (884)
Coogan, Thomas Albert; Kasperova, Eva

SESSION CHAIR: ADELINA BROADBIDGE
Femininities at Work: How Women Support Other Women in the Workplace (596)
Carr, Melissa Louise; Kelan, Elisabeth Kristina

Barriers to Career Success: The Unique Challenges Muslim Women Managers Face (489)
Rossenkhan, Zubaida; Ahmed, Pervaz Khalid; Au, Wee Chan

Women Leaders: A Theory of Negative Intra-Gender Relations in Organizations (245)
Mavin, Sharon; Grandy, Gina

SESSION CHAIR: VALERIE ANTCLIFF
Collective bargaining and strikes in South Africa’s labour relations landscape: a consideration for pragmatic dispute resolution options (144)
Samuel, Michael Olorunjuwon

Trade union responses to ageing workplace in the East and West: Are unions taking a path dependent approach to older workers? (675)
Flynn, Matthew; Xi, Chen

Union Learning Representatives—‘New Activists’ and Union Revitalisation (647)
Antcliff, Valerie; Saundry, Richard; Hollinrake, Alison

SESSION CHAIR: HENRIETT PRIMECZ
Pre-employment contributors shaping the psychological contract: The case of international volunteers in South Africa (775)
Ronnie, Linda; Sears, Katherine

Long Working Hours and the Challenges of Work-life Balance: The Case of Nigerian Medical Doctors (24)
Adisa, Toyin Ajibade; Abdurahheem, Issa; Osabutey, Elis

Modern technology’s impact on work life interference. The cases of “employee friendly organizations” (620)
Primecz, Henriett; Toarniczky, Andrea; Csillag, Sara; Kiss, Csaba; Szilas, Roland; Milassin, Anda; Bacsí, Katalin

SESSION CHAIR: MARGARITA NYFOUDI
Are You a Cistern or Channel? Exploring Factors Triggering Knowledge Hiding Behavior at Workplace: Evidence from Indian R & D Professionals (128)
Jha, Jatinder Kumar; Varkkey, Biju

Crisis, Communication and Employee Development: The Case of Oman Oil and Gas Industry (600)
Albusaidi, Saud Nasser; Ayoko, Oluemi

Internal Channels of Communication: the case of a not-for profit organisation in the U.K. (220)
Kristjandsdottir; Gudfinna; Nyfoudi, Margarita

SESSION CHAIR: SANDRA CORLETT
Affording Christmas: The festive season as identity work (640)
Brown, Jane; Black, Kate; Woodruffe-Burton, Helen; Wäppling, Anders

Is the customer always right? An exploration of academic-student identities within the managerialised university (938)
Rodrigues Azevedo, Carlos Pedro

Consumer Identity and Women’s Luxury Fashion Consumption Behaviour: A Conceptual Overview (803)
Emmanuel-Stephen, Christiana M; Gbadamosi, Ayantunji
SESSION 2
WEDNESDAY 09.00-10.30

FULL PAPERS
LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING
Innovation

SESSION CHAIR: NICK MARSHALL
From ballistic missiles to space walking: Knowledge creation and new product innovation in the Chinese space industry (92)
Bi, Jianxiang; Sarpong, David

Knowledge interdependencies in innovation ecosystems: the effect of relational competences on knowledge acquisition and co-creation between universities and businesses (307)
de Silva, Muthu; Rossi, Federica

The role of management innovation in the shift towards open innovation (364)
Angelidou, Sofia

Dynamics of appropriability regime and open innovation in the Indian pharmaceutical sector: an exploratory analysis (445)
Bhatnagar, Bhawani; Dörfler, Viktor; MacBryde, Jillian

FULL PAPERS
ROOM G13, PERCY BUILDING
Inter-Organizational Collaboration: Partnerships, Alliances and Networks

SESSION CHAIR: EDWARD THOMPSON
Timing Concepts Affecting the Odds of Success or Failure of M&As (19)
Zadrazil, Nicole; Lehner, Othmar M

Organizational Factors and Group Cohesion as Perceived by M&A Employees (253)
Ismail, Maimunah; Umar Baki, Nordahlia; Omar, Zoharah

Business Relationship Life Cycle Research: An Assessment and Suggestions for Future Research (940)
Yaqub, Muhammad Zafar; Windsperger, Josef

FULL PAPERS
ROOM 2.20, RESEARCH BEEHIVE BUILDING
International Business and International Management

SESSION CHAIR: JEREMY CLEGG
The Role of Epistemic Communities in Shaping Global Innovation: The Case of the Bauhaus (76)
Kesidou, Effie; Plakoyiannaki, Emmanuella; Tardios, Janja Annabel

Zhang, Junfeng; Wu, Wei-Ping; Chen, Ran

Knowledge acquisition in born global companies (589)
Prystupa Rzadca, Kaja

FULL PAPERS
ROOM G05, PERCY BUILDING
Knowledge and Learning

SESSION CHAIR: DANIEL DEGISCHER
The Influence of Past Acquisitions: A Review of Acquisition Experience (502)
Schriber, Svante; Degischer, Daniel

Why knowledge acquisition is important to effective supply chain management: the role of supply chain managers ‘as knowledge acquirers’ (958)
Afolayan, Ademola; White, Gareth; Mason-Jones, Rachel

Impact of Knowledge Sharing and Absorptive Capacity on Project Performance: The Moderating Role of Social Processes (585)
Ali, Imran; Musawir, Ali; Ati, Murad

DEVELOPMENTAL PAPERS
ROOM G10, PERCY BUILDING
Knowledge and Learning
Student Experience

SESSION CHAIR: CHRISTINE RIVERS
‘Getting it?’ – What contribution can learning analytics make towards supporting student completion in a blended learning environment? (98)
Phillips, Mike; Lilley, Angela

Not Just Game Play: Enhancing the Student Experience While Developing Future Managers (499)
Barnard, Susan; Alexander, Elizabeth A.

Using Pedagogy to Aid Development of Self-Directed Learning Capability - A Comparison of Teacher and Student Perceptions (523)
Dawson, Nicola Jane

FULL PAPERS
ROOM 2.21, RESEARCH BEEHIVE BUILDING
Leadership and Leadership Development

SESSION CHAIR: TBC
Mind that Change: A qualitative study of Leadership, Mindfulness and Change Success (283)
Higgs, Malcolm; Rowland, Deborah; Bellis, Roger

Becoming ethical business leaders for turbulent times? A pre-test, post-test study of the effects of a business ethics course on commerce postgraduate students’ ethical development. (394)
Coldwell, David

Values and Leadership Development (852)
Illes, Katalin; Vogell, Christiane

Linking Participative Leadership to Turnover Intentions: What Roles Do Employee CSR Perceptions, Pride in Membership, and Organizational Identification Play? (730)
Lythreatis, Sophie; Mostafa, Ahmed; Wang, Xiaojun
SESSION 2
WEDNESDAY 09.00-10.30

DEVELOPMENTAL PAPERS
ROOM 2.22, RESEARCH BEEHIVE BUILDING
Leadership and Leadership Development

SESSION CHAIR: TBC
Reconnecting Leaders to Leadership in Turbulent Times (59)
Gold, Jeff; Watt, Pete; Garvey, Bob; Boak, George

Who contains the container? Creating a holding environment for practicing leaders (211)
Iszatt-White, Marian; Ralph, Neil

Take me to your leader; problematising distributed leadership (570)
Jack, Gordon; Macintosh, Robert; O’Gorman, Kevin

How do Leaders and Followers Relate?: A Framework For Dyadic Relationship Quality Development (DRQ-D) (264)
Wilson, Julie

FULL PAPERS
ROOM BARBARA 32, BARBARA STRANG TEACHING CENTRE
Marketing and Retail

SESSION CHAIR: HEINER EVANSCHITZKY
Identifying Contingencies for the Autonomy-Performance Relationship (417)
Backhaus, Christof; Evanschitzky, Heiner; Blut, Markus; Woisetschläger, David

Technology Implementations as Call Center’s Strategy to Mitigate Employee Intention to Quit (460)
Aliyu, Olayemi Abdullahi; Kareem, Olanrewaju

Mediating Role of Perceived Political Reward System between Ethical Work Climate and Employee Work Outcomes in Malaysia (463)
Lau, Patricia Yin Yin; Terpstra Tong, Jane L.Y.; Lien, Bella Ya-Hui; Hsu, Yen-Chen; Chong, Chooi Ling

FULL PAPERS
ROOM G33, BARBARA STRANG TEACHING CENTRE
Organizational Psychology

SESSION CHAIR: JOANNE L YU-BOVNIKOVA
A Sensemaking Model of Newcomers’ Psychological Contract Formation and Social Relationships (145)
Erdem, Ceren

Organizational virtuousness and employee outcomes: The role of prosocial motives and social exchange (397)
Tsachouridi, Irene; Nikandrou, Irene

The Moderating Role of Social Comparisons in the Relationship between Psychological Contract Breach and Intent to Quit (373)
Tsachouridi, Irene; Nikandrou, Irene

DEVELOPMENTAL PAPERS
ROOM G34, BARBARA STRANG TEACHING CENTRE
Organizational Psychology
Leadership/networks

SESSION CHAIR: NEAL ASHKANASY
Effects of customised food advergames on childrens affective and conative responses (175)
Chapman, Shelly; Makian, Stan

Customer Attritions of Service Failures within Service Delivery Networks: Development of Conceptual Framework (661)
Phalusuk, Chutininda; Blut, Markus; Schoefer, Klaus; Ness, Mitchell

Exploring Behavioural Changeability in Fair Trade Consumption (777)
Gillani, Alvina; Kutaula, Smirti

FULL PAPERS
LECTURE THEATRE 3, HERSCHEL BUILDING
Operations, Logistics and Supply Chain Management

SESSION CHAIR: LIZ BREEN
The influence of socialisation practices on organisational culture and supplier operational performance (115)
Cadden, Trevor; Millar, Keith; McKittrick, Alan; Cao, Guangming; Humphreys, Paul

The Direct and Interaction Effects of Supply Management Capability, Strategic Orientation and their Impact on Performance (33)
Day, Marc; Lichtenstein, Scott; Samouel, Philip

Measuring socially sustainable supply chains: The good, the bad and the surprising (41)
Moxham, Claire

FULL PAPERS
ROOM B29, BARBARA STRANG TEACHING CENTRE
Marketing and Retail

SESSION CHAIR: KEITH GLANFIELD
Effects of customised food advergames on childrens affective and conative responses (175)
Chapman, Shelly; Makian, Stan

Customer Attritions of Service Failures within Service Delivery Networks: Development of Conceptual Framework (661)
Phalusuk, Chutininda; Blut, Markus; Schoefer, Klaus; Ness, Mitchell

Exploring Behavioural Changeability in Fair Trade Consumption (777)
Gillani, Alvina; Kutaula, Smirti
**SESSION 2**
**WEDNESDAY 09.00-10.30**

**FULL PAPERS**
**BAMBURGH ROOM, KINGS ROAD CENTRE BUILDING**

**Organizational Studies**

**SESSION CHAIR: ROBERT MIKECZ**

- Ties and Price: Examining the Impact of Director Interlocks on Acquisition Premium (37)
  - Lawani, Uyi

- Organizational design context and organizational creativity. A multilevel review (52)
  - Bratnicka, Katarzyna

- Be Yourself or Sell Yourself: Authenticity, Self-monitoring, Behavioral Integrity, and Trust (118)
  - Nguyen, Brenda; Leroy, Hannes; Gill, Carol

**FULL PAPERS**
**LECTURE THEATRE 3, BEDSON BUILDING**

**Organizational Transformation, Change and Development**

**SESSION CHAIR: SOPHIE MILLS**

- The effect of downsizing on affective organisational commitment: a contextual proximity perspective (900)
  - Arzuaga, Susel

- Reactions to planned organizational change: the review of resistance behaviour (484)
  - Samah, Safuwan; Abu Samah, Bahaman; Idris, Khairuddin; Suandi, Turiman

- Constructing change readiness: The positioning of change recipients in an Australian agricultural context (443)
  - Bryant, Melanie; Higgins, Vaughan

**DEVELOPMENTAL PAPERS**
**ROOM G09, PERCY BUILDING**

**Organizational Transformation, Change and Development**

**SESSION CHAIR: OLGA MATTHIAS**

- Resource Based Theory (RBT) and the Influence of Big Data (893)
  - Braganza, Ashley; Brooks, Laurence; Ali, Maged; Moro, Russ; Nepeliski, Daniel

- Turnaround in response to extreme financial shocks: case studies of National Governing Bodies of Sport (NGB’s) in the UK (593)
  - Bostock, James; Breese, Richard; Ridley-Duff, Rory

- An exploratory study of entrenchment mechanisms in the deprived economic community of East Durham (633)
  - Sanders, Gail; Wilson, Tony; Mearns, Lesley

- Unbearable lightness of everyday sensemaking: applying ethnomethodologically-informed discourse analysis to explore power in organisational change (386)
  - Gadelshina, Gyuzel

**FULL PAPERS**
**LECTURE THEATRE 2, BEDSON BUILDING**

**Public Management and Governance**

**SESSION CHAIR: ADINA DUDAU**

- Challenges and Insights in Inter-Organizational Collaborative Healthcare Networks: An Empirical Case Study of a Place-Based Network (839)
  - Amoo, Nii; Malby, Rebecca; Mervyn, Kieran

- Using a Public Value lens for examining informal professional networks (120)
  - Brunetto, Yvonne; Xerri, Matt; Nelson, Silvia; Farr-Wharton, Ben

- Working Harassment in the UK and Australia: Does it affect public and private sector nurse engagement (127)
  - Farr-Wharton, Rodney; Xerri, Matt; Brunetto, Yvonne; Shacklock, Kate; Beattie, Rona; Trinchero, Elisabetta

**DEVELOPMENTAL PAPERS**
**ETAL ROOM, KINGS ROAD CENTRE BUILDING**

**Research Methodology**

**SESSION CHAIR: SALLY EAVES**

- Undertaking large scale multi-organization surveys: insiders’ tales of two approaches to gaining physical access (153)
  - Saunders, Mark; Gray, David

- Knowledge Generation and Usage in Piloting (911)
  - Fritzsche, Albrecht; Agarwal, Nivedita

- Combining Coding and Causal Mapping: A New Approach to Qualitative Analysis (348)
  - Norman, Francis George; Pick, David; Dickie, Carolyn

**FULL PAPERS**
**ROOM 1.48, BARBARA STRANG TEACHING CENTRE**

**Strategy**

**SESSION CHAIR: DAVID MACKAY**

- Examining strategic ambidexterity as an antecedent of functional and cross-functional ambidexterity (26)
  - Qaiyum, Sameer; Wang, Catherine

- Investigating and Identifying the Relationship between Strategic Capabilities and Quality Music Festival Event Management in Australia (104)
  - Simon, Alan; Parker, Alastair; Stockport, Gary

- The importance of Penrosian ‘image’ for the development of the dynamic capability concept (616)
  - Hilliard, Rachel
Developmental Papers
Room 1.47, Barbara Strang Teaching Centre

**Strategy**
Behaviours and capabilities of strategic managers

**Session Chair:** Stathis Tapinos

A dynamic context of behavioural strategy: managerial cognitive capabilities and organizational adaptive performance (131)
Piorkowska, Katarzyna

Combative or Conservative: Organizational Positivity Climate and Firms' Competitive Behavior (656)
Chen, Forrence; Hsinhung; Yen, Meng-Hsien

Confirmation bias: a boundary condition for dynamic managerial capabilities in the context of strategic change (686)
Cenophat, Sadrac; Adegbile, Abiodun

Full Papers
Room G36, Barbara Strang Teaching Centre

**Strategy as Practice**

**Session Chair:** Harry Sminia

Rethinking the Boundaries of Strategizing as Practice: Phenomena, Epiphany, Epiphenomena (595)
Zerquit Maqho, Lilia; Nicholson, John; Elliott, Carole

Ryanair's Negotiation Capability and the Firm's Strategy (212)
Caputo, Andrea; Borbély, Adrian

Understanding Entrepreneurship Process: a Practice Approach (449)
Wu, Baocheng

Full Papers
Room 1.46, Barbara Strang Teaching Centre

**Sustainable and Responsible Business**

**Session Chair:** TBC

Aju, Oluseyi

The Role of Environmental Regulators in Sustainable Economic Growth: Insights from British and Irish Regulators (959)
Ball, Christopher; Maceachern, Erik; Burt, George; de vries, Frans

Understanding e-waste policy in Edo State Nigeria: Some initial findings (984)
Aju, Oluseyi; Urquhart, Cathy; Ndajiya, Abdullahi; Wallas, James; Cornelius, Nelarine
SESSION 3
WEDNESDAY 11:00–12:30 (13:00)

FULL PAPERS
LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING
Critical Management Studies

SESSION CHAIR: MARTYNA SLIWA
Turbulence and Crisis in the Indian Peasantry and what it means for Business and Management. (1072)
Burrell, Gibson

Governing Project Managers - case study evidence from a local authority. (65)
Mackenzie, Ewan; Barratt, Edward

Thriving in turbulent times = Perpetuating the status quo? (534)
Pagan, Victoria Kate

FULL PAPERS
TEACHING ROOM 2 (4.04), HERSCHEL BUILDING
E-Business and E-Government

SESSION CHAIR: PANOS PANAGIOTOPULOS
Explaining social media acceptance by Business-to-Business SMEs in the South-East of England: a theory-enhanced qualitative comparative analysis (181)
Iannacci, Federico; Pole, Kristine

Unveiling the Antecedents and Consequences of Social Media Engagement and Community Trust (454)
SHI, Keping; Liu, Jonathan; Sirkeci, Ibrahim

Validating a Cloud Trust Label: Influencing Consumer Trust in the Cloud (185)
Masevic, Ieva; van der Werff, Lisa; Emeakaroha, Vincent; Morrison, John; Lynn, Theo

FULL PAPERS
LECTURE THEATRE 2, HERSCHEL BUILDING
Entrepreneurship

SESSION CHAIR: WILSON NG
Funding of Large vs. Small Businesses: Does Bank Size Matter? (831)
Mkhailber, Achraf; Werner, Richard

The impact of social networks and ICTs on entrepreneurial intention: A social capital approach (550)
Perez Fernandez, Hector; Rodriguez Escudero, Ana Isabel; Martin Cruz, Natalia; Delgado Garcia, Juan Bautista

Exploring factors of growth in entrepreneurial and intrapreneurial firms against conservative firms: Technologies, markets and institutions (385)
Yoruk, Esin

Resource investments and business model change in new ventures (1033)
Dottore, Antonio

DEVELOPMENTAL PAPERS
TEACHING ROOM 4 (4.19), HERSCHEL BUILDING
Entrepreneurship

Leadership and Networks

SESSION CHAIR: NATALIA VERSHININA
Mutual Trusting among Network Partners in Entrepreneurial Exploitation: The Case of Volkswagen and Defeat Devices (470)
Wylde, Allison; Ng, Wilson

Knowledge influencing same leaders’ use of statutory and non-statutory means of protecting and exploiting innovation (531)
Combe, Ian Alexander; Howell, Claire

“Mixed embeddedness” and entrepreneurial ecosystem, same or different? (729)
Gast, Annabell Katja; Vershinina, Natalia; Woldesenbet-Beta, Kassa

DEVELOPMENTAL PAPERS
LECTURE THEATRE - 201 (5.02), MERZ COURT BUILDING
Gender in Management

SESSION CHAIR: GARY POWELL
Career Development Issues among female Doctors in Pakistan (301)
Asif, Amna

Diversity in the authorship of journal articles and REF impact case studies: How are UK business schools shaping up? (722)
Davies, Julie; Syed, Jawad

Gender and the performance of emotional management in the Thai Spa Industry (475)
Brammanachote, Winayaporn; Broadbridge, Adelina Martine

Career transitions amongst women in developing countries (450)
Ramrekha, Shubashni; Cameron, Roslyn Ann

FULL PAPERS
CURTIS AUDITORIUM, HERSCHEL BUILDING
Human Resource Management

SESSION CHAIR: RICHARD NYUUR
The Factors influence employee engagement Leveraging by organisational culture Pilot study in Libyan banking sector (436)
Eseleni, Mohamed Mohamed

Job Resources Influencing Work Engagement: Moderating Role of Personality Traits (467)
Hussain, Saddam; Essa, Shabana; Malik, Muhammad Imran; Jan, Farzand Ali

The role of employee attributes on engagement dimensions: insights from two West African countries. (766)
Nyuur, Richard B.; Ifere, Simeon E.
SESSION 3
WEDNESDAY 11:00-12:30 (13:00)

DEVELOPMENTAL PAPERS
TEACHING ROOM 3 (4.20), HERSCHEL BUILDING
Human Resource Management

SESSION CHAIR: MANDY JOLLIE BAKO
Career experiences of employees on wheelchairs in Pakistan (169)
Faiz, Rafia; Hussain, Seemab; Hashmi, Muhammad Aamir
Does Affirmative Action affect intention to leave? The role of perception of discrimination due to Affirmative action policies on intention to leave by beneficiary group (963)
Othman, Abdullah; Badewi, Amgad
Women's Marginalisation in Nigeria: Challenges and the Way Forward (781)
Bako, Mandy Jollie

FULL PAPERS
LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING
Identity

SESSION CHAIR: KATE BLACK
'The Customers are God': Discursive tensions in Sikh business people's identity work (40)
Ellis, Nick; Mallett, Oliver; Purchase, Sharon; Theingi, Theingi
The scientist marketer: A tale of nanotechnology sensemaking, stigmatization and hybrid identities (69)
Dean, Andrew Kristoffer; Wells, Victoria; Ellis, Nick
Honouring the code? Exploring the ambiguities and antagonisms of ethical identities (598)
Schaefer, Anja; Smolovic Jones, Owain; Miranda, Diana

DEVELOPMENTAL PAPERS
LECTURE THEATRE - 202 (5.03), MERZ COURT BUILDING
Innovation

SESSION CHAIR: NEIL ALDERMAN
The Service Innovation Process: To Systematize or Not To Systematize? (400)
Warren, Vessela; Davies, Barry
What can Social Media Do for Microfinance Institutions? (905)
Daowd, Ahmad; El-Dabi, Tillal; Kamal, Mohammad; Mohamed Omar, Amizan
Hawela, Mohamed Fetouh; Hassanein, Ahmad; Ennsra, May
Impact of Service Quality in National Postal Service: A Mediating Role of Service-technology Technologies (998)
Isa, Salmi Mohd; Fang, Tan Siew; Kiumarsi, Seraj

FULL PAPERS
ROOM G13, PERCY BUILDING
Inter-Organizational Collaboration: Partnerships, Alliances and Networks

SESSION CHAIR: QILE HE
Knowing me, knowing you: equity alliances with dissimilar partners (17)
Niesten, Eva; Jolink, Albert
Hagedoorn, John; Lokshin, Boris; Malo, Stephane
The role of trust in cooperation between family and non-family firms: evidence from a longitudinal case study (747)
Cherni, Maryem; Leroux, Valerie; De Avila Sentos, Joao Heitor

DEVELOPMENTAL PAPERS
SEMINAR ROOM 2, PERCY BUILDING
Inter-Organizational Collaboration: Partnerships, Alliances and Networks

SESSION CHAIR: JACQUELINE LOIS BARKER
Internationalizing to developing countries-businesses, governments or non-governmental organizations as potential partners? (101)
Heyer, Thilo
Customer attractiveness in the context of servitization A configurational approach and the study of necessary conditions (985)
Toth, Zsofia; Dul, Jan
Resolving the Rainbow of Chaos: The value of Participant-Governed (787)
Okeke, Udonna
Bridging inter-organisational knowledge silos: linking theories of governance of strategic alliances, whole networks, and meta-organizations. (868)
Bor, Sanne; Cropper, Steve

FULL PAPERS
ROOM 2.20, RESEARCH BEEHIVE BUILDING
International Business and International Management

SESSION CHAIR: GEOFF WOOD
Beyond Place and Space: Determinants of Foreign Subsidiary Response to Political Violence in North Africa (699)
Cornwell, Arrian Alexander Dalton; Thomson, Mary
The influence of institutional factors on triple bottom-line reporting: A focus on MNCs in African emerging markets (AEMs) (44)
Urban, Boris; Hwindingwi, Rutendo
Once Bitten, Not Necessarily Shy? Foreign Market Re-Entry: Organisational Learning And Host Institutional Effects On Re-Entry Commitment Strategies (189)
Surdu, Irina; Melaiah, Kamel; Glaister, Keith
**SESSION 3  
WEDNESDAY 11:00-12:30 (13:00)**

**DEVELOPMENTAL PAPERS  
ROOM 2.23, RESEARCH BEEHIVE BUILDING**

**International Business and International Management**

**SESSION CHAIR: EMMANUELLA PLAKOYIANNAKI**

Institutions in transition: Is the EU integration process relevant for inward FDI in European transition economies? (22)
Delevic, Uros; Heim, Irina Vladimirovna

The influence of institutional factors on the post-entry expansion of emerging market telecommunication firms in Nigeria: a literature review (433)
Umoru, Ugbede

Knowledge transfer within the MNC: the role of boundary spanners (889)
Fang, Cecilia; Fath, Benjamin; Fiedler, Antje

**FULL PAPERS  
ROOM G05, PERCY BUILDING**

**Knowledge and Learning**

**New work directions**

**SESSION CHAIR: EFROSYNI KONSTANTINOU**

Thinking about the role of philosophy in project management (1029)
Konstantinou, Efrosyni; Müller, Ralf

Lessons from the Anthropocene: Adaptive epistemology for non-linear complexity (473)
Mitchell, Andrew

Personality and maladjustment in South African accounting studies: implications for management (558)
Papageorgiou, Elmarie; Callaghan, Christian William

**DEVELOPMENTAL PAPERS  
ROOM G10, PERCY BUILDING**

**Knowledge and Learning**

**Curriculum Design in Management Education**

**SESSION CHAIR: CHRISTINE RIVERS**

Can students learn strategic management competences in an online MBA? (988)
John, Anna; Caril, Giacomo; Meadows, Maureen; Lawton, Thomas

Professional Doctorate Curriculum Design: A Resource-Dependency analysis of DBA Stakeholders (93)
Foster, Carley; Kirk, Susan

The Openness Philosophy as a Knowledge Transfer tool in UK Higher Education Management Teaching and Learning Environments: The Knowledge Transfer Openness Matrix.” (579)
Owens, Jonathan D; Talat, Usman

**FULL PAPERS  
ROOM 2.21, RESEARCH BEEHIVE BUILDING**

**Leadership and Leadership Development**

**SESSION CHAIR: TBC**

Time & Leadership Development Outcomes: A case for Time-sensitive Leadership Development Programme Evaluation Research (438)
Joseph-Richard, Paul; Hazlett, Shirley-Ann

Towards an Autopoietic Social Systems Theory of Leadership (161)
McKay, Robert David

**Leadership and Decision Making: analysis of a case (464)**
Fragouli, Evangelia

**DEVELOPMENTAL PAPERS  
ROOM 2.22, RESEARCH BEEHIVE BUILDING**

**Leadership and Leadership Development**

**SESSION CHAIR: TBC**

Exploring the Relative Contribution of Leadership and Organisational Climate to Innovation: A Comparative study of Vietnamese and Australian Small and Medium Enterprises (510)
Hoang, Giang; Wilson-Evered, Elisabeth

Are there differences in how leaders lead across the globe? A dynamic approach to cross-cultural influences on the leadership process (625)
Rook, Caroline; Vriend, Tim; Garretsen, Harry; Stoker, Janka; Kets de Vries, Manfred F. R.

Guru Fantasy in Superior-Subordinate Work Relationships: Implications for Management (692)
Ulus, Eda; Sinha, Shuchi

Sustaining action learning skills for Doctors following a leadership development programme (214)
McCray, Janet; Warwick, Rob; Palmer, Adam

**DEVELOPMENTAL PAPERS  
ETAL ROOM, KINGS ROAD CENTRE BUILDING**

**Management and Business History**

**SESSION CHAIR: JOSEPHINE MALTBY**

Crowdfunding—a solution for organisations in dangerous financial situations?! (737)
Ratz, Maria; Pfeffel, Florian; Grundy, David

From Seedlings to Ships: Supply Chain Management in the Venice Arsenale, 1320–1800 (12)
Wilson, James M.; Favotto, Alvise

New Horizons in Management History Research—Soccer on and off the pitch (632)
Tennent, Kevin D.; Gillett, Alex G.

Embedding history in business school teaching and learning (853)
Gatenby, Mark; Mollan, Simon; Edwards, Roy

**WORKSHOP  
ROOM BARBARA 32, BARBARA STRANG TEACHING CENTRE**

**Marketing and Retail**

**SESSION CHAIR: TONY KENT**

High streets in transition – challenges and opportunities (422)
Coca-Stefaniak, Andres; Kent, Anthony Martin

The challenges faced by high streets and town centres in the UK have been the source of a number of recent Government studies with funding from the Department for Business, Innovation and Skills (BIS) and the Economic and Social Research Council (ESRC), among others.

There is a growing realisation that in order for high streets and town centres to remain competitive, they need to position themselves strategically so as to reduce their dependence on more functional approaches such as retail attractiveness. This calls for a multidisciplinary reassessment of current socio-economic trends and options available for the future. This
assessments should include elements of design, strategic marketing and management, the visitor economy, consumer behaviour and digital entrepreneurship, among others.

The aim of the workshop is to inform attendees about these important marketing and retail problem and allow them to contribute to and expand the academic agenda.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different issues related to the competitiveness of high streets and town centres. All are academic members of the Government's Future High Streets Forum and each with a proven track record of research and consultancy in this field.

The workshop has been designed to foster debate and discussion using a management-grounded but nevertheless multi-disciplinary approach to issues related to high street and town centre competitiveness.

Topics discussed will include, among others:
- Approaches to high streets and town centres: Scotland vs. England
- Are UK consumers likely to desert the high street?
- The e-resilience of high streets
- Managing town centres - what, how and why?
- Design thinking and the high street
- Strategic solutions to small shop survival
- Factors influencing town centre performance

DEVELOPMENTAL PAPERS
ROOM B29, BARBARA STRANG TEACHING CENTRE
Marketing and Retail
Consumer Behaviour

SESSION CHAIR: AHMED SHAALAN
Evaluation of the Role of Religion, Ethnicity in customer relationship management (844)
Abubakar, Mujitaba Tangaza; Sahadev, Sunil; Rashid, Tahir
Charitable Giving and Corporate Reputation: The Case of British-Muslims (850)
Jamal, Ahmad; Yaacob, Aqilah; Bartikowski, Boris; Slater, Stephanie
Investigating factors affecting customer satisfaction in retail banking (861)
Alharbi, Majed Salem

The impact of face saving value on luxury consumption: A cross-cultural comparison study of Chinese consumers in China and in the UK (954)
Liang, Yan; Oe, Hiroko; Ghosh, Sid

FULL PAPERS
LECTURE THEATRE 3, HERSCHEL BUILDING
Operations, Logistics and Supply Chain Management

SESSION CHAIR: CLAIRE MOXHAM
International Manufacturing Strategies: A Taxonomy (302)
Aboutalebi, Reza

HR Contributions in Organisational Agility: New Roles and Mission (566)
Azizsafaei, Farzaneh; Sharifi, Hossein; McCabe, Steven; Brown, Michael

Contribution of Oil and Gas Value Chain to Human Resource Value; an examination of local content policies in Oman (672)
Al-Hadrami, Aflah; Sharifi, Hossein

DEVELOPMENTAL PAPERS
TEACHING ROOM 1 (4.01), HERSCHEL BUILDING
Operations, Logistics and Supply Chain Management

SESSION CHAIR: VIKAS KUMAR
Profession Service Operations: the case for Service Modularity with a Legal Partnership (572)
Reid, Iain; Matthias, Olga

Collaborative Innovation in SMEs; Antecedents, Process and the role of absorptive capacity (870)
Taghizadeh, Ali

Organizational barriers and enablers that affect the lean journey: a case of emergency healthcare areas in Brazil (308)
Leite, Higor; Bateman, Nicola; Radnor, Zoe

Lean, a management philosophy for turbulent times (401)
Zirar, Araz Abdullah; Radnor, Zoe; Charlwood, Andy

FULL PAPERS
ROOM G33, BARBARA STRANG TEACHING CENTRE
Organizational Psychology
CWB/deviant workplace behaviour

SESSION CHAIR: CHRIS CARTER
Interactive Components of the Dark Tetrad at Work (621)
Thibault, Tabatha; Kelloway, E Kevin

Workplace Incivility and Perceived Injustice: In Person and Online (538)
Lim, Sandy; Heng, Choon Peng; Lim, Vivien; Cortina, Lilia; Magley, Vicki

Workplace ostracism, self-regulation, and job performance: Moderating role of intrinsic motivation (6)
Steinbauer, Robert; Rem, Robert; Rhew, Nicholas; Chen, Shauna

DEVELOPMENTAL PAPERS
ROOM G34, BARBARA STRANG TEACHING CENTRE
Organizational Psychology
CWB/deviant workplace behaviour

SESSION CHAIR: DANIELLE TALBOT
Absenteeism: The causes, The Moderators, and The TPB (Theory of Planned Behavior) (429)
Barratt, John Michael; Lyubovnikova, Joanne

Theoretical Perspectives on Whistleblowing: A Review of the literature from 1983 to 2015 (986)
Blenkinsopp, John; Snowden, Nicholas

Theorizing Organizational Gossip as the Communicative Constitution of Organizations (723)
Waddington, Kathryn

To report or not to report? Factors influencing failure to report workplace bullying (20)
Farley, Samuel; Casademunt, Ana Maria Lucia; Crossman, Joanna
SESSION 3
WEDNESDAY 11:00-12:30 (13:00)

DEVELOPMENTAL PAPERS
SEMINAR ROOM 1, PERCY BUILDING
Organizational Studies

SESSION CHAIR: CHRIS BAMBER
Operationalising Resilience: A simulation-based study of team resilience (416)
Senturk, Melike; Oliver, Nick

The Organizational Values Matrix (1014)
Harding, Steven John; Bamber, David

Think Tank Organizations: A Knowledge Bridge Connecting State and Society (606)
Javed, Sammar; Bamford, David; Syed, Jawad

Organizational engagement with transformational change in established professional fields: The case of Legal Services Act 2007, England & Wales (989)
Jha, Harsh K.

FULL PAPERS
LECTURE THEATRE 3, BEDSON BUILDING
Organizational Transformation, Change and Development

SESSION CHAIR: ALESSIA D’AMATO
Towards a Theory of Organizational Constraints on Entrepreneurship, Play and Creativity (190)
Stierand, Marc B; Boje, David M; Feuls, Miriam; Haley, Usha CV; Dürrf, Viktor

‘Understanding Positive Employee Attitudes to Organizational Change: The Emergence and Impact of ‘Actor Presence’ (152)
Mendy, John; Procter; Stephen

The Creative Digital Agency: The Case for Comparative Distinctiveness (584)
Josefsson, Magnus Yngvi; Edmonds, Bruce

DEVELOPMENTAL PAPERS
ROOM G09, PERCY BUILDING
Organizational Transformation, Change and Development

SESSION CHAIR: RICHARD JEFFERIES
Identifying Key Institutional Factors Influencing Public Service Transformation (PST): A Systematic Literature Review (289)
Enang, Iniobong; Asenova, Darinka; de Ruyter, Alex

The role of multiple leader sensebreaking during strategic change (881)
Anderson, Karl; Galavan, Robert

The nature of academic contributions in organisational change management (662)
Breese, Richard; Nicholson, John

FULL PAPERS
LECTURE THEATRE 1, HERSCHEL BUILDING
Performance Management

SESSION CHAIR: JONATHAN LIU
Enabling strategic direction and strategic action in the Balanced Score Card (BSC) within SMEs: A literature review and theoretical evaluation (1031)
Eshamly, Amina Basiony Mousa; Verschueren, Ricardo B.

Supply management capabilities in SMEs and their effects on operations performance: A conceptual framework (184)
Ofori-Amanfo, Joshua; Huaccho Huatuco, Luisa Delta; Burgess, Thomas F.; Shaw, Nicky E.

Managing turbulence in global performance management: A Sustainable HRM Approach (494)
Kramar, Robin J; Maley, Jane F.

FULL PAPERS
LECTURE THEATRE 2, BEDSON BUILDING
Public Management and Governance

SESSION CHAIR: NII AMOO
Managing the performance of social interventions. What can we learn from a complex systems approach? (282)
Lowe, Toby; Wilson, Rob

Power Distance and the Effectiveness of HR Departments in Vietnam (369)
Nguyen, Thi Ngoc Diep; Teo, Stephen T.T.; Ho, Marcus

Barriers, Responsibility and Routes to Planning for Adult Social Care in a world of Austerity: A Customer Perspective (371)
McLeay, Fraser James; Round, Anna

FULL PAPERS
BAMBURGH ROOM, KINGS ROAD CENTRE BUILDING
Research Methodology
Methodological conceptualization

SESSION CHAIR: MURRAY CLARK
Beyond paradigm bind: A new era for organization studies after the paradigm debate (527)
Vegh, Donat; Primecz, Henriett

Multiparadigm Research: Parallel Postmodern and Critical Analysis (855)
Szilas, Roland; Primecz, Henriett

A pragmatist approach to assessing social relations within the uncertainty of an emerging inter-organisational field (466)
Landinez, Lina; Hancock, Gary; Daniel, Lisa

Enhancing Practices of Integration within Mixed Methods Research (1022)
Eaves, Sally
Coopetition in a Competitive Market: The Case of the New Zealand Wine Industry (284)
Crick, James Matthew; Crick, David; Bradshaw, Robert

How do young, small firms manage co-opetitive relationships at the industry emergence? (469)
Korhonen-Sande, Silja; Jahrm, Haakon E.; Lileng, Olav M.

Coopetition between SMEs in a non-high-tech industry: The case of the UK Alpaca Industry (898)
Garri, Myropi; Vogt, Roger

Location and Competitive Advantage: Reconciling Corporate Strategy and Regional Success Factors to achieve Competitive Advantage—the case of Financial Services in Edinburgh (267)
Carr, Christopher; Riddle, Philip Keitch

Lynch, Richard; Jin, Zhongqi; Ali, Raza

Performance Measurement in Turbulent Times, from culture and process perspectives (979)
Jwijati, Ihssan Maamoun

Twenty years of strategy as practice scholarship in top journals: a systematic review (328)
Serrano Tamayo, Luis Javier

Shaping Sector Strategy from a Co Creation Perspective: a UK case study (738)
Urwin, Gerry

Informal Practice vs Formal Practice in the development of Strategy: Middle Management Practices that can deliver Strategic Change (157)
Brelsford, Noelle; Higgs, Malcolm

Consumers’ Purchase Intention of Eco-friendly Food: A Responsible Environmental Behaviour Perspective (137)
He, Qile; Duan, Yanqing; Wang, Ruowei; Fu, Zetian

The impact of consumer attitudes on sustainable product development strategies: The case of clothing longevity (987)
Goworek, Helen; McLaren, Angharad; Cooper, Tim; Oxborrow, Lynn; Hill, Helen; Claxton, Stella

An Examination of Sustainable Purchasing Practices of Young Adults in the UK: Implications for Supermarkets and Manufacturers (612)
Chung, Sean Benedict; Wieghardt, Judith

Collaborative Consumption and the Sharing Economy: A Systematic Literature Review (532)
Spencer, Neil; Tickle, Matthew

Social and Environmental Reporting and Regulation-The Strategic Attitude of Firms (944)
Botchway, Gloria O

Employee engagement in corporate greening: Exploring employees’ views in large companies in Belarus (644)
Andrianova, Olga

Are Transparency Scores a Reliable Indicator of Responsible Business? (358)
Grey, Blanca

Market-leading management books
written by renowned experts

www.oxfordtextbooks.co.uk
SESSION 4
WEDNESDAY 14:00–15:30

DEVELOPMENTAL PAPERS
SEMINAR ROOM 2, PERCY BUILDING
Corporate Governance

SESSION CHAIR: GEORGE DEXTER
Director engagement in corporate governance and its contribution to risk and crisis management planning in small companies: A literature review and findings from a pilot study. (479)
Spiers, Leslie

Delta Air Lines: A post-merger analysis (568)
Manuela Jr., Wilfred Sebastian; Rhoades, Dawna L.; Curtis, Tamilla

The Impact of Board Structure on the Control Role of Directors: Evidence from the UK (974)
Gkliatis, Ioannis; Koufopoulos, Dimitrios

Determinants and consequences of board size: conditional indirect effects (66)
Ali, Muhammad

FULL PAPERS
TEACHING ROOM 2 (4.04), HERSCHEL BUILDING
E-Business and E-Government

SESSION CHAIR: THANOS PAPADOPOULOS
Provider in Gold Coast, Australia (495)
Dhakal, Subas P; Mahmood, Muhammad N; Brown, Kerry; Burgess, John

Mosca, Fabrizio; Casalegno, Cecilia; Civera, Chiara

ERP Orchestration Theory: A roadmap to realization of business innovation benefits of ERP systems (569)
Badewi, Amgad; Shehab, Essam; Mohamad, Mostafa

FULL PAPERS
LECTURE THEATRE 2, HERSCHEL BUILDING
Entrepreneurship

SESSION CHAIR: DILANI JAYAWARNA
University Spin-Off’s Seed Capital: An Empirical Study from Demand Perspectives (78)
Huynh, Thanh

Opening the Black Box: Role of Chinese Science Parks in Supporting Returnee Entrepreneurs’ New Ventures (198)
Xiong, Yu; Xia, Senmao; Zhang, Min; Cornford, James

The influence of Institutional environment on entrepreneurial orientation and individual venture creation Among Nigerian Youths (992)
Oqunsuae, Adekunle Isaac

DEVELOPMENTAL PAPERS
TEACHING ROOM 4 (4.19), HERSCHEL BUILDING
Entrepreneurship
Resources in Entrepreneurial Firms

SESSION CHAIR: NATALIA VERSHININA
Symbolic Entrepreneurial Capital and Entrepreneurial Habitus: A “Theory of Practice” perspective on the formation of Entrepreneurial Intentions. (321)
Chaikos, Georgios; Salavou, Helen

Nationalisation of Human Capital: The Impact of Culture on Professional Competencies in GCC Countries (389)
Al-Halbadi, Salem Mohamed; Omar, Amizan; Weerakkody, Vishanth

Entrepreneurial Psychological Capital: A Different Way of Understanding Entrepreneurial Capacity (734)
Pease, Peter; Cunningham, James

Nascent Entrepreneurial Capital and Its Impact on New Venture Creation (505)
Alomani, Abeer Abdullrahman

FULL PAPERS
LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING
Gender in Management

SESSION CHAIR: GINA GRANDY
Shifting Gears: Academia, Parenthood and the Work Life Interface (969)
Byrne, Janice; Canato, Anna

The struggle for equality in academia: the gendered effects of an apparently innocent work allocation (140)
Meschitti, Viviana

The impact of role incongruity on female leadership: strategies of identity construction (435)
Gregulet, Elena Katharina; Diehl, Marjo-Riitta

FULL PAPERS
CURTIS AUDITORIUM, HERSCHEL BUILDING
Human Resource Management

SESSION CHAIR: YEHUDA BARUCH
What attributes are employers looking from Business and Management graduates? (657)
Weerakkody, Vishanth; Osmani, Mohamad Wali; Hindi, Nitham

Unemployability of Nigerian University Graduates: A Study of Skills Misalignment (693)
Ejiogu, Aloy Maduka

Students’ perceptions of their future employability: Development of a conceptual model for evaluation of influential factors (113)
Donald, Will; Baruch, Yehuda; Ashleigh, Mel

DEVELOPMENTAL PAPERS
TEACHING ROOM 3 (4.20), HERSCHEL BUILDING
Human Resource Management

SESSION CHAIR: BELGIN OKAY-SOMERVILLE
Turbulent times for teachers: the challenge of human resource management in schools (294)
Bryson, Jane Elspeth; Anderson, Gordon John

Human Resource Management and Economic Crisis (645)
Johnstone, Stewart

Configurational Effects of Pre-Recession High Performance Work Practices on Post-Recession Performance in the UK Service Sector (246)
Okay-Somerville, Belgin; Scholarios, Dora
**DEVELOPMENTAL PAPERS**

**TEACHING ROOM 1 (4.01), HERSCHEL BUILDING**

**Human Resource Management**

**SESSION CHAIR: ANN PRISCILLA PARKINSON**

Reconfiguring careers for the twenty-first century and beyond: challenges, constraints and opportunities (345)
Clarke, Marilyn Alexandra; Scurry, Tracy; Smith, Mark

The evaluation of training and development of employees: the case of a national oil and gas industry (32)
Al-Mughairi, Aliya Mohammed

At the top table: lessons of success from HR executives who have made it (901)
Parkinson, Ann; Plimmer, Geoff

**FULL PAPERS**

**LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING**

**Identity**

**SESSION CHAIR: PETER MCMINNES**

The Creatives’ conflict: how responding to identity conflict shapes micro-firms (367)
Knox, Stephen

Guides for hire and critical commentators: Industry bloggers and the creation of identity in the B2B publishing industry (392)
Milne, Alastair

Crafting Identities in Insecure Employment: An Ethnographic Exploration of the Experiences of Temporary Agency Workers (528)
Tarrabain, Chloe

**DEVELOPMENTAL PAPERS**

**LECTURE THEATRE - 201 (5.02), MERZ COURT BUILDING**

**Identity**

**SESSION CHAIR: SARAH ELISABETH FIDMENT**

Understanding the relationship between identity and emotion (82)
Winkler, Ingo

Coping with Multicultural Identity: An Analysis on the Cultural Positioning of Nordic Expatriates in China (639)
Zhang, Ling Eleanor; Vaara, Eero

Performing the democratic subject: an exploration of the identity constructions of NGO practitioners (562)
Smolovic Jones, Sanela; Winchester, Nik; Clarke, Caroline

Moral identity work in business practitioners (788)
Wishart, Maria Anne; Schaefer, Anja

**DEVELOPMENTAL PAPERS**

**LECTURE THEATRE - 202 (5.03), MERZ COURT BUILDING**

**Innovation**

**Collaborative Innovation**

**SESSION CHAIR: JONATHAN SAPSED**

Physical Space, Social Capital, and Collaborative Innovation: The Case of Technoparks as Innovative Clusters (659)
Wasti, S. Nazli; Ceylan, Canan; Dui, Jan

Sweating the small stuff: why incremental innovation is difficult in complex projects (743)
Alderman, Neil; Ivory, Chris

Towards a Process of Collaborative Technology Brokering (1019)
Hale, Andrew; White, Leroy

Bringing Innovation to Management Education: Using the Inquiry-Based Learning Approach for Enhancing the Innovativeness of Management Students (441)
Acar, Oguz Ali; Tunçdoğan, Aybars

**FULL PAPERS**

**ROOM G13, PERCY BUILDING**

**Inter-Organizational Collaboration: Partnerships, Alliances and Networks**

**SESSION CHAIR: ALBERT JOLINK**

Trust and Commitment Asymmetry - evidence from an International HEI Alliance (628)
Lillystone, Simon; Robson, Andrew

Information Sharing and Firm Performance: The Mediating Roles of Marketing and Managerial Capabilities (471)
Wu, Wei-ping; McHugh, Marie; Humphreys, Paul; Weingarten, Frank

Network efficiencies in turbulent times: Models of ‘spiritual capitalism’ and ‘slim trust’ in Chinese businesses. (508)
Coldwell, David

**FULL PAPERS**

**ROOM 2.20, RESEARCH BEEHIVE BUILDING**

**International Business and International Management**

**SESSION CHAIR: TBC**

The role of pre- and post-entry psychic distance perceptions for FDI - The case of Chinese FDI to Germany (180)
Vaccarini, Katiuscia; Lattemann, Christoph; Spigarelli, Francesca; Tavoletti, Ernesto

Does Concentrated Ownership in Parent Trigger Ownership Concentration in the Foreign Subsidiary? A Study of Brazilian Firms (493)
Cai, Yingdan; Gubbi, Sathyajit; van Veen, Kees; van Ees, Hans

Internationalization of Emerging Market Banks (1027)
Lupina-Wegener, Anna Aleksandra

**DEVELOPMENTAL PAPERS**

**ROOM 2.23, RESEARCH BEEHIVE BUILDING**

**International Business and International Management**

**SESSION CHAIR: KEITH GLAISTER**

Understanding the Impact of Cultural Factors on Ethical Decision-Making by Professional Accountants: a Cross-country Comparison (710)
Ballantine, Joan; Guo, Xin; Larres, Patricia

Forms of Wasta Practices in Saudi Arabia (437)
Alofi, Mohammed; Hamilton, Peter; Clarke, Timothy

Merit or sifarish: Understanding reference-based hiring in Pakistan (526)
Nadeem, Sadia; Kayani, Neelab

**SESSION 4**

**WEDNESDAY 14:00-15:30**

**BAM2016**

**39**
SESSION 4
WEDNESDAY 14:00-15:30

DEVELOPMENTAL PAPERS
ROOM G10, PERCY BUILDING
Knowledge and Learning
Lessons for Complexity & Safety
SESSION CHAIR: EFROSYNI KONSTANTINOU
Addressing Turbulence: Criteria for Assessing the Importance of Academic Papers in Management (483)
Boddy, Clive Roland
Complexity in integrated operations: a study into exploration, exploitation and learning in the oil and gas industry (541)
Bento, Fabio
'Come Fly with Me': Engendering Team Psychological Safety Through Kinaesthetic Exertion (1018)
Roberts, Ashley James Byron; Iordanou, Ioanna

FULL PAPERS
ROOM 2.21, RESEARCH BEEHIVE BUILDING
Leadership and Leadership Development
SESSION CHAIR: TBC
When Leaders Get Off Track: The Interactive Effects of Leader Behaviors, Organizational Level, and Power Distance on Derailment Potential (99)
D'Amato, Alessia; Kim, You Jin
Leadership empowerment: a Jungian approach (117)
Guillet, Olivier
Community-focused climate and employee outcomes: The moderating role of supervisor treatment (419)
Tsachouridi, Irene; Nikandrou, Irene

DEVELOPMENTAL PAPERS
ROOM 2.22, RESEARCH BEEHIVE BUILDING
Leadership and Leadership Development
SESSION CHAIR: TBC
Narratives of Learning and Leading in Turbulent Organisations: The Role of Reflexivity with Senior Healthcare Managers (405)
Caudle, Darren John; Hurlow, Sarah
Creating space under the umbrella. Leadership in higher education (503)
Gjerde, Susann; Alvesson, Mats
Achieved business eminence of individual leaders: a literature review (243)
Eley, Martin; Nyfoudi, Margarita
Exploring leadership development in adult social care: First steps in mapping the terrain. (258)
Temple, Paul Furness; McCray, Janet; Warwick, Rob

FULL PAPERS
LECTURE THEATRE 2, BEDSON BUILDING
Management and Business History
SESSION CHAIR: JAMES WILSON
Intertextuality and Organizational Transition (81)
Maclean, Mairi; Harvey, Charles; Sillince, John; Golant, Benjamin
Paradigm lost: future directions in management & organizational history (537)
Decker, Stephanie
Contestation over board design and development of UK corporate governance (271)
Nordberg, Donald

FULL PAPERS
ROOM BARBARA 32, BARBARA STRANG TEACHING CENTRE
Marketing and Retail
Best Full Paper Session
SESSION CHAIRS: HEINER EVANSCHITZKY AND TONY KENT
The interaction of product category and attribute type on variety-seeking behaviour (2)
Baltas, George; Kokkinaki, Flora; Loukopoulos, Lina
A Systematic Review of Literature: The link between CRM and Firm Performance (420)
La, Chuan; Morgan-Thomas, Ann; Tang, Yee Kwan
Exploring the drivers of non-profit organisational choice (1039)
Mitchell, Sarah-Louise

DEVELOPMENTAL PAPERS
ROOM B29, BARBARA STRANG TEACHING CENTRE
Marketing and Retail
SESSION CHAIR: CARLEY FOSTER
Retail
SESSION CHAIR: OLGA MATTHIAS
Operations, Logistics and Supply Chain Management
SESSION CHAIR: JOANNE L YUBOVNIKOVA
Organizational Psychology
SESSION CHAIR: JOANNE L YUBOVNIKOVA
Teams/healthcare

FULL PAPERS
LECTURE THEATRE 3, HERSCHEL BUILDING
Operations, Logistics and Supply Chain Management
SESSION CHAIR: OLGA MATTHIAS
Where are you? A preliminary examination of the track and trace mechanisms in place to facilitate effective closed-loop medical equipment retrieval in the National Health Service (NHS) (UK). (517)
Breen, Liz; Xie, Ying; Cherrett, Tom
Problematising the concept of ‘sustainability’ in the supply chain through systematic literature review. (745)
Stephens, Victoria Louise; Mason-Jones, Rachel; White, Gareth
Investigating How Organisations Successfully Implement Business Excellence (56)
Tickle, Matthew; Robin, Mann; Dotun, Adebanjo

FULL PAPERS
ROOM G33, BARBARA STRANG TEACHING CENTRE
Organizational Psychology
Teams/healthcare
SESSION CHAIR: JOANNE L YUBOVNIKOVA
Antecedents and Consequences of Team Psychological Capital in Healthcare (560)
Page, Fiona Elizabeth; Wilson-Evered, Elisabeth
Organizational Psychology

SESSION 4
WEDNESDAY 14:00-15:30

DEVELOPMENTAL PAPERS
ROOM G34, BARBARA STRANG TEACHING CENTRE

**Distinctiveness Threat and Multidisciplinary Team Performance (446)**
Mitchell, Rebecca; Boyle, Brendan; Rubin, Mark

**Multidisciplinary Healthcare Team Innovation: The Pivotal Role of Professional Identification (196)**
Mitchell, Rebecca; Boyle, Brendan

Organizational Psychology

**Boundary Spanning Roles: the Key to Success in Virtual Teams? (971)**
Wilkins, Anna-Maria; Wilkins, Peter

**The contribution of monitoring behaviors and mental model similarity to specialized team’s adaptive performance (689)**
Kwe-Narh, Prosper A.

**Why workplace coaching research needs greater scientific rigour: A systematic review and recommendations for future research (68)**
Jones, Rebecca Jane; Bozer, Gil

FULL PAPERS
ROOM G05, PERCY BUILDING

Organizational Studies

**The Impact of Personal Values and Crisis on Ethical Decision-Making (981)**
Fragouli, Evangelia; Smith, Bafeni

**Constructing and extending legitimacy, and exemplifying social orientation to manage competing institutional logics (376)**
Woldesenbet, Kassa

**Dealing with the Unexpected: Time for Disruptive Leadership - A Case Study (442)**
Quek, Freddie; Manwani, Sharm

FULL PAPERS
ROOM G09, PERCY BUILDING

Public Management and Governance

**Exploring the process of patient safety improvement: The case of a falls prevention project (228)**
Moutinho Barbosa de Melo, Sara Monica

**Fighting the Good Fight: Narratives of IT project managers and auditors in the public sector (383)**
Hall, Christopher Douglas; Symon, Gillian

**UK Police Reform: Can you motivate the disillusioned? (478)**
Barton, Harry; Albery, Dawn

**An Analysis of Policy Formation Process for Public Private Collaboration: An Institutional Theory Perspective (646)**
Togo, Hiroshi; Yoshida, Tadahiko; Inoue, Yusuke

SYMPOSIUM
BAMBURGH ROOM, KINGS ROAD CENTRE BUILDING

Research Methodology

**Physiological Measurement: A New Frontier in Management Research? (406)**
Clarkson, Gail P.; Leach, Des J.; Unsworth, Kerrie L.; Saunders, Mark N K
Until recently most physiological measures were an unrealistic choice for many researchers but numerous alternative measures which are relevant to the organizational setting are now more readily available. We will consider a range of measures which have been usefully employed in areas central to management research, for example the hormone oxytocin in trust research, and the hormone testosterone and its use in status seeking behaviours. Moreover, we will present two of our on-going studies. The first concerns the ‘stress hormone’ cortisol where saliva samples have been collected in a study of job-crafting behaviours. The second concerns vagal tone, as measured by variability in heart rate, and work performance. Our experience has shown us that a number of conditions require careful consideration. Yet, as we will report, these physiological measures have raised theoretical and practical implications which would have been unlikely to have emerged from more traditional methods of data collection.
SESSION 5
WEDNESDAY 16:00–17:30 (17:00)

DEVELOPMENTAL PAPERS
SEMINAR ROOM 2, PERCY BUILDING
Corporate Governance

SESSION CHAIR: VIDYA PANICKER AND DONALD NORDBERG
CEOs and product differentiation: How managerial ability affects trademark registrations (323)
Nasirov, Shukhrat; Li, Cher; Thompson, Stephen

Information technology governance in the public sector (683)
Al-Farsi, Khalifa Ali; Dey, Bidit

Does the choice of Marketing Distribution Strategy affect the Performance of Well-Governed UK Insurance Companies? (924)
Abdoush, Tony; Wolfe, Simon; Marshall, Alasdair

FULL PAPERS
LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING
Critical Management Studies

SESSION CHAIR: RON KERR
Followers of the World Unite; or, I Call Mr Clarke a Complete Leader: Is Critical Leadership Studies Critical Enough? (255)
Learmonth, Mark

A Critical Realist Explanation of Line Manager Transitioning to Leadership in Entrepreneurial Organisations (980)
Beddows-Adams, Amanda Patricia

The Paradox and Ethics of Nondecision and Leadership (895)
Williamson, Des; Bristow, Alexandra

FULL PAPERS
ROOM G36, BARBARA STRANG TEACHING CENTRE
Cultural and Creative Industries

SESSION CHAIR: LEE MARTIN
Recoding Practices in Categorical Emergence: the “Rite of Spring” (1913) and the Bifurcation of Ballet (673)
Sgourev, Stoyan V.

How Cultural Entrepreneurs Select for Creativity. Conceptual framework for the study of selection practices in cultural industries. (977)
Bernal Valencia, Marta; Potocnik, Kristina

Recognition Biases and their effect on creative work (842)
Martin, Lee; Wilson, Nick; Marlow, Susan

FULL PAPERS
TEACHING ROOM 2 (4.04), HERSCHEL BUILDING
E-Business and E-Government

SESSION CHAIR: FEDERICO IANNACCI
Understanding the Corpus of E-Government Research: An analysis of the literature using co-citation analysis and social network analysis (687)
Saip, Mohamed Ali; Kamala, Mumtaz; Tassabehji, Rana

Investigation the influence of Gender Differences in Trust in E-Government: An Empirical Study from Saudi Arabia (339)
Alzahrani, Latifa Saad; Al-Karaghoul, Wafi; Weerakkody, Vishanth

Digital-Enabled Service Transformation in Public Sector: Understanding Structuration and Institutionalization Process of Change (368)
Omar, Amizan; Weerakkody, Vishanth

FULL PAPERS
LECTURE THEATRE 1, HERSCHEL BUILDING
Entrepreneurship

SESSION CHAIR: NATALIA VERSHININA
Family relations in new venture teams: growth in the entrepreneur context (27)
Muñoz-Bullon, Fernando; Sanchez-Bueno, Maria J.; Vos-Saz, Antonio

Women copreneurs and their path to legitimate entrepreneurial identity (807)
Ho, Hui Ping; Ahmed, Pervaiz; Teh, Pei Lee

Striking the right balance: Sri Lankan entrepreneurial mothers’ gender identity construction (811)
Kodagoda, Thilakshi; Samaratunge, Ramanie; Wijewardena, Nilupama

FULL PAPERS
LECTURE THEATRE 2, HERSCHEL BUILDING
Entrepreneurship

New Firms and Resources

SESSION CHAIR: OSSIIE JONES
Emerging entrepreneurial firms: An evolutionary stage model (31)
Amankwah-Amoah, Joseph

Business Models and Firm Performance: The Moderating Effect of Firm Age (249)
Pati, Rakesh Kumar; Mankavil Kovil Veettil, Nandakumar; Ghoobadian, Abby; O’Regan, Nicholas

Managing Resources in Small Firms: Reactive or Proactive Bootstrapping? (129)
Jones, Oswald; Jayawarna, Dilani

FULL PAPERS
LECTURE THEATRE - 201 (5.02), MERZ COURT BUILDING
Gender in Management

SESSION CHAIR: JENNY RODRIGUEZ
Along the continuum of ‘ideal worker’ and ‘good women’: An examination of Work-life interface in Pakistan (1005)
Faiz, Raﬁa

Women in managerial pipelines: Perceptions of gender equality in corporate evaluation systems within UK Financial Services (908)
Dunn, Elaine Louise

“Women on Bo(a)rd” - The role of institutional distance in the EU Commission’s attempt to break the “glass ceiling” in EU member-states. (529)
Botts, Moritz Martin; Söllner, Albrecht
FULL PAPERS
CURTIS AUDITORIUM, HERSHEY BUILDING
Human Resource Management

SESSION CHAIR: DAVID MARSDE
A U-relationship between ‘the amount of the bonus as a percentage of base salary’ and ‘the global motivation’: An exploratory study in call centres (399)

Bourdil, Maryline

Investigating the Relationship of Performance Appraisal with Employee Promotion, Satisfaction and Performance in Banking Sector (87)

Ali, Ashique; Kibria, Amir; Shaikh, Najia; Abbas, Sahar


Marsden, David; Sezer, Lisa

DEVELOPMENTAL PAPERS
TEACHING ROOM 3 (4.20), HERSHEY BUILDING
Human Resource Management

SESSION CHAIR: SIMY JOY
Career Aspiration, Job Satisfaction and Work-life Balance: A comparison between one-child employees and employees with siblings in China (604)

Xian, Huiping; Atkinson, Carol; Meng, Yue

Not the Right Age? Diversity Management in Nigerian Banks (696)

Adedeji, Oluwatomi Oluwamayokunmi

Career barriers experienced by highly skilled migrants in the IT sector in the UK: Impact of country of origin (539)

Game, An妮lee; Joy, Simy

DEVELOPMENTAL PAPERS
TEACHING ROOM 1 (4.01), HERSHEY BUILDING
Human Resource Management

SESSION CHAIR: OLGA ANDRIANOVA
Recent Legal Development on Employee Surveillance (261)

Fabular Welch, Irma; Valero-Silva, Nestor

Commitment to experimental democracy in the workplace (991)

Murtada, Dima

Exploring integration of HRM practices in corporate greening in transition countries: Case study from Belarus (651)

Andrianova, Olga

FULL PAPERS
LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING
Innovation

Innovation Ecosystems

SESSION CHAIR: GEORGE TSEKOURAS
Entrepreneurial Cognitions and Innovative Entrepreneurial Entry: Moderating Role of Societal Context (904)

Raza, Ali; Muffatto, Moreno; Saeed, Saadat

Business Model Bias in Innovation Ecosystems (231)

Sapsed, Jonathan; Camerani, Roberto; Masucci, Monica; Mateos-Garcia, Juan

An Ecosystem Approach to Firm Survival: Evidence on Size Diversity, R&D and Fair Trading in UK data (948)

Trushin, Eshref; Ugur, Mehmet; Solomon, Edna

FULL PAPERS
ROOM G13, PERCY BUILDING
Inter-Organizational Collaboration: Partnerships, Alliances and Networks

SESSION CHAIR: STEVE CROPPER
Philosophical differences? Member Types as an indicator of motivation for collaborative practice within a Community of Interest (698)

Davies, Paul Graham; Mason-Jones, Rachel

Success factors of entrepreneurial subecosystems: what can we learn from the food valley region in the Netherlands? (819)

Schaveling, Jaap; van Santen, Gerard; Kievit, Henk

Developing Social Enterprise Networks: assessing the status quo and potential value to Social Enterprises (848)

Rivera, Ana Magdalena; Granados, Maria L

DEVELOPMENTAL PAPERS
SEMINAR ROOM 1, PERCY BUILDING
Inter-Organizational Collaboration: Partnerships, Alliances and Networks

SESSION CHAIR: CHRISTOS APOSTOLAKIS
Blockchain Technology: a potential enabler of dynamic capabilities? (316)

Astley, Marcus; Bartlett, Dean

Partnerships, Collaboration, Risks and Rewards: Mechanisms for The Diffusion of Non-Commercial Innovation in Healthcare (758)

McDonald Kuhne, Pamela

Organizational routines impact on interfirm collaboration. Rationale and research framework (130)

Stanczyk-Hugiet, Ewa; Piórkowska, Katarzyna; Stanczyk, Sylwia

FULL PAPERS
ROOM 2.20, RESEARCH BEEHIVE BUILDING
International Business and International Management

SESSION CHAIR: TBC
Digital presence and organisational factors in international new ventures (409)

Robson, Paul; Kromidha, Endrit

External Networks Influence on Subsidiary Entrepreneurial Initiative (740)

Andersson, Ulf; Dimitratos, Pavlos; Liouka, Ioanna

Is the strategic asset seeking proclivity of Chinese MNEs different to that of developed market MNEs? A comparative analysis of location choice and orientation (608)

Sutherland, Dylan; Anderson, John; Hartenstein, Peter
DEVELOPMENTAL PAPERS
ROOM G10, PERCY BUILDING
Knowledge and Learning
Knowledge and Practice
SESSION CHAIR: EFROSYNI KONSTANTINOU
The current state of project management knowledge: A misunderstanding (456)
Biesenthal, Christopher
Aristotle Meets Polanyi: Exploring the tacit dimension of practical wisdom (894)
Tait, Alan; Johnston, Jim
Investigating knowledge seeking by junior doctors (993)
Kennedy, Jennifer Anne; Gubbins, Claire; Buckley, Finian

FULL PAPERS
ROOM 2.21, RESEARCH BEEHIVE BUILDING
Leadership and Leadership Development
SESSION CHAIR: TBC
Leadership and ICT Engagement: the case of Nurse Leaders and Health Informatics (178)
Smith, Paul; Ward, Carolyn; Chambers, Annette; Scott, Jonathan M.
Leadership, Innovation and Organisational Performance in Small and Medium Enterprises (SMEs) (114)
Muenjohn, Nuttawuth; Zhang, Jiaying; As-Saber, Sharif; Quan, Jin; Ishikawa, Jun
Strategies for Change: Advancing Saudi Women to leading positions (252)
Abalkhail, Jouharah Mohamad

DEVELOPMENTAL PAPERS
ROOM 2.22, RESEARCH BEEHIVE BUILDING
Leadership and Leadership Development
SESSION CHAIR: TBC
Space to lead, space to follow (963)
Matzdorf, Fides; Sen, Ramen
Visualizing new space and new ways of being for middle managers through leadership development (978)
Worrall, Robert John Paul; Bryans, Patricia
Eye Tracking: Leadership Research Augmented? (1045)
Denston, Iain

DEVELOPMENTAL PAPERS
ETAL ROOM, KINGS ROAD CENTRE BUILDING
Management and Business History
SESSION CHAIR: KEVIN TENNENT
Possession and responsible citizenship: the long history of asset-based welfare (176)
Maltby, Josephine Anne
From Administration to Management? The Development of Authority in the British National Health Service. (224)
Begley, Philip
Organizational Disremembering: The Repeated Quest to Privatize Agricultural Risk Management in the United States, 1938-2016 (545)
Hamilton, Shane

FULL PAPERS
ROOM BARBARA 32, BARBARA STRANG TEACHING CENTRE
Marketing and Retail
Brand
SESSION CHAIR: KEITH GLANFIELD
Counterfeit Luxury Brands and Competition for Status: An Evolutionary Approach (48)
Baltas, George; Kokkinaki, Flora; Kontopoulou, Vassia
Who’s brand is it anyway? The role of corporate brands in post-acquisition employee integration. (770)
Glanfield, Keith; Reedy, Patrick; Coupland, Christine
A Triangulation Study to Assess the Perceived City Image in a Non-Western Context: The Case of Al-Ain in the UAE (13)
Eid, Riyadh; Elbanna, Said
How to create high-performing key account management: lessons from the UK IT industry (414)
Laker, Benjamin; Read, Nicholas A. C.

DEVELOPMENTAL PAPERS
ROOM B29, BARBARA STRANG TEACHING CENTRE
Marketing and Retail
Sales/Service
SESSION CHAIR: TONY KENT
Identifying critical success factors in key account management, along with characteristics of key account managers, in order to develop a new model and approach to implementation. (25)
Veasey, Christian Michael
An Exploration of Workplace Marketing Practice (887)
Shaw, Kitty Margaret; Waite, Kathryn; Kamenou-Aigbekaen, Nicolina
A good reputation is more important than money: From Publilius Syrus to the corporate world. (919)
Florou, Eleftheria
An Investigation of the Role of Frontline Employee as Internal Knowledge Broker in Services Organisations (772)
Al Hawamdeh, Nayef Alsh

FULL PAPERS
LECTURE THEATRE 3, HERSCHEL BUILDING
Operations, Logistics and Supply Chain Management
SESSION CHAIR: IAIN REID
Implementing mega-IT change programmes into large global organisations going through turbulent times: Has the time come to philosophise IT implementations? (1008)
Lees, John; Michaelides, Roula
Trends in Project Management 1966-2015 (845)
Biggins, David; Lawlor-Wright, Therese; Truelove, Lynne
Revitalising safety practices in construction projects: the case of Nigeria and United Kingdom (311)
Zuofa, Tarila; Ochieng, Edward; Ruan, Ximing
SESSION 5
WEDNESDAY 16:00-17:30 (17:00)

FULL PAPERS
ROOM G33, BARBARA STRANG TEACHING CENTRE
Organizational Psychology
Team creativity/org embeddedness

SESSION CHAIR: CHRIS CARTER

Does organizational justice influence employees’ organization embeddedness? (313)
Ghosh, Debjani; Sekiguchi, Tomoki; Gurunathan, L

Group Creativity and the Time of the Day (11)
Breslin, Dermot

When monitoring behaviors predict team performance: the role of shared task mental model accuracy (352)
Kwei-Narh, Prosper A.; Haerem, Thorvald; Lervik, Jon E.

DEVELOPMENTAL PAPERS
ROOM G34, BARBARA STRANG TEACHING CENTRE
Organizational Psychology
Employee health/diversity/identity

SESSION CHAIR: BRENDA HOLLOYAK

Absorptive Capacity and Employee Diversity through the Lens of Knowledge Opportunities (755)
Tracey, Jacqueline Majella

How sources of occupational stress can influence the turnover intention, mantaill health and happiness among units’ nurses (1020)
Alomani, Qamra Faris

Organisational branding from a psychological perspective—Managing the discrepancy between external and internal branding (237)
Eichel, Verena

The Mirror Organisation: Implications of Ethnic and Religious Diversity for Employee Ownership Perception (668)
Peple, Dennis Gabriel

FULL PAPERS
ROOM G05, PERCY BUILDING
Organizational Studies

SESSION CHAIR: STEVEN HARDING

Towards a Theory of Vertical Organisational Relationships (610)
Ramadan, Nora; Child, John

The Emergence of Market Order Through Organisational Processes: A Study of Closed Auction Markets for Antiques and Secondhand Goods in Japan (492)
Furuse, Kimihiro

An Exploratory Study of the Effect of Cultural Intelligence in Conflict Management and Negotiation (663)
Caputo, Andrea; Ayoko, Oluremi B.

FULL PAPERS
LECTURE THEATRE 3, BEDSON BUILDING
Organizational Transformation, Change and Development

SESSION CHAIR: RAY CHATWIN

Organisational learning and transformational change: PSNI’s response to ‘Policing with the Community’ (806)
Howarth, Jonathan; Murphy, Joanne

Critical realism as an underlying philosophy for explaining technology-mediated change processes (728)
Saxena, Deepak; McDonagh, Joe

DEVELOPMENTAL PAPERS
ROOM G09, PERCY BUILDING
Organizational Transformation, Change and Development

SESSION CHAIR: MELANIE BRYANT

The role of knowledge integration and effective decision-making in delivering change projects (909)
Sandhawalia, Birinder Singh; Dalcher, Darren

Negative emotions in change: an exploratory study of academics’ negative emotional experiences during universities’ restructurings in Saudi Arabia and the United Kingdom (767)
Qassim, Amal A Y; Slutskaya, Natasha

Role of technology leadership to achieve organisational ambidexterity in the digital economy (950)
Quack, Freddie; Manwani, Sharm

DEVELOPMENTAL PAPERS
ROOM 2.23, RESEARCH BEEHIVE BUILDING
Performance Management

SESSION CHAIR: LUISA HUACCHO HUATUCO

Transforming Processes into Outcomes: the work of performance measurement (867)
Cai, Yujie; Finniear, Jocelyn; White, Paul

Cultural sensitivity of performance management systems: Evidence from a qualitative study in Pakistan (752)
Nadeem, Sadia; Tayyab, Zakia

Back to the future of women in tech: understanding XX as the key to performance improvement (670)
Chau, Vinh Sum; Quire, Chanel

FULL PAPERS
LECTURE THEATRE 2, BEDSON BUILDING
Public Management and Governance

SESSION CHAIR: NII AMOO

Institutional Logics in Government Transformation Programmes (507)
Taylor, Jonathan; Winch, Graham Miles

Localising social value: Capturing experiences of a local voluntary and community sector (583)
Glennon, Russell James; Moxham, Claire; Meehan, Joanne

WORKSHOP
BAMBURGH ROOM, KINGS ROAD CENTRE BUILDING
Research Methodology

SESSION CHAIR: MAY ENNSRA

Using NVivo 10 as an Instrument for Data Management and Analysis within a Grounded Theory Methodology (715)
Ennsra, May

This workshop will be of help to any novice researcher in the use of computerised data analysis software and who are contemplating the use of NVivo within a grounded theory methodology framework. The workshop will explain how NVivo software tools can support the procedures of grounded theory approach including key functions
such as coding, memoing, and visual models development. The workshop will draw on examples from a data set to illustrate how the researcher can use the various functions. The following sections will provide an overview of the key NVivo software tools used within this PhD project, and how it was employed to support grounded theory procedures. This material will be presented in a PowerPoint format during the BAM conference.

FULL PAPERS
ROOM 1.48, BARBARA STRANG TEACHING CENTRE
Strategy
Internal and external organising impacts on Strategy

SESSION CHAIR: RICHARD LYNCH
Misting the mirror: the value characteristics of product components - a perspective on organising for innovation (654)
Burton, Nicholas; Galvin, Peter

Strategies for Collaborative Work Delivery: The Case of Local Regeneration Partnerships in Nigeria (913)
Apostolakis, Christos; Okwulagwe, Osikhuemhe

Employee Ownership and Organizational Resilience During Crisis and Recovery: Evidence from UK (206)
Banerjee, Anees; Lampel, Joseph; Bhalla, Ajay

DEVELOPMENTAL PAPERS
ROOM 1.47, BARBARA STRANG TEACHING CENTRE
Strategy
Sociological and Sensemaking perspectives

SESSION CHAIR: NEIL PYPER
Socio-political Sensemaking: A Dual Processing Approach (234)
John, Anna; Garcia-Garcia, Raquel; Lawton, Thomas; Rajwani, Tazeeb

Sensemaking in cultural festivals and events (678)
Omidvar, Omid; Galalae, Cristina

Strategy in the age of the spectacle (635)
Murtagh, Patricia; Zundel, Mike

The chicken or the egg? On the varying role of strategy and tactics in managerial conversations (912)
Mackay, David John; Zundel, Mike; Burt, George

FULL PAPERS
ROOM 1.46, BARBARA STRANG TEACHING CENTRE
Sustainable and Responsible Business
Corporate governance, reporting and communications

SESSION CHAIR: TBC
A Conceptual Framework on CSR Communication Strategies (530)
Rahaman, Stephanie Gracelyn; Chew, Elaine Yin Teng; Sandhu, Manjith Singh

Reporting Professionals as Determinants of Integrated Reporting: A Psychological Perspective on Emerging Change Initiatives (377)
Briem, Christian; Thiele, Philipp

CSR Communication Strategies: Stakeholder and Institutional Perspectives (343)
Rahaman, Stephanie Gracelyn; Chew, Elaine Yin Teng; Sandhu, Manjith Singh
SESSION 6
THURSDAY 09:00 (09:30)-10:30

FULL PAPERS
ROOM G13, PERCY BUILDING
Corporate Governance

SESSION CHAIR: ALISON MILES
Are Risk and Governance Disclosures Informative? Evidence from MENA banks’ credit ratings (126)
Elamer, Ahmed Ahmed; Ntim, Collins G.; Abdou, Hussein

Short-termism, ownership and implications for investor stewardship (269)
Nordberg, Donald

Norms of Temporality and Vocabularies of Motive: Accounts of UK Pension Fund Disengagement (280)
Tilba, Anna; Wilson, John

DEVELOPMENTAL PAPERS
SEMINAR ROOM 2, PERCY BUILDING
Corporate Governance

SESSION CHAIR: NIGEL GAROW
Analysis of the performance of global microfinance institutions (382)
Mahmood, Samia; Wang, Yong

Equilibrium hypothesis in corporate governance: empirical evidence in European Union (762)
Marcos, Sonia; Castrillo, Luis

The Development of a Corporate Governance Index for UK Insurance Firms, A Necessary Panacea? (918)
Abdoush, Tony; Wolfe, Simon; Marshall, Alasdair

FULL PAPERS
TEACHING ROOM 2 (4.04), HERSCHEL BUILDING
E-Business and E-Government

SESSION CHAIR: AMGAD BADEWI
Enhancing Repeat Visitiation of e-Business Customers: A Case of Holiday Accommodation Services IT ambidexterity: Antecedents and implications in new product/service development projects (504)
Syed, Tahir Abbas; Papadopoulos, Thanos; Blome, Constantin

From restrictive to permissive Licensing: The governance of appropriation in open source software project (582)
Hmoud, Hazar Y.; Kuk, George; Curchod, Corentin

FULL PAPERS
LECTURE THEATRE 2, HERSCHEL BUILDING
Entrepreneurship
Private vs Public

SESSION CHAIR: DILANI JAYAWARNA
Private engagement with public issues: a case of public entrepreneurship in the healthcare field (810)
Paviera, Carmelo; Woodward, Rick

The Freestyle Lifestyle Entrepreneur- A Tale of Competing Values (942)
Beaumont, Emily; Walsmsley, Andreas; Wallis, Laura; Woodward, Eleanor

DEVELOPMENTAL PAPERS
TEACHING ROOM 4 (4.19), HERSCHEL BUILDING
Entrepreneurship
Growth

SESSION CHAIR: WILSON NG
Towards a Practical Taxonomy of Business Accelerators (701)
Fowle, Michael J

From start-up to scale-up: Attempts to define business scalability and reveal its antecedents. (721)
Siachou, Evangelia; Vlachos, Ilias

Do contextual ambidexterity facilitate the SME growth process? Emerging insights from a study on the UK SMEs. (835)
Roohanifar, Moe; Patnaik, Swetketu; Cannon, Tom

The Entrepreneurial University: Scale development and validation (135)
Abbas, Amal; Shohaieb, Mohamed

FULL PAPERS
LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING
Gender in Management

SESSION CHAIR: WINAYAPORN BRAMMANACHOTE
The role of mentoring in female career progression: perceptions and views of the senior managers in a NHS Board in Scotland (565)
Seraj, Saquifa

Formal or informal recruitment? A critical analysis of recruitment methods and their Implications on inequalities in Malawian finance and insurance industry (849)
Chikapa, Tiyesere Mercy

FULL PAPERS
CURTIS AUDITORIUM, HERSCHEL BUILDING
Human Resource Management

SESSION CHAIR: AMANI MOAZZAM
An integrated framework to understand contemporary careers in emerging Vietnam (218)
Tran, Hang Thi; Baruch, Yehuda; Bui, Hong

Influence of cultural values on career goal: evidence from gen-x and gen-y employees in Malaysian companies (250)
Ismail, Maimunah; Abd Rahim, Atikah Nadia; Lee, Kim Hou; Mohd Thahhir, Nurul Fariza

Perceived Employability and Subjective Career Success: Mediating role of Work Life Balance. (751)
Malik, Madiha Waheed; Moazzam, Amani
FULL PAPERS
LECTURE THEATRE 1, HERSCHEL BUILDING
Human Resource Management

SESSION CHAIR: GRAHAM PERKINS
Explaining the Relationship between Teamworking and Organizational Performance: Employee-Mediated and Organization-Design Effects (314)
Procter, Stephen; Burridge, Mark

Age diversity management and organizational outcomes: The role of diversity perspectives (77)
Ali, Muhammad; French, Erica

Encouraging creativity in SME contexts- Reconceptualising HRM as a non-linear activity (61)
Perkins, Graham

DEVELOPMENTAL PAPERS
TEACHING ROOM 3 (4.20), HERSCHEL BUILDING
Human Resource Management

SESSION CHAIR: KIRSTEN STEVENS
Maximising space and creativity on the shop floor: Strategic HRM and the space-organisation relationship in a multinational firm (799)
Bilsland, Karen

Learning on the move: combining part-time study with an international flight schedule (119)
Stevens, Kirsten

FULL PAPERS
LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING
Identity

SESSION CHAIR: JULIETTE SUMMERS
A Tale of Two Sundaes: an autoethnography of identity in career transition (359)
Warhurst, Russell; Black, Kate

Employee voice and silence in the service of identity growth (423)
Sunagic, Mirha

DEVELOPMENTAL PAPERS
LECTURE THEATRE-201 (5.02), MERZ COURT BUILDING
Identity

SESSION CHAIR: CHRISTINE COUPLAND
University department heads navigating through research management discourses: An identity work perspective (782)
Gorup, Meta

Professional, occupational and manager identity: the role of ‘expert practice’ for being a housing manager (297)
Rostron, Ali

A Perspective towards ‘Hybridity’ as an Illusory Identity (324)
Waters, Hugh

DEVELOPMENTAL PAPERS
SEMINAR ROOM 1, PERCY BUILDING
Inter-Organizational Collaboration: Partnerships, Alliances and Networks

SESSION CHAIR: NIK JAMES WINCHESTER
How narratives emerge in highly diverse teams and their influence on the collaboration process: The perspective of the high-technology industry. (158)
Diaz Fernandez, Nancy

Understanding the transitional view of social capital in the early stage of industry formation. (559)
Landinez, Lina; Hancock, Gary

Environmental sustainability and acquisitions: The driving role of innovation (691)
Omidvar, Omid; Jolink, Albert; He, Qile

FULL PAPERS
ROOM 2.20, RESEARCH BEEHIVE BUILDING
International Business and International Management

SESSION CHAIR: FRANK MCDONALD
Vocabulary and practice of Chinese CSR in response to global NGO targeting (290)
Moosmayer, Dirk C.; Davis, Susannah M.

Accounting for the Universalistic and Contingency Perspectives: The Transfer of ‘Best Practice’ in a Brazilian company (357)
Geary, John; Aguzzoli, Roberta; Lengler, Jorge

Empirical Investigation of Luo’s (2005) Integrated Model of Inter-unit Coopetition within a Professional Services Firm (840)
Chambers, Morgan; Pilbeam, Colin

DEVELOPMENTAL PAPERS
ROOM 2.23, RESEARCH BEEHIVE BUILDING
International Business and International Management

SESSION CHAIR: TBC
Internationalization of the Business Curriculum (125)
Betts, Bronwyn Marie

The challenges multilatinas face going global: Is hierarchical capitalism a limiting factor? (221)
Pyper, Neil; Monsalve Zanatti, Martin Alberto

An evaluation of the international market selection strategies utilised by UK companies (262)
Vaughan, Jason

FULL PAPERS
BAMBURGH ROOM, KINGS ROAD CENTRE BUILDING
Knowledge and Learning

Knowledge and Learning in Turbulent Times

SESSION CHAIR: ALAN TAIT
Knowledge management in hospitality and hotels: Analysing ideal and actual implementation (524)
Mehrez, Ahmed Abdel-Hady
The Concept of ‘Knowledge Creating’: Re-conceptualising the Problems of Knowledge Transfer and Creation Processually. (574) Horan, Conor; Finch, John

Dynamics of Knowledge Management and Innovation in Software Firms (951) Rajapaksa Mudiyanelage Udagedara, Susantha Udagedara

DEVELOPMENTAL PAPERS
ROOM G10, PERCY BUILDING
Knowledge and Learning
Online Learning

SESSION CHAIR: JOHN SPARROW
Structuring the Organisational Learning Web (393) Tew, Simon David
Virtual Learning System - Capturing Experts’ Felt Experiences for Effective Knowledge Transfer and Learning (458) Kannan, Selvi; McGrath, Michael
The impact of positive and negative emotional attractors during e-coaching upon emotional tone of responses, self-efficacy and intrapreneurial mindset (192) Sparrow, John; Nyfoudi, Margarita

FULL PAPERS
ROOM 2.21, RESEARCH BEEHIVE BUILDING
Leadership and Leadership Development

SESSION CHAIR: TBC
Does leadership style matter for work engagement? The mediating role of organizational justice. (74) Gelaidan, Hamid; Al-Swidi, Abdullah; Al Harbi, Jaithen
What is responsible–what is irresponsible leadership in Luxembourg? (4) Schinzel, Ursula

DEVELOPMENTAL PAPERS
ROOM 2.22, RESEARCH BEEHIVE BUILDING
Leadership and Leadership Development

SESSION CHAIR: TBC
Coaching as facilitated critical reflexive practice (736) Hurlow, Sarah
An Exploratory Investigation into the Role of a Formal Mentoring Programme in Leadership Development of Third Sector Leaders in Northern Ireland: A twelve month study. (949) McCotter, Sinead; McAdam, Maura

FULL PAPERS
LECTURE THEATRE 2, BEDSON BUILDING
Management and Business History

SESSION CHAIR: ROY EDWARDS
Metaphor, Myth, and the Institutionalisation of the Iron Cage in Management and Organization Theory (933) Howorth, Christopher Paul; Maclean, Mairi; Harvey, Charles

Product, Enterprise & Intervention: Decisions and the restructuring of Business in Historical perspective (817) Edwards, Roy; Gandy, Tony


DEVELOPMENTAL PAPERS
ROOM BARBARA 32, BARBARA STRANG TEACHING CENTRE
Marketing and Retail

SESSION CHAIR: GRAHAM PITCHER
Consumer Perceptions Towards Radical Innovation: Autonomous Cars (170) Poo, Bee Lie; Dalziel, Nurdliek
Customers, Accounting and Strategy: the case of a UK SME (278) Pitcher, Graham Simons
Combining Personal Relationships and Relationship Marketing to Attract and Retain New Customers in the Egyptian SMEs (410) Shaalan, Ahmed; Tourky, Marwa; Reast, Jon; Johnson, Debra

FULL PAPERS
LECTURE THEATRE 3, HERSCHEL BUILDING
Operations, Logistics and Supply Chain Management

SESSION CHAIR: MARC DAY
Crisis and capability in project based organizations (935) Ifitikhar, Rehab; Prencipe, Andrea
Dynamic stakeholder management in the project life cycle-an empirical report (298) Asikpo, Prince Emmanuel; Kofinas, Alexander; Philpott, Elly
Outsourcing new products development in conditions of technological uncertainty: partner selection criteria and project implementation mechanisms (536) Alquezau, Salma; Filieri, Raffaele; Mcleay, Fraser
DEVELOPMENTAL PAPERS
TEACHING ROOM 1 (4.01), HERSCHEL BUILDING
Operations, Logistics and Supply Chain Management

SESSION CHAIR: MANISH SHUKLA
Determination of Credit Portfolio Selection in PQM model for Optimizing Multiple Objectives (611)
Jiao, Feng; Dong, Jingxin; Hicks, Christian

Big Data and Analytics (BDA) in the UK manufacturing supply chain: BDA capability maturity, absorptive capacity and Supply chain performance (815)
Arunachalam, Deepak; Kawalek, John Paul; Kumar, Niraj

Unravelling employee engagement for environmentally sustainable supply chains: A stakeholder perspective (325)
Verma, Savita; Wong, Chee Yew; Unsworth, Kerrie

FULL PAPERS
ROOM G33, BARBARA STRANG TEACHING CENTRE
Organizational Psychology
Gender/voice/employee engagement

SESSION CHAIR: ALISON LEGOOD
Determinants of aggressive behaviour in a male-dominated workplace (351)
Ramirez Melgoza, Alberto; Ashkanasy, Neat; Ayoko, Oluremi

Employee engagement: the Nigerian public sector experience. (116)
Shokunbi, Oluwole Adeshina

Leave the body there for a while. Difficulties in responding to voice through speak-up arrangements. (746)
Vandekerckhove, Wim; Kenny, Kate; Fotaki, Marianna; Ozdemir, Dedim Derya

FULL PAPERS
ROOM G36, BARBARA STRANG TEACHING CENTRE
Organizational Psychology
Employee health

SESSION CHAIR: ELISABETH WILSON-EVERED
Improving patients’ experience of health care: The importance of job resources and positive employee attitudes (421)
Ogbonnaya, Chidebere

Quality of Working Life of Academics and Researchers in the UK: The roles of contract type, tenure and university ranking (660)
Fontinha, Rita; Van Laar, Darren; Easton, Simon

Relationship between Psychological safety and Employee Well-being: A case of Listed Indonesian Firms. (182)
Abror, Abror; Akamavi, Raphaël

FULL PAPERS
ROOM G05, PERCY BUILDING
Organizational Studies

SESSION CHAIR: DAVID WEIR
Living with zombies: do we know where the threat lies? (669)
Urolabarrenetxea, Sara; Garcia-Merino, Jose-Domingo; San-Jose, Leire; Retolaza, Jose-Luis

Aligning individual and organisational values to build organisational reputation (713)
Osman, Sharina; Harvey, William S

Negotiating Turbulent Business Environments: Financial Analysts Routines Reaction to the Financial Crisis (720)
Neville, Irene; Coughlan, Joseph
**SESSION 6**  
**THURSDAY 09:00 (09:30)-10:30**

On the Importance of Context in Studying Human Experience: The Example of the Commercial Meal (602)  
Stierand, Marc Benjamin  
Interreptive Phenomenological Analysis: A Methodological Tool to 'Unleash' the Talent Hidden within the Entenched Communities (428)  
Mearns, Lesley

**FULL PAPERS**  
**ROOM 1.48, BARBARA STRANG TEACHING CENTRE**  
**Strategy**  
Competitiveness, the market and Strategy  

**SESSION CHAIR: NICHOLAS BURTON**  
A case-study approach for managing risks and challenges when expanding in emerging markets (646)  
Fragouli, Evangelia; Nikolaidou, Zoi  
When the threat of obsolescence and market forces collide: The demise of the floppy disk (14)  
Amankwah-Amoaah, Joseph  
Making competitiveness more meaningful–A practice approach (395)  
Qazi, Kamal

**DEVELOPMENTAL PAPERS**  
**ROOM 1.47, BARBARA STRANG TEACHING CENTRE**  
**Strategy**  
Strategy and the Upper Echelons  

**SESSION CHAIR: MIKE ZUNDEL**  
The Portfolio of Top Management Team Diversity and Firm Growth: The Perspective of Power Distribution and Dynamic Adjusting Costs (896)  
Hung, Yu-Hsuan; Kang, Min-Ping  
Do director interlocks impact on magnitude of strategic change? (1003)  
Samara, Ihssan S.K; Veettil, Nandakumar  
Intertemporal Choice in Strategic Investment Decisions. At the CEO Level (268)  
Liu, Ge

**FULL PAPERS**  
**ROOM 1.46, BARBARA STRANG TEACHING CENTRE**  
**Sustainable and Responsible Business**  
Sustainability in industry contexts  

**SESSION CHAIR: TBC**  
Sustainability and Sustainable Development Strategies in the U.K. Plastic Electronics Industry (655)  
Borland, Helen; Ambrosini, Veronique; Bhatti, Yohan; Lindgreen, Adam  
Dichotomy in the Brazilian Automobile Industry Sustainable discourse (548)  
Massuda, Christiane G. Guarino; Amatucci, Marcos  
Partnering for Peace, Sustainable Development, and Social Responsibilities in the Niger Delta. (820)  
Aju, Oluseyi
SESSION 7
THURSDAY 11:00–12:30 (13:00)

FULL PAPERS
ROOM G13, PERCY BUILDING

Corporate Governance

SESSION CHAIR: ANNA TILBA
Ownership as a Determinant of Corporate Governance Convergence in Indian Firms (500)
Sukumara Panicker, Vidya; Mitra, Sumit

An examination of the impact of Shari'ah supervisory boards (SSBs) on the role of the board of directors. The case of the Libyan banking sector (929)
Shalba, Abdalla; Harradine, Donald; Molthan-Hill, Petra

The Determinants of Corporate Cash Holdings: Evidence from Firms Listed on the Egyptian Stock Market (1025)
Abodoma, Nihal; Stepanov, Roman; Youssef, Amr

DEVELOPMENTAL PAPERS
SEMINAR ROOM 2, PERCY BUILDING

Corporate Governance

SESSION CHAIR: NATALIA BLAGBURN
The Nature of the Corporation: Implications for Ethical Governance (100)
Sun, William

Corporate governance: reflecting on core theories in context of VC-backed startup boards (838)
Blagburn, Natalia

The emergence of internet voting at shareholders’ annual meetings in France: what effects on corporate governance? (716)
Cheffi, Walid; Abdennadher, Sonia

FULL PAPERS
LECTURE THEATRE 3, BEDSON BUILDING

Critical Management Studies

SESSION CHAIR: GINA GRANDY
Translation of systems thinking theories to organizational management: a systematic review (209)
Bui, Hong T. M.; Galonou, Eleni

Organizational Readiness: A Vygotskian Analysis of Mediated Learning through Disney Animation (1937-2014) (404)
Griffin, Martyn Andrew; Learmonth, Mark; Hamilton, Peter

Organizing the world with clay: practices of cooperation in bio-construction - examples from the South of Brazil. (915)
De Camillis, Patricia Kinast

DEVELOPMENTAL PAPERS
SEMINAR ROOM 1, PERCY BUILDING

Critical Management Studies

SESSION CHAIR: RON KERR
Management as bunk, human relations as debunking and critical performativity as rebunking (139)
Connors, Noel Anthony

A study of leadership fantasies in the NHS using photo-elicitation facilitated free association narrative as an interview method (588)
Chawla, Gaurish; Learmonth, Mark; McMurray, Robert

Leadership as a myth? A case for psychoanalytic reading of leadership in the NHS (590)
Chawla, Gaurish

Toward a Discursive View of Destructive Leadership (906)
Suzuki, Masato

The Role of ‘Passing’ by Skilled Immigrants and its Impact on their Employment Outcomes and Wellbeing (480)
Fernando, Mario; Almeida, Shamika; Randle, Melanie; Dharmage, Shyamali; Cartwright, Susan

FULL PAPERS AND DEVELOPMENTAL PAPER
ROOM BARBARA 32, BARBARA STRANG TEACHING CENTRE

Cultural and Creative Industries

SESSION CHAIR: LEE MARTIN
The deep structure and superficial form of celebrity power: A comparative study across geographies of UK and US theatre audiences (360)
Caldwell, Niall; Tzempelikos, Nektarios

Cultural Value Orientations and Staffing Practices of Indian Employees in Australia: A Review and Research Agenda (372)
Patel, Parth; Bhanupogan, Ramudu; D’Netto, Brian

Textual Agents: How public documents create organisational identity and legitimacy (785) (Developmental Paper)
Fenton, Evelyn Maria

DEVELOPMENTAL PAPERS
ROOM 1.47, BARBARA STRANG TEACHING CENTRE

E-Business and E-Government

SESSION CHAIR: SAVVAS PAPAGIANNIDIS
Occupational Health delivery through technology: an investigation in the NHS Occupational Health Adviceline (1016)
Balta, Maria; Valsecchi, Raffaella; Anderson, Neil; Harrison, John; Papadopoulos, Athanasios

A study looking at ways to increase acceptance of E-Government systems in Developing Countries: A focus on The Context-System Gap (396)
Hussain, Zahid; Chamas, Hassan Baz; Abdi, Reza

E-Government Implementation in Chaotic Environment - Libya Case Study (705)
Khamailag, Masoud M.; Kamala, Mumtaz; Tassabehji, Rana

The public value of regulatory data: lessons from the Food Hygiene Ratings scheme in England and Wales (812)
Panagiotopoulos, Panos; Bowen, Frances

FULL PAPERS
LECTURE THEATRE 2, HERSCHEL BUILDING

Entrepreneurship

Ecosystem and exit

SESSION CHAIR: PAUL JONES
Ecosystem Centric Co-creation: A Framework and Typology (306)
de Silva, Muthu (Lasandahasi Ranmuthumalie); Wright, Mike
Is ecopreneurship the way out of turbulent times? Understanding ecopreneurship's potential for sustainable development (756)
Schneider, Niels Robert

Entrepreneurial Learning Through Failure (903)
Shore, Adam

DEVELOPMENTAL PAPERS

TEACHING ROOM 4 (4.19), HERSCHEL BUILDING

Entrepreneurship Learning

SESSION CHAIR: DILANI JAYAWARNA
Entrepreneurial Learning from business exits- Learning outcomes influencing entrepreneurial behaviours and perception of success (274)
Abbas, Aisha

Hybrid Entrepreneurship: A Life Course Analysis for a Resource - Demand Explanation (515)
Jayawarna, Dilani; Jones, Oswald

The Impact of Teaching Approach on Frosting Entrepreneurial Competencies and Intention (826)
Shohaiet, Mohamed; Abbas, Amal

‘Let’s Put the Person Back into Entrepreneurship Research’: A study of entrepreneurs’ personality and innovations (375)
Parkes, Geoff; Liu, Rebecca

Learning to start a new venture-applying a process-relational approach to nascent entrepreneurship and learning (946)
Hill, Inge Rosemarie

FULL PAPERS

LECTURE THEATRE 1, HERSCHEL BUILDING

Human Resource Management

SESSION CHAIR: CLIVE TRUSSON
Abu Hasan, Norhafizah

Using hands to change fate'; human capital formation in a Chinese catering establishment (718)
Siebers, Lisa Oxun; Li, Fei; Kamoche, Ken

Segmenting workers within a job family for customized HRM ‘content’ practices: the case of IT service support workers (804)
Trusson, Clive

DEVELOPMENTAL PAPERS

TEACHING ROOM 3 (4.20), HERSCHEL BUILDING

Human Resource Management

SESSION CHAIR: ALISON SHERIDAN
The role of HR practitioners in compliance with workplace laws in the UK and Australia (347)
Young, Clare Harriet; Suter, Jane

The Mediating Effect of Organisational Culture in the Relationship between HR Systems and Turnover Intentions: a Multi-level Study from Saudi Service Sector (843)
Alrebeay, Bander; Clarke, Nicholas; Vernon, Guy

HR practices in Service Sector SMEs in Ireland: Exploring the terrain (703)
Sheridan, Alison; Harney, Brian

DEVELOPMENTAL PAPERS

LECTURE THEATRE-201 (5.02), MERZ COURT BUILDING

Identity

SESSION CHAIR: HAZEL WILLIAMS
Work-role transitions to senior management: Self-regulation in identity adaptations (514)
Popkova, Oxana; Turnbull-James, Kim

(Re)construction of identity during turbulent times of rapid social and economic change: a study of Korean financial crisis perspectives (773)
Kim, Amee

Authenticity in Contemporary Craft Work (731)
Toraldo, Maria-Laura; Bell, Emma; Mangia, Gianluigi

FULL PAPERS

LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING

Innovation

SESSION CHAIR: NEIL ALDERMAN
Determinants of eco-innovations in Brazilian firms (859)
Prado, Patricia; Issberner; Liz-Rejane

Supporting Innovation: Challenges, enablers and alternative approaches
SME innovation across the R&D intensity spectrum: Do enabling routines and capabilities differ? (760)
Dooley, Lawrence; Barrett, Gillian; O’Sullivan, David

Exploring creative deviance in professional service firms (561)
Appiah, Gloria; Sarpong, David

Gamification and innovation: a mutually beneficial union (247)
Shpakova, Agnessa; Dörfler, Viktor; MacBryde, Jill

FULL PAPERS
TEACHING ROOM 2 (4.04), HERSCHEL BUILDING
Inter-Organizational Collaboration: Partnerships, Alliances and Networks

SESSION CHAIR: DAVID COLDWELL
Factors that Influence the development of inter-organisational social capital: an empirical investigation into corporate governance (636)
Yan, Yanni; Xie, Tingting

Interfirm cooperation strategy in hyper-growth and stable-growth ICT firms in Sweden (95)
Golonka, Monika

Toward an ethics of inter-organisational collaboration (230)
Winchester, Nik James

FULL PAPERS
ROOM 2.20, RESEARCH BEEHIVE BUILDING
International Business and International Management

SESSION CHAIR: HAINA ZHANG
Cai, Yujie; Han, Jian; Li, Lu; Pan, Yan

Different paths, same ending? A contextual investigation of careers among organizational and self-initiated ethnic Chinese expatriates in a Chinese multinational corporation (622)
Lai, Keyan; Zhang, Ling Eleanor

How Do Previous International Experiences Influence Future International Careers: The Role of Global Identity (727)
Akkan, Eren; Lee, Yih-Teen; Reiche, Sebastian

DEVELOPMENTAL PAPERS
ROOM 2.23, RESEARCH BEEHIVE BUILDING
International Business and International Management

SESSION CHAIR: TBC
A new perspective on business failures: the effects of dynamic capabilities malfunction (132)
Zhang, Hongxu; Amankwah-Amoah, Joseph

Entry strategies used by South African MNEs for FDI during turbulent times (384)
Joosub, Tasneem; Coldwell, David Alastaire

Marketing of Medical Tourism in Emerging Market (800)
Rydback, Michelle; Hyder, Akma; Borg, Erik; Osarenkhoe, Aihie
From Followership to Virtual Followership? The role Social Media in Enhancing Young People to Challenge Relational Leadership

Mukhuty, Sumona; Psychogios, Alexandros; Priestnall, Chris; Hoyland, Thomas

‘Hidden in Plain Sight- The influence and prevalence of leadership styles of the Chairman, CEO and CFO in global financial institutions pre, during and after scandal, failure and recapitalisations.’

Miles, Alison Louise

Hidden in Plain Sight- The influence and prevalence of leadership styles of the Chairman, CEO and CFO in global financial institutions pre, during and after scandal, failure and recapitalisations.'

Miles, Alison Louise

DEVELOPMENTAL PAPERS

ETAL ROOM, KINGS ROAD CENTRE BUILDING

Management and Business History

SESSION CHAIR: ALEX GILLET

Plus ça change, plus c'est la même chose (834)

Bosma, Bas; Fouweather, Ian

Revisiting the establishment of the Bank of England (910)

Ivanov, Plamen Ivanov; Werner, Richard A

Local Elites and Strategies of the Public Transportation (682)

Correa, Juan Santiago; Jimeno, Santiago; Villamizar, Mariana

DEVELOPMENTAL PAPERS

ROOM B29, BARBARA STRANG TEACHING CENTRE

Marketing and Retail

Branding

SESSION CHAIR: KEITH GLANFIELD

Engaging your employees to co-create brand values: From the lens of corporate branding (232)

Punjaisri, Khanyapuss; Dey, Bidit; Balmer, John

Consuming Politics: How are Political Party Brands viewed by Australian Voters? (248)

Grimmer, Martin Rae; Grube, Dennis

Consumer Attitude Towards Brand Placement: An Exploratory Study of Chinese Millennial Generation (994)

Ibrahim, Essam; Xu, Qian

FULL PAPERS

LECTURE THEATRE 3, HERSCHEL BUILDING

Operations, Logistics and Supply Chain Management

SESSION CHAIR: HOSSEIN SHARIFI

Management of information quality on monitoring the dynamics of supply chain configuration in the UK Aerospace Industry: A literature review and inferences (674)

Jin, Jing; Kidd, Callum; Kirkham, Richard

Barriers to supply chain integration: The case of Vietnamese textile and apparel enterprises (926)

Dieu Linh, Ngo Thi; Kumar, Vikas; Ruan, Ximing; Loonan, John; Gia Thu, Hoang

Impact of Digital Transformation on Interoperability of Logistic Systems in SME (768)

Schumann, Christian-Andreas; Forkel, Eric; Klein, Thomas; Otto, Frank; Tittmann, Claudia

DEVELOPMENTAL PAPERS

TEACHING ROOM 1 (4.01), HERSCHEL BUILDING

Operations, Logistics and Supply Chain Management

SESSION CHAIR: MATTHEW TICKLE

Analysing the Drivers and Barriers for Sustainable Palm Oil Supply Chains (748)

Shukla, Manish

Supply Chain Management in Food Industry: Focusing on Iran’s Pistachio Industry (823)

Heydaripour, Behnam

Supply Chain Leadership and Supply Chain Performance: A Systematic Literature Review (774)

Mohamad Mokhtar, Ahmad Rais; Genovese, Andrea; Kumar, Niraj; Brint, Andrew

FULL PAPERS

ROOM G33, BARBARA STRANG TEACHING CENTRE

Organizational Psychology

Employee morale/emotion

SESSION CHAIR: NEAL ASHKANASY

Extending the ‘Happy Performing Managers’ Thesis’: Key Drivers and Mediators of Managers’ Contextual Performance (522)

Hosie, Peter; Sharma, Piyush; Kingshott, Russel

Managing Emotions in Front-Line Healthcare: Staff Strategies and Organizational Factors (415)

Dickason, Rebecca Patricia

Uncovering the structure of morale and testing its impact within contact centres (205)

Hardy, Ben; Alcock, Tanya Louise; Malpass, Jonathan

FULL PAPERS

ROOM G36, BARBARA STRANG TEACHING CENTRE

Organizational Psychology

Learning goals/pro-social behaviours

SESSION CHAIR: CHRIS CARTER

Cultural and Generational Predictors of Learning Goal Orientation: A Multilevel Analysis of Managers across 20 Countries (86)

D’Amato, Alessia; Emery, Cecile

Role of identification in motivating employee’s prosocial behaviour within employee-customer dyad (547)

Galak, Oksana

Unethical pro-organizational behavior: Investigating whether psychological entitlement and ethical leadership influence its expression in the workplace (203)

Lee, Allan; Schwarz, Gary; Newman, Alexander; Legood, Alison
FULL PAPERS
ROOM G05, PERCY BUILDING
Organizational Studies

SESSION CHAIR: ENIS ELEZI
Mongolian way of thriving in turbulent times (786)
Manalsuren, Saranzaya

Attributing values to organisations: What managers see depends on where they sit (797)
Bourne, Humphrey; Clarke, Benjamin; McCormack, John

What is temporary about temporary organizations? Towards an empirically useful definition. (953)
Bond, Angela; Pilbeam, Colin; Turner, Neil

A patchwork of identities: emergence of charter schools as a new organizational form (997)
Jha, Harsh K.; Beckman, Christine M.

DEVELOPMENTAL PAPERS
ROOM G09, PERCY BUILDING
Organizational Transformation, Change and Development

SESSION CHAIR: HARRIS MCCOY
Change Recipients’ Resistance and Salience to Change: A UK Case Study Perspective (275)
Alhezzani, Yazeed; Braganza, Ashley

Extreme Resistance or Resistance at the Extremes? Ameliorating Rejection During Intense Change (643)
Murphy, Joanne; Gillon, Anne Clare; Williams, Sharon; Jefferies, Richard

Trust Repair during Organizational Change—A case study of Swiss Private Banking sector (424)
Tikhaya, Elena; Wittmann, Xinhua

FULL PAPERS
ROOM 1.48, BARBARA STRANG TEACHING CENTRE
Sustainable and Responsible Business
Sustainable strategy and organisational change

SESSION CHAIR: TBC
Strategic Sustainability Management: a framework integrating strategy organisational and human competences (759)
Galleli, Barbara; Nunes, Bruno; Borland, Helen; Correa, Hamilton Luis

A spiritual perspective on organizational purpose and performance (225)
Mir, Usman Riaz

Integrating Sustainability and Project Management. A systematic literary review. (591)
Sabin, Luca

SESSION 7
THURSDAY 11:00-12:30 (13:00)

SESSION 7
THURSDAY 11:00-12:30 (13:00)
SESSION 8
THURSDAY 14:00–15:30 (15:00)

FULL PAPERS
ROOM G13, PERCY BUILDING
Corporate Governance
SESSION CHAIR: GEORGE EBAI EYONG
Governance in megaprojects: A pragmatic perspective (455)
Biesenthal, Christopher
Does Corporate Governance affect the Performance of Insurance Firms in the UK? (916)
Abdoush, Tony; Wolfe, Simon; Marshall, Alasdair
Thriving in Turbulent Times: How Stanford Endowment Funds Outperformed Other Public Funds with a Great Margin During the Years between of Two Stormy Crises (1028)
Fu, Ted; Fu, Yee-Tien

FULL PAPERS
ROOM 2.20, RESEARCH BEEHIVE BUILDING
Critical Management Studies
SESSION CHAIR: SARAH ROBINSON
The relationship and interrelationship of power - the case of UK female entrepreneurs (897)
Dean, Hannah
Selective Internal Demarketing in today's UK Public Sector: “Getting Rid of the Undesirables”? (326)
Brown, David M; Wappling, Anders; Woodruffe-Burton, Helen

FULL PAPERS
BAMBURGH ROOM, KINGS ROAD CENTRE BUILDING
E-Business and E-Government
SESSION CHAIR: CHIARA CIVERA
Perceptions of mobility benefits: The mediating role of the embodiment relation (177)
Thirlaway, Kate; Pecis, Lara; Archer-Brown, Chris; Squire, Brian
An investigation into the likelihood of the successful introduction of a proposed student accommodation Internet Portal designed to deliver organisational efficiencies at a major language school chain (320)
Hussain, Zahid; Kelly, Richard
EMR Implementation in Eastern Prominence: Challenges and Opportunities Towards EMR Benefits Management (941)
Alaswad, Amal; Badewi, Amgad

FULL PAPERS
LECTURE THEATRE 2, HERSHEY BUILDING
Entrepreneurship
SESSION CHAIR: WILSON NG
The Assumptions Underlying Identity in Entrepreneurship Research: A Systematic Review in Leading Academic Journals (814)
Aouni, Zineb; Chang, Artemis; Diamboundou, Biga
Psychic distance and cultural distance: Two peas in a pod, revisited (1026)
Bhowmick, Sanjay
“Teach a man to fish”: a case study of entrepreneurship education in conflict-ridden Maiduguri, Nigeria (544)
Kolade, Oluwaseun; Anosike, Paschal

DEVELOPMENTAL PAPERS
ROOM 2.22, RESEARCH BEEHIVE BUILDING
Gender in Management
SESSION CHAIR: SHARON MAVIN
Manipulating strong gender-marking in the workforce: An analysis of women in the United Arab Emirates workforce. (216)
Alhadhrami, Abdelrahman Baqrain; Goby, Valerie Priscilla
Women in Irish Investment Management - An Exploration of Social Closure Theory as an Explanatory Criterion (111)
Sheerin, Corina
Intersectionality in international human resource management: A reading of the construct of the global worker (780)
Rodriguez, Jenny K

FULL PAPERS
CURTIS AUDITORIUM, HERSHEY BUILDING
Human Resource Management
SESSION CHAIR: DANIELLE TALBOT
Political skill - proactive work behavior relationship: How and when? (798)
Ejaz, Aqsa; Lacaze, Delphine
Effect of Ethical Leadership on Employee Voice and Union Citizenship Behavior: Mediating role of Industrial Relations Climate (365)
Jha, Jatinder Kumar; Singh, Manjari
Leadership in Organisations: Does Investors in People Status Enhance Distributed Leadership? (551)
Talbot, Danielle; Stinton, Estelle; Paladini, Stefania; Hollyoak, Brenda

FULL PAPERS
LECTURE THEATRE 1, HERSHEY BUILDING
Human Resource Management
SESSION CHAIR: DAVID SARPONG
Defining self: Career identity and the community aged care worker (51)
Clarke, Marilyn Alexandra
Authenticity of employee voice channels: a critical discourse analysis of Nigeria’s banking and ICTs sectors (79)
Oruh, Emeka Smart; Mordi, Chima
Exploring the career journeys of skilled professional migrants (361)
Sarppong, David; Maclean, Mairi

DEVELOPMENTAL PAPERS
TEACHING ROOM 3 (4.20), HERSHEY BUILDING
Human Resource Management
SESSION CHAIR: QI WEI
Meta-Analytic Evidence on the Effectiveness of Flexible Work Practices as an Internal and External Employer Branding Strategy (156)
Kroell, Claudia; Nueesch, Stephan; Onken-Menke, Greta
SESSION 8
THURSDAY 14:00–15:30 (15:00)

Tribal affiliation and gender: their influence on worklife balance practice in a Kenyan Telecoms Company (891)
Auluck, Randhir; Chimungeni, Sheillah; Maycock, Eno

Multinationals and variable pay determination (603)
Wei, Qi

FULL PAPERS
LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING

Identity

SESSION CHAIR: NICK ELLIS
Once there was a young man who... Understanding identity development in business management through the lens of positioning theory (432)
Wu, Xiaojian; Zhang, Xuhong

Exploring Imaginaries of Authenticity: Seeking Authentic Selves in Contemporary Organisational Life (694)
Zaeemdar, Sara

Boundary Management on a Microlevel: From Personal Preferences and Others’ Attitudes (871)
Stanske, Sarah Eva

DEVELOPMENTAL PAPERS
LECTURE THEATRE-201 (5.02), MERZ COURT BUILDING

Identity

SESSION CHAIR: ALI ROSTRON
Investigating identity experiences of freelance and self-employed workers, thriving in turbulent times (330)
Curtis, Lucill

Who do you think you are? A Hermeneutic Study of Leaders’ Identities (403)
Fidment, Sarah Elisabeth

‘Becoming’ a hybrid HRIS specialist (411)
Williams, Hazel

DEVELOPMENTAL PAPERS
LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING

Innovation

SESSION CHAIR: NICK MARSHALL
Thriving in turbulent times: probabilistic innovation and criteria for a developing scientific field of enquiry (468)
Callaghan, Christian William

The role of Innovation Orientation within Business and Management Studies: Towards a framework for research synthesis in Innovation Orientation (236)
Norris, David; Ciesielaska, Malgorzata

Critical success factors in service innovation strategies: An annotated bibliography on NSD (374)
Kitsios, Fotis; Kamariotou, Maria

SESSION 8
SESSION 8
SESSION 8

DEVELOPMENTAL PAPERS
SEMINAR ROOM 2, PERCY BUILDING

Innovation

Comparing Influences on Innovation Performance

SESSION CHAIR: LAWRENCE DOOLEY
A Qualitative Study on the Implications of Social, Structural and Knowledge Capital on Innovation: Multiple Cases of UK Marketing Digital Agencies (240)
Menelec, Valerie

Contextual ambidexterity in the light of national culture: A comparative study of the interplay of managerial and organizational components in Australian, German and Indian biotechnology SMEs (337)
Abel, Rene Nicola; Chavan, Meena; Maurer, Indre

A Multilevel Analysis: Area Managers’ Ambidexterity and Unit-Performance in Multiunit Enterprises (430)
Hale, Jing Chen

FULL PAPERS
TEACHING ROOM 2 (4.04), HERSCHEL BUILDING

Inter-Organizational Collaboration: Partnerships, Alliances and Networks

SESSION CHAIR: OMID OMIDVAR
Towards a framework for Using Interpersonal and Inter-organizational Network Theories to Examine Citizen Involvement in ‘Wicked’ Health Problems (485)
Barker, Jacqueline Lois

An Actor-Network Theory of Boundary Objects: Construction and Disappearance (476)
Thompson, Edward Alan James

Implementation of Partnership Work: Key considerations and implications from the Nigerian Local Regeneration (925)
Okwilagwe, Oskhuenme; Apostolakis, Christos

DEVELOPMENTAL PAPERS
ROOM 2.23, RESEARCH BEEHIVE BUILDING

International Business and International Management

SESSION CHAIR: PAVLOS DIMITRATOS
An investigation of co-integration of Net Current Account and Real Effective Exchange Rates in the GCC region from 2002-2014 (42)
Aljadani, Abdussalam Salem; Mear, Fred; Raiml, Luqman Abd-raheem

Investigating the Impact of Target Firm Members Trust Antecedents on the Performance of Cross-border Acquisition (CBA): A Case Study of Middle Eastern Countries (317)
A-Raboudi, M. Abed Mazeel; Irani, Zahir; Ayios, Angel

Understanding the challenges to operate international business in the Arab world (573)
Mashlah, Samer
SESSION 8
THURSDAY 14:00–15:30 (15:00)

DEVELOPMENTAL PAPERS
ROOM G10, PERCY BUILDING
Knowledge and Learning
Management Education
SESSION CHAIR: JIM JOHNSTON
Transfer of Training: Learning to Workplace Application (124)
Cooper, Andrea; Murtagh, Rita-Marie; Davidson, Michael
The Cultural Equivalence of Timed Written Examinations used in UK Business Schools-Implications and Options. (607)
Connor, Gary
A Situated Learning Approach to Cultural Learning (195)
Zhu, Yunxia; Okimoto, Tyler; Roan, Amanda; Xu, Henry

FULL PAPERS
LECTURE THEATRE 2, BEDSON BUILDING
Management and Business History
SESSION CHAIR: SHANE HAMILTON
Adam Smith on Management Ethics: Then and Now (213)
Wagner-Tsukamoto, Sigmund
Revisiting the bank-industry divide: the presence and influence of banks in the British corporate network, 1904-1976 (263)
Wilson, John F.; Tilba, Anna; Buchnea, Emily Britt

FULL PAPERS
ROOM BARBARA 32, BARBARA STRANG TEACHING CENTRE
Marketing and Retail
SESSION CHAIR: FRASER MCCLAY
Factors Influencing Consumer Acceptance of User-Generated Content on Review Sites: An Empirical Study (939)
Ibrahim, Essam; Kampananon, Korbuu
Academic Conferences in the Field of Management: A Triangulated Conjoint Analysis (18)
Ganthaler, Anna; Lehner, Othmar M
Understanding study destination choices among international students (650)
McLeay, Fraser James; Lichy, Jessica Victoria; Asaad, Faisal

DEVELOPMENTAL PAPERS
ROOM B29, BARBARA STRANG TEACHING CENTRE
Marketing and Retail
Brand
SESSION CHAIR: KEITH GLANFIELD
Brand equity of non-profit organisations: conceptualizing customer based brand equity of Chinese non-profit organisations. (824)
Luo, Yan; Talay, Cagri
The Underlying Dimensions of Brand equity: Multidimensional Scaling Approach in the Indian Online Retail Segment (841)
Rana, Arunima; Bhat, Anil K; Rani, Leela
Employer brand trust: a grounded theory approach to conceptualization (287)
Mal, Carmen Iuliana; Davies, Gary

DEVELOPMENTAL PAPERS
TEACHING ROOM 1 (4.01), HERSCHEL BUILDING
Operations, Logistics and Supply Chain Management
SESSION CHAIR: JAS KALRA
Measures to Improve Humanitarian Supply Chain Strategy for International Beneficiary Agencies (388)
Massiah, Paul; Harrison, Christian
Development of agile supply chains within SMEs (272)
Naughton, Sean Hugh; Shariff, Hossein
A proposed new method for placing monetary values on virtual water to improve the efficiency of global supply chains (533)
Lowe, Benjamin Harvey; Oglethorpe, David; Choudhary, Sonal

FULL PAPERS
ROOM G33, BARBARA STRANG TEACHING CENTRE
Organizational Psychology
Scale development
SESSION CHAIR: ALISON LEGOOD
A three component model of union commitment: Scale development (638)
Kelloway, E Kevin; Mackie, Blaine; Doucet, Rod; MacLeod, Christopher; Thibault, Tabatha; Young, Devin
The relationship of Job Crafting and (self starting) innovative behavior and the development of a new catholic scale (543)
Paraskevopoulou, Louiza; Apospori, Eleni

FULL PAPERS
LECTURE THEATRE 3, BEDSON BUILDING
Organizational Transformation, Change and Development
SESSION CHAIR: JOHN VAUGHAN
Professionalization in a Family Business Firm-Sensemaking by Change Participants (764)
Mukherjee, Kajari; Aggarwal-Gupta, Meenakshi
The changing nature of business network relationships in emerging business ventures under market socialism in China (878)
Zheng, Ping
Actors in the knowledge economy: Shaping the hegemonic orthodox university (947)
Butcher, Catherine Norma

DEVELOPMENTAL PAPERS
ROOM G09, PERCY BUILDING
Organizational Transformation, Change and Development
SESSION CHAIR: TERESA ROCCA
Management Innovation through a Network-Based Management Tool: A Conceptual Study of Prerequisites (702)
Reuther, Kevin; Johnston, James B.; Clausius, Eike
An initial framework for Communication Breakdown behavior and its causes using a Grounded Theory Approach (601)
Ennsra, May; Hawela, Mohamed

60  BAM2016
Changes in knowledge within planned and radical change initiatives (1024)
Alyaseen, Nouf; Braganza, Ashley

DEVELOPMENTAL PAPERS
ROOM B30, BARBARA STRANG TEACHING CENTRE
Performance Management
SESSION CHAIR: ROSELYN CAMERON
Organizational and Market Biases in Performance Evaluation - Evidence from Cricket (822)
Datta, Subhadeep; Spourev, Stoyan V.
The Unintended Outcomes of Performance Management Systems: Towards a Typology and a Social Learning Perspective (194)
Aboubichr, Btissam
The interplay between social impact in performance measurement and national culture (990)
Jwijati, Ihssan Maamoun; Bititci, Umit Sezer

FULL PAPERS
LECTURE THEATRE 3, HERSHEY BUILDING
Research Methodology
Research design for structure or understanding?
SESSION CHAIR: VIKTOR DÖRFLER
Clinging On Researcher Objectivity in Management Research by Resorting to Highly Structured Research Procedures (112)
Kurdoglu, Rasim Serdar
The Soul of Grounded Theory (363)
Koleva, Petya; Kofinas, Alexander
The Integration of Concept and Data: Facet Theory and Analysis in Behavioural Research (936)
Clark, Murray C

DEVELOPMENTAL PAPERS
TEACHING ROOM 4 (4.19), HERSHEY BUILDING
Research Methodology
Approaches to mixed methods
SESSION CHAIR: MARC STIERAND
Displaying minority opinions visually: Focusing on disagreement in group discussions (72)
Alexander, Elitsa; Comi, Alice; Eppler, Martin
A mixed-method analysis of international trade in apparel: A case study of the Bangladeshi readymade garments industry. (516)
Saha, Krish; Bancroft, John
Mental Health Service Design: Methodological and Ethical Challenges in Stakeholder Engagement (784)
Valero-Silva, Néstor; Kettley, Sarah; Kent, Anthony

FULL PAPERS
ROOM 1.48, BARBARA STRANG TEACHING CENTRE
Strategy
Strategic performance factors
SESSION CHAIR: EVANGELIA FRAGOULI
Exploring Aspects of Strategic Management for a Small Plant Bakery (653)
Leary, Paul; Bell, Gary; Thomson, Elaine Thomson

DEVELOPMENTAL PAPERS
ROOM 1.47, BARBARA STRANG TEACHING CENTRE
Strategy
Addressing Uncertainty in Strategy
SESSION CHAIR: GEORGE BURT
Mirroring or misting: a contingent perspective (490)
Burton, Nicholas; Peter, Galvin
Into the unknown: Rethinking the relationship between synergy and uncertainty in mergers and acquisitions (M&A) (792)
Tait, Alan
Scanning turbulent market environments-The strategic planning challenge of SME's (809)
Eryurt, Ferhat

FULL PAPERS
ROOM 1.46, BARBARA STRANG TEACHING CENTRE
Sustainable and Responsible Business
CSR education and activism
SESSION CHAIR: TBC
A virtual reality game to educate tomorrow’s ethical managers. (63)
Jagger, Suzy; Sloan, Diane
Conceptualising Change Processes; A Model Of Institutionalising Responsible Management Education (581)
Warin, Charlotte Elizabeth; Beddewela, Eshani; Anchor, John
Micro Practice of Activist Managers: Changing Macro CSR Practices from the Inside (168)
Carrington, Michal; Neville, Benjamin; Zwick, Detlev

FULL PAPERS
ROOM G36, BARBARA STRANG TEACHING CENTRE
Sustainable and Responsible Business
CSR in SMEs
SESSION CHAIR: TBC
Issues in International Supply Chains and Corporate Social Responsibility for SME organisations. (717)
Atkinson, Louise
A pluralistic framework for the analysis of corporate social responsibility and its application to small and medium enterprises. (761)
Tomasella, Barbara; Ali, Alisha
Drought and Water Management Reporting of Global Corporations: an exploratory study (520)
Morris, Jonathan; McGuinness, Martina
Corporate Governance

TRACK CHAIR: RUTH MASSIE

WED 09:00–10:30
TEACHING ROOM 2 (4.04), HERSCHEL BUILDING
FULL PAPERS

SESSION CHAIR: RASIM SERDAR KURDOGLU
Elite networks, ideology and the preservation of corporate power. (238)
Price, Michael James
From Hubris to Care in the Boardroom: A Formula for M&A Success? (285)
Garrow, Nigel; Singh, Nivedita; Segal, Steven
Pay disparity, external pay alternatives and turnover of the second best paid Executive (795)
Brecht-Bergen, Stephanie; Richter, Ansgar; Uhlenbruck, Klaus

WED 14:00–15:30
SEMINAR ROOM 2, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: GEORGE DEXTER
Director engagement in corporate governance and its contribution to risk and crisis management planning in small companies: A literature review and findings from a pilot study. (479)
Spiers, Leslie
Delta Air Lines: A post-merger analysis (568)
Manuela Jr., Wilfred Sebastian; Rhoades, Dawna L.; Curtis, Tamilla
The Impact of Board Structure on the Control Role of Directors: Evidence from the UK (974)
Gkliatis, Ioannis; Koufopoulos, Dimitrios
Determinants and consequences of board size: conditional indirect effects (66)
Ali, Muhammad

WED 16:00–17:30
SEMINAR ROOM 2, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIRS: VIDYA PANICKER AND DONALD NORDBERG
CEOs and product differentiation: How managerial ability affects trademark registrations (323)
Nasirov, Shukhrat; Li, Cher; Thompson, Stephen
Information technology governance in the public sector (683)
Al-Farsi, Khalfia Ali; Dey, Bidit
Does the choice of Marketing Distribution Strategy affect the Performance of Well-Governed UK Insurance Companies? (924)
Abdoush, Tony; Wolfe, Simon; Marshall, Alasdair

THURS 09:00–10:30
ROOM G13, PERCY BUILDING
FULL PAPERS

SESSION CHAIR: ALISON MILES
Are Risk and Governance Disclosures Informatve? Evidence from MENA banks’ credit ratings (126)
Elamer, Ahmed Ahmed; Ntim, Collins G.; Abdou, Hussein
Short-termism, ownership and implications for investor stewardship (269)
Nordberg, Donald

THURS 09:00–10:30
SESSION ROOM 2, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: ANNA TILBA
Ownership as a Determinant of Corporate Governance Convergence in Indian Firms (500)
Sukumara Panicker; Vidya; Mitra, Sumit
An examination of the impact of Shari’ah supervisory boards (SSBs) on the role of the board of directors. The case of the Libyan banking sector (929)
Shaiba, Abdalla; Harradine, Donald; Molthan-Hill, Petra
The Determinants of Corporate Cash Holdings: Evidence from Firms Listed on the Egyptian Stock Market (1025)
Abodoma, Nihal; Stepanov, Roman; Youssef, Amr

THURS 11:00–12:30
SEMINAR ROOM 2, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: NATALIA BLAGBURN
The Nature of the Corporation: Implications for Ethical Governance (100)
Sun, William
Corporate governance: reflecting on core theories in context of VC-backed startup boards (838)
Blagburn, Natalia
The emergence of internet voting at shareholders’ annual meetings in France: what effects on corporate governance? (716)
Cheffi, Waliid; Abdennadher, Sonia

THURS 14:00–15:30
ROOM G13, PERCY BUILDING
FULL PAPERS

SESSION CHAIR: GEORGE EBAY EYONG
Governance in megaprojects: A pragmatic perspective (455)
Biesenthal, Christopher
Does Corporate Governance affect the Performance of Insurance Firms in the UK? (916)
Abdoush, Tony; Wolfe, Simon; Marshall, Alasdair
Thriving in Turbulent Times: How Stanford Endowment Funds Outperformed Other Public Funds with a Great Margin During the Years between of Two Stormy Crises (1028)
Fu, Ted; Fu, Yee-Tien

THURS 09:00–10:30
SESSION ROOM 2, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: GEORGE EBAY EYONG
Governance in megaprojects: A pragmatic perspective (455)
Biesenthal, Christopher
Does Corporate Governance affect the Performance of Insurance Firms in the UK? (916)
Abdoush, Tony; Wolfe, Simon; Marshall, Alasdair
Thriving in Turbulent Times: How Stanford Endowment Funds Outperformed Other Public Funds with a Great Margin During the Years between of Two Stormy Crises (1028)
Fu, Ted; Fu, Yee-Tien

THURS 09:00–10:30
SESSION ROOM 2, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: GEORGE EBAY EYONG
Governance in megaprojects: A pragmatic perspective (455)
Biesenthal, Christopher
Does Corporate Governance affect the Performance of Insurance Firms in the UK? (916)
Abdoush, Tony; Wolfe, Simon; Marshall, Alasdair
Thriving in Turbulent Times: How Stanford Endowment Funds Outperformed Other Public Funds with a Great Margin During the Years between of Two Stormy Crises (1028)
Fu, Ted; Fu, Yee-Tien

THURS 09:00–10:30
SESSION ROOM 2, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: GEORGE EBAY EYONG
Governance in megaprojects: A pragmatic perspective (455)
Biesenthal, Christopher
Does Corporate Governance affect the Performance of Insurance Firms in the UK? (916)
Abdoush, Tony; Wolfe, Simon; Marshall, Alasdair
Thriving in Turbulent Times: How Stanford Endowment Funds Outperformed Other Public Funds with a Great Margin During the Years between of Two Stormy Crises (1028)
Fu, Ted; Fu, Yee-Tien
Critical Management Studies

**TUES 16:00-17:30**
**ROOM 1.48, BARBARA STRANG TEACHING CENTRE**
**SPECIAL CONFERENCE SESSION**

CMS Open Session: CMS in Turbulent times: Brexit and its consequences - a call for action

**SESSION CHAIRS: GINA GRANDY, RON KERR, SARAH ROBINSON AND MARTYNA ŚLIWA**

Since the call for papers for this year’s BAM conference, the UK, Europe and the world have become arguably even more turbulent. Here in the UK the vote to leave the EU has created turbulence, anxiety and fear as the enormity of the impact of leaving the EU starts to become clear for individuals, organisations and on the Union itself. In the wake of the vote racism, xenophobia, class and regional antagonisms have been unleashed in the UK in ways unparalleled in recent times. The role of experts and intellectuals has been spurned and ridiculed by some politicians and in the popular press. The consequences for UK universities are manifold as many of us question the possibility and expediency of following academic careers in the UK, as the flow of European students starts to be curtailed, as the possibility of European funding shrinks, and as travel and European academic links and partnerships become harder. As an academic community that studies many issues raised and unleashed by Brexit this special open session asks how the CMS community can put our weight behind efforts 1. To study the impact of Brexit on organisations 2. To dissipate the effects and consequences of Brexit and 3. To consider our role as educators in fostering constructive debate and challenging (ignorance and bigotry). This one and a half hour session starts with several short provocations to stimulate discussion as to how CMS, as part of the wider academic community, can actively engage at a variety of levels in understanding this turbulence and working towards some stability in the wake of Brexit.

**WED 09:00-10:30**
**SEMINAR ROOM 2, PERCY BUILDING**

**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: SARAH ROBINSON**

Tourists, residents and strangers and the management of urban public space (685)
Mordue, Thomas James

Middle Managers and Non-routine Events: An Attention Based View Perspective (648)
Fletcher, Keiron; Sharkey Scott, Pamela

Ethical Scripts: How do middle managers integrate ethical considerations into decision making? (667)
Fletcher, Keiron; Sharkey Scott, Pamela; Mangementin, Vincent

“And that, no one can take away from me!” Stories of struggling, surviving, resisting and belonging in a dying organisation. (609)
Townley, Bob

**WED 11:00-12:30**
**LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING**

**FULL PAPERS**

**SESSION CHAIR: MARTYNA ŚLIWA**

Turbulence and Crisis in the Indian Peasantry and what it means for Business and Management. (1072)
Burrell, Gibson

Governing Project Managers - case study evidence from a local authority. (65)
Mackenzie, Ewan; Barratt, Edward

Thriving in turbulent times = Perpetuating the status quo? (534)
Pagan, Victoria Kate

**WED 16:00-17:30**
**LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING**

**FULL PAPERS**

**SESSION CHAIR: RON KERR**

Followers of the World Unite; or, I Call Mr Clarke a Complete Leader: Is Critical Leadership Studies Critical Enough? (255)
Learmonth, Mark

A Critical Realist Explanation of Line Manager Transitioning to Leadership in Entrepreneurial Organisations (980)
Beddows-Adams, Amanda Patricia

The Paradox and Ethics of Nondecision and Leadership (895)
Williamson, Des; Bristow, Alexandra

**THURS 11:00-12:30**
**SEMINAR ROOM 1, PERCY BUILDING**

**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: GINA GRANDY**

Translation of systems thinking theories to organizational management: a systematic review (209)
Bui, Hong T. M.; Galonou, Elien

Organizational Readiness: A Vygotskian Analysis of Mediated Learning through Disney Animation (1937-2014) (404)
Griffin, Martyn Andrew; Learmonth, Mark; Hamilton, Peter

Organizing the world with clay: practices of cooperation in bio-construction - examples from the South of Brazil. (915)
De Camillos, Patricia Kinst

**THURS 11:00-12:30**
**SEMINAR ROOM 1, PERCY BUILDING**

**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: RON KERR**

Management as bunk, human relations as debunking and critical performativity as rebunking (139)
Connors, Noel Anthony

A study of leadership fantasies in the NHS using photo-elicitation facilitated free association narrative as an interview method (588)
Chawla, Gaurish; Learmonth, Mark; McMurray, Robert

Leadership as a myth? A case for psychoanalytic reading of leadership in the NHS (590)
Chawla, Gaurish

Toward a Discursive View of Destructive Leadership (906)
Suzuki, Masato

The Role of ‘Passing’ by Skilled Immigrants and its Impact on their Employment Outcomes and Wellbeing (480)
Fernando, Mario; Almeida, Shamika; Randle, Melanie; Dharmage, Shyamali; Cartwright, Susan

**THURS 14:00-15:00**
**ROOM 2.20, RESEARCH BEEHIVE BUILDING**

**FULL PAPERS**

**SESSION CHAIR: SARAH ROBINSON**

The relationship and interrelationship of power - the case of UK female entrepreneurs (897)
Dean, Hannah

Selective Internal Demarketing in today’s UK Public Sector: “Getting Rid of the Undesirables”? (326)
Brown, David M; Wappling, Anders; Woodruffe-Burton, Helen
**Cultural and Creative Industries**

**TRACK CHAIR: LEE MARTIN**

**WED 09:00–10:30**

**ROOM 2.23, RESEARCH BEEHIVE BUILDING**

**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: LEE MARTIN**

- Exploring the role of organizational constraints on creative routines at ABS and BBC productions (207)
  - Banerjee, Aneesh; Burdon, Stephen
- Exploring legitimacy in the recognition of creative ideas. (869)
  - Lamb, Rachael Claire; Marlow, Susan
- Data sharing policy and organisational legitimacy in the publicly funded arts sector (684)
  - Butterworth, Christian; Fahy, Kathryn; Whitham, Roger
- Prospects of Ethno-Tourism in Emerging Markets: A Case of Mari El Republic, Russia (481)
  - Sheresheva, Marina; Polukhina, Anna

**WED 16:00–17:30**

**ROOM G36, BARBARA STRANG TEACHING CENTRE**

**FULL PAPERS**

**SESSION CHAIR: LEE MARTIN**

- Recoding Practices in Categorical Emergence: the “Rite of Spring” (1913) and the Bifurcation of Ballet (673)
  - Sgourev, Stoyan V.
- How Cultural Entrepreneurs Select for Creativity. Conceptual framework for the study of selection practices in cultural industries. (977)
  - Bernal Valencia, Marta; Potocnik, Kristina
- Recognition Biases and their effect on creative work (842)
  - Martin, Lee; Wilson, Nick; Marlow, Susan

**THURS 11:00–12:30**

**ROOM BARBARA 32, BARBARA STRANG TEACHING CENTRE**

**FULL PAPERS AND DEVELOPMENTAL PAPER**

**SESSION CHAIR: LEE MARTIN**

- The deep structure and superficial form of celebrity power: A comparative study across geographies of UK and US theatre audiences (360)
  - Caldwell, Niall; Tzempelikos, Nektarios
- Cultural Value Orientations and Staffing Practices of Indian Employees in Australia: A Review and Research Agenda (372)
  - Patel, Parth; Bhanugopan, Ramudu; D’Netto, Brian
- Textual Agents: How public documents create organisational identity and legitimacy (785) (Development Paper)
  - Fenton, Evelyn Maria

---

**eBusiness and eGovernment**

**TRACK CHAIRS: ATHANASIOS PAPADOPOULOS, PANOS PANAGIOTOPoulos AND SAVVAS PAPAGIANNIDIS**

**WED 09:00–10:30**

**SEMINAR ROOM 1, PERCY BUILDING**

**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: SAVVAS PAPAGIANNIDIS**

- Big Data is watching YOU? Big Data from the perspective of the individual web user in Russia (227)
  - Lichy, Jessica; Kachour, Maher Kachour; Khvatova, Tatiana
- A research agenda on data supply chains (DSC) (340)
  - Spanaki, Konstantina; Adams, Richard; Mulligan, Catherine; Lupu, Emil
- A Study of the Internet of Things from the Users’ Perspective (265)
  - Lu, Yang; Papagiannid, Savvas; Alamanos, Eleftherios
- Do we really learn outside our networks? (816)
  - Morales, Gabriela

**WED 11:00–12:30**

**TEACHING ROOM 2 (4.04), HERSCHEL BUILDING**

**FULL PAPERS**

**SESSION CHAIR: PANOS PANAGIOTOPoulos**

- Explaining social media acceptance by Business-to-Business SMEs in the South-East of England: a theory-enhanced qualitative comparative analysis (181)
  - Iannacci, Federico; Pole, Kristine
- Unveiling the Antecedents and Consequences of Social Media Engagement and Community Trust (454)
  - Shi, Xiping; Liu, Jonathan; Sirkeci, Ibrahim
- Validating a Cloud Trust Label: Influencing Consumer Trust in the Cloud (185)
  - Masevic, Ieva; van der Werff, Lisa; Emeakaroha, Vincent; Morrison, John; Lynn, Theo

**WED 14:00–15:30**

**TEACHING ROOM 2 (4.04), HERSCHEL BUILDING**

**FULL PAPERS**

**SESSION CHAIR: THANOS PAPADOPOULOS**

- Provider in Gold Coast, Australia (495)
  - Dhakal, Subas P; Mahmood, Muhammad N; Brown, Kerry; Burgess, John
  - Mosca, Fabrizio; Casalegno, Cecilia; Civera, Chiara
- ERP Orchestration Theory: A roadmap to realization of business innovation benefits of ERP systems (569)
  - Badewi, Amsgad; Shehab, Essam; Mohamad, Mostafa

**WED 16:00–17:30**

**TEACHING ROOM 2 (4.04), HERSCHEL BUILDING**

**FULL PAPERS**

**SESSION CHAIR: FEDERICO IANNACCI**
Entrepreneurship

TRACK CHAIRS: DILANI JAYAWARNA AND NATALIA VERSHININA

TUES 16:00–17:30
LECTURE THEATRE 2, HERSCHEL BUILDING
SYMPOSIUM

SESSION CHAIR: DILANI JAYAWARNA / NATALIA VERSHININA

We the Entrepreneurs - The Role of Entrepreneurship in Addressing the Sustainable Development Goals (143)
Newbury, Robert; Al-Dajani, Haya; Littlewood, David; Holt, Diane; Wyness, Lynne; Jones, Paul; Clapper, Rita; Brookes, Michael; Rouse, Julia; Apostolopoulos, Nikolas; Hussain, Javed

The Millennium Development Goals were replaced by the Sustainable Development Goals in 2015. These include a resolution to end poverty and hunger everywhere by 2030; build peaceful societies; empower women and girls; and protect the planet. Important to these goals is the move away from direct funding within the donor community towards an approach of empowering and enabling communities to ‘help themselves’. Such agency is apparent in the language of contemporary development with, for instance, Africa being able to feed itself by 2030 (Bill and Melinda Gates, 2015).

Within the domain of sustainable development (Shepherd and Patzelt, 2013), entrepreneurship is championed as a vehicle for empowerment and an enabler of economic development, poverty alleviation and other forms of social value (Kaijage, Wheeler and Newbery, 2013).

This symposium provides an academic forum to present entrepreneurship research that addresses the Sustainable Development Goals. The presentations will provide an integrated forum for an academic discussion on the role of entrepreneurship in development.

WED 09:00–10:30
LECTURE THEATRE 2, HERSCHEL BUILDING
FULL PAPERS

Self-employment and Personality

SESSION CHAIR: NATALIA VERSHININA

Quit my job for a start-up dream: For better or for worse? (166)
Sawang, Sukainaya; Bonner, Suzanne

From Entrepreneurial Intention to Action: The Role of Mind-set (434)
Alammari, Khalid Muhammed; Newbery, Robert; Beaumont, Emily; Haddoud, Mohamed Yacine

Waking up on the innovative side of the bed: Daily entrepreneurial behaviour as a result of high activated moods and good sleep (872)
Williamson, Amanda Jasmine; Battisti, Martina
WED 09:00–10:30
TEACHING ROOM 1 (4.01), HERSCHEL BUILDING
DEVELOPMENTAL PAPERS

Entrepreneurship in Context
SESSION CHAIR: DILANI JAYAWARNA
Entrepreneurship in north-west Nigeria: a systemic literature review of the barriers faced by small businesses, and an agenda for further research (293)
Suleiman, Mustapha Shitu; Valero-Silva, Nestor; Neshamba, Francis
An exploratory study of the impact of Entrepreneurial Orientation (EO) on Japanese SMEs internationalisation behaviour (350)
Oe, Hiroko; Yamamoto, Satoshi; Do, Hang
The Impact of Institutional Support on Entrepreneurship: Evidence from Saudi Arabia and the United Kingdom (557)
Alkhaldi, Thamer

WED 09:00–10:30
TEACHING ROOM 4 (4.19), HERSCHEL BUILDING
DEVELOPMENTAL PAPERS

Entrepreneurship in Context
SESSION CHAIR: PAUL JONES
The relationship between social enterprise value creation and socio-spatial context in the rural regions of Zambia (757)
Chilufya, Rosemary; Mswaka, Walter; Meaton, Julia
An Innovative Environment, Institutional Support and Entrepreneurial Orientation: Factors Influencing the Growth of High Technology SMEs in India (790)
Aruvanahalli Nagaraju, Roopa; Philpott, Elly
Emerging Economies: Legitimacy and Institutional Entrepreneurship (962)
Baig, Parisa Iqbal; Godfrey, Andrew Christopher
Disability, welfare reform and enterprise policy in the UK since the 1990s (884)
Coogan, Thomas Albert; Kasperova, Eva

WED 11:00–13:00
LECTURE THEATRE 2, HERSHEY BUILDING
FULL PAPERS

Finance and Growth
SESSION CHAIR: WILSON NG
Funding of Large vs. Small Businesses: Does Bank Size Matter? (831)
Mkhabela, Achraf; Werner, Richard
The impact of social networks and ICTs on entrepreneurial intention: A social capital approach (550)
Perez Fernandez, Hector; Rodríguez Escudero, Ana Isabel; Martín Cruz, Natalia; Delgado García, Juan Bautista
Exploring factors of growth in entrepreneurial and intrapreneurial firms against conservative firms: Technologies, markets and institutions (385)
Yoruk, Esin
Resource investments and business model change in new ventures (1033)
Dottore, Antonio

WED 11:00–12:30
TEACHING ROOM 4 (4.19), HERSHEY BUILDING
DEVELOPMENTAL PAPERS

Leadership and Networks
SESSION CHAIR: NATALIA VERSHININA
Mutual Trusting among Network Partners in Entrepreneurial Exploitation: The Case of Volkswagen and Defeat Devices (470)
Wylde, Allison; Ng, Wilson
Knowledge influencing same leaders’ use of statutory and non-statutory means of protecting and exploiting innovation (531)
Combe, Ian Alexander; Howell, Claire
“Mixed embeddedness” and entrepreneurial ecosystem, same or different? (729)
Gast, Annabell Katja; Vershinina, Natalia; Woldesenbet-Beta, Kassa

WED 14:00–15:30
LECTURE THEATRE 4 (4.19), HERSHEY BUILDING
DEVELOPMENTAL PAPERS

Leadership and Networks
SESSION CHAIR: NATALIA VERSHININA
University Spin-Off’s Seed Capital: An Empirical Study from Demand Perspectives (78)
Huynh, Thanh
Opening the Black Box: Role of Chinese Science Parks in Supporting Returnee Entrepreneurs’ New Ventures (198)
Xiong, Yu; Xia, Senmao; Zhang, Min; Cornford, James
The influence of Institutional environment on entrepreneurial orientation and individual venture creation Among Nigerian Youths (992)
Ogunsade, Adekunle Isaac

WED 14:00–15:30
TEACHING ROOM 4 (4.19), HERSHEY BUILDING
DEVELOPMENTAL PAPERS

Resources in Entrepreneurial Firms
SESSION CHAIR: NATALIA VERSHININA
Symbolic Entrepreneurial Capital and Entrepreneurial Habitus: A “Theory of Practice” perspective on the formation of Entrepreneurial Intentions. (321)
Chaikos, Georgios; Salvavou, Helen
Nationalisation of Human Capital: The Impact of Culture on Professional Competencies in GCC Countries (389)
Al-Halbadi, Salem Mohamed; Omar, Amizan; Weerakkody, Vishanth
Entrepreneurial Psychological Capital: A Different Way of Understanding Entrepreneurial Capacity (734)
Pease, Peter; Cunningham, James
Nascent Entrepreneurial Capital and Its Impact on New Venture Creation (505)
Alomani, Abeer Abdullrahman

WED 16:00–17:30
LECTURE THEATRE 1, HERSHEY BUILDING
FULL PAPERS

Gender and Family Context
SESSION CHAIR: NATALIA VERSHININA
Family relations in new venture teams: growth in the entrepreneur context (27)
Muñoz-Bullon, Fernando; Sanchez-Bueno, Maria J.; Vos-Saz, Antonio

Women copreneurs and their path to legitimate entrepreneurial identity (807)
Ho, Hui Ping; Ahmed, Pervaiz; Teh, Pei Lee

Striking the right balance: Sri Lankan entrepreneurial mothers’ gender identity construction (811)
Kodagoda, Thilakshi; Samaratunge, Ramanie; Wijewardena, Nilupama

WED 16:00–17:30
LECTURE THEATRE 2, HERSCHEL BUILDING
FULL PAPERS

New Firms and Resources
SESSION CHAIR: OSSIE JONES
Emerging entrepreneurial firms: An evolutionary stage model (31)
Amankwah-Amoaoh, Joseph

Business Models and Firm Performance: The Moderating Effect of Firm Age (249)
Pati, Rakesh Kumar; Mankavil Kovil Veettil, Nandakumar; Ghobadian, Abby; O'Regan, Nicholas

Managing Resources in Small Firms: Reactive or Proactive Bootstrapping? (129)
Jones, Oswald; Jayawarna, Dilani

THURS 09:00–10:30
LECTURE THEATRE 2, HERSCHEL BUILDING
FULL PAPERS

Private vs Public
SESSION CHAIR: DILANI JAYAWARNA
Private engagement with public issues: a case of public entrepreneurship in the healthcare field (810)
Paviera, Carmelo; Woodward, Rick

The Freestyle Lifestyle Entrepreneur- A Tale of Competing Values (942)
Beaumont, Emily; Walmsley, Andreas; Wallis, Laura; Woodward, Eleanor

Separating the dancer from the dance? Contextualising public entrepreneurship in the Greek local government in times of fiscal austerity (695)
Melissanidou, Eleni; Johnston, Lorraine; Ludwig, Gregory

THURS 09:00–10:30
TEACHING ROOM 4 (4.19), HERSCHEL BUILDING
DEVELOPMENTAL PAPERS

Growth
SESSION CHAIR: WILSON NG
Towards a Practical Taxonomy of Business Accelerators (701)
Fowle, Michael J

From start-up to scale-up: Attempts to define business scalability and reveal its antecedents. (721)
Slachou, Evangelia; Vlachos, Ilia

Do contextual ambidexterity facilitate the SME growth process?– Emerging insights from a study on the UK SMEs. (835)
Roochanifar, Moe; Patnaik, Swetketu; Cannon, Tom

The Entrepreneurial University: Scale development and validation (135)
Abbas, Amal; Shohaieb, Mohamed

THURS 11:00–12:30
LECTURE THEATRE 2, HERSCHEL BUILDING
FULL PAPERS

Ecosystem and exit
SESSION CHAIR: PAUL JONES
Ecosystem Centric Co-creation: A Framework and Typology (306)
de Silva, Muthu (Lasandahasi Ranmuthumalie); Wright, Mike

Is ecopreneurship the way out of turbulent times? Understanding ecopreneurship’s potential for sustainable development (756)
Schneider, Niels Robert

Entrepreneurial Learning Through Failure (903)
Shore, Adam

THURS 11:00–12:30
TEACHING ROOM 4 (4.19), HERSCHEL BUILDING
DEVELOPMENTAL PAPERS

Learning
SESSION CHAIR: DILANI JAYAWARNA
Entrepreneurial Learning from business exits- Learning outcomes influencing entrepreneurial behaviours and perception of success (274)
Abbas, Aisha

Hybrid Entrepreneurship: A Life Course Analysis for a Resource - Demand Explanation (515)
Jayawarna, Dilani; Jones, Oswald

The Impact of Teaching Approach on Frosting Entrepreneurial Competencies and Intention (826)
Shohaieb, Mohamed; Abbas, Amal

‘Let’s Put the Person Back into Entrepreneurship Research’: A study of entrepreneurs’ personality and innovations (375)
Parkes, Geoff; Liu, Rebecca

Learning to start a new venture—applying a process-relational approach to nascent entrepreneurship and learning (946)
Hill, Inge Rosemarie

THURS 14:00–15:30
LECTURE THEATRE 2, HERSCHEL BUILDING
FULL PAPERS

Identity and Learning
SESSION CHAIR: WILSON NG
The Assumptions Underlying Identity in Entrepreneurship Research: A Systematic Review in Leading Academic Journals (814)
Aouni, Zineb; Chang, Artemis; Diambeidou, Biga

Psychic distance and cultural distance: Two peas in a pod, revisited (1026)
Bhowmick, Sanjay

“Teach a man to fish”: a case study of entrepreneurship education in conflict-ridden Maiduguri, Nigeria (544)
Kolade, Oluwaseun; Anosike, Paschal
Gender in Management
TRACK CHAIR: ADELINA BROADBIDGE

WED 09:00–10:30
LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING
FULL PAPERS

SESSION CHAIR: ADELINA BROADBIDGE
Feminities at Work: How Women Support Other Women in the Workplace (596)
Carr, Melissa Louise; Kelan, Elisabeth Kristina

Barriers to Career Success: The Unique Challenges Muslim Women Managers Face (489)
Rossenkhan, Zubeida; Ahmed, Pervaiz Khalid; Au, Wee Chan

Women Leaders: A Theory of Negative Intra-Gender Relations in Organizations (245)
Mavin, Sharon; Grandy, Gina

WED 11:00–12:30
LECTURE THEATRE - 201 (5.02), MERZ COURT BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: GARY POWELL
Career Development Issues among female Doctors in Pakistan (301)
Asif, Amna

Diversity in the authorship of journal articles and REF impact case studies: How are UK business schools shaping up? (722)
Davies, Julie; Syed, Jawad

Gender and the performance of emotional management in the Thai Spa Industry (475)
Bhrammanachote, Winayaporn; Brodbridge, Adelina Martine

Career transitions amongst women in developing countries (450)
Ramrekha, Shubashni; Cameron, Roslyn Ann

WED 14:00–15:30
LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING
FULL PAPERS

SESSION CHAIR: GINA GRANDY
Shifting Gears: Academia, Parenthood and the Work Life Interface (969)
Byrne, Janice; Canato, Anna

The struggle for equality in academia: the gendered effects of an apparently innocent work allocation (140)
Meschitti, Viviana

The impact of role incongruity on female leadership: strategies of identity construction (435)
Greguletz, Elena Katharina; Diehl, Marjo-Riitta

WED 16:00–17:30
LECTURE THEATRE - 201 (5.02), MERZ COURT BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: JENNY RODRIGUEZ
Along the continuum of ‘ideal worker’ and ‘good women’: An examination of Work-life interface in Pakistan (1005)
Faiz, Rafia

Women in managerial pipelines: Perceptions of gender equality in corporate evaluation systems within UK Financial Services (908)
Dunn, Elaine Louise

“Women on宝(a)rd” - The role of institutional distance in the EU Commission’s attempt to break the “glass ceiling” in EU member-states. (529)
Botts, Moritz Martin; Söllner, Albrecht

THURS 09:30–10:30
LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING
FULL PAPERS

SESSION CHAIR: WINAYAPORN BRAMMANACHOTE
The role of mentoring in female career progression: perceptions and views of the senior managers in a NHS Board in Scotland (565)
Seraj, Saquila

Formal or informal recruitment? A critical analysis of recruitment methods and their implications on inequalities in Malawian finance and insurance industry (849)
Chikapa, Tiyesere Mercy

THURS 11:00–12:30
LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING
FULL PAPERS

SESSION CHAIR: GARY POWELL
Antecedents and Consequences of Diversity and Equality Management Systems: A Moderated Mediation Study (70)
Ali, Muhammad; Konrad, Alison M.

Considering the Context: Gender, Gendered Norms and Emotional Labor (418)
Ünlü, Onur; Ünlü, Sevim; Yürür, Senay

Exploiting Women’s Aesthetic Labour to Fly High in the Chinese Airline Industry (390)
Ren, Xiaoni

THURS 14:00–15:30
ROOM 2.22, RESEARCH BEEHIVE BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: SHARON MAVIN
Manipulating strong gender-marking in the workforce: An analysis of women in the United Arab Emirates workforce. (216)
Alhadhrami, Abdelrahman Baqrain; Goby, Valerie Priscilla

Women in Irish Investment Management - An Exploration of Social Closure Theory as an Explanatory Criterion (111)
Sheerin, Corina

Intersectionality in international human resource management: A reading of the construct of the global worker (780)
Rodriguez, Jenny K
Human Resource Management

TRACK CHAIR: JONATHAN CRAWSHAW

WED 09:00–10:30
CURTIS AUDITORIUM, HERSHEY BUILDING
FULL PAPERS

SESSION CHAIR: VALERIE ANTCLIFF
Collective bargaining and strikes in South Africa’s labour relations landscape: a consideration for pragmatic dispute resolution options (144)
Samuel, Michael Olorunjuwon
Trade union responses to ageing workplace in the East and West: Are unions taking a path dependent approach to older workers? (675)
Flynn, Matthew; Xi, Chen
Union Learning Representatives—‘New Activists’ and Union Revitalisation (647)
Antcliff, Valerie; Saundry, Richard; Hollinrake, Alison

WED 09:00–10:30
LECTURE THEATRE 1, HERSHEY BUILDING
FULL PAPERS

SESSION CHAIR: HENRIETT PRIMECZ
Pre-employment contributors shaping the psychological contract: The case of international volunteers in South Africa (775)
Ronnie, Linda; Sears, Katherine
Long Working Hours and the Challenges of Work-life Balance: The Case of Nigerian Medical Doctors (24)
Adisa, Toyin Ajibade; Abdurahieem, Issa; Osabutey, Ellis
Modern technology’s impact on work life interference. The cases of “employee friendly organizations” (620)
Primecz, Henriett; Toarniczky, Andrea; Csillag, Sara; Kiss, Csaba; Szilas, Roland; Milassin, Andi; Bacs, Katalin

WED 09:00–10:30
TEACHING ROOM 3 (4.20), HERSHEY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: MARGARITA NYFOUDI
Are You a Cistern or Channel? Exploring Factors Triggering Knowledge Hiding Behavior at Workplace: Evidence from Indian R & D Professionals (128)
Jha, Jatinder Kumar; Varkkey, Biju
Crisis, Communication and Employee Development: The Case of Oman Oil and Gas Industry (600)
Albusaidi, Saud Nasser; Ayoko, Oluremi
Internal Channels of Communication: the case of a not-for profit organisation in the U.K. (220)
Kristjansdottir, Gudfinna; Nyfoudi, Margarita

WED 11:00–12:30
CURTIS AUDITORIUM, HERSHEY BUILDING
FULL PAPERS

SESSION CHAIR: RICHARD NYUUR
The Factors influence employee engagement Leveraging by organisational culture Pilot study in Libyan banking sector (436)
Eseleni, Mohamed Mohamed
Job Resources Influencing Work Engagement: Moderating Role of Personality Traits (467)
Hussain, Saddam; Essa, Shabana; Malik, Muhammad Imran; Jan, Farzand Ali
The role of employee attributes on engagement dimensions: insights from two West African countries. (766)
Nyuur, Richard B.; Ifere, Simeon E.

WED 11:00–12:30
TEACHING ROOM 3 (4.20), HERSHEY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: MANDY JOLLIE BAKO
Career experiences of employees on wheelchairs in Pakistan (169)
Faiz, Rafia; Hussain, Seemab; Hashmi, Muhammad Aamir
Does Affirmative Action affect intention to leave? The role of perception of discrimination due to Affirmative action policies on intention to leave by beneficiary group (983)
Othman, Abdullah; Badewi, Amgad
Women’s Marginalisation in Nigeria: Challenges and the Way Forward (781)
Bako, Mandy Jollie

WED 14:00–15:30
CURTIS AUDITORIUM, HERSHEY BUILDING
FULL PAPERS

SESSION CHAIR: YEHUDA BARUCH
What attributes are employers looking from Business and Management graduates? (657)
Weerakkody, Vishanth; Osmani, Mohamad Wali; Hindi, Nitham
Unemployability of Nigerian University Graduates: A Study of Skills Misalignment (693)
Ejiogu, Aloy Maduka
Students’ perceptions of their future employability: Development of a conceptual model for evaluation of influential factors (113)
Donald, Will; Baruch, Yehuda; Ashleigh, Mel

WED 14:00–15:30
TEACHING ROOM 3 (4.20), HERSHEY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: BELGIN OKAY-SOMERVILLE
Turbulent times for teachers: the challenge of human resource management in schools (294)
Bryson, Jane Elspeth; Anderson, Gordon John
Human Resource Management and Economic Crisis (645)
Johnstone, Stewart
### Configurational Effects of Pre-Recession High Performance Work Practices on Post-Recession Performance in the UK Service Sector (246)

Okay-Somerville, Belgin; Scholarios, Dora

### WED 14:00–15:30

#### TEACHING ROOM 1 (4.01), HERSCHEL BUILDING

**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: ANN PRISCILLA PARKINSON**

Reconfiguring careers for the twenty-first century and beyond: challenges, constraints and opportunities (345)

*Clarke, Marilyn Alexandra; Scurry, Tracy; Smith, Mark*

The evaluation of training and development of employees: the case of a national oil and gas industry (32)

*Al-Mughairi, Aliya Mohammed*

At the top table: lessons of success from HR executives who have made it (901)

*Parkinson, Ann; Plimmer, Geoff*

### WED 16:00–17:30

#### CURTIS AUDITORIUM, HERSCHEL BUILDING

**FULL PAPERS**

**SESSION CHAIR: DAVID MARSDEN**

A U-relationship between ‘the amount of the bonus as a percentage of base salary’ and ‘the global motivation’: An exploratory study in call centres (399)

*Bourdill, Maryline*

Investigating the Relationship of Performance Appraisal with Employee Promotion, Satisfaction and Performance in Banking Sector (87)

*Ali, Ashique; Kibria, Amir; Shaikh, Najia; Abbas, Sahar*


*Marsden, David; Sezer, Lisa*

### THURS 09:00–10:30

#### CURTIS AUDITORIUM, HERSCHEL BUILDING

**FULL PAPERS**

**SESSION CHAIR: AMANI MOAZZAM**

An integrated framework to understand contemporary careers in emerging Vietnam (218)

*Tran, Hang Thi; Baruch, Yehuda; Bui, Hong*

Influence of cultural values on career goal: evidence from gen-x and gen-y employees in Malaysian companies (250)

*Ismail, Maimunah; Abd Rahim, Atikah Nadia; Lee, Kim Hou; Mohd Thahir; Nurul Fariza*

Perceived Employability and Subjective Career Success: Mediating role of Work Life Balance. (751)

*Malik, Madiha Waheed; Moazzam, Amani*

### THURS 09:30–10:30

#### LECTURE THEATRE 1, HERSCHEL BUILDING

**FULL PAPERS**

**SESSION CHAIR: GRAHAM PERKINS**

Explaining the Relationship between Teamworking and Organizational Performance: Employee-Mediated and Organization-Design Effects (314)

*Procter, Stephen; Burridge, Mark*

Age diversity management and organizational outcomes: The role of diversity perspectives (77)

*Ali, Muhammed; French, Erica*

Encouraging creativity in SME contexts—Reconceptualising HRM as a non-linear activity (61)

*Perkins, Graham*

### THURS 11:00–12:30

#### CURTIS AUDITORIUM, HERSCHEL BUILDING

**FULL PAPERS**

**SESSION CHAIR: SCOTT BRADLEY RANKIN**

Exploring the management and promotion of employee wellbeing in the UK (880)

*Murray, Nicola; Roslender, Robin; Monk, Elizabeth*
The impact of high-performance work systems on Greek hospital employees’ work-related well-being and job burnout (179)
Mihail, Dimitrios; Kloutsiniotis, Panagiotis

Exploring Consensus: Front-Line Leaders in HRM Implementation (847)
Rankin, Scott Bradley

THURS 11:00—12:30
LECTURE THEATRE 1, HERSCHEL BUILDING
FULL PAPERS

SESSION CHAIR: CLIVE TRUSSON
Abu Hasan, Norhafizah

Using hands to change fate: human capital formation in a Chinese catering establishment (718)
Siebers, Lisa; Qixun, Li; Fei, Kamoche, Ken

Segmenting workers within a job family for customized HRM ‘content’ practices: the case of IT service support workers (804)
Trusson, Clive

THURS 11:00—12:30
TEACHING ROOM 3 (4.20), HERSCHEL BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: ALISON SHERIDAN
The role of HR practitioners in compliance with workplace laws in the UK and Australia (347)
Young, Clare Harriet; Suter, Jane

The Mediating Effect of Organisational Culture in the Relationship between HR Systems and Turnover Intentions: a Multi-level Study from Saudi Service Sector (843)
Alrebeay, Bander; Clarke, Nicholas; Vernon, Guy

HR practices in Service Sector SMEs in Ireland: Exploring the terrain (703)
Sheridan, Alison; Harney, Brian

THURS 14:00—15:30
LECTURE THEATRE 1, HERSCHEL BUILDING
FULL PAPERS

SESSION CHAIR: DAVID SARPONG
Defining self: Career identity and the community aged care worker (51)
Clarke, Marilyn Alexandra

Authenticity of employee voice channels: a critical discourse analysis of Nigeria’s banking and ICTs sectors (79)
Oruh, Emeka Smart; Mordi, Chima

Exploring the career journeys of skilled professional migrants (361)
Sarpong, David; Maclean, Mairi

THURS 14:00—15:30
TEACHING ROOM 3 (4.20), HERSCHEL BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: QI WEI
Meta-Analytic Evidence on the Effectiveness of Flexible Work Practices as an Internal and External Employer Branding Strategy (156)
Kroell, Claudia; Nueesch, Stephan; Onken-Menke, Greta

Tribal affiliation and gender: their influence on worklife balance practice in a Kenyan Telecoms Company (891)
Auluck, Randhir; Chimungeni, Sheillah; Maycock, Eno

Multinationals and variable pay determination (603)
Wei, Qi

Did You Know …
Emerald has the world’s largest journal portfolio in Business and Management with 55 titles!
In 2015 we had…
• 5,243,545 downloads
• 10% article growth
Our rankings feature…
• 50% coverage in Thomson Reuters
• 78% Scopus coverage
• 83% Scopus Coverage
• 150 titles expected to publish in 2016

Discover the latest research in
Business, Management & Strategy

For exclusive free access & books discounts, or to find out about our titles and discuss new opportunities, come along and talk to us at our stand! www.emeraldgrouppublishing.com/tk/bms
Identity
TRACK CHAIRS: CHRISTINE COUPLAND AND JULIETTE SUMMERS

WED 09:00–10:30
LECTURE THEATRE–201 (5.02), MERZ COURT BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: SANDRA CORLETT
Affording Christ'mas: The festive season as identity work (640)
Brown, Jane; Black, Kate; Woodruffe-Burton, Helen; Wäppling, Anders
Is the customer always right? An exploration of academic-student identities within the managerialised university (938)
Rodrigues Azevedo, Carlos Pedro
Consumer Identity and Women's Luxury Fashion Consumption Behaviour: A Conceptual Overview (803)
Emmanuel-Stephen, Christiana M; Gbadamosi, Ayantunji

WED 11:00–12:30
LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING
FULL PAPERS

SESSION CHAIR: KATE BLACK
'The Customers are God': Discursive tensions in Sikh business people’s identity work (40)
Ellis, Nick; Mallett, Oliver; Purchase, Sharon; Theingi, Theingi
The scientist marketer: A tale of nanotechnology sensemaking, stigmatization and hybrid identity (69)
Dean, Andrew Kristoffer; Wells, Victoria; Ellis, Nick
Honouring the code? Exploring the ambiguities and antagonisms of ethical identities (598)
Schaefer, Anja; Smolovic Jones, Owain; Miranda, Diana

WED 14:00–15:30
LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING
FULL PAPERS

SESSION CHAIR: PETER MCINNES
The Creatives’ conflict: how responding to identity conflict shapes micro-firms (367)
Knox, Stephen
Guides for hire and critical commentators: Industry bloggers and the creation of identity in the B2B publishing industry (392)
Milne, Alastair
Crafting Identities in Insecure Employment: An Ethnographic Exploration of the Experiences of Temporary Agency Workers (528)
Tarrabain, Chloe

WED 14:00–15:30
LECTURE THEATRE - 201 (5.02), MERZ COURT BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: SARAH ELISABETH FIDMENT
Understanding the relationship between identity and emotion (82)
Winkler, Ingo
Coping with Multicultural Identity: An Analysis on the Cultural Positioning of Nordic Expatriates in China (639)
Zhang, Ling Eleanor; Vaara, Eero
Performing the democratic subject: an exploration of the identity constructions of NGO practitioners (562)
Smolovic Jones, Sanela; Winchester, Nik; Clarke, Caroline
Moral identity work in business practitioners (788)
Wishart, Maria Anne; Schaefer, Anja

THURS 09:30–10:30
LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING
FULL PAPERS

SESSION CHAIR: JULIETTE SUMMERS
A Tale of Two Sundaes:—an autoethnography of identity in career transition (359)
Warhurst, Russell; Black, Kate
Employee voice and silence in the service of identity growth (423)
Sunagic, Mirha

THURS 09:00–10:30
LECTURE THEATRE - 201 (5.02), MERZ COURT BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: CHRISTINE COUPLAND
University department heads navigating through research management discourses: An identity work perspective (782)
Gorup, Meta
Professional, occupational and manager identity: the role of ‘expert practice’ for being a housing manager (297)
Rostron, Ali
A Perspective towards ‘Hybridity’ as an Illusory Identity (324)
Waters, Hugh

THURS 11:00–12:30
LECTURE THEATRE-201 (5.02), MERZ COURT BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: HAZEL WILLIAMS
Work-role transitions to senior management: Self-regulation in identity adaptations (514)
Popkova, Oxana; Turnbull-James, Kim
(Re)construction of identity during turbulent times of rapid social and economic change: a study of Korean financial crisis perspectives (773)
Kim, Amee
Authenticity in Contemporary Craft Work (731)
Toraldo, Maria-Laura; Bell, Emma; Mangia, Gianluigi
Innovation

TRACK CHAIRS: GEORGE TSEKOURAS AND NICK MARSHALL

THURS 14:00–15:30
LECTURE THEATRE – 201 (5.02), MERZ COURT BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: ALI ROSTRON
Investigating identity experiences of freelance and self-employed workers, thriving in turbulent times (330)
Curtis, Lucill
‘Becoming’ a hybrid HRIS specialist (411)
Williams, Hazel

THURS 14:00–15:30
LECTURE THEATRE – L302 (6.23), MERZ COURT BUILDING
FULL PAPERS

SESSION CHAIR: NICK ELLIS
Once there was a young man who... Understanding identity development in business management through the lens of positioning theory (432)
Wu, Xiaojian; Zhang, Xuhong
Exploring Imaginaries of Authenticity: Seeking Authentic Selves in Contemporary Organisational Life (694)
Zaeemdar, Sara
Boundary Management on a Microlevel: From Personal Preferences and Others’ Attitudes (871)
Stanske, Sarah Eva

TUES 16:00–17:30
ROOM G34, BARBARA STRANG TEACHING CENTRE
SPECIAL CONFERENCE SESSION

BAM Innovation SIG Event: Innovation in the City

SPEAKERS: PROF JONATHAN SAPSED, NEWCASTLE UNIVERSITY
EMERITUS PROF. JOHN GODDARD, OBE, NEWCASTLE UNIVERSITY
JAMES CORNFORD, UNIVERSITY OF EAST ANGLIA

This event is intended to showcase a number of new initiatives in social or civic innovation taking places like Newcastle upon Tyne, Norwich, and Brighton. These include the FUSE project supporting innovation, creativity and economic growth to generate new business and employment opportunities in the creative, cultural, digital and IT sectors in the City of Brighton and Hove, now being replicated in the North East of England; and an initiative entitled Digital Civics involving the design, development, and evaluation of personal and community-based digital technologies and services to support new forms of civic engagement and support local communities, through local service provision and local democracy, funded by the EPSRC and run by the Open Lab at Newcastle University.

Presentations on these and other initiatives will be followed by a panel discussion and wider debate about the issues, opportunities and research needs arising from a growing requirement for more social and community-based innovation within our cities in the context of an era of austerity and the crucial role that Universities have to play in that process.

This event forms part of the BAM Innovation SIG activities at the BAM Annual Conference, being held at Newcastle University from 6-8 September 2016.
WED 16:00–17:30
LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING
FULL PAPERS

Innovation Ecosystems

SESSION CHAIR: GEORGE TSEKOURAS
Entrepreneurial Cognitions and Innovative Entrepreneurial Entry: Moderating Role of Societal Context (904)
Raza, Ali; Muffatto, Moreno; Saeed, Saadat

Business Model Bias in Innovation Ecosystems (231)
Sapsed, Jonathan; Camerani, Roberto; Masucci, Monica; Mateos-Garcia, Juan

An Ecosystem Approach to Firm Survival: Evidence on Size Diversity, R&D and Fair Trading in UK data (948)
Trushin, Eshref; Ugur, Mehmet; Solomon, Edna

THURS 11:00–13:00
LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING
FULL PAPERS

Supporting Innovation: Challenges, enablers and alternative approaches

SESSION CHAIR: NEIL ALDERMAN
Determinants of eco-innovations in Brazilian firms (859)
Prado, Patricia; Issberner, Liz-Rejane

SME innovation across the R&D intensity spectrum: Do enabling routines and capabilities differ? (760)
Dooley, Lawrence; Barrett, Gillian; O’Sullivan, David

Exploring creative deviance in professional service firms (561)
Appiah, Gloria; Sarpong, David

Gamification and innovation: a mutually beneficial union (247)
Shpakova, Agnessa; Dörrfler, Viktor; MacBryde, Jill

THURS 14:00–15:30
LECTURE THEATRE - L301 (6.21), MERZ COURT BUILDING
FULL PAPERS

Reviewing and Rethinking Innovation

SESSION CHAIR: NICK MARSHALL
Thriving in turbulent times: probabilistic innovation and criteria for a developing scientific field of enquiry (468)
Callaghan, Christian William

The role of Innovation Orientation within Business and Management Studies: Towards a framework for research synthesis in Innovation Orientation (236)
Norris, David; Ciesielska, Malgorzata

Critical success factors in service innovation strategies: An annotated bibliography on NSD (374)
Kitsios, Potis; Kamariotou, Maria

WED 16:00–17:30
LECTURE THEATRE - L302 (6.23), MERZ COURT BUILDING
FULL PAPERS

Comparing Influences on Innovation Performance

SESSION CHAIR: LAWRENCE DOOLEY
A Qualitative Study on the Implications of Social, Structural and Knowledge Capital on Innovation: Multiple Cases of UK Marketing Digital Agencies (240)
Menelec, Valerie

Contextual ambidexterity in the light of national culture: A comparative study of the interplay of managerial and organizational components in Australian, German and Indian biotechnology SMEs (337)
Abel, Rene Nicolai; Chavan, Meena; Maurer, Indre

A Multilevel Analysis: Area Managers’ Ambidexterity and Unit-Performance in Multiunit Enterprises (430)
Hale, Jing Chen

Inter-Organizational Collaboration: Partnerships, Alliances and Networks

TRACK CHAIRS: QILE HE AND ALBERT JOLINK

WED 09:00–10:30
ROOM G13, PERCY BUILDING
FULL PAPERS

SESSION CHAIR: EDWARD THOMPSON
Timing Concepts Affecting the Odds of Success or Failure of M&As (19)
Zadrazil, Nicole; Lehner, Othmar M

Organizational Factors and Group Cohesion as Perceived by M&A Employees (253)
Ismail, Maimunah; Umar Baki, Nordahlia; Omar, Zoharah

Business Relationship Life Cycle Research: An Assessment and Suggestions for Future Research (940)
Yaqub, Muhammad Zafar; Windsperger, Josef

WED 11:00–12:30
ROOM G13, PERCY BUILDING
FULL PAPERS

SESSION CHAIR: QILE HE
Knowing me, knowing you: equity alliances with dissimilar partners (17)
Nielen, Eva; Jolink, Albert

Hagedoorn, John; Lokshin, Boris; Malo, Stephane

The role of trust in cooperation between family and non-family firms: evidences from a longitudinal case study (747)
Cherni, Maryem; Leroux, Valérie; De Avila Sentos, Joao Heitor
**WED 11:00—12:30**
**SEMINAR ROOM 2, PERCY BUILDING**
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: JACQUELINE LOIS BARKER**
Internationalizing to developing countries—businesses, governments or non-governmental organizations as potential partners? (101)
Heyer, Thilo

Customer attractiveness in the context of servitization
A configurational approach and the study of necessary conditions (985)
Toth, Zsófia; Dul, Jan

Resolving the Rainbow of Chaos: The value of Participant-Governed (787)
Okeke, Udonna

Bridging inter-organisational knowledge silos: linking theories of governance of strategic alliances, whole networks, and meta-organizations. (868)
Bor, Sanne; Cropper, Steve

---

**THURS 09:00—10:30**
**SEMINAR ROOM 1, PERCY BUILDING**
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: NIK JAMES WINCHESTER**
How narratives emerge in highly diverse teams and their influence on the collaboration process: The perspective of the high-technology industry. (158)
Diaz Fernandez, Nancy

Understanding the transitional view of social capital in the early stage of industry formation. (559)
Landinez, Lina; Hancock, Gary

Environmental sustainability and acquisitions: The driving role of innovation (691)
Omidvar, Omid; Jolink, Albert; He, Qile

---

**WED 14:00—15:30**
**ROOM G13, PERCY BUILDING**
**FULL PAPERS**

**SESSION CHAIR: ALBERT JOLINK**
Trust and Commitment Asymmetry - evidence from an International HEI Alliance (628)
Lillystone, Simon; Robson, Andrew

Information Sharing and Firm Performance: The Mediating Roles of Marketing and Managerial Capabilities (471)
Wu, Wei-ping; McHugh, Marie; Humphreys, Paul; Weingarten, Frank

Network efficiencies in turbulent times: Models of ‘spiritual capitalism’ and ‘slim trust’ in Chinese businesses. (508)
Coldwell, David

---

**THURS 11:00—12:30**
**TEACHING ROOM 2 (4.04), HERSCHEL BUILDING**
**FULL PAPERS**

**SESSION CHAIR: DAVID COLDWELL**
Factors that Influence the development of inter-organisational social capital: an empirical investigation into corporate governance (636)
Yan, Yanni; Xie, Tingting

Interfirm cooperation strategy in hyper-growth and stable-growth ICT firms in Sweden (95)
Golonka, Monika

Toward an ethics of inter-organisational collaboration (230)
Winchester, Nik James

---

**WED 16:00—17:30**
**ROOM G13, PERCY BUILDING**
**FULL PAPERS**

**SESSION CHAIR: STEVE CROPPER**
Philosophical differences? Member Types as an indicator of motivation for collaborative practice within a Community of Interest (698)
Davies, Paul Graham; Mason-Jones, Rachel

Success factors of entrepreneurial subsystems: what can we learn from the food valley region in the Netherlands? (819)
Schaveling, Jaap; van Santen, Gerard; Kievit, Henk

Developing Social Enterprise Networks: assessing the status quo and potential value to Social Enterprises (848)
Rivera, Ana Magdalena; Granados, Maria L

---

**THURS 14:00—15:30**
**TEACHING ROOM 2 (4.04), HERSCHEL BUILDING**
**FULL PAPERS**

**SESSION CHAIR: OMID OMIDVAR**
Towards a framework for Using Interpersonal and Inter-organizational Network Theories to Examine Citizen Involvement in ‘Wicked’ Health Problems (485)
Barker, Jacqueline Lois

An Actor-Network Theory of Boundary Objects: Construction and Disappearance (476)
Thompson, Edward Alan James

Implementation of Partnership Work: Key considerations and implications from the Nigerian Local Regeneration (925)
Okwilagwe, Osikhuemhe; Apostolakis, Christos

---

**WED 16:00—17:30**
**SEMINAR ROOM 1, PERCY BUILDING**
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: CHRISTOS APOSTOLAKIS**
Blockchain Technology: a potential enabler of dynamic capabilities? (316)
Astley, Marcus; Bartlett, Dean

Partnerships, Collaboration, Risks and Rewards: Mechanisms for The Diffusion of Non-Commercial Innovation in Healthcare (758)
McDonald Kuhne, Pamela

Organizational routines impact on interfirm collaboration. Rationale and research framework (130)
Stańczyk-Hugiet, Ewa; Piórkowska, Katarzyna; Stańczyk, Sylwia

---
International Business and International Management

TRACK CHAIRS: PAVLOS DIMITRATOS AND HAINA ZHANG

**TUES 16:00—17:30**
**ROOM 2.20, RESEARCH BEEHIVE BUILDING**

**SYMPOSIUM**

**SESSION CHAIR: EMMANUELLA PLAKOYIANNAKI**
Symposium on Qualitative Research in IB & IM (133)
Plakoyiannaki, Emmanuella

Qualitative research is particularly suited to “unpacking” IB phenomena across diverse contexts. It is consistently a methodological approach of choice for IB scholars. The proposed Symposium is seeking to initiate a dialogue regarding qualitative research in IB and IM concentrating on key challenges. The seminar has two objectives. The objectives of the Symposium are fourfold:

1) to establish the role of qualitative research in IB & IM;
2) to broaden the participants’ knowledge and skills concerning various qualitative research approaches (e.g. case studies, ethnographic research, narrative inquiry, discursive research) in IB & IM;
3) to identify and discuss how ontological and epistemological assumptions affect views about quality criteria and research design of qualitative case study research in IB & IM;
4) to provide training on how to publish qualitative papers and deal with reviewer comments in top tier IB & IM journals.

**WED 09:00—10:30**
**ROOM 2.20, RESEARCH BEEHIVE BUILDING**

**FULL PAPERS**

**SESSION CHAIR: JEREMY CLEGG**
The Role of Epistemic Communities in Shaping Global Innovation: The Case of the Bauhaus (76)
Kesidou, Effie; Plakoyiannaki, Emmanuella; Tardios, Janja Annabel

Zhang, Junfeng; Wu, Wei-Ping; Chen, Ran

Knowledge acquisition in born global companies (589)
Prystupa Rzadca, Kaja

**WED 11:00—12:30**
**ROOM 2.20, RESEARCH BEEHIVE BUILDING**

**FULL PAPERS**

**SESSION CHAIR: GEOFF WOOD**
Beyond Place and Space: Determinants of Foreign Subsidiary Response to Political Violence in North Africa (699)
Cornwell, Arrian Alexander Dalton; Thomson, Mary

The influence of institutional factors on triple bottom-line reporting: A focus on MNCs in African emerging markets (AEMs) (44)
Urban, Boris; Hwindingwi, Rutendo

Once Bitten, Not Necessarily Shy? Foreign Market Re-Entry: Organisational Learning And Host Institutional Effects On Re-Entry Commitment Strategies (189)
Surdu, Irina; Melliahi, Kamel; Glaister, Keith

**WED 11:00—12:30**
**ROOM 2.23, RESEARCH BEEHIVE BUILDING**

**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: EMMANUELLA PLAKOYIANNAKI**
Institutions in transition: Is the EU integration process relevant for inward FDI in European transition economies? (22)
Delevic, Uros; Heim, Irina Vladimirovna

The influence of institutional factors on the post-entry expansion of emerging market telecommunication firms in Nigeria: a literature review (433)
Umoru, Ugbede

Knowledge transfer within the MNC: the role of boundary spanners (889)
Fang, Cecilia; Fath, Benjamin; Fiedler, Antje

**WED 14:00—15:30**
**ROOM 2.20, RESEARCH BEEHIVE BUILDING**

**FULL PAPERS**

**SESSION CHAIR: TBC**
The role of pre- and post-entry psychic distance perceptions for FDI - The case of Chinese FDI to Germany (180)
Vaccarini, Katiuscia; Lattemann, Christoph; Spigarelli, Francesca; Tavoletti, Ernesto

Does Concentrated Ownership in Parent Trigger Ownership Concentration in the Foreign Subsidiary? A Study of Brazilian Firms (493)
Cai, Yingdan; Gubbi, Sathyajit; van Veen, Kees; van Ees, Hans

Internationalization of Emerging Market Banks (1027)
Lupina-Wegener, Anna Aleksandra

**WED 14:00—15:30**
**ROOM 2.23, RESEARCH BEEHIVE BUILDING**

**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: KEITH GLAISTER**
Understanding the Impact of Cultural Factors on Ethical Decision-Making by Professional Accountants: a Cross-country Comparison (710)
Ballantine, Joan; Guo, Xin; Larres, Patricia

Forms of Wasta Practices in Saudi Arabia (437)
Alolfi, Mohammed; Hamilton, Peter; Clark, Timothy

Merit or sifarish: Understanding reference-based hiring in Pakistan (526)
Nadeem, Sadia; Kayani, Neelab
**WED 16:00–17:30**
**ROOM 2.20, RESEARCH BEEHIVE BUILDING**
**FULL PAPERS**

**SESSION CHAIR: TBC**

- Digital presence and organisational factors in international new ventures (409)
  - Robson, Paul; Kromidha, Endrit
- External Networks Influence on Subsidiary Entrepreneurial Initiative (740)
  - Andersson, Ulf; Dimitratos, Pavlos; Liouka, Ioanna
- Is the strategic asset seeking proclivity of Chinese MNEs different to that of developed market MNEs? A comparative analysis of location choice and orientation (608)
  - Sutherland, Dylan; Anderson, John; Hartenstein, Peter

**THURS 09:00–10:30**
**ROOM 2.20, RESEARCH BEEHIVE BUILDING**
**FULL PAPERS**

**SESSION CHAIR: FRANK MCDONALD**

- Vocabulary and practice of Chinese CSR in response to global NGO targeting (290)
  - Moosmayer, Dirk C.; Davis, Susannah M.
- Accounting for the Universalistic and Contingency Perspectives: The Transfer of ‘Best Practice’ in a Brazilian company (357)
  - Geary, John; Aguzzoli, Roberta; Lengler, Jorge
- Empirical Investigation of Luo’s (2005) Integrated Model of Inter-unit Coopetition within a Professional Services Firm (840)
  - Chambers, Morgan; Pilbeam, Colin

**THURS 09:00–10:30**
**ROOM 2.23, RESEARCH BEEHIVE BUILDING**
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: TBC**

- Internationalization of the Business Curriculum (125)
  - Betts, Bronwyn Marie
- The challenges multilatinas face going global: Is hierarchical capitalism a limiting factor? (221)
  - Pyper, Neil; Monsalve Zanatti, Martin Alberto
- An evaluation of the international market selection strategies utilised by UK companies (262)
  - Vaughan, Jason

**THURS 11:00–12:30**
**ROOM 2.23, RESEARCH BEEHIVE BUILDING**
**DEVELOPMENTAL PAPERS**

**SESSION CHAIR: PAVLOS DIMITRATOS**

- An investigation of co-integration of Net Current Account and Real Effective Exchange Rates in the GCC region from 2002-2014 (42)
  - Aljadani, Abdussalam Salem; Mear, Fred; Raimi, Luqman Abdr-raheem
- Investigating the Impact of Target Firm Members Trust Antecedents on the Performance of Cross-border Acquisition (CBA): A Case Study of Middle Eastern Countries (317)
  - Al-Aboudi, M. Abed Mazeel; Irani, Zahir; Ayios, Angel
- Understanding the challenges to operate international business in the Arab world (573)
  - Mashlah, Samer
Knowledge and Learning

**WED 09:00–10:30**
**ROOM G05, PERCY BUILDING**

**FULL PAPERS**

**Knowledge Acquisition & Absorption**

**SESSION CHAIR: DANIEL DEGISCHER**

*The Influence of Past Acquisitions: A Review of Acquisition Experience (502)*
Schröber, Svante; Degischer, Daniel

Why knowledge acquisition is important to effective supply chain management: the role of supply chain managers 'as knowledge acquirers (958)*
Afolayan, Ademola; White, Gareth; Mason-Jones, Rachel

**Impact of Knowledge Sharing and Absorptive Capacity on Project Performance: The Moderating Role of Social Processes (585)*
Ali, Imran; Musawir, Ata Ul; Ali, Murad

**WED 09:00–10:30**
**ROOM G10, PERCY BUILDING**

**DEVELOPMENTAL PAPERS**

**Student Experience**

**SESSION CHAIR: CHRISTINE RIVERS**

*‘Getting it?’—What contribution can learning analytics make towards supporting student completion in a blended learning environment? (98)*
Phillips, Mike; Lilley, Angela

Not Just Game Play: Enhancing the Student Experience While Developing Future Managers (499)*
Barnard, Susan; Alexander, Elizabeth A.

Using Pedagogy to Aid Development of Self-Directed Learning Capability - A Comparison of Teacher and Student Perceptions (523)*
Dawson, Nicola Jane

**WED 11:00–12:30**
**ROOM G05, PERCY BUILDING**

**FULL PAPERS**

**New work directions**

**SESSION CHAIR: EFROSYNI KONSTANTINOU**

Thinking about the role of philosophy in project management (1029)*
Konstantinou, Efrosyni; Müller, Ralf

Lessons from the Anthropocene: Adaptive epistemology for non-lineal complexity (473)*
Mitchell, Andrew

Personality and maladjustment in South African accounting studies: implications for management (558)*
Papageorgiou, Elmarie; Callaghan, Christian William

**WED 11:00–12:30**
**ROOM G10, PERCY BUILDING**

**DEVELOPMENTAL PAPERS**

**Curriculum Design in Management Education**

**SESSION CHAIR: CHRISTINE RIVERS**

Can students learn strategic management competences in an online MBA? (988)*
John, Anna; Carli, Giacomo; Meadows, Maureen; Lawton, Thomas

Professional Doctorate Curriculum Design: A Resource-Dependancy analysis of DBA Stakeholders (93)*
Foster, Carley; Kirk, Susan

The Openness Philosophy as a Knowledge Transfer tool in UK Higher Education Management Education Teaching and Learning Environments: The Knowledge Transfer Openness Matrix." (579)*
Owens, Jonathan D; Taal, Usman

**WED 14:00–15:30**
**ROOM G10, PERCY BUILDING**

**DEVELOPMENTAL PAPERS**

**Lessons for Complexity & Safety**

**SESSION CHAIR: EFROSYNI KONSTANTINOU**

Addressing Turbulence: Criteria for Assessing the Importance of Academic Papers in Management (483)*
Boddy, Clive Roland

Complexity in integrated operations: a study into exploration, exploitation and learning in the oil and gas industry (541)*
Bento, Fabio

‘Come Fly with Me’: Engendering Team Psychological Safety Through Kinaesthetic Exertion (1018)*
Roberts, Ashley James Byron; Iordanou, Ioanna

**WED 16:00–17:00**
**ROOM G10, PERCY BUILDING**

**DEVELOPMENTAL PAPERS**

**Knowledge & Practice**

**SESSION CHAIR: EFROSYNI KONSTANTINOU**

The current state of project management knowledge: A misunderstanding (456)*
Biesenthal, Christopher

Aristotle Meets Polanyi: Exploring the tacit dimension of practical wisdom (894)*
Tait, Alan; Johnston, Jim

Investigating knowledge seeking by junior doctors (993)*
Kennedy, Jennifer Anne; Gubbins, Claire; Buckley, Finian

**THURS 09:00–10:30**
**BAMBURGH ROOM, KINGS ROAD CENTRE BUILDING**

**FULL PAPERS**

**Knowledge and Learning in Turbulent Times**

**SESSION CHAIR: ALAN TAIT**

Knowledge management in hospitality and hotels: Analysing ideal and actual implementation (524)*
Mehrez, Ahmed Abdel-Hady
The Concept of ‘Knowledge Creating’: Re-conceptualising the Problems of Knowledge Transfer and Creation Processually. (574)
Horan, Conor; Finch, John

Dynamics of Knowledge Management and Innovation in Software Firms (951)
Rajapaksa Mudiyanselage Udagedara, Susantha Udagedara

THURS 09:00—10:30
ROOM G10, PERCY BUILDING
DEVELOPMENTAL PAPERS

Online Learning
SESSION CHAIR: JOHN SPARROW
Structuring the Organisational Learning Web (393)
Tew, Simon David

Virtual Learning System – Capturing Experts’ Felt Experiences for Effective Knowledge Transfer and Learning (458)
Kannan, Selvi; McGrath, Michael

The impact of positive and negative emotional attractors during e-coaching upon emotional tone of responses, self-efficacy and intrapreneurial mindset (192)
Sparrow, John; Nyfoudi, Margarita

THURS 11:00—12:30
BAMBURGH ROOM, KINGS ROAD CENTRE BUILDING
FULL PAPERS

Management Education
SESSION CHAIR: CHRISTINE RIVERS
Back to the Basics: Humanising Management Education in the Relational, Exploratory and Attitudinal Workspaces of Coaching Conversations (827)
Iordanou, Ioanna; Roberts, Ashley James Byron

GEN Y Attitudes and Attributes—Antecedents to Teaching Pedagogy (521)
Goyal, Preeti; Gupta, Poornima

Business simulation games and active learning: a model based on dimensions of the active learning system (85)
Butzke, Marco Aurelio; Alberton, Anete; Marinho, Sidnei Vieira

Knowledge Management
SESSION CHAIR: ALAN TAIT
An Investigation of the Role of Frontline Bank Employee in internal knowledge brokering and knowledge sharing (242)
Al Hawamdeh, Nayel Aish

Joint knowledge creation and application in strategic alliances: How knowledge management practices enhance top management’s learning intent (338)
Abel, Rene Nicolai; Chavan, Meena

The role of knowledge sharing in small and medium sized enterprises in developing economies (641)
Akoroda, Oghenechavwe Naomi

THURS 14:00—15:30
ROOM G10, PERCY BUILDING
DEVELOPMENTAL PAPERS

Management Education
SESSION CHAIR: JIM JOHNSTON
Transfer of Training: Learning to Workplace Application (124)
Cooper, Andrea; Murtagh, Rita-Marie; Davidson, Michael

The Cultural Equivalence of Timed Written Examinations used in UK Business Schools—Implications and Options. (607)
Connor, Gary

A Situated Learning Approach to Cultural Learning (195)
Zhu, Yunxia; Okimoto, Tyler; Roan, Amanda; Xu, Henry

Get the latest HR and L&D content
Through the CIPD’s range of high-quality textbooks

The CIPD is the professional body for HR and people development. We’re the voice of a worldwide community of 140,000 members committed to championing better work and working lives.

Our textbooks support CIPD qualifications at Foundation Level 3, Intermediate Level 5 and Advanced Level 7, as well as HR/L&D modules in a variety of other programmes. Our textbooks are written by leading experts in their respective fields, so you can be sure you’re getting the best content.

Come and visit our stand to find out more.
cipd.co.uk/bam2016
Leadership and Leadership Development

TRACK CHAIRS: MARIAN ISZATT-WHITE, JULIE WILSON AND PAUL JOSEPH-RICHARD

TUES 16:00—17:30
ROOM 2.21, RESEARCH BEEHIVE BUILDING
WORKSHOP

SESSION CHAIR: GAU RISH CHAWLA
Action learning as a mode of peer learning in Leadership Development (697)
Chawla, Gaurish

This workshop intends to encourage a discussion about Action Learning as a method of leadership development. It is aimed at academics and practitioners who are either already engaged in action learning practice or are curious about how this might be implemented.

This document starts with a brief summary of what action learning is, and how insightful questioning leads to learning in the absence of traditional didactic teaching. Action learning provides the participants a safe place to discuss problems that have no straight answer as they use questions asked by their trusted peers as vehicles for improving their understanding of the situation and challenge their own perception and beliefs: all the while focusing on coming up with actions and learning from them.

WED 09:00—10:45
ROOM 2.21, RESEARCH BEEHIVE BUILDING
FULL PAPERS

SESSION CHAIR: TBC
Mind that Change: A qualitative study of Leadership, Mindfulness and Change Success (283)
Higgs, Malcolm; Rowland, Deborah; Bellis, Roger

Becoming ethical business leaders for turbulent times? A pre-test, post-test study of the effects of a business ethics course on commerce postgraduate students’ ethical development. (394)
Coldwell, David

Values and Leadership Development (852)
Illes, Katalin; Vogell, Christiane

Linking Participative Leadership to Turnover Intentions: What Roles Do Employee CSR Perceptions, Pride in Membership, and Organizational Identification Play? (730)
Lythreatis, Sophie; Mostafa, Ahmed; Wang, Xiaojun

WED 09:00—10:30
ROOM 2.22, RESEARCH BEEHIVE BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: TBC
Reconnecting Leaders to Leadership in Turbulent Times (59)
Gold, Jeff; Watt, Pete; Garvey, Bob; Boak, George

Who contains the container? Creating a holding environment for practicing leaders (211)
Iszatt-White, Marian; Ralph, Neil

Take me to your leader; problematising distributed leadership (570)
Jack, Gordon; MacIntosh, Robert; O’Gorman, Kevin

How do Leaders and Followers Relate?: A Framework For Dyadic Relationship Quality Development (DRQ-D) (264)
Wilson, Julie

WED 11:00—12:30
ROOM 2.21, RESEARCH BEEHIVE BUILDING
FULL PAPERS

SESSION CHAIR: TBC
Time & Leadership Development Outcomes: A case for Time-sensitive Leadership Development Programme Evaluation Research (438)
Joseph-Richard, Paul; Hazelitt, Shirley-Ann

Towards an Autopoietic Social Systems Theory of Leadership (161)
McKay, Robert David

Leadership and Decision Making: analysis of a case (464)
Fragnoli, Evangelia

WED 14:00—15:30
ROOM 2.21, RESEARCH BEEHIVE BUILDING
FULL PAPERS

SESSION CHAIR: TBC
When Leaders Get Off Track: The Interactive Effects of Leader Behaviors, Organizational Level, and Power Distance on Derailment Potential (99)
D’Amato, Alessia; Kim, You Jin

Leadership empowerment: a Jungian approach (117)
Guillet, Olivier

Community-focused climate and employee outcomes: The moderating role of supervisor treatment (419)
Tsachouridi, Irene; Nikandrou, Irene
WED 14:00—15:30
ROOM 2.22, RESEARCH BEEHIVE BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: TBC
Narratives of Learning and Leading in Turbulent Organisations: The Role of Reflexivity with Senior Healthcare Managers (405)
Caudle, Darren John; Hurlow, Sarah
Creating space under the umbrella. Leadership in higher education (503)
Gjerde, Susann; Alvesson, Mats
Achieved business eminence of individual leaders: a literature review (243)
Eley, Martin; Nyfoudi, Margarita
Exploring leadership development in adult social care: First steps in mapping the terrain. (258)
Temple, Paul Furness; McCray, Janet; Warwick, Rob

WED 16:00—17:30
ROOM 2.21, RESEARCH BEEHIVE BUILDING
FULL PAPERS

SESSION CHAIR: TBC
Leadership and ICT Engagement: the case of Nurse Leaders and Health Informatics (178)
Smith, Paul; Ward, Carolyn; Chambers, Annette; Scott, Jonathan M
Leadership, Innovation and Organisational Performance in Small and Medium Enterprises (SMEs) (114)
Muenjohn, Nuttawuth; Zhang, Jiaying; As-Saber, Sharif; Quan, Jin; Ishikawa, Jun
Strategies for Change: Advancing Saudi Women to leading positions (252)
Abalkhail, Jouharah Mohamad

WED 16:00—17:30
ROOM 2.22, RESEARCH BEEHIVE BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: TBC
Space to lead, space to follow (963)
Matzdorf, Fides; Sen, Ramen
Visualizing new space and new ways of being for middle managers through leadership development (978)
Worrall, Robert John Paul; Bryans, Patricia
Eye Tracking: Leadership Research Augmented? (1045)
Densten, Iain

THURS 09:00—10:30
ROOM 2.22, RESEARCH BEEHIVE BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: TBC
Does leadership style matter for work engagement? The mediating role of organizational justice. (74)
Gelaidan, Hamid; Al-Swidi, Abdullah; Al Harbi, Jaithen
Self-Leadership and Leadership Styles, and Formalisation: A Multilevel Analysis (75)
Kuntz, Joana R.C.; Crossen, Luke; Naswall, Katharina
What is responsible—what is irresponsible leadership in Luxembourg? (4)
Schinzel, Ursula

THURS 09:30—10:30
ROOM 2.22, RESEARCH BEEHIVE BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: TBC
Coaching as facilitated critical reflexive practice (736)
Hurlow, Sarah
An Exploratory Investigation into the Role of a Formal Mentoring Programme in Leadership Development of Third Sector Leaders in Northern Ireland: A twelve month study. (949)
McCotter, Sinead; McAdam, Maura

THURS 11:00—12:30
ROOM 2.21, RESEARCH BEEHIVE BUILDING
FULL PAPERS

SESSION CHAIR: TBC
Transformational and Transactional Leadership behaviors and their effect on Knowledge Workers’ Propensity for Knowledge Management Processes (346)
Atapattu, Menike
From Transformational Leadership to Job Performance and Work Engagement through Service Climate and Psychological Capital: Support for a Three-Path Mediation Model (617)
Widianto, Sunu; Wilderom, C.P.M
Comparing Effective Leader vs. Effective Follower Behaviors: a Video-based, Multi-level Field Study (808)
Hoogeboom, Adriana Maria Geertruida Marcella; Wilderom, Celeste P.M.

THURS 11:00—12:30
ROOM 2.22, RESEARCH BEEHIVE BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: TBC
Shared Leadership in Voluntary Organisations: An Exploratory Survey using Internal Stakeholder Perspective (597)
Mumbi, Henry; Obembe, Demola
Title: From Followership to Virtual Followership? The role Social Media in Enhancing Young People to Challenge Relational Leadership (749)
Mukhuty, Sumona; Psychogios, Alexandros; Priestnall, Chris; Hoyland, Thomas
‘Hidden in Plain Sight- The influence and prevalence of leadership styles of the Chairman, CEO and CFO in global financial institutions pre, during and after scandal, failure and recapitalisations.’ (927)
Miles, Alison Louise
Management and Business History

TRACK CHAIRS: KEVIN TENNENT AND SASHA HODGSON

WED 11:00–12:30
ETAL ROOM, KINGS ROAD CENTRE BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: JOSEPHINE MALTBY
Crowdfunding—a solution for organisations in dangerous financial situations?! (737)
Ratz, Maria; Pfeffel, Florian; Grundy, David

From Seedlings to Ships: Supply Chain Management in the Venice Arsenale, 1320-1800 (12)
Wilson, James M.; Favotto, Alvise

New Horizons in Management History Research—Soccer on and off the pitch (632)
Tennent, Kevin D.; Gillett, Alex G.

Embedding history in business school teaching and learning (853)
Gatenby, Mark; Mollan, Simon; Edwards, Roy

WED 14:00–15:30
LECTURE THEATRE 2, BEDSON BUILDING
FULL PAPERS

SESSION CHAIR: JAMES WILSON
Intertextuality and Organizational Transition (81)
Maclean, Mairi; Harvey, Charles; Sillince, John; Golant, Benjamin

Paradigm lost: future directions in management & organizational history (537)
Decker, Stephanie

Contestation over board design and development of UK corporate governance (271)
Nordberg, Donald

WED 16:00–17:30
ETAL ROOM, KINGS ROAD CENTRE BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: KEVIN TENNENT
Possession and responsible citizenship: the long history of asset-based welfare (176)
Maltby, Josephine Anne

From Administration to Management? The Development of Authority in the British National Health Service, (224)
Begley, Philip

Organizational Disremembering: The Repeated Quest to Privatize Agricultural Risk Management in the United States, 1938-2016 (545)
Hamilton, Shane

THURS 09:00–10:30
LECTURE THEATRE 2, BEDSON BUILDING
FULL PAPERS

SESSION CHAIR: ROY EDWARDS

Marketing and Retail

TRACK CHAIRS: HEINER EVANSCHITZKY, KEITH GLANFIELD AND ANTHONY KENT

TUE 16:00–17:30
ROOM BARBARA 32, BARBARA STRANG TEACHING CENTRE
SPECIAL CONFERENCE SESSION

Multilevel modelling in Marketing & Retailing

SPEAKER: HEINER EVANSCHITZKY

Quite often scholars overlook the opportunity to conduct quantitative research at multiple levels, thereby missing out on the potential to uncover hidden and often important phenomena. In this workshop Prof Evanschitzky will discuss the general principles of multilevel modelling. He will present example of multilevel studies in marketing and retail and share his experience in publishing these studies. He will be happy to discuss general problem or questions participants might have when planning, conducting and analyzing multilevel studies.
Topics discussed will include, among others:

- Related to high street and town centre competitiveness.
- Management-grounded but nevertheless multi-disciplinary approach to issues related to the competitiveness of high streets and town centres. All academic members of the Government’s Future High Streets Forum and (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop has been designed to foster debate and discussion using a multidisciplinary approach to high street and town centre competitiveness, in order to reduce their dependence on more functional approaches such as retail management and marketing, and to maintain attractiveness.

This calls for a multidisciplinary reassessment of current socio-economic trends and options available for the future. This assessment should include elements of design, strategic marketing and management, the visitor economy, consumer behaviour and digital entrepreneurship.

The aim of the workshop is to inform attendees about this important aspect of the high street.

This will be achieved through an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.

The workshop will start with an interactive round table of thought leaders (all have confirmed their attendance already) with experience on different aspects of the high street.
WED 16:00—17:45
ROOM BARBARA 32, BARBARA STRANG
TEACHING CENTRE
FULL PAPERS
Brand

SESSION CHAIR: KEITH GLANFIELD
Counterfeit Luxury Brands and Competition for Status: An Evolutionary Approach (48)
Baltas, George; Kokkinaki, Flora; Kontopoulou, Vassia

Who’s brand is it anyway? The role of corporate brands in post-acquisition employee integration. (770)
Glanfield, Keith; Reedy, Patrick; Coupland, Christine

A Triangulation Study to Assess the Perceived City Image in a Non-Western Context: The Case of Al-Ain in the UAE (13)
Eid, Riyad; Elbanna, Said

How to create high-performing key account management: lessons from the UK IT industry (414)
Laker, Benjamin; Read, Nicholas A. C.

WED 16:00—17:30
ROOM B29, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS
Sales / Service

SESSION CHAIR: TONY KENT
Identifying critical success factors in key account management, along with characteristics of key account managers, in order to develop a new model and approach to implementation. (25)
Veasey, Christian Michael

An Exploration of Workplace Marketing Practice (887)
Shaw, Kitty Margaret; Waite, Kathryn; Kamenou-Aigbekaen, Nicolina

A good reputation is more important than money: From Publilius Syrus to the corporate world. (919)
Florou, Eleftheria

THURS 09:00—10:30
ROOM BARBARA 32, BARBARA STRANG
TEACHING CENTRE
FULL PAPERS
Consumer Behaviour

SESSION CHAIR: GRAHAM PITCHER
Consumer Perceptions Towards Radical Innovation: Autonomous Cars (170)
Poo, Bee Lie; Dalziel, Nurdilek

Customers, Accounting and Strategy: the case of a UK SME (278)
Pitcher, Graham Simons

Combining Personal Relationships and Relationship Marketing to Attract and Retain New Customers in the Egyptian SMEs (410)
Shaalan, Ahmed; Tourky, Marwa; Reast, Jon; Johnson, Debra

THURS 09:00—10:30
ROOM B29, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS
Digital

SESSION CHAIR: CARLEY FOSTER
Website Design of Third Parties Companies and Its impact on Electronic Word of Mouth (eWOM): Consumers’ Prospective and Decision in the Hospitality sector (62)
Baeshen, Yasser Ali; Al-Karaghouli, Wali; Ghoneim, Ahmad

Privacy Salient Customers’ perception of Big Data Digital Footprint on Social Media (923)
Muhammad, Syed Sardar; Dey, Bidit Lal; Weerakkody, Vishanth

Understanding what to post to achieve better engagement with consumers by observing the relationship amongst consumers and brands in social media. (448)
Sandes, Fabio Shimabukuro

THURS 11:00—12:30
ROOM B29, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS
Brand

SESSION CHAIR: KEITH GLANFIELD
Engaging your employees to co-create brand values: From the lens of corporate branding (232)
Punjaisri, Khanyapuss; Dey, Bidit; Balmer, John

Consuming Politics: How are Political Party Brands viewed by Australian Voters? (248)
Grimmer, Martin Rae; Grube, Dennis

Employer brand trust: a grounded theory approach to conceptualization (287)
Mal, Carmen Iuliana; Davies, Gary

THURS 14:00—15:30
ROOM BARBARA 32, BARBARA STRANG
TEACHING CENTRE
FULL PAPERS
Other

SESSION CHAIR: FRASER MCCLAY
Factors Influencing Consumer Acceptance of User-Generated Content on Review Sites: An Empirical Study (939)
Ibrahim, Essam; Kampananon, Korbua

Academic Conferences in the Field of Management: A Triangulated Conjoint Analysis (18)
Ganthaler, Anna; Lehner, Othmar M

Understanding study destination choices among international students (650)
McLeay, Fraser James; Lichy, Jessica Victoria; Asaad, Faisal

THURS 14:00—15:30
ROOM B29, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS
Brand

SESSION CHAIR: KEITH GLANFIELD
Brand equity of non-profit organisations: conceptualizing customer based brand equity of Chinese non-profit organisations. (824)
Luo, Yan; Talay, Cagri

The Underlying Dimensions of Brand equity: Multidimensional Scaling Approach in the Indian Online Retail Segment (841)
Rana, Arunima; Bhat, Anil K; Rani, Leela

Employer brand trust: a grounded theory approach to conceptualization (287)
Mal, Carmen Iuliana; Davies, Gary
**Operations, Logistics and Supply Chain Management**

*Track Chairs: Liz Breen and Olga Matthias*

**WED 09:00-10:30**
**Lecture Theatre 3, Herschel Building**
**Full Papers**

**Session Chair: Liz Breen**

*The influence of socialisation practices on organisational culture and supplier operational performance (115)*  
Cadden, Trevor; Millar, Keith; McKittrick, Alan; Cao, Guangming; Humphreys, Paul

*The Direct and Interaction Effects of Supply Management Capability, Strategic Orientation and their Impact on Performance (33)*  
Day, Marc; Lichtenstein, Scott; Samouel, Phillip

*Measuring socially sustainable supply chains: The good, the bad and the surprising (41)*  
Moxham, Claire

**WED 11:00-12:30**
**Lecture Theatre 3, Herschel Building**
**Full Papers**

**Session Chair: Claire Moxham**

*International Manufacturing Strategies: A Taxonomy (302)*  
Aboutalebi, Reza

*HR Contributions in Organisational Agility: New Roles and Mission (566)*  
Azizsafaei, Farzaneh; Sharifi, Hossein; McCabe, Steven; Brown, Michael

*Contribution of Oil and Gas Value Chain to Human Resource Value; an examination of local content policies in Oman (672)*  
Al-Hadrami, Aflah; Sharifi, Hossein

**WED 11:00-12:30**
**Teaching Room 1 (4.01), Herschel Building**
**Developmental Papers**

**Session Chair: Vikas Kumar**

*Profession Service Operations: the case for Service Modularity with a Legal Partnership (572)*  
Reid, Iain; Matthias, Olga

*Collaborative Innovation in SMEs; Antecedents, Process and the role of absorptive capacity (870)*  
Taghizadegan, Ali

*Organizational barriers and enablers that affect the lean journey: a case of emergency healthcare areas in Brazil (308)*  
Leite, Higor; Bateman, Nicola; Radnor, Zoe

*Lean, a management philosophy for turbulent times (401)*  
Zirar, Araz Abdullah; Radnor, Zoe; Charlwood, Andy

**WED 14:00-15:30**
**Lecture Theatre 3, Herschel Building**
**Full Papers**

**Session Chair: Olga Matthias**

*Where are you? A preliminary examination of the track and trace mechanisms in place to facilitate effective closed-loop medical equipment retrieval in the National Health Service (NHS) (UK). (517)*  
Breen, Liz; Xie, Ying; Cherrett, Tom

*Problematising the concept of ‘sustainability’ in the supply chain through systematic literature review. (745)*  
Stephens, Victoria Louise; Mason-Jones, Rachel; White, Gareth

*Investigating How Organisations Successfully Implement Business Excellence (56)*  
Tickle, Matthew; Robin, Mann; Dotun, Adebafio

**WED 16:00-17:30**
**Lecture Theatre 3, Herschel Building**
**Full Papers**

**Session Chair: Iain Reid**

*Implementing mega-IT change programmes into large global organisations going through turbulent times: Has the time come to philosophise IT implementations? (1008)*  
Lees, John; Michaelides, Roula

*Trends in Project Management 1966–2015 (845)*  
Biggins, David; Lawlor-Wright, Therese; Truelove, Lynne

*Revitalising safety practices in construction projects: the case of Nigeria and United Kingdom (311)*  
Zuo, Farla; Ochieng, Edward; Ruan, Ximing

**THURS 09:00-10:30**
**Lecture Theatre 3, Herschel Building**
**Full Papers**

**Session Chair: Marc Day**

*Crisis and capability in project based organizations (935)*  
Ittikhar, Rehab; Pencipe, Andrea

*Dynamic stakeholder management in the project life cycle—an empirical report (298)*  
Asikpo, Prince Emmanuel; Kofinas, Alexander; Philpott, Elly

*Outsourcing new products development in conditions of technological uncertainty: partner selection criteria and project implementation mechanisms (536)*  
Alquezaui, Salma; Filieri, Raffaella; Mcleay, Fraser

**THURS 09:00-10:30**
**Teaching Room 1 (4.01), Herschel Building**
**Developmental Papers**

**Session Chair: Manish Shukla**

*Determination of Credit Portfolio Selection in PQM model for Optimizing Multiple Objectives (611)*  
Jiao, Feng; Dong, Jingxin; Hicks, Christian

*Big Data and Analytics (BDA) in the UK manufacturing supply chain: BDA capability maturity, absorptive capacity and Supply chain performance (818)*  
Arunachalam, Deepak; Kawalek, John Paul; Kumar, Niraj

*Unravelling employee engagement for environmentally sustainable supply chains: A stakeholder perspective (325)*  
Verma, Savita; Wong, Chee Yew; Unsworth, Kerrie
THURS 11:00—12:30
LECTURE THEATRE 3, HERSCHEL BUILDING
FULL PAPERS
SESSION CHAIR: HOSSEIN SHARIFI
Management of information quality on monitoring the
dynamics of supply chain configuration in the UK Aerospace
Industry: A literature review and inferences (674)
Jin, Jing; Kidd, Calum; Kirkham, Richard
Barriers to supply chain integration: The case of Vietnamese
textile and apparel enterprises (926)
Dieu Linh, Ngo Thi; Kumar, Vikas; Ruan, Ximing; Loonam, John;
Gia Thu, Hoang
Impact of Digital Transformation on Interoperability of Logistic
Systems in SME (768)
Schumann, Christian-Andreas; Forkel, Eric; Klein, Thomas; Otto,
Franz; Tittmann, Claudia

THURS 11:00—12:30
TEACHING ROOM 1 (4.01), HERSCHEL BUILDING
DEVELOPMENTAL PAPERS
SESSION CHAIR: MATTHEW TICKLE
Analysing the Drivers and Barriers for Sustainable Palm
Oil Supply Chains (748)
Shukla, Manish
Supply Chain Management in Food Industry: Focusing on Iran’s
Pistachio Industry (823)
Heydaripour, Behnam
Supply Chain Leadership and Supply Chain Performance:
A Systematic Literature Review (774)
Mohamad Mokhtar, Ahmad Rais; Genovese, Andrea;
Kumar, Niraj; Brint, Andrew

THURS 14:00—15:30
TEACHING ROOM 1 (4.01), HERSCHEL BUILDING
DEVELOPMENTAL PAPERS
SESSION CHAIR: JAS KALRA
Measures to Improve Humanitarian Supply Chain Strategy for
International Beneficiary Agencies (388)
Massiah, Paul; Harrison, Christian
Development of agile supply chains within SMEs (272)
Naughton, Sean Hugh; Sharifi, Hossein
A proposed new method for placing monetary values on virtual
water to improve the efficiency of global supply chains (533)
Lowe, Benjamin Harvey; Oglethorpe, David; Choudhary, Sonal

PMI Academic Resources:
Dedicated to Advancing the Discipline and Profession of Project Management

PMI Academic Resources is the dedicated research arm of Project Management Institute, the world’s largest association for project professionals. Our goal is to advance project, program and portfolio management through creation and dissemination of new academic knowledge, and provide opportunities including:

- Grants for new research
- Support for and publication of new sponsored research in project management
- Project Management Curriculum and Resources at PMITeach.org
- Conferences and workshops
- Awards and Competitions
- Webinars
- Summaries for the Reflective Practitioner
- Project Management Journal®

For more information visit PMI.org/Research or contact us at research.program@pmi.org

©2016 Project Management Institute, Inc. All rights reserved. ACA-213-2016 (06/16)
Organizational Psychology

TRACK CHAIRS: NEAL ASHKANASY AND CHRIS CARTER

TUES 16:00–17:30
ROOM G33, BARBARA STRANG TEACHING CENTRE
WORKSHOP

SESSION CHAIR: ALBERTO MELGOZA
Leveraging findings from neuroscience and psychodynamic theory to tackle senior executive stress (634)
Rook, Caroline; Hellwig, Thomas; Florent Treacy, Elizabeth

Tackling senior executive stress has become urgent due to the increase of prominent cases of stress in senior leaders. Commonly used stress and leadership development inventories do not always pick up on stress issues due to the taboo of executive stress. Assessment of leadership behavior based on neurological variables may provide a reliable alternative to traditional leadership and stress testing. However, we believe using neuroscience evaluation and training techniques need to be complemented with a psychodynamic approach in order to gain a deeper understanding of the underlying causes and factors of the stress experience. The psychodynamic approach addresses conscious and unconscious aspects of individual behaviour and therefore emotional and relational issues can be addressed in an intervention. The PDW is organized around real-life cases and introduces insights from neuroscience and a psychodynamic theory on tackling stress. It is suited for practitioners and academics interested in stress and coaching. Prior experience is not needed. The workshop will start with insights from neurosciences on stress and its effect on work performance and health. After exploring the difficulties that might arise when evaluating executive stress, participants will be presented with the coaching protocol that outlines how a psychodynamic approach can be used to get a deeper understanding of the stress experience, and how this approach can also help later on in the coaching process to determine the knowing-doing gap. Participants will apply the learning to real-life cases and will leave with expert advice on how to make use of the insights in practice.

WED 09:00–10:30
ROOM G34, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS

Leadership/networks

SESSION CHAIR: NEAL ASHKANASY
Developing a model of leaders’ humor skills (945)
Wijewardena, Nilupama; Hartel, Charmine; Samaratunge, Ramanie

Developing a model of science deans’ leadership styles and faculty professional job satisfaction (578)
Mirshahi, Fatemeh; H. Pinnington, Ashly

The Relationship of workplace network resources with personality: Extensive and more quadratic than linear (700)
Bozionelos, Georgios; Bozionelos, Nikos

Thriving as a mediator of the relationship between job design and work performance in late career (349)
Taneva, Stanimira Koleva; Arnold, John; Dickenson, Peter

WED 11:00–12:30
ROOM G33, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

CWB/deviant workplace behaviour

SESSION CHAIR: CHRIS CARTER
Interactive Components of the Dark Tetrad at Work (621)
Thibault, Tabatha; Kelloway, E. Kevin

Workplace Incivility and Perceived Injustice: In Person and Online (538)
Lim, Sandy; Heng, Choon Peng; Lim, Vivien; Cortina, Lilia; Magley, Vicki

Workplace ostracism, self-regulation, and job performance: Moderating role of intrinsic motivation (6)
Steinbauer, Robert; Renn, Robert; Rhew, Nicholas; Chen, Shawna

WED 11:00–12:30
ROOM G34, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS

CWB/deviant workplace behaviour

SESSION CHAIR: DANIELLE TALBOT
Absenteeism: The causes, The Moderators, and The TPB (Theory of Planned Behavior) (429)
Barratt, John Michael; Lyubovnikova, Joanne

Theoretical Perspectives on Whistleblowing: A Review of the literature from 1983 to 2015 (986)
Blenkinsopp, John; Snowden, Nicholas

Theorizing Organizational Gossip as the Communicative Constitution of Organizations (723)
Waddington, Kathryn

To report or not to report? Factors influencing failure to report workplace bullying (20)
Farley, Samuel; Casademunt, Ana Maria Lucia; Crossman, Joanna

WED 09:00–10:30
ROOM G33, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

Psychological contracts & social exchange

SESSION CHAIR: JOANNE LYUBOVNIKOVA
A Sensemaking Model of Newcomers’ Psychological Contract Formation and Social Relationships (145)
Erdem, Ceren

Organizational virtuousness and employee outcomes: The role of prosocial motives and social exchange (397)
Tsachouridi, Irene; Nikandrou, Irene

The Moderating Role of Social Comparisons in the Relationship between Psychological Contract Breach and Intent to Quit (373)
Tsachouridi, Irene; Nikandrou, Irene
**WED 14:00–15:30**  
**ROOM G33, BARBARA STRANG TEACHING CENTRE**  
**FULL PAPERS**

Teams/healthcare  
**SESSION CHAIR: JOANNE LYUBOVNIKOVA**
Antecedents and Consequences of Team Psychological Capital in Healthcare (560)  
Page, Fiona Elizabeth; Wilson-Evered, Elisabeth

Distinctiveness Threat and Multidisciplinary Team Performance (446)  
Mitchell, Rebecca; Boyle, Brendan; Rubin, Mark

Multidisciplinary Healthcare Team Innovation: The Pivotal Role of Professional Identification (196)  
Mitchell, Rebecca; Boyle, Brendan

---

**WED 14:00–15:30**  
**ROOM G34, BARBARA STRANG TEACHING CENTRE**  
**DEVELOPMENTAL PAPERS**

Teams/trust/coaching  
**SESSION CHAIR: OLUREMI AYOKO**
Boundary Spanning Roles: the Key to Success in Virtual Teams? (971)  
Wilkins, Anna-Maria; Wilkins, Peter

The contribution of monitoring behaviors and mental model similarity to specialized team’s adaptive performance (689)  
Kwei-Narh, Prosper A.

Trusting processes in the hi-tech start-up world, a qualitative study: Does Möllering’s (2013) trusting-as-process framework help describe how leader-follower trust develops? (630)  
Wilson, Julie; Lockey, Steven

Why workplace coaching research needs greater scientific rigour: A systematic review and recommendations for future research (68)  
Jones, Rebecca Jane; Bazer, Gil

---

**WED 16:00–17:30**  
**ROOM G33, BARBARA STRANG TEACHING CENTRE**  
**FULL PAPERS**

Team creativity/org embeddedness  
**SESSION CHAIR: CHRIS CARTER**
Does organizational justice influence employees’ organization embeddedness? (313)  
Ghosh, Debjani; Sekiguchi, Tomoki; Gurunathan, L

Group Creativity and the Time of the Day (11)  
Breslin, Dermot

When monitoring behaviors predict team performance: the role of shared task mental model accuracy (352)  
Kwei-Narh, Prosper A.; Haerem, Thorvald; Lervik, Jon E.
THURS 11:00—12:30
ROOM G33, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

Employee morale/emotion

SESSION CHAIR: NEAL ASHKANASY
Extending the ‘Happy Performing Managers’ Thesis: Key Drivers and Mediators of Managers’ Contextual Performance (522)
Hosie, Peter; Sharma, Piyush; Kingshott, Russel

Managing Emotions in Front-Line Healthcare: Staff Strategies and Organizational Factors (415)
Dickason, Rebecca Patricia

Uncovering the structure of morale and testing its impact within contact centres (205)
Hardy, Ben; Alcock, Tanya Louise; Malpass, Jonathan

THURS 11:00—12:30
ROOM G36, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

Learning goals/pro-social behaviours

SESSION CHAIR: CHRIS CARTER
Cultural and Generational Predictors of Learning Goal Orientation: A Multilevel Analysis of Managers across 20 Countries (86)
D’Amato, Alessia; Emery, Cecile

Role of identification in motivating employee’s prosocial behaviour within employee-customer dyad (547)
Galak, Oksana

Unethical pro-organizational behavior: Investigating whether psychological entitlement and ethical leadership influence its expression in the workplace (203)
Lee, Allan; Schwarz, Gary; Newman, Alexander; Legood, Alison

THURS 14:00—15:00
ROOM G33, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

Scale development

SESSION CHAIR: ALISON LEGOOD
A three component model of union commitment: Scale development (638)
Kelloway, E Kevin; Mackie, Blaine; Doucet, Rod; MacLeod, Christopher; Thibault, Tabatha; Young, Devin

The relationship of Job Crafting and (self starting) innovative behavior and the development of a new catholic scale (543)
Paraskevopoulou, Louiza; Apospori, Eleni

British Academy of Management on the Go.

Download the journal apps, for free.

Experience an entirely new browsing and reading experience:

- Convenient access to articles anytime, anywhere
- Quick navigation to any section of the app
- Immediate access to new content
- Select keywords for tailored content alerts
- Download issues to read offline, or share important articles
- Enhanced search across all downloaded content
- Sync your favorite app content across devices via iCloud

Available in the App Store: iPad, iPhone, and iPod Touch

View our full collection of journal apps: http://goo.gl/OnQuyd
Organizational Studies

TRACK CHAIRS: DAVID WEIR, DAVID BAMBER, ROBERT PRICE AND DENIS FISCHBACHER-SMITH

WED 09:00–10:30
BAMBURGH ROOM, KINGS ROAD CENTRE BUILDING
FULL PAPERS
SESSION CHAIR: ROBERT MIKECZ
Ties and Price: Examining the Impact of Director Interlocks on Acquisition Premium (37)
Lawani, Uyi
Organizational design context and organizational creativity. A multilevel review (52)
Bratnicka, Katarzyna
Be Yourself or Sell Yourself: Authenticity, Self-monitoring, Behavioral Integrity, and Trust (118)
Nguyen, Brenda; Leroy, Hannes; Gill, Carol

WED 16:00–17:30
ROOM G05, PERCY BUILDING
FULL PAPERS
SESSION CHAIR: DENIS FISCHBACHER-SMITH
The Boundaries of Bricolage (474)
Cantliff, David; Thompson, Edward Alan James
‘It is us, we are it’: An empirical model for participatory institutions among the underprivileged beneficiary stakeholders (707)
Rajeev, Priya Nair; Joy, Simy
Aliens at the Ivory Tower: Diversity Resistance amongst Organizational Subgroups in a Tale of two Indian Schools (1001)
Jain, Tania
Leadership as a relational process: a reflection on “moral mazes”. (381)
Kakavelakis, Konstantinos; Edwards, Timothy James

WED 14:00–15:30
ROOM G05, PERCY BUILDING
FULL PAPERS
SESSION CHAIR: STEVEN HARDING
Towards a Theory of Vertical Organisational Relationships (610)
Ramadan, Nora; Child, John
The Emergence of Market Order Through Organizational Processes: A Study of Closed Auction Markets for Antiques and Secondhand Goods in Japan (492)
Furuse, Kimihiro
An Exploratory Study of the Effect of Cultural Intelligence in Conflict Management and Negotiation (663)
Caputo, Andrea; Ayoko, Oluremi B.

THURS 09:00–10:30
ROOM G05, PERCY BUILDING
FULL PAPERS
SESSION CHAIR: DAVID WEIR
Living with zombies: do we know where the threat lies? (669)
Urionabarrenetxea, Sara; Garcia-Merino, Jose-Domingo; San-Jose, Leire; Retolaza, Jose-Luis
Aligning individual and organisational values to build organisational reputation (713)
Osman, Sharina; Harvey, William S
Negotiating Turbulent Business Environments: Financial Analysts Routines Reaction to the Financial Crisis (720)
Neville, Irene; Coughlan, Joseph

THURS 09:00–10:30
ETAL ROOM, KINGS ROAD CENTRE BUILDING
DEVELOPMENTAL PAPERS
SESSION CHAIR: ROBERT PRICE
Looking Beyond Workforce Diversity: Towards a Theory of Workplace Complexity (626)
Sharma, Piyush; Cotton, Tony; Warren, Alastair; Hosie, Peter; Kingshott, Russell PJ
Critical Success Factors in a Formal Mentoring Relationship: A Case Study in a Malaysian Public Sector Organisation (540)
Mohd Noor, Nur Farha
Organizational capabilities for virtual citizen science projects (270)
Meriton, Royston Francis; Graham, Gary; Cox, Joe; Masters, Karen; Oh, Eun Young; Greenhill, Anita

WED 11:00–12:30
SEMINAR ROOM 1, PERCY BUILDING
DEVELOPMENTAL PAPERS
SESSION CHAIR: CHRIS BAMBER
Operationalising Resilience: A simulation-based study of team resilience (416)
Senturk, Melike; Oliver, Nick
The Organizational Values Matrix (1014)
Harding, Steven John; Bamber, David
Think Tank Organizations: A Knowledge Bridge Connecting State and Society (606)
Javed, Sammar; Bamford, David; Syed, Jawad
Organizational engagement with transformational change in established professional fields: The case of Legal Services Act 2007, England & Wales (989)
Jha, Harsh K.

WED 14:00–15:30
SEMINAR ROOM 1, PERCY BUILDING
DEVELOPMENTAL PAPERS
SESSION CHAIR: DAVID WEIR
The Impact of Personal Values and Crisis on Ethical Decision – Making (981)
Fragouli, Evangelia; Smith, Bafeni
Constructing and extending legitimacy, and exemplifying social orientation to manage competing institutional logics (376)
Woldesenbet, Kassa
Dealing with the Unexpected: Time for Disruptive Leadership –A Case Study (442)
Quek, Freddie; Manwani, Sharm

WED 14:00–15:30
SEMINAR ROOM 1, PERCY BUILDING
DEVELOPMENTAL PAPERS
SESSION CHAIR: DAVID WEIR
Critical Success Factors in a Formal Mentoring Relationship: A Case Study in a Malaysian Public Sector Organisation (540)
Mohd Noor, Nur Farha
Organizational capabilities for virtual citizen science projects (270)
Meriton, Royston Francis; Graham, Gary; Cox, Joe; Masters, Karen; Oh, Eun Young; Greenhill, Anita
THURS 11:00—12:30
ROOM G05, PERCY BUILDING
FULL PAPERS

SESSION CHAIR: ENIS ELEZI
Mongolian way of thriving in turbulent times (786)
Manalsuren, Saranzaya

Attributing values to organisations: What managers see depends on where they sit (797)
Bourne, Humphrey; Clarke, Benjamin; McCormack, John

What is temporary about temporary organizations? Towards an empirically useful definition. (953)
Bond, Angela; Pilbeam, Colin; Turner, Neil

A patchwork of identities: emergence of charter schools as a new organizational form (997)
Jha, Harsh K.; Beckman, Christine M.

Organizational Transformation, Change and Development
TRACK CHAIR: RICHARD JEFFERIES

TUES 16:00—17:30
TEACHING ROOM 2 (4.04), HERSCHEL BUILDING
WORKSHOP

SESSION CHAIR: ZAHID HUSSAIN
Making use a new open-multipurpose framework for more realistic estimation process in project management (30)
Hussain, Zahid; Lazarski, Adam Borys

The current turbulent times call for adaptability, especially in non-repetitive endeavours being a vital characteristic of project management. The research organized along five objectives commenced in the autumn of 2008 with a pilot study. Then it proceeded through an inductive research process, involving a series of interviews with well-recognized international experts in the field. In addition conceptualized long-running observation of forty-five days was used, before proposal of a new framework for improving the accuracy of estimates in project management. Furthermore, the framework’s “know-how to apply” description have been systematically reviewed through the course of four hundred twenty-five days of meetings. This achieved socially agreed understanding assured that it may be possible to improve accuracy of estimates, while having flexible, adaptable framework exploiting dependency between project context and conditioned by it, use of tools and techniques.

WED 09:00—10:30
LECTURE THEATRE 3, BEDSON BUILDING
FULL PAPERS

SESSION CHAIR: SOPHIE MILLS
Reactions to planned organizational change: the review of resistance behaviour (484)
Samah, Safuwan; Abu Samah, Bahaman; Idris, Khairuddin; Suandi, Turiman

Constructing change readiness: The positioning of change recipients in an Australian agricultural context (443)
Bryant, Melanie; Higgins, Vaughn

SESSION CHAIR: OLGA MATTHIAS
Resource Based Theory (RBT) and the Influence of Big Data (893)
Braganza, Ashley; Brooks, Laurence; Ali, Maqod; Moro, Russ; Nepelski, Daniel

Turnaround in response to extreme financial shocks: case studies of National Governing Bodies of Sport (NGB’s) in the UK (593)
Bostock, James; Breese, Richard; Ridley-Duff, Rory

An exploratory study of entrenchment mechanisms in the deprived economic community of East Durham (633)
Sanders, Gail; Wilson, Tony; Mearns, Lesley

Unbearable lightness of everyday sensemaking: applying ethnomethodologically-informed discourse analysis to explore power in organisational change (386)
Gadelshina, Gyuzel

SESSION CHAIR: ALESSIA D’AMATO
Towards a Theory of Organizational Constraints on Entrepreneurship, Play and Creativity (190)
Stierand, Marc B; Boje, David M; Feuls, Miriam; Haley, Usha CV; Dörfler, Viktor

‘Understanding Positive Employee Attitudes to Organizational Change: The Emergence and Impact of ‘Actor Presence’ (152)
Mendy, John; Procter, Stephen

The Creative Digital Agency: The Case for Comparative Distinctiveness (584)
Josefsson, Magnus Yngvi; Edmonds, Bruce
WED 11:00—12:30
ROOM G09, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: RICHARD JEFFERIES

Identifying Key Institutional Factors Influencing Public Service Transformation (PST): A Systematic Literature Review (289)
Enang, Iniobong; Asenova, Darinka; de Ruyter, Alex

The role of multiple leader sensebreaking during strategic change (881)
Anderson, Karl; Galavan, Robert

The nature of academic contributions in organisational change management (662)
Breese, Richard; Nicholson, John

WED 14:00—15:30
LECTURE THEATRE 3, BEDSON BUILDING
FULL PAPERS

SESSION CHAIR: JOANNE MURPHY

Executive coaching: a linguistic toolbox for change in turbulent times (506)
Dennison, Melissa

Reconceptualising People Management for Real Transformational Change (818)
Sockalingam, Siva

Surviving and thriving in turbulent times: A complex adaptive systems (CAS) based approach to organisational transformation (OT) (666)
Riaz, Shoalib; Kimberley, Nell; Morgan, Damian

WED 16:00—17:00
LECTURE THEATRE 3, BEDSON BUILDING
FULL PAPERS

SESSION CHAIR: RAY CHATWIN

Organisational learning and transformational change: PSNI’s response to ‘Policing with the Community’ (806)
Howarth, Joanne; Murphy, Joanne

Critical realism as an underlying philosophy for explaining technology-mediated change processes (728)
Saxena, Deepak; McDonagh, Joe

WED 16:00—17:30
ROOM G09, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: MELANIE BRYANT

The role of knowledge integration and effective decision-making in delivering change projects (909)
Sandhawalia, Birinder Singh; Dalcher, Darren

Negative emotions in change: an exploratory study of academics’ negative emotional experiences during universities’ restructuring in Saudi Arabia and the United Kingdom (767)
Qassim, Amal A Y; Slutskaya, Natasha

Role of technology leadership to achieve organisational ambidexterity in the digital economy (950)
Quek, Freddie; Manwani, Sharm

THURS 09:00—10:30
LECTURE THEATRE 3, BEDSON BUILDING
FULL PAPERS

SESSION CHAIR: ANDREW MITCHELL

Transforming the boundaries of project management: A critique of disciplinary assumptions and mental traps (327)
Beach, Yvonne; Coule, Tracey

Mind the gap! Exploring the generation of crisis as a move away from equilibrium (413)
Fischbacher-Smith, Denis

Environments of Value—Lifting the Lid on your organisation (577)
Steed, Chris

THURS 11:00—12:30
ROOM G09, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: HARRIS MCCOY

Change Recipients’ Resistance and Salience to Change: A UK Case Study Perspective (275)
Alhezzani, Yazeed; Braganza, Ashley

Extreme Resistance or Resistance at the Extremes? Ameliorating Rejection During Intense Change (643)
Murphy, Joanne; Dillon, Anne Clare; Williams, Sharon; Jefferies, Richard

Trust Repair during Organizational Change—A case study of Swiss Private Banking sector (424)
Tikhaya, Elena; Wittmann, Xinhua

THURS 14:00—15:30
LECTURE THEATRE 3, BEDSON BUILDING
FULL PAPERS

SESSION CHAIR: JOHN VAUGHAN

Professionalization in a Family Business Firm—Sensemaking by Change Participants (764)
Mukherjee, Kajari; Aggarwal-Gupta, Meenakshi

The changing nature of business network relationships in emerging business ventures under market socialism in China (878)
Zheng, Ping

Actors in the knowledge economy: Shaping the hegemonic orthodox university (947)
Butcher, Catherine Norma

THURS 14:00—15:30
ROOM G09, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: TERESA ROCCA

Management Innovation through a Network-Based Management Tool: A Conceptual Study of Prerequisites (702)
Reuther, Kevin; Johnston, James B.; Clausius, Eike

An initial framework for Communication Breakdown behavior and its causes using a Grounded Theory Approach (601)
Ennsra, May; Hawela, Mohamed

Changes in knowledge within planned and radical change initiatives (1024)
Alyaseen, Nouf; Braganza, Ashley
Performance Management

TRACK CHAIRS: VINH CHAU AND LUISA HUACCHO HUATUCO

WED 11:00–12:30
LECTURE THEATRE 1, HERSCHEL BUILDING
FULL PAPERS

SESSION CHAIR: JONATHAN LIU
Enabling strategic direction and strategic action in the Balanced Score Card (BSC) within SMEs: A literature review and theoretical evaluation (1031)
Elshamly, Amina
Basiouny Mousa; Verschueren, Ricardo B.

Supply management capabilities in SMEs and their effects on operations performance: A conceptual framework (184)
Ofori-Amanfo, Joshua; Huaccho Huatuco, Luisa Delfa; Burgess, Thomas F.; Shaw, Nicky E.

Managing turbulence in global performance management: A Sustainable HRM Approach (494)
Kramer, Robin J; Maley, Jane F.

WED 14:00–15:30
LECTURE THEATRE 1, HERSCHEL BUILDING
FULL PAPERS

SESSION CHAIR: VINH CHAU
Managing the Determinants of Brand Loyalty: The case of Apple and Samsung (362)
Liu, Jonathan; Shi, Xinping; Sirkeci, Ibrahim

Analyzing the Major Stimulants of Organizational Citizenship Behaviour in Corporate Sectors in Sultanate of Oman (187)
Muthuraman, Subahmanian; Al-Haziazi, Mohammed

The Double Bottom Line in Microfinance. An Examination of the Implications of the Commercialisation of Microfinance on the Performance Measurement Practices of Microfinance Institutions (MFIs) in Ghana (836)
Alhassan, Abdul-Razak; Saha, Krishnendu

WED 16:00–17:30
ROOM 2.23, RESEARCH BEEHIVE BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: LUISA HUACCHO HUATUCO
Transforming Processes into Outcomes: the work of performance measurement (867)
Cai, Yujie; Finniear, Jocelyn; White, Paul

Cultural sensitivity of performance management systems: Evidence from a qualitative study in Pakistan (752)
Nadeem, Sadia; Tayyab, Zakia

Back to the future of women in tech: understanding XX as the key to performance improvement (670)
Chau, Vinh Sum; Quire, Chanell

THURS 11:00–12:30
ROOM B30, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS

SESSION CHAIR: JANE MALEY

Disaster mitigation performance in operations and supply chain management (865)
Aiemwongnukul, Raveekarn; Huaccho Huatuc, Luisa Delfa; Wong, Chee Yew

Performance management systems: A case study on the Australian oil and gas industry (204)
Kumar, Sunil; Cameron, Roslyn Ann

Discrimination in Performance Appraisal and its Effect on Motivation and Productivity (688)
Ahmed, Khuhbakht; Khawaja, Moeen Khalid; Nadeem, Sadia; Qureshi, Maheen Tariq; Tariq, Nimra

THURS 14:00–15:30
ROOM B30, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS

SESSION CHAIR: ROSELYN CAMERON
Organizational and Market Biases in Performance Evaluation – Evidence from Cricket (822)
Datta, Subhadeep; Sgourev, Stoyan V.

The Unintended Outcomes of Performance Management Systems: Towards a Typology and a Social Learning Perspective (194)
Aboubichr, Btissam

The interplay between social impact in performance measurement and national culture (990)
Jwijati, Ihssan Maamoun; Bititci, Umit Sezer

Practical Business Experience For Your Class

Interpretive Simulations offer realistic business experiences for undergraduate and graduate business school classrooms complementing the concepts taught in marketing, strategy, and management classes. Students understand and do more with what’s taught!

Authored by Leading Academic Specialists from Top Business Schools

Realistic Environments Fully Administrated Event
Web-based Faculty & Student Support

STOP BY OUR BOOTH OR VISIT US ONLINE
MARKETING_SUPPORT@INTERPRETIVE.COM | WWW.INTERPRETIVE.COM

Interpretive simulations
www.interpretive.com
Public Management and Governance

TRACK CHAIR: DIMITRIOS SPYRIDONIDIS

WED 09:00–10:30
LECTURE THEATRE 2, BEDSON BUILDING
FULL PAPERS

SESSION CHAIR: ADINA DUDAU
Challenges and Insights in Inter-Organizational Collaborative Healthcare Networks: An Empirical Case Study of a Place-Based Network (839)
Amoo, Nii; Malby, Rebecca; Mervyn, Kieran
Using a Public Value lens for examining informal professional networks (120)
Brunetto, Yvonne; Xerri, Matt; Nelson, Silvia; Farr-Wharton, Ben
Working Harassment in the UK and Australia: Does it affect public and private sector nurse engagement (127)
Farr-Wharton, Rodney; Xerri, Matt; Brunetto, Yvonne; Shacklock, Kate; Beattie, Rona; Trinchero, Elisabetta

WED 11:00–12:30
LECTURE THEATRE 2, BEDSON BUILDING
FULL PAPERS

SESSION CHAIR: NII AMOO
Managing the performance of social interventions. What can we learn from a complex systems approach? (282)
Lowe, Toby; Wilson, Rob
Power Distance and the Effectiveness of HR Departments in Vietnam (369)
Nguyen, Thi Ngoc Diep; Teo, Stephen T.T.; Ho, Marcus
Barriers, Responsibility and Routes to Planning for Adult Social Care in a world of Austerity: A Customer Perspective (371)
McLeay, Fraser James; Round, Anna

WED 14:00–15:30
ROOM G09, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: RACHEL ASHWORTH
Exploring the process of patient safety improvement: The case of a falls prevention project (228)
Moutinho Barbosa de Melo, Sara Monica
Fighting the Good Fight: Narratives of IT project managers and auditors in the public sector (383)
Hall, Christopher Douglas; Symon, Gillian
UK Police Reform: Can you motivate the disillusioned? (478)
Barton, Harry; Albery, Dawn
An Analysis of Policy Formation Process for Public Private Collaboration: An Institutional Theory Perspective (646)
Togo, Hiroshi; Yoshida, Tadasako; Inoue, Yusuke

WED 16:00–17:00
LECTURE THEATRE 2, BEDSON BUILDING
FULL PAPERS

SESSION CHAIR: NII AMOO
Institutional Logics in Government Transformation Programmes (507)
Taylor, Jonathan; Winch, Graham Miles
Localising social value: Capturing experiences of a local voluntary and community sector (583)
Glennon, Russell James; Moxham, Claire; Meehan, Joanne

THURS 09:00–10:30
ROOM G09, PERCY BUILDING
DEVELOPMENTAL PAPERS

SESSION CHAIR: RUSS GLENNON
Standards for Non-Standard Events: Risk, Crisis and Resilience (671)
Borodzicz, Edward Piotr
Public sector welfare partnerships operating in the grey zone of risk management (863)
Dudau, Adina
Can PSFs broker trust between government and citizens? (976)
Anibaba, Yetunde Aderonke; Adesanya, Tolulope

THURS 11:00–12:30
LECTURE THEATRE 2, BEDSON BUILDING
FULL PAPERS

SESSION CHAIR: ROB WILSON
Developing Collaborative Advantage in Public Sector (142)
Springdal, Kent; Brand, Martin; Mador, Martha
An unequal CONTEST? Framing the UK’s counter terrorism policy as a wicked problem (440)
Fischbacher-Smith, Denis
Comparing the impact of management on police outcomes in Australia, USA and Malta (121)
Brunetto, Yvonne; Farr-Wharton, Benjamin; Azzopardi, Joseph; Farr-Wharton, Rodney; Shacklock, Kate; Saccon, Chiara
Until recently most physiological measures were an unrealistic choice for many researchers but numerous alternative measures which are relevant to the organizational setting are now more readily available. We will consider a range of measures which have been usefully employed in areas central to management research, for example the hormone oxytocin in trust research, and the hormone testosterone and its use in status seeking behaviours. Moreover, we will present two of our on-going studies. The first concerns the 'stress hormone' cortisol where saliva samples have been collected in a study of job crafting behaviours. The second concerns vagal tone, as measured by variability in heart rate, and work performance. Our experience has shown us that a number of conditions require careful consideration. Yet, as we will report, these physiological measures have raised theoretical and practical implications which would have been unlikely to have emerged from more traditional methods of data collection.

WED 14:00—15:30 ETAL ROOM, KINGS ROAD CENTRE BUILDING DEVELOPMENTAL PAPERS

Critical reflection

SESSION CHAIR: LESLEY MEARNS
Writing reflexively and the conundrum of time (174)
Pagan, Victoria Kate; Reissner, Stefanie Constanze

Reflecting on Becoming: The Role of Savoir, Savoir-Faire, and Savoir-Être (191)
Zikka, Laura; Stierand, Marc B

Understanding and analysing economic magazines’ covers during times of turbulent social and economic change: a study of the 2008-2013 Korean financial crisis (776)
Kim, Amee

Five dogmas of contemporary Social Sciences (60)
Amatucci, Marcos

WED 16:00—17:30 BAMBURGH ROOM, KINGS ROAD CENTRE BUILDING WORKSHOP

SESSION CHAIR: MAY ENNSRA
Using NVivo 10 as an Instrument for Data Management and Analysis within a Grounded Theory Methodology (715)
Ennsra, May

This workshop will be of help to any novice researcher in the use of computerised data analysis software and who are contemplating the use of NVivo within a grounded theory methodology framework. The workshop will explain how NVivo software tools can support the procedures of grounded theory approach including key functions such as coding, memoing, and visual models development. The workshop will draw on examples from a data set to illustrate how the researcher can use the various functions. The following sections will provide an overview of the key NVivo software tools used within this PhD project, and how it was employed to support grounded theory procedures. This material will be presented in a PowerPoint format during the BAM conference.

THURS 09:00—10:30 ROOM G34, BARBARA STRANG TEACHING CENTRE DEVELOPMENTAL PAPERS

Interpretive methods

SESSION CHAIR: GAIL CLARKSON
Undertaking Hermeneutics to Explore Top Management Teams in the Public Sector (496)
Kus, Carolyn; Clark, Murray; Couch, Oliver
On the Importance of Context in Studying Human Experience: The Example of the Commercial Meal (602)
Stierand, Marc Benjamin

Intreprepative Phenomenological Analysis: A Methodological Tool to ‘Unleash’ the Talent Hidden within the Entrenched Communities (428)
Mearns, Lesley

THURS 11:00—12:30
ROOM G34, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS

Ethnographic perspectives
SESSION CHAIR: AMANDA LEE
Building sustainable yet unsettling inter-disciplinary research practices: paying attention to ourselves as researchers (312)
Warwick, Robert James; McCray, Janet; Palmer, Adam

Autoethnography: Illuminating stories, elucidating practice in turbulent times (315)
James, Joanne; Corlett, Sandra; Mavin, Sharon

Navigating and negotiating tensions between Western and Indigenous research approaches: The Tongan kakala framework. (342)
Sisifa, Sisikula; Stringer, Christina; Haworth, Nigel

THURS 14:00—15:30
LECTURE THEATRE 3, HERSCHEL BUILDING
FULL PAPERS

Research design for structure or understanding?
SESSION CHAIR: VIKTOR DÖRFLER
Clinging On Researcher Objectivity in Management Research by Resorting to Highly Structured Research Procedures (112)
Kurdoglu, Rasim Serdar

The Soul of Grounded Theory (363)
Koleva, Petya; Kofinas, Alexander

The Integration of Concept and Data: Facet Theory and Analysis in Behavioural Research (936)
Clark, Murray C

THURS 14:00—15:30
TEACHING ROOM 4 (4.19), HERSCHEL BUILDING
DEVELOPMENTAL PAPERS

Approaches to mixed methods
SESSION CHAIR: MARC STIERLAND
Displaying minority opinions visually: Focusing on disagreement in group discussions (72)
Alexander, Elitsa; Comi, Alice; Eppler, Martin

A mixed-method analysis of international trade in apparel: A case study of the Bangladeshi readymade garments industry. (516)
Saha, Krish; Bancroft, John

Mental Health Service Design: Methodological and Ethical Challenges in Stakeholder Engagement (784)
Valero-Silva, Néstor; Kettley, Sarah; Kent, Anthony

Strategy

TRACK CHAIRS: GEORGE BURT, DAVID MACKAY AND EFTHIMIOS POULIS

WED 09:00—10:30
ROOM 1.48, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

Capabilities and Strategy
SESSION CHAIR: DAVID MACKAY
Examining strategic ambidexterity as an antecedent of functional and cross-functional ambidexterity (26)
Qaiyum, Sameer; Wang, Catherine

Investigating and Identifying the Relationship between Strategic Capabilities and Quality Music Festival Event Management in Australia (104)
Simon, Alan; Parker, Alastair; Stockport, Gary

The importance of Penrosian ‘image’ for the development of the dynamic capability concept (616)
Hilliard, Rachel

WED 09:00—10:30
ROOM 1.47, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS

Behaviours and capabilities of strategic managers
SESSION CHAIR: STATHIS TAPINOS
A dynamic context of behavioural strategy: managerial cognitive capabilities and organizational adaptive performance (131)
Piorkowska, Katarzyna

Combative or Conservative: Organizational Positivity Climate and Firms’ Competitive Behavior (656)
Chen, Forrence Hsinhung; Yen, Meng-Hsien

Confirmation bias: a boundary condition for dynamic managerial capabilities in the context of strategic change (686)
Cenophat, Sadrac; Adegbile, Abiodun

WED 11:00—12:30
ROOM 1.48, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

Strategy and Co-opetition
SESSION CHAIR: JULIE DAVIES
Coopetition in a Competitive Market: The Case of the New Zealand Wine Industry (284)
Crick, James Matthew; Crick, David; Bradshaw, Robert

How do young, small firms manage co-opetitive relationships at the industry emergence? (469)
Korhonen-Sande, Silja; Jahn, Haakon E.; Lieng, Olav M.

Coopetition between SMEs in a non-high-tech industry: The case of the UK Alpaca Industry (898)
Garri, Myropl; Vogt, Roger
WED 11:00−12:30 ROOM 1.47, BARBARA STRANG TEACHING CENTRE DEVELOPMENTAL PAPERS

Strategy and performance

SESSION CHAIR: MAUREEN MEADOWS
Location and Competitive Advantage: Reconciling Corporate Strategy and Regional Success Factors to achieve Competitive Advantage—the case of Financial Services in Edinburgh (267)
Carr, Christopher; Riddle, Philip Keitch

Lynch, Richard; Jin, Zhongqi; Ali, Raza

Performance Measurement in Turbulent Times, from culture and process perspectives (979)
Jwijati, Ihssan Maamoun

WED 14:00−15:30 ROOM G36, BARBARA STRANG TEACHING CENTRE FULL PAPERS

Options and Decisions in Strategy

SESSION CHAIR: ALAN SIMON
A Systematic Review of Decision Making under Uncertainty—An Integrative Framework Approach. (210)
Rauseo, Sterling; Bui, Hong T. M.

Universities strategic response to its third mission agenda: A conceptual framework (793)
Rosli, Ainurul; Wang, Wen; Mahamed Ismail, Nor Ashmiza

Davies, Julie; Kettunen, Kerttu; Alajoutsijarvi, Kimmo

WED 14:00−15:30 ROOM 1.48, BARBARA STRANG TEACHING CENTRE FULL PAPERS

Perceptions, discretion and inclusivity in Strategy

SESSION CHAIR: CHRISTOS APOSTOLAKIS
An Inquiry into the Temporally Mediated Experiences of ‘Opportunity’ in Strategic Entrepreneurial Action (763)
Ridgeway, Graeme Mansel; Zundel, Mike

Inclusive Design of a Strategy Making Process (921)
Mackay, David John; Smith, Marisa

The Impact of Cultural Practices on CEO Discretion: New National-Level Antecedents. (599)
Haj Youssef, Moustafa; Christodoulou, Ioannis

WED 16:00−17:30 ROOM 1.48, BARBARA STRANG TEACHING CENTRE FULL PAPERS

Internal and external organising impacts on Strategy

SESSION CHAIR: RICHARD LYNCH

Misting the mirror: the value characteristics of product components - a perspective on organising for innovation (654)
Burton, Nicholas; Galvin, Peter

Strategies for Collaborative Work Delivery: The Case of Local Regeneration Partnerships in Nigeria (913)
Apostolakis, Christos; Okwilagwe, Osikhuemhe

Employee Ownership and Organizational Resilience During Crisis and Recovery: Evidence from UK (206)
Banerjee, Anesh; Lampel, Joseph; Bhalia, Ajay

WED 16:00−17:30 ROOM 1.47, BARBARA STRANG TEACHING CENTRE DEVELOPMENTAL PAPERS

Sociological and Sensemaking perspectives

SESSION CHAIR: NEIL PYPER
Socio-political Sensemaking: A Dual Processing Approach (234)
John, Anna; Garcia-Garcia, Raquel; Lawton, Thomas; Rajwani, Tazeeb

Sensemaking in cultural festivals and events (678)
Omidvar, Omid; Galalae, Cristina

Strategy in the age of the spectacle (635)
Murtagh, Patricia; Zundel, Mike

The chicken or the egg? On the varying role of strategy and tactics in managerial conversations (912)
Mackay, David John; Zundel, Mike; Burt, George

THURS 09:00−10:30 ROOM 1.48, BARBARA STRANG TEACHING CENTRE FULL PAPERS

Competitiveness, the market and Strategy

SESSION CHAIR: NICHOLAS BURTON
A case-study approach for managing risks and challenges when expanding in emerging markets (846)
Fragouli, Evangelia; Nikolaidou, ZoI

When the threat of obsolescence and market forces collide: The demise of the floppy disk (14)
Aman kwah-Amoah, Joseph

Making competitiveness more meaningful—A practice approach (395)
Qazi, Kamal

THURS 09:00−10:30 ROOM 1.47, BARBARA STRANG TEACHING CENTRE DEVELOPMENTAL PAPERS

Strategy and the Upper Echelons

SESSION CHAIR: MIKE ZUNDEL
The Portfolio of Top Management Team Diversity and Firm Growth: The Perspective of Power Distribution and Dynamic Adjusting Costs (896)
Hung, Yu-Hsuan; Kang, Min-Ping

Do director interlocks impact on magnitude of strategic change? (1003)
Samara, Ihssan S.K; Veettil, Nandakumar

Intertemporal Choice in Strategic Investment Decisions. At the CEO Level (268)
Liu, Ge
THURS 11:00—12:30
ROOM 1.48, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

Scenarios, futures and resilience

SESSION CHAIR: ALAN TAIT
The resilience of firms: a conceptualization through inductive content analysis (167)
Conz, Elisa

Scenario planning, social media and serialisation: a blended approach (288)
Meadows, Maureen; O’Brien, Frances

Seeing Your Way: The Effects of Competitive and Institutional Environments on Futures Practices in SMEs (928)
Alexander, Elizabeth A.; Sarpong, David

THURS 14:00—15:30
ROOM 1.48, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

Strategic performance factors

SESSION CHAIR: EVANGELIA FRAGOULI
Exploring Aspects of Strategic Management for a Small Plant Bakery (653)
Leary, Paul; Bell, Gary; Thomson, Elaine Thomson

Strategy Implementation Barriers as Resource Weaknesses—key distinctions between foreign multinationals and indigenous firms (1015)
Amjad, Muhammad

The Perfect CEO for Innovation and Internationalization: May You Kill Two Birds with One Stone? (183)
Back, Pascal; Bausch, Andreas

THURS 14:00—15:30
ROOM 1.47, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS

Addressing Uncertainty in Strategy

SESSION CHAIR: GEORGE BURT
Mirroring or misting: a contingent perspective (490)
Burton, Nicholas; Peter, Galvin

Into the unknown: Rethinking the relationship between synergy and uncertainty in mergers and acquisitions (M&A) (792)
Tait, Alan

Scanning turbulent market environments—The strategic planning challenge of SME’s (809)
Eryurt, Ferhat

Strategy as Practice

TRACK CHAIR: HARRY SMINIA

WED 09:00—10:30
ROOM G36, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

SESSION CHAIR: HARRY SMINIA
Rethinking the Boundaries of Strategizing as Practice: Phenomena, Epiphany, Epiphemomena (595)
Zerguit Maghoo, Lilia; Nicholson, John; Elliott, Carole

Ryanair’s Negotiation Capability and the Firm’s Strategy (212)
Caputo, Andrea; Borbély, Adrian

Understanding Entrepreneurship Process: a Practice Approach (449)
Wu, Baocheng

WED 11:00—12:30
ROOM G36, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

SESSION CHAIR: HARRY SMINIA
Twenty years of strategy as practice scholarship in top journals: a systematic review (328)
Serrano Tamayo, Luis Javier

Shaping Sector Strategy from a Co Creation Perspective: a UK case study (738)
Urwin, Gerry

Informal Practice vs Formal Practice in the development of Strategy: Middle Management Practices that can deliver Strategic Change (157)
Breilford, Noelle; Higgs, Malcolm

WED 14:00—15:00
ROOM 1.47, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS

SESSION CHAIR: HARRY SMINIA
A Practice Perspective On the Role of Critique in Strategy Implementation (486)
Hartmann, Michael; Jochen, Koch; Wenzel, Matthias

Strategizing as an open process—breaking the boundaries: a study of a university sponsored growth programme for small and medium sized enterprises (615)
Holstein, Jeannie; Greenman, Andrew
Sustainable and Responsible Business

SESSION 1
TUESDAY 15.30-17.00
ROOM 1.46, BARBARA STRANG TEACHING CENTRE

FULL PAPERS

CSR 1

SESSION CHAIR: TBC

What Ethics? An Integrative Economic Ethics Approach to Corporate Social Responsibility (CSR) (150)
Wagner-Tsukamoto, Sigmund

CSR as Strategy in Turbulent Times: How CSR Managers Think (652)
McGeough, Blath; Henderson, Steven

The Experience of CSR and sustainable development from a Community Perspective: Implications for Community Action (879)
Ndajiya, Abdullahi; Wallace, James; Cornelius, Nelarine

WED 09:00—10:30
ROOM B30, BARBARA STRANG TEACHING CENTRE

DEVELOPMENTAL PAPERS

Qualitative

SESSION CHAIR: TBC

Aju, Oluseyi

The Role of Environmental Regulators in Sustainable Economic Growth: Insights from British and Irish Regulators (959)
Ball, Christopher; MacEachern, Erik; Burt, George; de vries, Frans

Understanding e-waste policy in Edo State Nigeria: Some initial findings (984)
Aborele, Henry; Urquhart, Cathy; Nudurupati, Sai

WED 09:00–10:30
ROOM B30, BARBARA STRANG TEACHING CENTRE

DEVELOPMENTAL PAPERS

Qualitative

SESSION CHAIR: TBC

Aju, Oluseyi

The Role of Environmental Regulators in Sustainable Economic Growth: Insights from British and Irish Regulators (959)
Ball, Christopher; MacEachern, Erik; Burt, George; de vries, Frans

Understanding e-waste policy in Edo State Nigeria: Some initial findings (984)
Aborele, Henry; Urquhart, Cathy; Nudurupati, Sai

WED 11:00–12:30
ROOM B30, BARBARA STRANG TEACHING CENTRE

DEVELOPMENTAL PAPERS

Qualitative and conceptual

SESSION CHAIR: TBC

Social and Environmental Reporting and Regulation–The Strategic Attitude of Firms (944)
Botchway, Gloria O

Employee engagement in corporate greening: Exploring employees’ views in large companies in Belarus (644)
Andrianova, Olga

Are Transparency Scores a Reliable Indicator of Responsible Business? (358)
Grey, Blanca

WED 14:00–15:30
ROOM B30, BARBARA STRANG TEACHING CENTRE

DEVELOPMENTAL PAPERS

Content analysis, ethnography and quantitative research

SESSION CHAIR: TBC

CSR practices in London Euston Hotels: Divergences and Convergences (937)
Nyota, John

Social capital within collaborative charitable events: narratives of hospitality SMEs in the UK (333)
Puranik, Akash

The role of the audit committee and erm system quality on corporate reputation (724)
Perez-Cornejo, Clara; Quevedo-Puente, Esther; Delgado-Garcia, Juan Bautista

Sustainable and Responsible Business

SESSION 1
TUESDAY 15.30-17.00
ROOM 1.46, BARBARA STRANG TEACHING CENTRE

FULL PAPERS

Ethical purchasing and consumption

SESSION CHAIR: MICHAEL CARRINGTON

Consumers’ Purchase Intention of Eco-friendly Food: A Responsible Environmental Behaviour Perspective (137)
He, Qile; Duan, Yanqing; Wang, Ruowei; Fu, Zetian

The impact of consumer attitudes on sustainable product development strategies: The case of clothing longevity (987)
Goworek, Helen; McLaren, Angharad; Cooper, Tim; Oxborrow, Lynn; Hill, Helen; Claxton, Stella

An Examination of Sustainable Purchasing Practices of Young Adults in the UK: Implications for Supermarkets and Manufacturers (612)
Chung, Sean Benedict; Wieghardt, Judith

Collaborative Consumption and the Sharing Economy: A Systematic Literature Review (532)
Spencer, Neil; Tickle, Matthew

WED 11:00–12:30
ROOM B30, BARBARA STRANG TEACHING CENTRE

DEVELOPMENTAL PAPERS

Sustainability in retailing and hospitality

SESSION CHAIR: HELEN GOWOREK

Making Pub Retailing Greener (854)
McNeill, Tamara; Baines, Sue; Branston, Carolyn

Sustainability in hotel supply chains (154)
Hussain, Matloub; Buchanan, F. Robert; Khan, Mehmood; Bin Ahmad, Syed Zamberi

‘Random acts of kindness dispensed quietly’ Philanthropy at the John Lewis Partnership (680)
Nicholson, Helen Patricia

WED 14:00–15:30
ROOM B30, BARBARA STRANG TEACHING CENTRE

DEVELOPMENTAL PAPERS

Content analysis, ethnography and quantitative research

SESSION CHAIR: TBC

CSR practices in London Euston Hotels: Divergences and Convergences (937)
Nyota, John

Social capital within collaborative charitable events: narratives of hospitality SMEs in the UK (333)
Puranik, Akash

The role of the audit committee and erm system quality on corporate reputation (724)
Perez-Cornejo, Clara; Quevedo-Puente, Esther; Delgado-Garcia, Juan Bautista
WED 16:00–17:30
ROOM 1.46, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

Corporate governance, reporting and communications
SESSION CHAIR: TBC
A Conceptual Framework on CSR Communication Strategies (530)
Rahaman, Stephanie Gracelyn; Chew, Elaine Yin Teng; Sandhu, Manjith Singh

Reporting Professionals as Determinants of Integrated Reporting: A Psychological Perspective on Emerging Change Initiatives (377)
Briem, Christian; Thiele, Philipp

CSR Communication Strategies: Stakeholder and Institutional Perspectives (343)
Rahaman, Stephanie Gracelyn; Chew, Elaine Yin Teng; Sandhu, Manjith Singh

WED 16:00–17:30
ROOM B30, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS

Mixed methods
SESSION CHAIR: TBC
The role of Sustainable Procurement in Corporate Sustainability within Oil and Gas sector (618)
Ekiugbo, Igbo; Papanagnostou, Christos

Corporate Social Responsibility and Over-Communication in OECD Banking Corporates. An investigation of their impact on both their performance and on the customers’ perception. (864)
Baltas, Konstantinos; Casalegno, Cecilia; Civera, Chiara; Maple, Peter

Are we really promoting environmental accounting practice? A case study of Korean sustainability accounting systems and environmental performance indicators (783)
Kim, Amee

THURS 09:00–10:30
ROOM 1.46, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

Sustainability in industry contexts
SESSION CHAIR: TBC
Sustainability and Sustainable Development Strategies in the U.K. Plastic Electronics Industry (655)
Borland, Helen; Ambrosini, Veronique; Bhatti, Yohan; Lindgreen, Adam

Dichotomy in the Brazilian Automobile Industry Sustainable discourse (548)
Massuda, Christiane G. Guarino; Amatucci, Marcos

Partnering for Peace, Sustainable Development, and Social Responsibilities in the Niger Delta. (820)
Aju, Oluseyi

THURS 09:00–10:30
ROOM B30, BARBARA STRANG TEACHING CENTRE
DEVELOPMENTAL PAPERS

Literature reviews and conceptual
SESSION CHAIR: TBC
The use and misuse of social sustainability in the study of supply chain management: A systematic review (704)
Nakamba, Christine Chanda

A systematic review of circular economy implementation at a regional level. (709)
Heyes, Graeme; Sharmina, Maria

Legitimising the Business School through Responsible Management Education: An Integrated Theoretical Framework (501)
Hope, Alex

THURS 11:00–12:30
ROOM 1.46, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

Sustainable strategy and organisational change
SESSION CHAIR: TBC
Strategic Sustainability Management: a framework integrating strategy organisational and human competences (759)
Galleli, Barbara; Nunes, Breco; Borland, Helen; Correa, Hamilton Luis

A spiritual perspective on organizational purpose and performance (225)
Mir, Usman Riaz

Integrating Sustainability and Project Management. A systematic literary review. (591)
Sabini, Luca

THURS 14:00–15:30
ROOM G36, BARBARA STRANG TEACHING CENTRE
FULL PAPERS

CSR in SMEs
SESSION CHAIR: TBC
Issues in International Supply Chains and Corporate Social Responsibility for SME organisations. (717)
Atkinson, Louise

A pluralistic framework for the analysis of corporate social responsibility and its application to small and medium enterprises. (761)
Tomasella, Barbara; Ali, Alisha

Drought and Water Management Reporting of Global Corporations: an exploratory study (520)
Morris, Jonathan; McGuinness, Martina
About BAM

WHO WE ARE
BAM is the leading authority on the academic field of management in the UK, supporting and representing the community of scholars and engaging with international peers.

OUR VISION
To be a pluralistic learned society, contributing to the development of management knowledge and practice internationally.

OUR MISSION
• Provide a welcoming, supportive pluralistic community of scholarship in the full field of management.
• Support and recognise rigorous, high quality research, scholarship, learning and societal engagement.
• Foster learning, development and enhanced capacity in the community.
• Support members in developing their scholarly activities at all stages of careers.
• Facilitate supportive networks within the community including conference tracks, informal networks and Special Interest Groups.
• Provide a platform for debate and dialogue between scholars and other interested parties.
• Promote the scholarly voice in policy and practice in order to influence national and local policy, educational provision, and the design and delivery of curricula.
• On the basis of high quality scholarship to engage with funders of research and other actors in the management field.
• Work with international peers to learn from, and influence, management scholarship around the world.
• Publish and disseminate high quality scholarship through journals, conferences and other events.
• Provide for the showcasing of management scholarship.

OUR VALUES
We aim to be inclusive, recognise and respect the diversity in our community, and promote high quality in all we do.

GOVERNANCE STRUCTURE
The Council, which is comprised of approximately 30 people elected for a minimum of 3 years by the general membership, represents the interests of membership and contributes to the activities of the learned society through working with the vice-chairs.

An Executive Committee, consisting of vice-chairs, chair and president, is elected to develop the strategy, work with Council and incorporate the voice of the membership, oversee the longer term direction of the learned society and ensure an effective implementation of the agreed strategy.
Previous BAM Conferences

- **2015**
  University of Portsmouth, Portsmouth
  *The Value of Pluralism in Advancing Management Research, Education and Practice*

- **2014**
  University of Ulster, Belfast
  *The Role of the Business School in Supporting Economic and Social Development*

- **2013**
  University of Liverpool Management School, Liverpool
  *Managing to make a Difference*

- **2012**
  Cardiff Business School, Cardiff
  *Management Research Revisited: Prospects for Theory and Practice*

- **2011**
  Aston University, Birmingham
  *Building and Sustaining High Performance Organisations in a Challenging Environment*

- **2010**
  University of Sheffield, Sheffield
  *Management Research in a Changing Climate*

- **2009**
  University of Brighton, Brighton
  *The End of the Pier? Competing perspectives on the challenges facing business and management*

- **2008**
  Leeds Business School, Harrogate
  *The Academy goes Relevant*

- **2007**
  Warwick Business School, Warwick
  *Management, Research, Education and Business Success: Is the future as clear as the past*

- **2006**
  University of Ulster and Queen’s University Belfast, Belfast
  *Building International Communities through Collaboration*

- **2005**
  University of Oxford, Said Business School, Oxford
  *Challenges of Organizations in Global Markets*

- **2004**
  University of St Andrews, St Andrews
  *Management Futures*

- **2003**
  Leeds Business School, Harrogate
  *Knowledge into Practice*

- **2002**
  Middlesex University Business School, London
  *Fast-Tracking Performance Through Partnerships*

- **2001**
  Cardiff Business School, Cardiff
  *BAM 2001*

- **2000**
  University of Edinburgh, School of Management, Edinburgh
  *Managing Across Boundaries*

- **1999**
  Manchester Metropolitan University, Manchester
  *Managing Diversity*

- **1998**
  University of Nottingham, Nottingham
  *Corporate Transformation*

- **1997**
  London Business School, London
  *BAM 1997*

- **1996**
  Aston University, Birmingham
  *30 Years on: What Have We Learned?*

- **1995**
  Sheffield University, Sheffield
  *Revitalising Organizations—the Academic Contribution*

- **1994**
  Lancaster University, Lancaster
  *The Impact of Management Research: A Critical Approach*

- **1993**
  Cranfield University, Milton Keynes
  *The Crafting of Management Research*

- **1992**
  University of Bradford, Bradford
  *Management into the 21st Century*

- **1991**
  University of Bath, Bath
  *BAM 1991*

- **1990**
  Glasgow Business School, Glasgow
  *BAM 1990*

- **1989**
  Manchester School of Management, Manchester
  *BAM 1989*

- **1988**
  Cardiff Business School, Cardiff
  *BAM 1988*

- **1987**
  Warwick Business School, Warwick
  *BAM 1987*
Council Roles 2016

EXECUTIVE COUNCIL

President: Professor Sir Cary Cooper
University of Manchester

Chair: Professor Nic Beech
University of Dundee

Vice Chair (Research and Publications):
Professor Bill Cooke
University of York

Vice Chair (Academic Affairs of Conference and Capacity Building):
Professor David Denyer
Cranfield University

Vice Chair (Special Interest Groups):
Anne Clare Gilian
University of the West of Scotland

Vice Chair (Management Knowledge and Education):
Professor Katy Mason
Lancaster University

Treasurer / Vice Chair (Resources):
James Johnston
University of the West of Scotland

COUNCIL

Dr Lisa Anderson
University of Liverpool

Professor Charles-Baden Fuller
City University, London

Professor Harry Barton
Nottingham Trent University

Professor Yehuda Baruch
University of Southampton

Professor Emma Bell
Keele University

Professor Pawan Budhwar
Aston University

Professor Nelanine Cornelius
University of Bradford

Professor Caroline Gatrell
Lancaster University

Professor Keith Glaister
University of Warwick

Dr Julie Gore
University of Bath

Christian Harrison
University of the West of Scotland

Dr Len Holmes
University of Roehampton

Dr Sarah Hurlow
Cardiff University

Dr Karise Hutchinson
Ulster University

Richard Jefferies
University of the West of Scotland

Professor Ossie Jones
University of Liverpool

Dr Rebecca Liu
Lancaster University

Professor Robert MacIntosh
Heriot-Watt University

Dr Ruth Massie
Cranfield University

Professor Maureen Meadows
Coventry University

Dr Peter McInnes
University of Strathclyde

Dr Margarita Nyfoudi
Birmingham City University

Professor Nicholas O’Regan
University of the West of England

Professor Savvas Papagiannidis
Newcastle University

Professor Emma Parry
Cranfield University

Dr Colin Pilbeam
Cranfield University

Professor Mark Saunders
University of Birmingham

Professor Helen Shipton
Nottingham Trent University

Dr Jean-Anne Stewart
University of Reading

Dr Alan Tait
University of Portsmouth

Professor Richard Thorpe
University of Leeds

Dr Natalia Vershinina
University of Birmingham

Charlotte Warin
University of Huddersfield

Professor Geoffrey Wood
University of Essex
Currently there is a core of 68 active Fellows, who are listed below.

- **Fran Ackermann**, Curtin University
- **Greg Bamber**, Monash University
- **Nic Beech**, University of Dundee
- **John Bessant**, University of Exeter
- **David Buchanan**, Cranfield University
- **Peter Buckley**, University of Leeds
- **Pawan Budhwar**, Aston University
- **John Burgoyne**, Lancaster University
- **Susan Cartwright**, Lancaster University
- **Catherine Cassell**, University of Leeds
- **Elizabeth Chell**, Kingston University
- **John Child**, University of Birmingham
- **Timothy Clark**, Durham University
- **Cary Cooper**, University of Manchester
- **Nelarine Cornelius**, University of Bradford
- **Sue Cox**, Lancaster University
- **James Curran**, Kingston University Business School
- **Rick Delbridge**, Cardiff University
- **Adamantios Diamantopoulos**, University of Vienna
- **Mark Easterby-Smith**, Lancaster University
- **Colin Eden**, University of Strathclyde
- **Gordon Foxall**, Cardiff University
- **Arthur Francis**, University of Bradford
- **Abby Ghobadian**, University of Reading
- **Keith Glaister**, University of Warwick
- **Gordon Greenley**, Aston University
- **Jean Hartley**, Open University
- **Graham Hooley**, Aston University
- **Chris Huxham**, University of Strathclyde
- **Susan Jackson**, Rutgers University
- **Gerry Johnson**, Lancaster University
- **Andrew Kakabadse**, Cranfield University
- **Edward Lawler**, University of Southern California
- **Feng Li**, Cass Business School
- **Roderick Martin**
- **Sharon Mavin**, University of Roehampton
- **Marie McHugh**, University of Ulster
- **Peter McKiernan**, University of Strathclyde
- **Andy Neely**, University of Cambridge
- **Nigel Nicholson**, London Business School
- **David Otley**, Lancaster University
- **David Parker**, Cranfield University
- **Andrew Pettigrew**, University of Oxford
- **Michael Pidd**, Lancaster University
- **Gary Powell**, University of Connecticut and Lancaster University
- **Ivan Robertson**, Robertson Cooper Ltd
- **Denise Rousseau**, Carnegie Mellon University
- **John Saunders**, Aston University
- **Mark NK Saunders**, University of Birmingham
- **Randall Schuler**, Rutgers University
- **William Starbuck**, University of Oregon
- **Ken Starkey**, University of Nottingham
- **John Storey**, Open University
- **Howard Thomas**, Singapore Management University
- **Richard Thorpe**, University of Leeds
- **David Tranfield**, Cranfield University
- **Rosalie Tung**, Simon Fraser University
- **Susan Vinnicombe**, Cranfield University
- **Christopher Voss**, London Business School
- **Robin Wensley**, University of Warwick
- **Michael West**, Lancaster University
- **Adrian Wilkinson**, Griffith University
- **Allan Williams**, City University
- **David Wilson**, The Open University
- **Fiona Wilson**, University of Glasgow
- **Mike Wright**, Imperial College, London
## Track Chairs 2016

<table>
<thead>
<tr>
<th>Track</th>
<th>Chairs</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Corporate Governance</strong></td>
<td>Ruth Massie, Cranfield University</td>
</tr>
<tr>
<td><strong>Critical Management Studies</strong></td>
<td>Gina Grandy, University of Regina, Ron Kerr, University of Edinburgh, Sarah Robinson, University of Leicester, Martyna Sliwa, University of Essex</td>
</tr>
<tr>
<td><strong>Cultural and Creative Industries</strong></td>
<td>Lee Martin, University of Nottingham</td>
</tr>
<tr>
<td><strong>E-Business and E-Government</strong></td>
<td>Thanos Papadopoulos, University of Kent, Panos Panagiotopoulos, Queen Mary, University of London, Savvas Papagiannidis, Newcastle University</td>
</tr>
<tr>
<td><strong>Entrepreneurship</strong></td>
<td>Dilani Jayawarna, University of Liverpool</td>
</tr>
<tr>
<td><strong>Gender in Management</strong></td>
<td>Adelina Broadbridge, University of Nottingham</td>
</tr>
<tr>
<td><strong>Human Resource Management</strong></td>
<td>Jonathan Crawshaw, Aston University</td>
</tr>
<tr>
<td><strong>Identity</strong></td>
<td>Christine Coupland, Loughborough University, Juliette Summers, University of St Andrews</td>
</tr>
<tr>
<td><strong>Innovation</strong></td>
<td>George Tsekouras, University of Brighton, Nick Marshall, University of Brighton</td>
</tr>
<tr>
<td><strong>International Business and Management</strong></td>
<td>Pavlos Dimitratos, University of Glasgow, Haina Zhang, Lancaster University</td>
</tr>
<tr>
<td><strong>Inter-Organizational Collaboration: Partnerships, Alliances and Networks</strong></td>
<td>Qile He, Coventry University, Albert Jolink, Coventry University</td>
</tr>
<tr>
<td><strong>Knowledge and Learning</strong></td>
<td>Elizabeth Houldsworth, University of Reading, Christine Rivers, University of Surrey, Efrosyni Konstantinou, University College London</td>
</tr>
<tr>
<td><strong>Leadership and Leadership Development</strong></td>
<td>Julie Wilson, Newcastle University, Paul Joseph-Richard, Southampton Solent University, Marian Iszatt-White, Lancaster University</td>
</tr>
<tr>
<td><strong>Management and Business History</strong></td>
<td>Kevin Tennent, University of York, Sasha Hodgson, Zayed University</td>
</tr>
<tr>
<td><strong>Marketing and Retail</strong></td>
<td>Heiner Evanschitzky, Aston University, Keith Glanfield, Aston University, Anthony Kent, Nottingham Trent University</td>
</tr>
<tr>
<td><strong>Operations, Logistics and Supply Chain Management</strong></td>
<td>Liz Breen, University of Bradford, Olga Matthias, University of Bradford</td>
</tr>
<tr>
<td><strong>Organizational Psychology</strong></td>
<td>Neal Ashkanasy, The University of Queensland, Chris Carter, University of Nottingham</td>
</tr>
<tr>
<td><strong>Organizational Studies</strong></td>
<td>David Weir, York St John University, Robert Price, University Campus Suffolk, Dave Bamber, University of Bolton, Denis Fischbacher-Smith, University of Glasgow</td>
</tr>
<tr>
<td><strong>Organizational Transformation, Change and Development</strong></td>
<td>Richard Jeffries, University of the West of Scotland</td>
</tr>
<tr>
<td><strong>Performance Management</strong></td>
<td>Luisa Huatuco, University of York, Vinh Chau, University of Kent</td>
</tr>
<tr>
<td><strong>Public Management and Governance</strong></td>
<td>Dimitrios Spyridonidis, University of Warwick</td>
</tr>
<tr>
<td><strong>Research Methodology</strong></td>
<td>Gail Clarkson, University of Leeds, Murray Clark, Sheffield Hallam University</td>
</tr>
<tr>
<td><strong>Strategy</strong></td>
<td>George Burt, University of Strirling, David Mackay, University of Strathclyde, Efthimios Pouls, University of East London</td>
</tr>
<tr>
<td><strong>Strategy as Practice</strong></td>
<td>Harry Sminia, University of Strathclyde</td>
</tr>
<tr>
<td><strong>Sustainable and Responsible Business</strong></td>
<td>Helen Goworek, University of Leicester, Konstantina Skritsovali, Manchester Metropolitan University</td>
</tr>
</tbody>
</table>
AUTHOR LISTING

Riaz, Shaiba Organizational Transformation, Change and Development WED 14:00–15:30
Richter, Anjane Corporate Governance WED 09:00–10:30
Riddell, Philip Keitch Strategy WED 11:00–12:30
Ridgeway, Graeme Mansel Strategy WED 14:00–15:30
Riley-Duff, Rory Organizational Transformation, Change and Development WED 09:00–10:30
Rivera, Ana Magdalena Inter-Organisational Collaboration, Partnerships, Alliances and Networks WED 16:00–17:30
Roan, Amanda Knowledge and Learning THURS 14:00–15:30
Roberts, Ashley James Byron Knowledge and Learning THURS 11:00–12:30
Roberts, Ashley James Byron Knowledge and Learning WED 14:00–15:30
Robins, Mann Operations, Logistics and Supply Chain Management WED 14:00–15:30
Robson, Andrew Inter-Organisational Collaboration, Partnerships, Alliances and Networks WED 09:00–10:30
Robson, Paul International Business and International Management WED 09:00–10:30
Rodrigues Alvarende, Carlos Pedro Identity WED 09:00–10:30
Rodriguez Escudero, Ana Isabel Entrepreneurship WED 09:00–10:30
Rodriguez, Jenny K Gender in Management THURS 14:00–15:30
Ronne, Linda Human Resource Management WED 09:00–10:30
Rooanifar, Moe Entrepreneurship THURS 14:00–15:30
Rook, Caroline Leadership and Leadership Development WED 11:00–12:30
Rook, Caroline Organisational Psychology TUES 16:00–17:30
Roslander, Robin Human Resource Management THURS 11:00–12:30
Rosli, Amirul Strategy WED 14:00–15:30
Rossenhan, Zubeida Gender in Management WED 09:00–10:30
Rossi, Federica Innovation WED 09:00–10:30
Rossenhan, Zubeida Gender in Management WED 09:00–10:30
Rost, Ali Identity THURS 09:30–10:30
Rout, Arindam Public Management and Governance WED 10:00–11:30
Roura, Julia Entrepreneurship TUES 16:00–17:30
Rowland, Deborah Leadership and Leadership Development WED 09:00–10:30
Ruan, Jingming Operations, Logistics and Supply Chain Management THURS 09:00–10:30
Ruan, Jingming Operations, Logistics and Supply Chain Management WED 16:00–17:30
Rubin, Mark Organisational Psychology WED 14:00–15:30
Rydbrock, Michelle International Business and International Management THURS 11:00–12:30
S
Sabine, Luca Sustainable and Responsible Business THURS 11:00–12:30
Saccio, Chiara Public Management and Governance THURS 11:00–12:30
Sead, Saadat Innovation WED 16:00–17:30
Saha, Krish Research Methodology THURS 14:00–15:30
Saha, Krishnendu Performance Management WED 14:00–15:30
Sahadev, Sanil Marketing and Retail WED 11:00–12:30
Sap, Mohamed Ali E-Business and E-Government WED 16:00–17:30
Salaiou, Helen Entrepreneurship WED 14:00–15:30
Samal, Saswath Organisational Transformation, Change and Development WED 09:00–10:30
Samara, Hassan S K Strategy THURS 09:30–10:30
Samaratunge, Ramanie Entrepreneurship WED 16:00–17:30
Samaratunge, Ramanie Organisational Psychology WED 09:00–10:30
Samuel, Philip Operations, Logistics and Supply Chain Management WED 09:00–10:30
Samuel, Michael Olorunjuwon Human Resource Management WED 09:00–10:30
Sanchez- Buena, Maria J Entrepreneurship WED 16:00–17:30
Sanders, Geil Organisational Transformation, Change and Development WED 09:00–10:30
Sandeep, Fabio Shinaburkuro Marketing and Retail THURS 09:00–10:30
Sandhuwalia, Birinder Singh Organisational Transformation, Change and Development WED 16:00–17:30
Sandhu, Manjot Singh Sustainable and Responsible Business WED 16:00–17:30
Sandeep, Manjot Singh Sustainable and Responsible Business WED 16:00–17:30
Sam-Jose, Leire Organisational Studies THURS 09:00–10:30
Sapses, Jonathan Innovation WED 16:00–17:30
Sarkar, David Human Resource Management THURS 14:00–15:30
Sarkar, David Innovation THURS 11:00–12:30
Sarpura, David Innovation THURS 09:00–10:30
Sarpura, David Strategy THURS 09:00–10:30
Saunders, Mark Research Methodology WED 09:00–10:30
Saunders, Mark K Research Methodology WED 14:00–15:30
Saundry, Richard Human Resource Management WED 09:00–10:30
Sawang, Sukanya Entrepreneurship WED 09:00–10:30
Sawum, Deepak Organisational Transformation, Change and Development WED 16:00–17:30
Schaefer, Anja Identity THURS 11:00–12:30
Schaefer, Anja Identity WED 14:00–15:30
Schneider, Joop Inter-Organisational Collaboration, Partnerships, Alliances and Networks WED 16:00–17:30
Schimel, Ursula Leadership and Leadership Development THURS 09:00–10:30
Schneider, Niel Robert Entrepreneurship THURS 09:00–10:30
Scheffer, Klaus Marketing and Retail WED 09:00–10:30
Scholarios, Dora Human Resource Management WED 14:00–15:30
Schrader, Suvi Knowledge and Learning WED 09:00–10:30
Schumann, Christian Andreas Operations, Logistics and Supply Chain Management THURS 11:00–12:30
Schwarz, Gary Organisational Psychology THURS 09:00–10:30
Scott, Jonathan M Leadership and Leadership Development WED 16:00–17:30
Scurry, Tracy Human Resource Management WED 14:00–15:30
Sears, Katherine Human Resource Management WED 09:00–10:30
Segal, Steven Corporate Governance WED 09:00–10:30
Seikoguchi, Tomoki Organisational Psychology WED 16:00–17:30
Sem, Ramesh Leadership and Leadership Development WED 16:00–17:30
Semtari, Melike Organisational Studies WED 09:00–10:30
Sera, Saquita Gender in Management THURS 09:00–10:30
Serrano Tamayo, Luis Javier Strategy as Practice WED 09:00–10:30
Sezer, Lisa Human Resource Management WED 16:00–17:30
Squires, Stayan K Cultural and Creative Industries WED 16:00–17:30
Squires, Stayan K Performance Management THURS 14:00–15:30
Shahani, Ahmed Marketing and Retail THURS 09:00–10:30
Shacklock, Kate Public Management and Governance THURS 09:00–10:30
Shacklock, Kate Public Management and Governance THURS 09:00–10:30
Shahid, Najia Human Resource Management WED 16:00–17:30
Shahba, Abdalla Corporate Governance THURS 09:00–10:30
Shanfield, Hossein Operations, Logistics and Supply Chain Management WED 14:00–15:30
Shanfield, Hossein Operations, Logistics and Supply Chain Management WED 09:00–10:30
Shanfield, Hossein Operations, Logistics and Supply Chain Management WED 12:00–13:30
Sharky Scott, Pamela Critical Management Studies WED 09:00–10:30
Sharky Scott, Pamela Critical Management Studies WED 09:00–10:30
Sharma, Piyush Organisational Psychology THURS 09:00–10:30
Sharma, Piyush Organisational Studies THURS 09:00–10:30
Sharma, Maria Sustainable and Responsible Business THURS 09:00–10:30
Shaw, Kitty Margareet Marketing and Retail WED 16:00–17:30
Shaw, Nicky E Performance Management WED 09:00–10:30
Sheerin, Corina Gender in Management THURS 14:00–15:30
Shehab, Essam E-Business and E-Government WED 14:00–15:30
Shereen, Amna Cultural and Creative Industries WED 09:00–10:30
Sheridan, Alison Human Resource Management THURS 09:00–10:30
Shi, Xirong E-Business and E-Government THURS 11:00–12:30
Shi, Xirong Performance Management THURS 14:00–15:30
Shoahb, Mohamed Entrepreneurship THURS 09:00–10:30
Shoahb, Mohamed Entrepreneurship THURS 09:00–10:30
Shokurkhan, Bilgece Adeshina Organisational Psychology WED 09:00–10:30
Shore, Adam Entrepreneurship THURS 09:00–10:30
Shpakova, Agnieszka Innovation THURS 11:00–12:30
Shukla, Manish Operations, Logistics and Supply Chain Management THURS 09:00–10:30
Sichos, Evangelia Entrepreneurship THURS 09:00–10:30

BAM2016
<table>
<thead>
<tr>
<th>Author Name</th>
<th>Affiliation</th>
<th>Session Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thachoudhi, Irine</td>
<td>Organizational Psychology</td>
<td>Wed 09:00-10:30</td>
</tr>
<tr>
<td>Tuncdogan, Aybars</td>
<td>Innovation</td>
<td>Wed 14:00-15:30</td>
</tr>
<tr>
<td>Turnbull-James, Kim</td>
<td>Identity</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>Turner, Neil</td>
<td>Organizational Studies</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>Tsimpelikos, Nektarios</td>
<td>Cultural and Creative Industries</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>Wagner-Tsukamoto, Sigmund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vogt, Roger</td>
<td>Strategy</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Wang, James</td>
<td>Sustainable and Responsible Business</td>
<td>Wed 09:00-10:30</td>
</tr>
<tr>
<td>Wang, Laura</td>
<td>Entrepreneurship</td>
<td>Thurs 09:00-10:30</td>
</tr>
<tr>
<td>Walmesley, Andreas</td>
<td>Entrepreneurship</td>
<td>Thurs 09:00-10:30</td>
</tr>
<tr>
<td>Wang, Catherine</td>
<td>Strategy</td>
<td>Wed 09:00-10:30</td>
</tr>
<tr>
<td>Wang, Eunbi</td>
<td>Sustainable and Responsible Business</td>
<td>Wed 10:00-11:00</td>
</tr>
<tr>
<td>Wang, Won</td>
<td>Strategy</td>
<td>Wed 14:00-15:30</td>
</tr>
<tr>
<td>Wang, Xiaoyu</td>
<td>Leadership and Leadership Development</td>
<td>Wed 09:00-10:30</td>
</tr>
<tr>
<td>Wang, Yong</td>
<td>Corporate Governance</td>
<td>Thurs 09:00-10:30</td>
</tr>
<tr>
<td>Wagner, Anders</td>
<td>Critical Management Studies</td>
<td>Thurs 14:00-15:00</td>
</tr>
<tr>
<td>Wang, Andor</td>
<td>Identity</td>
<td>Thurs 09:00-10:30</td>
</tr>
<tr>
<td>Ward, Carolyn</td>
<td>Leadership and Leadership Development</td>
<td>Wed 16:00-17:30</td>
</tr>
<tr>
<td>Warhurst, Russell</td>
<td>Identity</td>
<td>Thurs 09:30-10:30</td>
</tr>
<tr>
<td>Wat, Charlotte Elizabeth</td>
<td>Sustainable and Responsible Business</td>
<td>Thurs 14:00-15:30</td>
</tr>
<tr>
<td>Warren, Alastair</td>
<td>Organizational Studies</td>
<td>Thurs 13:00-14:30</td>
</tr>
<tr>
<td>Warren, Vessela</td>
<td>Innovation</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>Warwick, Rob</td>
<td>Leadership and Leadership Development</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Warwick, Robert James</td>
<td>Research Methodology</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>Weal, S. Nazik</td>
<td>Innovation</td>
<td>Thurs 14:00-15:00</td>
</tr>
<tr>
<td>Waters, Hugh</td>
<td>Identity</td>
<td>Thurs 09:30-10:30</td>
</tr>
<tr>
<td>Wat, Pate</td>
<td>Leadership and Leadership Development</td>
<td>Wed 09:00-10:30</td>
</tr>
<tr>
<td>Weerakody, Vishwanath</td>
<td>E-Business and E-Government</td>
<td>Wed 16:00-17:30</td>
</tr>
<tr>
<td>Weerakody, Vishwanath</td>
<td>E-Business and E-Government</td>
<td>Wed 17:30-18:30</td>
</tr>
<tr>
<td>Weerakody, Vishwanath</td>
<td>Entrepreneurship</td>
<td>Wed 18:30-19:30</td>
</tr>
<tr>
<td>Wei, Qi</td>
<td>Human Resource Management</td>
<td>Thurs 14:00-15:00</td>
</tr>
<tr>
<td>Weinbargen, Frank</td>
<td>Inter-Organizational Collaboration:</td>
<td>Thurs 14:00-15:30</td>
</tr>
<tr>
<td>Welz, Victoria</td>
<td>Identity</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>Werner, Richard</td>
<td>Entrepreneurship</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>Werner, Richard A</td>
<td>Management and Business History</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>Werner, Richard A</td>
<td>Management and Business History</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>White, Gareth</td>
<td>Knowledge and Learning</td>
<td>Wed 09:00-10:30</td>
</tr>
<tr>
<td>White, Gareth</td>
<td>Operations, Logistics and Supply</td>
<td>Wed 14:00-15:00</td>
</tr>
<tr>
<td>White, Leroy</td>
<td>Innovation</td>
<td>Wed 14:00-15:00</td>
</tr>
<tr>
<td>White, Paul</td>
<td>Performance Management</td>
<td>Wed 16:00-17:30</td>
</tr>
<tr>
<td>Whitham, Roger</td>
<td>Cultural and Creative Industries</td>
<td>Wed 16:00-17:30</td>
</tr>
<tr>
<td>Widianto, Sury</td>
<td>Leadership and Leadership Development</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>Wieghardt, Judith</td>
<td>Sustainable and Responsible Business</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>Wijewardena, Nilupama</td>
<td>Entrepreneurship</td>
<td>Wed 16:00-17:30</td>
</tr>
<tr>
<td>Wijewardena, Nilupama</td>
<td>Organizational Psychology</td>
<td>Wed 09:00-10:30</td>
</tr>
<tr>
<td>Venn, Guy</td>
<td>Human Resource Management</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>Verschuuren, Ricardo B</td>
<td>Performance Management</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Verschinia, Natalia</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Vilfanay, Marialyn</td>
<td>Management and Business History</td>
<td>Thurs 11:00-12:30</td>
</tr>
<tr>
<td>Virgos, Anna</td>
<td>Research Methodology</td>
<td>Tues 16:00-17:30</td>
</tr>
<tr>
<td>Vlachos, Ilias</td>
<td>Entrepreneurship</td>
<td>Wed 09:00-10:30</td>
</tr>
<tr>
<td>Vogel, Christian</td>
<td>Leadership and Leadership Development</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Vogel, Roger</td>
<td>Strategy</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Vincze, Simon</td>
<td>Entrepreneurship</td>
<td>Wed 16:00-17:30</td>
</tr>
<tr>
<td>Veerlend, Tim</td>
<td>Leadership and Leadership Development</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waddington, Kathryn</td>
<td>Organizational Psychology</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Wanner-Tsukamoto, Sigmund</td>
<td>Management and Business History</td>
<td>Thurs 14:00-15:30</td>
</tr>
<tr>
<td>Wanner-Tsukamoto, Sigmund</td>
<td>Sustainable and Responsible Business</td>
<td>Wed 09:00-10:30</td>
</tr>
<tr>
<td>Wall, Carolyn</td>
<td>Marketing and Retail</td>
<td>Wed 16:00-17:30</td>
</tr>
<tr>
<td>Wallis, Laura</td>
<td>Entrepreneurship</td>
<td>Thurs 09:00-10:30</td>
</tr>
<tr>
<td>Wallis, Laura</td>
<td>Entrepreneurship</td>
<td>Thurs 09:00-10:30</td>
</tr>
<tr>
<td>Wampler, Anders</td>
<td>Critical Management Studies</td>
<td>Thurs 14:00-15:00</td>
</tr>
<tr>
<td>Wampler, Anders</td>
<td>Identity</td>
<td>Wed 09:00-10:30</td>
</tr>
<tr>
<td>Ward, Carolyn</td>
<td>Leadership and Leadership Development</td>
<td>Wed 16:00-17:30</td>
</tr>
<tr>
<td>Warr, Russell</td>
<td>Identity</td>
<td>Thurs 10:30-11:00</td>
</tr>
<tr>
<td>Walr, Charlotte Elizabeth</td>
<td>Sustainable and Responsible Business</td>
<td>Thurs 14:00-15:30</td>
</tr>
<tr>
<td>Ward, Carolyn</td>
<td>Leadership and Leadership Development</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Warne, Andrew</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Business History</td>
<td>Wed 11:00-12:30</td>
</tr>
<tr>
<td>Waring, Kim</td>
<td>Entrepreneurship</td>
<td>Wed 11:00-12:30</td>
</tr>
</tbody>
</table>
Wilson, Tony  
Organizational Transformation, Change and Development  
WED 09:00–10:30

Wilson-Evered, Elisabeth  
Leadership and Leadership Development  
WED 11:00–12:30

Wilson-Evered, Elisabeth  
Organizational Psychology  
WED 14:00–15:30

Winch, Graham-Nikes  
Public Management and Governance  
WED 16:00–17:00

Winchester, Nik  
Identity  
WED 14:00–15:30

Winchester, Nik James  
Inter-Organizational Collaboration, Partnerships, Alliances and Networks  
THURS 11:00–12:30

Wimpenny, Josef  
Inter-Organizational Collaboration, Partnerships, Alliances and Networks  
WED 09:00–10:30

Winkler, Ingo  
Identity  
WED 14:00–15:30

Wistert, Marja Anne  
Identity  
WED 14:00–15:30

Wittmann, Xinhuai  
Organizational Transformation, Change and Development  
THURS 11:00–12:30

Woiteschläger, David  
Marketing and Retail  
WED 09:00–10:30

Woldeisenbet, Kassa  
Organizational Studies  
WED 14:00–15:30

Woldeisenbet-Beta, Kassa  
Entrepreneurship  
WED 11:00–12:30

Wolfe, Simon  
Corporate Governance  
THURS 09:00–10:30

Wolfe, Simon  
Corporate Governance  
THURS 14:00–15:30

Wolfe, Simon  
Corporate Governance  
WED 16:00–17:30

Wong, Chee Yew  
Operations, Logistics and Supply Chain Management  
THURS 09:00–10:30

Wong, Chee Yew  
Performance Management  
THURS 11:00–12:30

Woodruffe-Burton, Helen  
Critical Management Studies  
THURS 14:00–15:00

Woodruffe-Burton, Helen  
Identity  
WED 09:00–10:30

Woodward, Eleanor  
Entrepreneurship  
THURS 09:00–10:30

Woodward, Rick  
Entrepreneurship  
THURS 09:00–10:30

Morrell, Robert John Paul  
Leadership and Leadership Development  
WED 11:00–12:30

Wright, Mike  
Entrepreneurship  
THURS 11:00–12:30

Wu, Baosheng  
Strategy as Practice  
WED 09:00–10:30

Wu, Mei-Ping  
International Business and International Management  
WED 09:00–10:30

Wu, Mei-Ping  
Inter-Organizational Collaboration, Partnerships, Alliances and Networks  
WED 14:00–15:30

Wu, Xiaojian  
Identity  
THURS 14:00–15:30

Wykle, Allison  
Entrepreneurship  
WED 11:00–12:30

Wyneke, Lynne  
Entrepreneurship  
TUES 16:00–17:30

X

Arens, Matt  
Public Management and Governance  
WED 09:00–10:30

Arens, Matt  
Public Management and Governance  
WED 09:00–10:30

Xi, Chen  
Human Resource Management  
WED 09:00–10:30

Xia, Semiao  
Entrepreneurship  
WED 14:00–15:30

Xian, Haiping  
Human Resource Management  
WED 16:00–17:30

Xie, Tingting  
Inter-Organizational Collaboration, Partnerships, Alliances and Networks  
THURS 11:00–12:30

Xie, Yang  
Operations, Logistics and Supply Chain Management  
THURS 14:00–15:30

Xiong, Yu  
Entrepreneurship  
WED 14:00–15:30

Xu, Henry  
Knowledge and Learning  
THURS 14:00–15:30

Xu, Qian  
Marketing and Retail  
THURS 11:00–12:30

Y

Yaacob, Aglaah  
Marketing and Retail  
WED 11:00–12:30

Yamamoto, Satoshi  
Entrepreneurship  
WED 09:00–10:30

Yan, Zeyi  
Inter-Organizational Collaboration, Partnerships, Alliances and Networks  
THURS 11:00–12:30

Yaqub, Muhammad Zafar  
Inter-Organizational Collaboration, Partnerships, Alliances and Networks  
WED 09:00–10:30

Yen, Meng-Hsien  
Strategy  
WED 09:00–10:30

Yoruk, Esin  
Entrepreneurship  
THURS 11:00–12:30

Yoshida, Tadahiko  
Public Management and Governance  
WED 14:00–15:30

Young, Claire Harriet  
Human Resource Management  
THURS 11:00–12:30

Young, Devin  
Organizational Psychology  
THURS 14:00–15:00

Youssef, Amir  
Corporate Governance  
THURS 11:00–12:30

Yürür, Semay  
Gender in Management  
THURS 11:00–12:30

Z

Zadrozny, Nicole  
Inter-Organizational Collaboration, Partnerships, Alliances and Networks  
WED 09:00–10:30

Zaeemdar, Sara  
Identity  
THURS 14:00–15:30

Zeng, Magqiao, Liqi  
Strategy as Practice  
WED 09:00–10:30

Zhang, Hongpei  
International Business and International Management  
THURS 11:00–12:30

Zhang, Jinying  
Leadership and Leadership Development  
WED 16:00–17:30

Zhang, Junfeng  
International Business and International Management  
WED 09:00–10:30

Zhang, Ling Eleanor  
Identity  
WED 14:00–15:30

Zhang, Ling Eleanor  
International Business and International Management  
THURS 11:00–12:30

Zhang, Min  
Entrepreneurship  
WED 14:00–15:30

Zhang, Xuhong  
Identity  
THURS 14:00–15:30

Zhang, Ping  
Organizational Transformation, Change and Development  
THURS 11:00–12:30

Zhu, Yunxia  
Knowledge and Learning  
THURS 14:00–15:30

Zirar, Anaz Abdullah  
Operations, Logistics and Supply Chain Management  
WED 11:00–12:30

Zouka, Laura  
Research Methodology  
WED 14:00–15:30

Zundel, Mike  
Strategy  
WED 14:00–15:30

Zundel, Mike  
Strategy  
THURS 16:00–17:30

Zundel, Mike  
Strategy  
WED 16:00–17:30

Zuo, Tanxi  
Operations, Logistics and Supply Chain Management  
WED 16:00–17:30

Zweck, Belivia  
Sustainable and Responsible Business  
THURS 14:00–15:30
And next year...

Re-connecting management research with the disciplines: Shaping the research agenda for the social sciences.

In the 30 years since the establishment of BAM, the field of management has become more mature, however, the social sciences in general are much more mature, and as such may be deemed to have a first mover advantage. For example, economics, psychology, social anthropology and sociology were recognized as distinct social sciences and established key publications and academic journals to disseminate their research in the 19th century. By comparison, management as an academic discipline was not recognized until the 20th century, well after these other disciplines. Furthermore, the social sciences also have a longer history of producing PhDs - some of whom became the founding scholars of the management community. This may have a number of effects, including the fact that many management scholars today have PhDs in non-management disciplines. The process of research training (in social science departments) institutionalizes the student into the core discipline (or field) that may have enduring effects. A second major factor that is perhaps limiting the ability of management to influence the related social sciences may be perceptions of its nature as ‘applied’ or bounded to a greater extent than others. We might expect to find that management imports theory from related social sciences, empirically tests the theory, and then exports the results back to the social sciences (and to practitioners), leading to export through applied journals (such as Journal of Applied Psychology). Any major developments in theory, however, would be expected to be most often developed in the social sciences, because developing theories that have general application is a primary element of their activity. On the other hand, management scholars who develop theory would be focused on business applications, which may result in theory that is not of general interest to the social sciences and, hence, less likely to be exported. If management is inherently applied, we might draw parallels with the relationship between management and the related social sciences and the relationship between medicine and the natural sciences. John Kay has argued the following: “In the last fifty years, the application of scientific method to medical subjects, and the development and adoption of knowledge gained in physics, chemistry and biology, has transformed their (doctors’) effectiveness. However Medicine remains a practical subject.” Therefore, it may be a perfectly natural state of affairs that management imports from the core social sciences, much the same way as medicine has done from physics, chemistry, and biology. However, some business schools are bucking the trend, and are moving into being at the forefront of debates by re-connecting with the social sciences. Alternatives to the ‘pure’ and ‘applied’ metaphor of research include questioning whether the social science of any field (e.g. religion, social movements, politics, law, science etc.) are any more or less applied than any other, questioning whether there is any such thing as ‘applied’ research and the adoption of other epistemologies and methodologies which disrupt such frameworks of thought. These issues will be explored at the Conference, fittingly to be hosted by Warwick Business School, where the first BAM Conference was held 30 years ago.

THE DOCTORAL SYMPOSIUM WILL TAKE PLACE AT THE WARWICK BUSINESS SCHOOL, UNIVERSITY OF WARWICK ON MONDAY 4TH SEPTEMBER.