Corporate Governance
Track Chairs: Jia Liu and Donald Nordberg

WED 09.00 – 10.30 | Itchen, Exhibition and Conference Centre
FULL PAPERS

Session Chair: Jia Liu

Corporate Governance and the disclosure of executive directors’ remuneration: Evidence from Bangladesh (1100) Chowdhury, Suman Paul; Uddin, Moshfique; Chowdhury, Anup; Liu, Jia

Understanding the Corporate Governance of Banks: Is the Hybridised Processual and traditional perspective approaches the answer? (891) Ameza, Enua Mensa; Ghalib, Asad Kamran

The Brokerage Profile of Director Interlocks, Comparing Women and Men Directors in the FTSE 100 (915) McGregor, Heather; Sarabi, Yasaman; Christopoulos, Dimitris

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FULL PAPERS

Session Chair: Oliver Marnet

Joint Audit – A Means to Reduce Bias and Enhance Scepticism in Financial Statement Audits? (580) Marnet, Oliver; Barone, Elisabetta; Gwilliam, David

The Corporate Governance Reporting in the European Union (587) Camilleri, Mark Anthony

Venture Capital and Disclosure of Material Weaknesses in Internal Control (598) Cumming, Douglas; Hass, Lars; Myers, Linda; Tarsalewski, Monika

WED 11.00 – 12.30 | 5X105 Bristol Business School
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Session Chair: Donald Nordberg

Governance as Minding the Institutional Gap (188) Jimenez, Gonzalo; Pyper, Neil

Familiar places or liminal spaces? Examining the codification process in corporate governance (230) Nordberg, Donald

Annual Reports: Fact or Fiction? Are There Governance Implications? (282) Garrow, Nigel Stephen; Awolowo, Ifedapo Francis; Growe, Glenn A

WED 14.00 – 15.30 | Itchen, Exhibition and Conference Centre
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Session Chair: Donald Nordberg

Moderation? The Role of Corporate Board Structure in the Relationship between Innovation and Firm Performance: Empirical Evidence from the Chinese Listed Firms (821) Chen, Xihui; Mangena, Musa

Target-Setting Practices in CEO Bonus Plans (727) Lenihan, Orla; Brennan, Niamh M.

Multiple Directorships and Firm Performance in the Indian Context (497) Bhat, Caruna
**WED 16.00 – 17.30 | Itchen, Exhibition and Conference Centre**

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**Session Chair: Jia Liu**

Managerial discretion and corporate governance: A long-lasting relationship (393) Youssef, Moustafa Haj

Does Executive Compensation Affect Firms’ Acquisition Decisions: Evidence From China (611) Jiang, Lin; Kling, Gerhard

Profit Ratio Negotiability Model in Entrepreneurial Financing Using Game Theory and Agent Based Simulation as an aid to Decision Making: An application to Profit and Loss Sharing Contracts (956) El Fakir, Adil; Tkiouat, Mohamed

**THURS 09.00 – 10.30 | Itchen, Exhibition and Conference Centre**

**FULL PAPERS**

**Session Chair: Xihui Chen**

Legitimacy and Discourse in Impact Investing: Searching for the Holy Grail (184) Lehner, Othmar M; Harrer, Theresia; Quast, Madeleine

Activists’ Impact on Broker Estimates and the Earnings Surprise Premium (791) Vafaieimehr, Ahmadreza; Paterlini, Sandra; Schulmerich, Marcus

Beastly Employees: A Costly Corporate Governance Issue, or Wicked Problem? (613) Michalak, Rebecca T.; Ashkanasy, Neal M.

**THURS 09.00 – 10.30 | 6X270 Bristol Business School**

**DEVELOPMENTAL PAPERS**

**Session Chair: Ioannis Gkliatis**

Women On Corporate Boards, National Culture And Governance Quality Around The World (532) Nguyen, Thi Hong Hanh

The Political Connection Literature: An Conceptual Review (967) Nguyen, Man The

The Impact of External Environment on the Roles of Board Directors (976) Gkliatis, Ioannis; Koufopoulos, Dimitrios; Pastra, Aspa; Latifa, Khawaja Fawad; Florou, Elefteria

**THURS 11.00 – 12.30 | Itchen, Exhibition and Conference Centre**

**FULL PAPERS**

**Session Chair: Azimjon Kuvandikov**

Islamic Corporate Governance and Cross-Border Mergers and Acquisition Activity in Saudi Arabia, Kuwait and the UAE (797) Bindabel, Wardah Abdulrahman

A comparison of Corporate Governance code for South Asian emerging economies and CG compliance of KSE 30, DSE 30 and BSE 30 share index companies (1013) Qurashi, Mubashir Hassan; Mahboob, Sidrah; Forbes-Menson, Frank; Cheng, Xiaochun

CEO Characteristics and Dividend Payout in Sub-Saharan Africa (1061) Kumshe, Ahmed Modu; Anaso, Ijeoma Ogouchukwu
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**Session Chair: Donald Nordberg**

The perceived (in)justice over compensation as source of agency conflicts involving the stakeholder employee: evidences from the Brazilian advertising agency industry (199) Da Silva, Luciana Iwashita; Bulgacov, Sergio

The Impact of Large Shareholders on Post-merger Employee Downsizing (868) Kuvandikov, Azimjon; Pendleton, Andrew

**THURS 13.30 – 15.00 | 6X270 Bristol Business School**

**DEVELOPMENTAL PAPERS**

**Session Chair: Jia Liu**

Board Characteristics and CEO compensation: Does ownership structure matter (995) Dao, Tuan Anh; Koulopoulos, Dimitrios; Gkliatis, Ioannis

Corporate Governance and CEO Gender on the Relation between Innovation and Firm Performance (1016) Senoussi, Amina Ouarda; Al-Karaghouli, Wafa

Effects of CEO Characteristics and Capital Structure in Sub-Saharan African Firms (1047) Anaso, Ijeoma Ogochukwu

**Critical Management Studies**

**Track Chairs: Ron Kerr, Sarah Robinson and Martyna Sliwa**

**WED 09.00 – 10.30 | 7X200 Bristol Business School**

**DEVELOPMENTAL PAPERS**

**Session Chair: Martyna Sliwa**

Emotional Demands and Doctoral Candidates – Insecurity, Anxiety and Momentary Satisfaction on a Way to a PhD (799) Blomberg, Annika Johanna

Paternalism and the Ethics of Care in a Company City (893) Moonesirut, Elham

Recognizing Dementia Through an Ethic of Care in the Workplace (958) Williams, Jannine; Richardson, Sue

**WED 11.00 – 13.00 | Arno, Exhibition and Conference Centre**

**FULL PAPERS**

**Session Chair: Ron Kerr**

Museum Coproduction and the Display of the ‘Dark Side’ of Social Capital (547) Kershaw, Anne; Bridson, Kerrie; Parris, Melissa A.

How comfortably does international labour fit in to Japanese firms? Unique cultural adjustment and its difficulties (670) Yorozu, Chie

‘Where There’s A Will, There (May Be) Wellbeing’: Exploring The Promotion Of Employee Health And Wellbeing In UK Organisations (447) Monk, Lissa; Murray, Nicola; Roslender, Robin
Making a Healthy Change: A Genealogy of Workplace Being (228) Wallace, James

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**DEVELOPMENTAL PAPERS**

**Session Chair: Ron Kerr**

Volunteers as ‘active citizens’ or secondary work force? A critical perspective (491) Mourya, Devyani; Mishra, Sushant Kumar

Fantasies of Dream Jobs and Ideal Candidates: A Psychoanalytic and Lacanian Perspective on Recruitment as Unconscious Encounter (722) Kurchik, Madison Winter; Calvard, Tom

Infinitely Demanding Organizations, Eternally Coping Subjects: Hacking Organisational Control and Neoliberal Power (1109) Bloom, Peter; Sliwa, Martyna

**THURS 09.00 – 10.30 | Breakout Room 1, Exhibition and Conference Centre**  
**DEVELOPMENTAL PAPERS**

**Session Chair: Sarah Robinson**

Early Career Researchers’ Experiences of Writing Retreats (1050) Vohra, Shalini; Moorlock, Emily

Being a Critical Management, Early-Career Academic: Reflections from working and studying in neoliberal institutions (103) Crabb, Lauren

Colour of crisis: Conveying crisis in colour and affect as aesthetic force and power (425) Kim, Amee

**THURS 11.00 – 12.30 | Arno, Exhibition and Conference Centre**  
**FULL PAPERS**

**Session Chair: Martyna Sliwa**

Academic Arrhythmia: Disruption, Dissonance and Conflict in Early Academic Rhythms (477) Bristow, Alexandra; Robinson, Sarah; Ratle, Olivier

Stuck at the gates? An analysis of gender and class based access (and exclusion) to professional academic degree programs (969) Jha, Harsh Kumar; Giazitzoglu, Andreas; Wharton, Robyn

Exploring the Challenge for Sustainable Development in the Energy Sector: Sociomaterial View of two British and Nigerian cases (1052) Mohamad, Mostafa Ragab Ali

**Cultural and Creative Industries**  
**Track Chairs: Aneesh Banerjee**

**WED 16.00 – 17.30 | 5X105 Bristol Business School**  
**DEVELOPMENTAL PAPERS**

**Session Chair: Marta Bernal**

Entrepreneurial adaptation in the video game industry: A case of game developers in a Turkish university techno park (923) Durukan, Cansu; Narooz, Rose; Pamuksuz, Syeda Nazli Wasti

Managing the relation between routines and creativity. On the role of everyday creativity in the delivery of innovative master’s programmes (997) Mairesse, Philippe; Morel, Catherine
Edinburgh, City of Literature. An Exploratory Study of the Socio-Emotional Attributes of Creative Ecosystems (1069) Bernal, Marta; Cooper, Sarah

**THURS 09.00 - 10.00 | Moselle, Exhibition and Conference Centre**

**DEVELOPMENTAL PAPERS**

**Session Chair: Aneesh Banerjee**

An Approach To Estimating The Impact of Tourism: A Case Of A Cultural Heritage Site (174) Wu, Huali; Binsardi, Ben

Value Appreciation due to Scarcity and Spillover in Cultural Industries: Insights from Scotch Whiskies (950) Banerjee, Aneesh

**THURS 11.00 – 13.00 | Frome, Exhibition and Conference Centre**

**FULL PAPERS**

**Session Chair: Sara Lara Marquez-Gallardo**

Managing Paradoxes of Innovation in an Indonesian TV Group (281) Sukoco, Badri Munir

Good architecture = good architect: Defining ‘aesthetics’ and its implications for identity and job satisfaction (759) Spaeth, Mary Shepard

Surviving at the grassroots of creative work in a digital age: A view from underground electronic dance music DJs and producers (946) Warren, Samantha K

Everything must Change so that Everything can Stay the Same: Open Access in UK Academic Publishing (970) Marquez-Gallardo, Sara Lara

**eBusiness and eGovernment**

**Track Chairs: Thanos Papadopoulos and Panos Panagiotopoulos**

**WED 09.00 – 10.30 | 5X115 Bristol Business School**

**DEVELOPMENTAL PAPERS**

**Session Chair: Thanos Papadopoulos**

Smart Homes Acceptance: An empirical study (371) Marikyan, Davit; Papagiannidis, Savvas; Alamanos, Eleftherios

Is Big Data the next Big game changer? Impact on Customer services, Marketing and Ethics (498) Zwiegelaar, Jeremy; Stylos, Nikolaos

Investigating The Relationship Between Technology Readiness And Acceptance, Quality, E-Satisfaction, E-Loyalty And E-WOM (675) Alkhaldi, Afnan Nassar; Weerakkody, Vishanth; Sivarjahl, Uthayasankar

**WED 11.00 – 12.30 | 5X115 Bristol Business School**

**DEVELOPMENTAL PAPERS**

**Session Chair: Feng Li**

Examining Students’ Perceptions on the Success of Open Data Education Based on PBL and Digital Technologies (558) Dermentzi, Eleni; Zotou, Maria; Tambouris, Efthimios; Tarabanis, Konstantinos
Evolution of Leadership Vision In Digital Transformation Of Organisations (1025) Mitra, Amit; Grenham, Amy

Let's think beyond the social responsibility mind-set! Business model for Social Enterprise. A review and research agenda (986) Mosca, Luigi; Li, Feng; Maiden, Neil

WED 14.00 – 15.30 | Arno, Exhibition and Conference Centre
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Session Chair: Thanos Papadopoulos

Defining and Analysing the Dimensions of the Sharing Economy (181) Davlembayeva, Dinara; Papagiannidis, Savvas; Alamanos, Eleftherios

Bitcoin and the Role of Social Media: An Empirical Analysis of Firm Level Legitimation Strategies (277) Rosati, Pierangelo; Fox, Grace; Lynn, Theo

The Effects Of Sponsored Content Disclosure And Engagement: Clear Labelling Of Sponsored Content In The Era Of Fake News (1011) Prendergast, Cian; Horan, Conor

WED 16.00 – 17.00 | Arno, Exhibition and Conference Centre
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Session Chair: Savvas Papagiannidis

Towards A Theoretical Framework For Gamification As Complementary Capabilities (292) Elsayed, Omar Khaled Shokry Mohamed; Dyer, Ronald; Sharifi, Hossein

Factors Driving the Adoption of Cloud Computing in Organisations (771) Goolab, Alpana; Bick, Geoffrey Norman

THURS 09.00 – 10.30 | Arno, Exhibition and Conference Centre
FULL PAPERS

Session Chair: Savvas Papagiannidis

Actor Network Theory and ES Adoption and Implementation: Learning from the Experience of Chinese SMEs (805) Brown, David; Xu, Zheng; Stevenson, Mark

ERP Performance Triangle: Exploring the interplay between Benefits Realisation Management, Project Governance, and Project Success (1024) Mohamed, Mostafa Ragab Ali; Sultan, Abdullah

ERP Benefits Maturity Assessment Model (716) Badewi, Amgad; Al-Asfhani, Lilas

THURS 11.00 – 12.00 | 7X204 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Panos Panagiotopoulos

Data Management Challenges in industrial context (178) Spanaki, Konstantina; Cavotta, Valeria

Examining The Factors That Are Influencing The Adoption And Use Of Social Media In Business-To-Business Small And Medium-Sized Enterprises In Greece (818) Chroni, Maria Zoitsa; Balaraman, Pravin
DEVELOPMENTAL PAPERS

Session Chair: Panos Panagiotopoulos

The Impact of Leadership on E-Government Implementation in Kuwait: A Conceptual Framework (595) Ashaye, Olusoyi Richard; Almonawer, Nour

Investigation the Adoption of Enterprise Application Integration in E-Government: A Socio-Technical Approach (397) Al Hussaini, Yousaf Khamsi; Sharifi, Hossein

Impact of E-Health Practices of Patient Record, Cost and Ease of Service in the E-Healthcare Industry: A Case Study of Pakistan (451) Qureshi, Ijaz A; Qazi, Nida; Schaeffer, Donna M; Shuja, Aleema

Entrepreneurship Track Chairs: Dilani Jayawarna and Natalia Vershinina

WED 09.00 – 10.30 | 6X269 Bristol Business School

FULL PAPERS

Family Business and Entrepreneurship
Session Chair: Natalia Vershinina

Negotiating the female leader role within family business succession in China (922) Xian, Huiping; Jiang, Nan

Innovation In Emerging Market Family Firms- Family Ownership, Foreign Institutional Ownership and Pro-Market Reforms (1009) Akram, Manzoor Ul; Guha, Mahua

Firm Entrepreneurship and Regional Economic Development: The Role of Family Involvement in the Form (1039) Murithi, William; Woldesenbet Beta, Kassa

WED 09.00 – 10.30 | 5X101 Bristol Business School

DEVELOPMENTAL PAPERS

Role of Context in Entrepreneurship
Session Chair: Benson Honig

E-commerce adoption factors affecting the SMEs: A case study investigation of a developing economy-Pakistan (700) Arsalan Nazir, Muhammad; Zhu, Xiaoxian

Tripartite partnership between female entrepreneurs, banks and government in the entrepreneurship-development circuit: A conceptual framework (703) Kamuhuz, Womba; Wu, Junjie; Rogers, Helen; Lodorfo, George

Institutional Environments and Youths Entrepreneurial Orientation: Evidence from Nigeria (1038) Ogunsade, Adekunle Isaac; Obembe, Demola; Woldesenbet, Kassa; Vershinina, Natalia

WED 09.00 – 10.30 | 5X102 Bristol Business School

DEVELOPMENTAL PAPERS

Individual Characteristics of Entrepreneurs: Age and Gender
Session Chair: Dilani Jayawarna

What Has Age Got To Do With It: Older Entrepreneurs Creating New Ventures (751) Hill, Inge
Perspectives on Entrepreneur Retirement and Preliminary Results from the Ageing Entrepreneurship Study (364) von Bonsdorff, Monika

The Role of Both Genders Male and Female Muslim Entrepreneurships in the Digital Marketing (1035) Sohail, Mudassar; Balaraman, Pravin

Competencies and Social Factors Supporting the Growth of Businesses run by Women Entrepreneurs in India (1049) Nagaraju, Roopa Aruvanahalli; Sastry, Sandhya

WED 11.00 – 12.30 | 6X269 Bristol Business School
FULL PAPERS

Social Entrepreneurship
Session Chair: Dilani Jayawarna

Social Entrepreneurial Mindset: A Multidimensional Construct (592) Sharma, Anita; Singh, Karminder Jit

The Conflict between Economic and Social Preferences: Social Investing, Social Enterprise, mind-sets and nudges (714) Fairchild, Richard John; Hinvest, Neal

The Impact of Absorptive Capacity and Marketing Capabilities on Firm Performance: The Case of Social Enterprises (838) Lee, Erica; Wu, Wei-ling; McHugh, Marie; Humphreys, Paul

WED 11.00 – 12.30 | 5X101 Bristol Business School
FULL PAPERS

Entrepreneurial Learning
Session Chair: Jonathan Scott

Entrepreneurial Learning: Intuiting, Scanning, Internalizing and Routinizing (167) Breslin, Dermot

Entrepreneurial Orientation and Firm’s Performance: The Moderating Role of Organizational Learning Capability in Turbulent Times (808) Khan, Talha Zubair Ahmad; Ahmed, Ali

Entrepreneurial Authenticity: Authenticating Acts And Authoritative Performances In The Enactment And Practice Of Marketing (943) Harris, Jacqueline Ann; Deacon, Jonathan Howard

WED 11.00 – 12.30 | 5X102 Bristol Business School
DEVELOPMENTAL PAPERS

Entrepreneurial Opportunity and Institutions
Session Chair: TBC

“Underdog” Entrepreneurs? Processes of Opportunity Creation among Visually-impaired Founders of New Ventures (525) Ng, Wilson

When unexpected feedback threatens your very existence: “Creative jolts” along the idea journeys of new entrepreneurs (746) Toivonen, Tuukka; Idoko, Onyaglanu; Jha, Harsh; Harvey, Sarah

The Impact of Formal Institutional Support on the Early Stage Entrepreneurs: Evidence from Saudi Arabia (396) Alkhalid, Thamer; Cleeve, Emmanuel; Brander-Brown, Jackie

Institutional Based View of Corruption in Small Businesses (820) Jain, Sonal
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Immigrant Entrepreneurship
Session Chair: Wilson Ng

The Satisfaction of Immigrant Entrepreneurs with Their Entrepreneurial Life (506) Zbierowski, Przemyslaw; Brzozowska, Agnieszka; Gojny-Zbierowska, Milena

A Missing Link In Immigrant Entrepreneurship: Family Functions And Opportunity Creation Processes (873) Evansluong, Quang Vinh David; Pasillas, Marcela Ramirez

Entrepreneurs’ Emotional Disengagement from Business (735) Afrahi, Bahare; Karim, Mohammed Shamsul; Fernandez de Arroyabe, Juan Carlos

WED 14.00– 15.30 | 5X102 Bristol Business School
DEVELOPMENTAL PAPERS

Entrepreneurial Resilience and Growth
Session Chair: Natalia Vershinina

Entrepreneurs’ Resilience and gender in Conflict-Affected Zones: Evidence from Afghanistan, Iraq and Palestine (373) Althalathini, Doaa

How do migrant entrepreneurs respond to the perceived threat of ‘Brexit’? Vershinina, Natalia; Rodgers, Peter

Achieving Growth By Forming Stakeholder Relationships: An Exploration of Strategies For Digital Start-ups (554) Lycko, Martin; Galanakis, Kostas; Valero-Silva, Nestor

Corporate Entrepreneurship: A Systematic Literature Review (166) Arshad, Mamoona

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DEVELOPMENTAL PAPERS

SME Resources and Growth
Session Chair: Dilani Jayawarna


How SMEs harness the power of social media: from an organisational impression management perspective (234) Chen, Chen; Jayawarna, Dilani

Understanding Reward-based Crowdfunding as an Alternative Source of Entrepreneurial Financing: A comparative Study of UK and China (1064) Zhao, Ying

Digging into The “Logic” of Start-up Assistance Programs: Craving for “Constructiveness” (287) Ergun, Hande Sinem; Teraman, Seray Begum Samur; Taskent, Dogan

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Entrepreneurial Resources
Session Chair: Dermot Breslin
Human-social capital and market access factors influencing agro-processing participation by small-scale agripreneurs: The moderating effects of transaction costs (302) Thindisa, Mahlogedi Victor

Working Capital Financing and Entrepreneurship Growth in Nigeria: An Empirical Investigation (401) Oyedokun, Godwin Emmanuel; Somoye, Russell Olukayode Christopher


**WED 16.00–17.30 | 5X102 Bristol Business School**

**DEVELOPMENTAL PAPERS**

**Context and Entrepreneurship**

**Session Chair: Dilani Jayawarna**

Relationship between demographic characteristics and financial literacy among entrepreneurs: Empirical evidence from Sri Lanka (439) Buvanendra, Shantharuby; Samaratunge, Ramanie

“We treat them like family”: The perceived importance of customer service skills for small business success (271) Haq, Muhibul

What Are the Barriers to New Firm Survival: The Case of Saudi Arabia (902) Alsolaim, Motaz

Examining the Influence of the Entrepreneurial Process on Homestay Tourism in Rural Sri Lanka (563) Abeywardana; Thanuksha; Wijewardena, Nilupama

**THURS 09.00 – 10.30 | 6X269 Bristol Business School**

**FULL PAPERS**

**Entrepreneurial Growth**

**Session Chair: Wilson Ng**

Crossing the Chasms: The Perilous Journey of Technology Commercialisation (266) Adams, Richard James; Vyakaenam, Shailendra; Phadke, Uday

Entrepreneurship Ecosystem Model for the Institutional Context of Saudi Arabia: A Conceptual Framework (449) Alothman, Noul Abdulrahman; Baxter, David; Ibrahim, Shahnaz

Extending high growth entrepreneurship research: Considering a critical realist approach (713) Mawson, Suzanne

**THURS 09.00 – 10.30 | 5X101 Bristol Business School**

**FULL PAPERS**

**Entrepreneurship and Innovation**

**Session Chair: Jonathan Scott**

Entrepreneurial Innovation Processes: Adding a Spatial Dimension To Effectuation Theory (286) Wierenga, Marleen; Levanen, Jarkko; Lindeman, Sara; Hossain, Mokter

Nascent Entrepreneurial Teams (NETs): A Holistic Perspective of Their Composition (1076) Hernandez, Carolina

Entrepreneurial Philosophy (1082) Fowle, Michael J
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DEVELOPMENTAL PAPERS

Entrepreneurship Education and Academic Entrepreneurship
Session Chair: Natalia Vershinina

Academic Entrepreneurship: The influence of Entrepreneurial Alertness And Boundaryless Career Mind-set (544) Giunti, Giulia

Role of Entrepreneurship Education on the Entrepreneurial Intentions: A study based in London and Delhi (708) Seth, Kavita Panwar

Abduction in Entrepreneurship: An Exploratory Approach (863) Montiel, Oscar

An Exploration into Identity and Business Evolution for SME Owners (197) Slade, Adrian; Ekinci, Yuksel; Gordon-Wilson, Sianne

THURS 11.00 – 12.30 | 6X269 Bristol Business School

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Entrepreneurship
Session Chair: Simon O'Leary

Planning by Entrepreneurs and Intrapreneurs: Environmental Uncertainty and Industry Variation (115) Honig, Benson Lewis; Samuelsson, Mikael

Improvising for Enterprising: The Influencing of Improvisation on EO (507) Zbierowski, Przemyslaw; Gojny-Zbierowska, Milena

Female Social-housing Residents and Their Pre-entrepreneurial Identity as a First Step Towards Entrepreneurship Within Local Economic Development (1045) Hussain, Sundas; Carey, Charlotte

THURS 13.30 – 15.00 | 6X269 Bristol Business School

FULL PAPERS

Entrepreneurship Education/Growth
Session Chair: Dilani Jayawarna

Women-owned Sewing Businesses in Lagos-State (Nigeria): A study of the factors influencing their business growth (766) Ogundana, Oyedele Martins; Galanakis, Kostas; Simba, Amon; Oxborrow, Lynn

Moderating Role of Inclusion of Disabled Students in Entrepreneurial Action (160) Dakung, Reuel Johnmark; Orobia, Laura A; Nuhu, Lemun Yatu

Entrepreneurship Education, Entrepreneurship Intentions and Entrepreneurship Success: Evidence From Nigerian Business and Engineering Students (574) Lawal, Abdulazeez Abioye; Williams, Mustapha Babatunde

Gender in Management
Track Chairs: Adelina Broadbridge and Corina Sheerin

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FULL PAPERS

Session Chair: Adelina Broadbridge
Senior Women Managers: Career Success Through Work-Home Flexibility (1102) Michaelides, Andrie; Anderson, Deirdre; Doherty, Noleen

Pay Gaps and Pay Inequality in UK Academia: Understandings of ‘Merit’ (951) Woodhams, Carol Anne; Trojanowski, Grzegorz; Wilkinson, Krystal

Gender, work and transformation: Brazilian women’s experiences in London (979) Rodriguez, Jenny K; Junior, Angelo Martins

WED 11.00 – 13.00 | Frome, Exhibition and Conference Centre
FULL PAPERS

Session Chair: Deidre Anderson

“One of the last taboos in employment”: The business case for diversity and mental health (383) Cassell, Catherine; Correia da Silva, Karen; Aslam, Usman; Watson, Kathryn; Ford, Jackie; Griffith, Kyle

Senior Women on Junior Women: Exploring Managerial Support for Female Career Development in Turkey (695) Okay-Somerville, Belgin; Arman, Gamze

Gender, Agency and Career: a comparative study of British and Chinese academics’ strategies in balancing work and life (259) Ren, Xiaoni; Caudle, Darren

Female Leaders’ Competence-Likeability Dilemma: Does It Fade When ‘Gen Y’ Enters The Workplace? (466) Greguletz, Elena Katharina; Diehl, Marjo-Riitta; McPhee, Deborah Marie

WED 14.00 – 15.30 | 5X104 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Gary Powell

Workers Experience in Gendered Organisations: Exploratory Case Studies in the Scottish Technology Industry (335) Riley, Lauren; Rey-Marmonier, Emmanuelle

Understanding Self-Presentation in the Careers of Women Lawyers (832) Hird-Saunders, Sasha

‘You’ve gotta learn there’s good enough’: Feminist care ethics and good enough care for teachers (1029) Edwards, Michaela Jane; Gatrell, Caroline; Crump, Norman

WED 16.00 – 17.30 | 5X104 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Linzi Kemp

Toxic Leadership And Taxonomies Of The Glass Cliff (785) Whawell, Susanna

“For Example My Grandmother Was Very Autocratic…” (Some aspects of the family socialization role in shaping the construction of men about female leadership) (990) Dunavolgyi, Maria

How Women Manage to Continue Without Opting-out of their ICT Careers During Junior to Mid-Career Transition? An Intersectional Approach in the Case of India (1036) Venkatesan, Aparna

THURS 09.00 – 10.30 | Frome, Exhibition and Conference Centre
FULL PAPERS
Session Chair: Jenny Rodriguez

Representative bureaucracy: Women in public sector management – Arab Gulf states (266) Kemp, Linzi J; Mathias, Megan; Raji, Maryam

Female Managers In Professional Service Firms: Better Networks, Fewer Benefits? Bertola, Lara; Jonczyk, Claudia

Organizational Stress in Women Executives Across Different Industries (644) Gupta, Poornima

THURS 09.00 – 10.30 | 5X223 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Gary Powell

Identification And Assessment of Gendered Differences Amongst An International Survey Of Tax Professionals (857) Sorola, Matthew; Killian, Sheila; O'Regan, Philip

Gender Performativity and Organisational Culture: Negotiating Difference in Investment Management (238) Sheerin, Corina; Linehan, Margaret

Exploring Male Scholars Attitude Towards Gender Studies Through The Postcolonial lens (711) Moulettes, Agneta

THURS 13.30 – 14.30 | 5X102 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Corina Sheerin

“What Will They Think When I Come to Work with My Huge Pregnant Body?” Investigation of Professional Image of Pregnant Working Women in Pakistan (414) Khan, Benish; Faiz, Rafia; Asad, Humaira

Against The Odds: Women Achievers in the Nigerian Banking Industry (601) Kuti, Oluseyi Adesola

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FULL PAPERS

Session Chair: Adelina Broadbridge

Cosmetic Change? Habitus and the Negotiation of Masculinity in a Feminized Occupation (745) Linstead, Stephen Andrew; Dishii, Vijayta; Marechal, Garance

Work-Family Conflict, Work Engagement And Turnover Intention For China’s Only-Child Generation Employees (386) Xu, Mengyi; Cao, Xuebing

“Faces display of indoor labourer: a reflection of Thai employees’ feelings” (329) Bhrammanachote, Winyaporn; Broadbridge, Adelina

Human Resource Management
Track Chairs: Smirti Kutaula and Susan Kirk

TUES 16.00 – 17.30 | 6X269 Bristol Business School
Using A Values-based Approach to Performance Improvement in Healthcare: A Case Study of a Successful NHS Foundation Trust (1071) Brown, Carol T; Wilkie, Sandy

Acknowledging the increasing demands in a challenging context, this study investigates the impact of the implementation of a cultural values programme at Bolton NHS Foundation Trust, using the Barrett Centre Cultural Values Assessment (CVA) model (Barrett, 2010). The intervention took place at a time when the Trust had come out of special measures in August 2015 and aimed to drive continued performance improvements. Through semi-structured interviews with key internal stakeholders across the Trust, and a review of outcome measures and organisational materials associated with the values programme, the research critically evaluates the contribution that cultural articulation made to the Trust’s performance. Research identified the power of increased organisational dialogue in providing connection, focus and understanding for employees. Reflecting on a framework for cultural measurement and intervention, developed as part of the process, and drawing on organisational sensemaking and enactment theory (Weick, 1979, Maitlis & Christianson, 2014), this paper is of interest to academics and engagement practitioners seeking to drive positive behaviours and performance. Key learnings are explored and potential research identified which would help inform future best practice in implementing similar programmes in healthcare organisations.

WED 09.00 – 10.30 | 2X112 Bristol Business School
FULL PAPERS

Protean Career Orientation Behavioral Antecedents and Employability Outcomes (806) Cortellazzo, Laura; Bonesso, Sara; Gerli, Fabrizio; Pizzi, Claudio

The Role of Grit in Predicting Individual Performance in the UK (470) Haist, Joshua; Procter, Stephen

Looking beyond HRM practices and strategic HRM alignment influence on organizational performance: A HRM whole system view (1023) Botelho, Carlos Demony; Kearns, Paul; Woollard, Stuart

WED 09.00 – 10.30 | 2X242 Bristol Business School
FULL PAPERS

Job Design and Organisational Effectiveness in Nigeria Manufacturing Firms (153) Opara, Dumo Nkesi; Mejuri-Ndimele, Joy Adanma

Quality of Work life and Employee Commitment in Organization (250) Chukuigwe, Nwakaego; Hart, Josephine

The Effects of High Commitment Environment and Employers Attitude on Work-Life Balance Responsiveness (794) Jenkins, Stacey; Bhanugopan, Ramudu
Meaningfulness In The Gig Economy: Directions And Future Research (128) Rapti, Andriana; Panteli, Niki

Managing the interface of personal and professional lives: The role of social media (488) Beigi, Mina; Otaye-Ebede, Lilian

The impact of technological advancement on the future of work and the role of Human Resources: an evidence-based investigation (430) Battista, Valentina; Parry, Emma

Self-Initiated Expatriates in the Gulf Region: What makes them perform well? Bozionelos, Nikos; Singh, Sanjay Kumar

The Impact of Stereotype Threat on Workplace Discrimination against Arabs and Muslims: A Qualitative Meta-Analysis (571) AlSharif, Rami; Searle, Rosalind; Nienaber, Ann-Marie; Rice, Charis

Employer Branding and Corporate Reputation Management in Global Companies: Theory and Practice (169) Martin, Graeme; Sinclair, Katie

Perceptions of Support and Reputation: Concurrent Influences on Affective Commitment and Organisational Identification (546) Shrand, Beverly Celia

Challenges Faced By Front Line Managers In The UK Public Sector In Rewarding Their Employee (461) Gunton, Lesley Ann

How Beneficial are the Configuration and Shared Value Models to SMEs’ Performance? (273) Mendy, John

The Effect of Professionalism on Organizational Citizenship Behaviour Via Job Engagement: Testing Multi-Group Invariance (297) Shoaib, Shandana; Awan, Hassan Mustafa; Thanh, Nguyen Quy

“It is all about Me” – An investigation of interns’ workplace commitment (313) Ali, Nima; Swart, Juani; Kinnie, Nicholas

The Impact of Student Working on Local Labour Markers (673) Drew, Hillary; Ritchie, Felix

Employment Prospects For Workers On The Autism Spectrum, And What Organisations Have Done To Adapt To The Challenges (643) Iceton, Ian; Kelliher, Clare; Parry, Emma
WED 14.00 – 15.00 | 5X101 Bristol Business School
FULL PAPERS

Session Chair: Smirti Kutaula

Task and Relationship Orientations of Working Adults Based on High-Context Culture: A Study of Gender and Age in Peshawar, Pakistan (231) Awan, Hassan Mustafa; Mujtaba, Bahaudin G.; Shoaib, Shandana

Workplace Relationships Among Public Sector ICU Nurses: A Psychological Contract Lens (492) Ronnie, Linda

WED 14.00 – 15.30 | 2X112 Bristol Business School
FULL PAPERS

Session Chair: Nikos Bozionelos

How do self-initiated expatriates fit into the Japanese traditional HR system? A call for institutional change to achieve mutual understanding (537) Yorozu, Chie

Modelling The Predictive Validity of Selected Antecedents of Intention to Quit Using Structural Equation Modelling (331) Samuel, Olorunjuwon Michael; Engelbrecht, Amos

The Impact of Downsizing on Innovation in Firms Experiencing Slack Resources and Constraints (556) Ramdani, Ben; Guermet, Cherif; Mellahi, Kamel

WED 14.00 – 15.00 | 2X242 Bristol Business School
FULL PAPERS

Session Chair: Nelarine Cornelius

Registered Ghanaian nurses’ turnover intention and Person-Job fit: Does Psychological Climate matter? (1096) Amponsah-Tawiah, Kwesi; Atitsogbui, Julius

Extreme Jobs And The Use of Work-life Balance Initiatives: The Case of Nigerian Banking Sector (913) Ogunniyi, Oladokun Oluwafemi; Gbadamosi, Gbola; Haffar, Mohamed

WED 14.00 – 15.30 | 5X115 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Greg Bamber

Has Downsizing Become Less Relevant In An Era Of Labour Flexibility? (840) Johnstone, Stewart

Matching Individual And Organization Needs In Effecting Retirement Delay – The Case Of Hong Kong: A HRM Perspective, Conceptual Model and Propositions (436) Chan, Peter Shiu-fai; Altman, Yochanan

‘Statistically Driven Robot Or Somebody That Believes In People’: The Role Of Relational Support In Times Of Disruption (931) Parkinson, Ann

Executives’ career success: Antecedents to multiple dimensions of career success in a study of French Business School alumni (655) Legrand, Celine; Naschberger, Christine; Baruch, Yehuda; Bozionelos, Nikos
WED 14.00 – 15.30 | 5X223 Bristol Business School

DEVELOPMENTAL PAPERS

Session Chair: Margarita Nyfoudi

How Is Coaching Perceived By Leaders Engaged In A Global Talent and Leadership Development Programme? A Single Case Study In The Banking And Financial Services Sector (347) Mangion, Karine

Are Affective Commitment And Self-Esteem Necessary Conditions For Professional Identity? A Study Of Coaching Practitioners (421) Saunders, Mark NK; Gray, David E; Nyfoudi, Margarita; Curnow, Barry

Commitment to the organisation or job? Effects of perceived HRM practices on employees’ commitment in the public sector in Nigeria (776) Akinsowon, Peter Akinwande

HR Practices and Employee Innovative Behaviours: The Role of Psychological Availability, the HR Process, Learning Goal Orientation, and Uncertainty Avoidance (593) Kitt, Adam Michael; Shipton, Helen; Wu, Ning; Sanders, Karin

WED 16.00 – 17.30 | 2X112 Bristol Business School

FULL PAPERS

Session Chair: Graeme Martin

Human Resources Management in the context of Jordanian Higher Education: A systematic literature review (380) Al-Twal, Arwa Taysser; Rowlands, Hefin; Cook, Caryn

Antecedents, Mediators, Moderators and Outcomes of HRM in ASEAN: Achievements, Gaps and Future Research Avenues (341) Do, Hoa; Budhwar, Pawan; Dao, Marh

HRM practices in family firms. The role of awareness: a configurational model (116) Flamini, Giulia; Gnan, Luca

WED 16.00 – 17.30 | 2X242 Bristol Business School

FULL PAPERS

Session Chair: Susan Kirk

Flexibility Paradox (880) Azar, Sana

High Performance Human Resource Management: A case of textile industry of Pakistan (191) Ahmad, Mansoor

Constellations of Logics in Performance Appraisal: Comparative Ethnographic Cases of A Japanese Multinational Corporation (264) Iwashita, Hitoshi

WED 16.00 – 17.30 | 5X115 Bristol Business School

DEVELOPMENTAL PAPERS

Session Chair: Stefanie Reissner

Increasing Research Productivity through Human Resource Management: The Impact of High Performance Work Practices on Academic Research Performance and Career Success (310) Alshaikmubarak, Abdulrahman; Baruch, Yehuda; Da Camara, Nuno
Academics’ workplace well-being: A study in Australia and New Zealand (666) Holland, Peter; Tham, Tse Leng; Di Milia, Lee

On becoming a human resource practitioner: Implications for professional education (540) Reissner, Stefanie C

A Mixed Methods Study of Academics’ Perceived External Reputation and Organisational Identification at a South African University (615) Shrand, Beverly Celia

WED 16.00 – 17.30 | 5X223 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Minjie Cai

How Can We Improve the Quality of Working Life? A Case Study of British Business Schools (501) Qudah, Sumayyah

Workplace Safety in the Manufacturing Sector: A Case-Study from Pakistan (1031) Idrees, Syeda Sidra

The Role of Grit in Predicting Individual Performance. Preliminary finding of a UK based study (473) Haist, Joshua; Procter, Stephen

Talent management and its outcomes in Saudi Arabia private corporations (609) Althonayan. Abrahin; Alanazi, Amal

THURS 09.00 – 10.30 | 2X112 Bristol Business School
FULL PAPERS

Session Chair: Susan Kirk

An Empirical Examination of Protean Career Orientation and the Dark and Bright sides of Careers among Partners in Global Consultancy Firms (765) Quental, Camilla; Bardon, Thibaut; Baruch, Yehuda

Green HRM Practices: A Five Country Comparison Using Sustainability Reports (457) Obereder, Lisa

When Do Supervisor Expectations for Creativity Leader to Newcomer Innovative Role Orientation? A Role Theory Perspective on Contingent Conditions (516) Chen, Jenny; Cooper-Thomas, Helena Dorothy

THURS 09.00 – 10.30 | 2X242 Bristol Business School
FULL PAPERS

Session Chair: Mark NK Saunders

New Insights On Labour Productivity Through Employee Voice And Job Satisfaction (778) Teicher, Julian; Van Gramberg, Bernadine; Cooper, Brian; Pyman, Amanda; Holland, Peter; Bamber, Greg

Determining the influence of job satisfaction on transfer of training: Mediating role of transfer motivation (441) Iqbal, Kamran

A Comparative Analysis of Job Satisfaction and Turnover Intentions Among University Lecturers in Nigeria (761) Iornem, Kohol Shadrach
THURS 09.00 – 10.30 | Thames, Exhibition and Conference Centre
DEVELOPMENTAL PAPERS

Session Chair: Stewart Johnstone

Social Capital and Subjective Career Success: Is Work life Balance a Powerful Exponential? (777) Malik, Madiha Waheed

Recruitment Practices in Islam: Islamic Banking Malaysia (826) Aminudin, Norsiah; Muhammad Rus, Abu Dzarr; Ahmad, Hafsah

Proactive Strategies for Driving Productivity in Uncertain and Challenging Private Sector in Nigeria (975) Pollyn, Basil Sokuroabo; Chukuigwe, Nwakaego

The Ugly Truth of High Performance Work Systems (HPWPS) in Premier League – Conceptual Framework (541) Mohamed, Hassan Mohamed Hussein; Afifi, Yasmine

THURS 11.00 – 12.30 | 2X112 Bristol Business School
FULL PAPERS

Session Chair: Graham Perkins

The Prospect of Universal Basic Income in the Changing World of Work: Establishing a Research Agenda and Future Directions (289) Perkins, Graham; Gilmore, Sarah; Gutormsen, David; Taylor, Stephen

Relationship between Green HRM and Environmental Performance: validating the conceptualization of Green HRM based on the AMO Model (839) Obeidat, Shatha; Albakri, Anas

Investigating the Impact of Work Ethics on Job Satisfaction, Organisational Commitment and Performance in the Banking Sector in Pakistan (315) Jhatial, Ashique A; Abro, Qurat-ul-ain; Cornelius, Nelarine; Wallace, James

THURS 11.00 – 12.30 | 2X242 Bristol Business School
FULL PAPERS

Session Chair: Lesley Ann Gunton

Labor and Support: The moderating role of Customer support and Conscientiousness (843) Talpur, Qurat ul ain; Goudarzi, Kiane; Murtaza, Ghulam

Carer Behaviour in Context: The Role of Aspirations, Employability, Funding and Access (855) Gbadamosi, Gbolahan; De Jager, Johan

Impact of Strategic Human Resource Management Practices on Organizational Resilience: Mediating role of Employee’s Resilience (119) Rehman, Khaliq Ur

THURS 11.00 – 12.30 | 5X223 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Geoff Boot

Line Manager’s Enactment Of Performance Appraisal: Adapting The Policy or Following The Rules (998) Boot, Geoff

The Dark Sides of Talen Identification (974) Kostanek, Edyta
An investigation into employees' commitment: A case of the Nigeria Public Sector (775) Akinsowon, Peter Akinwande

HR Informality, HE Leader's Negative Attitude and Employee's behaviours at Small Business (748) Wang, Wen

THURS 13.30 – 15.00 | 2X112 Bristol Business School
FULL PAPERS

Session Chair: Minjie Cai

The role of human and social capital in generating and sustaining intellectual capital and organisational performance: the case of exchange houses in Qatar (712) Al-Sarraf, Jaafar; Irani, Zahir; Weerakkody, Vishanth

Succours and Impediments in the Knowledge Sharing Behaviours of IT Professionals – A Qualitative Study (959) Ray, Prantika; Jha, Jatinder Kumar

I stands out with my leader more than my co-worker: Role od LMX social comparison (710) Afshan, Gul, Serrano-Achimi, Carolina

THURS 13.30 – 15.00 | 2X112 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Linda Ronnie

Trust Eats Culture For Frukost And Dopahar Ka Bhojan, But Perhaps Not For Dinner Or Tea (221) Benson, Philip

Causes of stress leave amongst NHS mental health workers in North East England (162) Ojeme, Rita

Us and Them: Experiences of Agency Nurses in Intensive Care Units (651) Ronnie, Linda

Identity
Track Chairs: Ali Rostron and Juliette Summers

WED 09.00 – 10.30 | 6X100 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Kate Black

Enabling or Constraining? Hybrid Organizational Identities and Certified Management Standards (172) Lahneman, Brooke A.

Vulnerable Hybrid-Leader Identities – Coping through stories (993) Bushfield, Stacey

Constructing collective identity across non-homogenous group member: the case of the Global Alliance for Banking on Values (1004) Naranova, Anastasia

WED 11.00 – 12.30 | 6X100 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Ali Rostron
Surfacing and Exploring the Self in Organizational Research: The Use of the Working Note Method (437) Townley, Bob; Stein, Mark

Parkrunning For Your Life: In Search Of The Lost Meaning Of Work (202) Black, Kate; Warhurst, Russell

No More ‘Sage on the Stage’? Networked Learning and Educator ‘Identity Undoing’ (431) Iszatt-White, Marian

**WED 14.00 – 15.30 | 6X100 Bristol Business School**

**DEVELOPMENTAL PAPERS**

**Session Chair:** Sudthasiri Siriviriyakul

Doctors’ Professional and Religious Identity Conflict: Micro and Macro Dynamics in End-or-Life Circumstances (626) Carminati, Lara; Heliot, YingFei

Cultural Identity As a Source of Sense-Making of Lived Experience in a Foreign Host Culture (248) Kimberley, Anna Maria

Identity Work and Sensemaking of Human Rights in the British Hospitality (434) Goethals, Samentha; Koning, Juliette; Noortmann, Math

**WED 16.00 – 17.30 | Frome, Exhibition and Conference Centre**

**FULL PAPERS**

**Session Chair:** Juliette Summers

Resilience at Work? Pain on the Frontline of the Social Housing Sector (385) Richardson, Jo

‘I am a person who works’: The stigmatised prisoner identity and the work self as redeemer (640) Pandeli, Jenna

The Lived Embodiment of Disabled Employees in Sheltered Employment (734) Bend, Gemma Louise

**THURS 09.00 – 10.30 | 5X104 Bristol Business School**

**DEVELOPMENTAL PAPERS**

**Session Chair:** Lara Carminati

The architecture of identity: Sensory innovations in the post-occupancy evaluation of a university’s ‘new building’ #myUWEBBSview (564) Shortt, Harriet L; Warren, Samantha K; Gaggiotti, Hugo; Cicmil, Svetlana

Studying Selfhood as Spatio-temporal and Moral Locations (724) Cheded, Mohammed

Remote Working in Academia: A Site of Contested Identities (560) Lee, Amanda

**THURS 11.00 – 12.30 | 5X115 Bristol Business School**

**DEVELOPMENTAL PAPERS**

**Session Chair:** Sandra Crewe

Designing for High-Quality Connections: Learning from Experiential Interventions (400) Sundet, Joanne; Carlsen, Arne
Discriminant validity of self-concept orientation and identity orientation: An explorative study toward an integrative model of the identification process (520) Kim, Yunjeong; Otsuki, Hiroshi

How Does the Change in Institutional Logics Affect the Legitimacy of Professional Identity of Auditors? (657) Siriviriyakul, Sudthasiri

**THURS 13.30 – 14.30 | 5X115 Bristol Business School**

**DEVELOPMENTAL PAPERS**

Unintended Consequences of an Ephemeral Organizational Form: Rock-solid Identity Formation (538) Aglargoz, Ozan

Multi-Level Identity and Strategy Development in Non-Governmental Organisations (901) Lannon, John; Walsh, John

**THURS 13.30 – 14.30 | 5X101 Bristol Business School**

**FULL PAPERS**

Session Chair: Brooke Lahneman

Becoming And Being a Moral Manager (653) Wishat, Maria; Schaefer, Anja; Reid, Kristen

A Reinterpretation of Organisational Identity Through a Poststructural Lens (1003) Milne, Alastair; Tacon, Richard

Who Am I? Researcher Positionality – Insider or Outsider or Both? (529) Crewe, Sandra Jacqueline; Paull, Megan

**Innovation**

Track Chairs: George Tsekouras and Nick Marshall

**TUES 16.00 – 17.30 | 3X109 Bristol Business School**

**WORKSHOP**

Session Chair: Neil Alderman

Innovation in the Era of R&D Automation: Organizational and Strategic Implications (747) Lampel, Joseph; Banerjee, Aneesh; Honig, Benson

Introduction Robots, artificial intelligence, and big data are increasingly automating the way that organizations produce, distribute, and market their products. These technologies offer efficiency and flexibility where previously organizations had to trade one for the other. The same technologies are also automating corporate R&D process with potentially profound implications for innovation. But whereas in production and distribution the implementation of these technologies depend on clear goals and measurable outcomes, R&D is a search process that is difficult to forecast; a process where the unexpected can deliver extraordinary returns, and anomalies can point to new lines of inquiry. Automating R&D offers firms strategic advantages, but it also poses risks. This workshop seeks to bring together management and innovation researchers who are interested in the strategic and organizational dimensions of the introduction of robots, artificial intelligence, virtual development tools, and big data. The speakers in this workshop will present different perspectives on the strategic and organizational issues that arise from automating R&D. This will include:

1. How do firms transition from “islands” of automated R&D to start-to-end automated R&D?
2. How do firms integrate the automation of R&D with other parts of the organization?
3. Can corporations automate R&D activities without damaging the routines and practices that are needed for ground breaking innovation?
4. What is the role of the entrepreneur as innovator in organizations where R&D is increasingly automated?

5. Will R&D automation decrease radical product innovation and increase incremental product introductions?

6. What are the social and environmental implications of increasing rates of product introductions that may result from R&D automation?

**WED 09.00 – 10.30 | 7X201 Bristol Business School**

**FULL PAPERS**

**Open Innovation**
**Session Chair: Nick Marshall**

An Exploration of Open Innovation in the Biotechnology Industry: A Qualitative Study (706) Sood, Hitu; Singh, Mohini

Servitization Maturity: a key mechanism to perform service innovation in MICT collaborations (792) Polova, Oksana; Thomas, Catherine

The ‘Death of Innovation’ Paradox: Novel Theoretical Insights (811) Callaghan, Chris William

**WED 11.00 – 12.30 | 7X201 Bristol Business School**

**FULL PAPERS**

**Absorptive capacity and decision-making**
**Session Chair: Lawrence Dooley**

How to Measure Absorptive Capacity in National Innovation Surveys? A Dynamic Capabilities View (692) Rodriguez, Marlon Fernandes; Galina, Simone Vasconcelos Ribeiro

Nexus between technology absorption and firm growth in Africa: A resource-based perspective (779) Botchie, David; Atiase, Victor

The role of manager in eco-innovation decision in the firm: Perceived Behavioural Perspectives (PBC) Arranz, Nieves; Arroyabe, Marta F; Molina, Agustin; Fernandez de Arroyabe, Juan Carlos

**WED 11.00 – 12.30 | 5X106 Bristol Business School**

**DEVELOPMENTAL PAPERS**

**Open innovation, knowledge and business models**
**Session Chair: George Tsekouras**

Connecting The Dots Between Research On Corporate Venture Capital And Open Innovation: Systematic Literature Review (961) Fesenko, Alina; Cruz-Cazares, Claudio; Riabenko, Yuliya Kasperskaya

The Firm Level Antecedents of Open Innovation: A Dynamic Capability Perspective (472) El Maalouf, Nicole Nicolas; Bahemia, Hanna; Papagiannidis, Savvas

Sourcing Ideas for Innovation: Collaborative and Non-Collaborative Mechanisms (545) Galvin, Peter; Burton, Nicholas

Absorptive Capacity and Business Model Innovation: A Case in The Aviation Industry (518) Siachou, Evangelia; Flouris, Triant
WED 14.00 – 15.30 | 7X201 Bristol Business School
FULL PAPERS

University-industry links
Session Chair: George Tsekouras

Inter-organizational Innovation Networks: Synthesising management tensions for university-industry knowledge co-creation (594) Dooley, Lawrence; Gubbins, Claire

Sensemaking Strategies Used By Technology Transfer Employees (680) Andrews, Kyle Preston; MacIntosh, Robert; Sitko, Rafal

Markets Under the Microscope: Making Scientific Discoveries Valuable through Choreographed Contestations (576) Mason, Katy; Friesl, Martin; Ford, Chris

WED 16.00 – 17.30 | 7X201 Bristol Business School
FULL PAPERS

Knowledge and boundaries
Session Chair: Chris Callaghan

Open Innovation: The Challenge of Integrating Knowledge in Bi-national Projects (737) Celadon, Kleber Luis; Sbragia, Roberto

Innovation Diffusion in Healthcare Networks: The Role of Boundary Spanners and Gatekeepers in a Bottom-up Approach to Innovation Diffusion (94) Phillips, Wendy; Okeke, Udonna; Roehrich, Jens; Conway, Steve

Dams In The Stream Of Management Innovation: A Critical Analysis Of Psychic Distance In Management (249) Coldwell, David Alistair

THURS 09.00 – 10.30 | 7X201 Bristol Business School
FULL PAPERS

Competition and cooperation
Session Chair: David Coldwell

Relationship and Granger Causality between Competition and Innovation: Evidence from Banks in the Eurozone (388) Tee, Kienpin

Innovation and cooperation in the services sector: An approach from Self-Determination Theory (SDT) (290) Arranz, Nieves; Kim, Young; Fernandez de Arroyabe, Juan Carlos

Knowledge Diffusion Through M&As (318) F. Arroyabe; Marta; Hussinger, Katrin

THURS 09.00 – 10.30 | 5X231 Bristol Business School
DEVELOPMENTAL PAPERS

Innovation support, policy and practice
Session Chair: Chris Callaghan

An Investigation of the Collaborative Innovation in GNSS CORS Technology between Government Organisations in Australia (883) Srichai, Saowanee; Smith, Marisa; Flett, Peter

Government funding: Does it help or hurt start-up firms’ eco-innovation? (214) Sawang, Suklanlaya; Kivits, Robbert
The Nigerian SMEs and Information Technology Acceptance (322) Ehiedu Ojeme, Mark; Odiase, Martins

How Do Competitive Dynamics In Developing Countries Drive Domestic Firms To Imitate The Dominant Firm’s Product Innovations?" (977) Tripathi, Varun Chaturbhuj

THURS 11.00 – 12.30 | 7X201 Bristol Business School
FULL PAPERS

Varieties of innovation in a digital age
Session Chair: Neil Alderman

Technological capability and industry catch-up in new digital sectors: The cases of the digital games industry in Mainland of China and Taiwan (1072) Lin, YingYin; Liu, JiaJia; Miozzo, Marcela

Benefits and Challenges of Cloud Computing Adoption in Higher Education: A Systematic Literature Review (1008) Banu Ali, Mohammed; Wood-Harper, Trevor; Ramlogan, Ronald

Chanderiyaan: Social Enterprise Innovation for Digital Empowerment of Indian Handloom Cluster (1099) Majumdar, Bishakha; Basu, Sriparna; Jain, Shilpi

THURS 13.30 – 14.30 | 7X201 Bristol Business School
FULL PAPERS

Leadership and change
Session Chair: Kleber Celadon

New Influencing Dimensions to Creating a Climate for Innovation – Case of the Egyptian Telecommunications Industry (453) El Gendi, Rasha Sami; Clark, Moira

How Australian made car dealerships are deadline with the off-shoring of production (213) Medina Noel, Jose Luis; Gapp, Rod; Stewart, Heather

THURS 13.30 – 15.00 | 5X103 Bristol Business School
DEVELOPMENTAL PAPERS

Theorising innovation processes and practices
Session Chair: Nick Marshall

Meta-theoretical Puzzles In Innovation Research: A Synthesis Of Current Insights And Pathways For Future Inquiry (824) Nair, Anup Karath; Sminia, Harry

“Everywhere you go, you always take the weather with you”. Creating the Gales. Can pedagogy of creative destruction in Entrepreneurship Education support students in creating opportunities? A critical realist perspective (845) Jordan, Ross; Adderley, Simon David

The Application of Co-Design To Electronic Textile Team Innovation (641) Walker, Sarah Kanoklot; Kent, Anthony

International Business and International Management
Track Chairs: Junzhe Ji
Session Chair: Haina Zhang

Rethinking “International”: Exploring New Theoretical Perspectives and Avenues for International Business and International Management Research (147) Zhang, Haina; Plakoyiannaki, Emmanuella

International context plays a significant role in international business (IB) and international management (IM) research. Theoretical models with the focus on contextual influences on business and management have been dominated by theories such as institutional theories (Scott, 1987, 1995; Tolbert & Zucker, 1996; Dacin, Goodstein, & Scott, 2002), resource-based-views (RBVs) (Wernerfelt, 1984; Peteraf, 1993; Hart, 1995), and cross-cultural management theories such as Hofstede’s (1980, 1988, 2002) and Trompenaars’ (1993) models. However, it is increasing evident that these traditional understandings of the international context have not lived up to their promises. In particular, the recent emerging paradigms, such as dynamics, aesthetics, and process in IB and IM areas have indicated the conventional theoretical perspectives may not be sufficient or adequate to explore these new topics. Therefore, in order to trigger IB and IM studies and advance theoretical development of IB and IM research, the urgency and necessity of rethinking of theories and theorizing process are undisputed.

The central focus of this symposium is to re-examine the contemporary theories dominated in IB and IM research and to introduce and discuss the alternative theoretical perspectives in IB and IM field. In particular, this symposium will offer the critical reflection on theoretical framing in the existing literature, which will provide challenges to the conventional theories and help to theorize the paradigms emerge from the recent IB and IM research. Specifically, this symposium has the following four objectives:

1) To rethink the context of “international” and unpack the concept of “international” in IB and IM research;
2) To re-examine the dominant theoretical perspectives in IB and IM research and identify the challenges resulting from the adoption these theories into the studies of the emerging paradigms in IB and IM areas;
3) To discuss the alternative and/or new theorizing process and theoretical perspectives in IB and IM research;
4) To facilitate a dialogue on theories in IB and IM research;
5) To take forward the aforementioned points to the grant application and publication process.

The structure of the symposium revolves around three key presentations associated with aspects of theoretical perspectives in IB and IM research. The presenters will be prolific scholars in the topic of the Symposium. The Symposium offers an opportunity to discuss and advance understanding of theories in IB and IM field, and is open to those planning on or already engaging in relevant research projects.

Session Chair: Pavlos Dimitratos

Pulling effect of Colonial Legacies on Africa’s Inward FDI (624) Osei, Collins; Joosub, Tasneem; Omar, Maktoba

Offshore/nearshore outsourcing as a strategic competitive posturing: insights from Ghana (631) Adams, Kweku; Nyuur, Richard R.B; Mordi, Chima; Debrah, Yaw A.
A Social Anthropological Critique of Context, and the 'Emic/Etic' Contrast in International Business & Management Research (960) Guttormsen, David S.A.

WED 11.00 – 12.30 | Severn, Exhibition and Conference Centre  
FULL PAPERS

Session Chair: Frank McDonald

Cross-Cultural Leadership Adjustment: A Strategic Analysis of Expatriate Leadership at a British Multinational Enterprise (384) Rao-Nicholson, Rekha; Smith, Stuart; Carr, Christopher

An Investigation Of The Imprinting Effect Of Home Country Institution On The Adoption Of ISO 14001 Standard By MNC Subsidiaries (656) Haque, Monalisa


WED 11.00 – 12.30 | 7X204 Bristol Business School  
DEVELOPMENTAL PAPERS

Session Chair: Haina Zhang

Evaluating Japanese Management Research in Asia: A Comprehensive Assessment and Suggestions for the Future (265) Iwashita, Hitoshi

Analysing Hybrid Management Systems in African Organizations: Implications of Proposed Theoretical Frameworks (478) Chika-James, Theresa Ayibanengiyefa; Zaman, Sawlat; Yunus, Suhaer

The Role of Common In-Group Identity and Cultural Intelligence in Multicultural Team Effectiveness: A Conceptual Model (597) Konishi, Mario; Shan, Juan; Pullin, Patricia; Lupina-Wegener, Anna

Modern-Day Vikings Facing Rocky Seas: Intervening Obstacles in Global Talent Management and Expatriation Flows within a Norwegian MNE Manufacturer (600) Guttormsen, David S.A.; Lauring, Jakob

WED 14.00– 15.30 | Severn, Exhibition and Conference Centre  
FULL PAPERS

Session Chair: Jeremy Clegg

International SME Co-Creation, Knowledge Enhancement and New Product Development: How Do They Matter for Performance? (610) Stoian, Maria-Cristina; Dimitratos, Pavlos; Plakoyiannaki, Emmanuella

The Impact Of Social Capital On The SMEs’ Pre-market Entry And Continued Internationalisation – Case Studies Of British SMEs’ Internationalisation To Vietnam (763) Hoang Luong, Anh Buu; Zhang, Michael; Ehret, Michael

Examining Economic and Technology Related Barriers of Internationalisation for SMEs: A Hierarchical Reflective Model on an Emerging Economy Context (949) Odunukan, Kenny; Rahman, Mahfuzur; Akter, Mansura; Haque, Shamim Ehsanul

WED 16.00 – 17.30 | 7X204 Bristol Business School  
DEVELOPMENTAL PAPERS
THURS 09.00 – 10.30 | Severn, Exhibition and Conference Centre
FULL PAPERS

Session Chair: Junzhe Ji

Home-Country Supports for Outward Foreign Direct Investment: Variation and Consequences (629) Becker-Ritterspach, Florian; Lange, Knut; Allen, Matthew

Driving Productivity in Uncertain and Challenging Times (890) Lamb, Philippe; Darouichi, Oussama; Narapareddy, Vi

Assessing the Role of Microfinance as a Vehicle for Development Finance (1027) Akwei, Cynthia

THURS 09.00 – 10.30 | 5X102, Exhibition and Conference Centre
DEVELOPMENTAL PAPERS

Session Chair: Geoffrey Wood

Subsidy-specific Assets and Multinational Performance: A Global Value Chain Perspective (500) Wu, Yan; Strange, Roger; Shirodkar, Vikrant

MNE Divestment Decisions: A Global Value Chain Perspective (502) Wu, Yan; Strange, Roger; Shirodkar, Vikrant

Productivity and Employee Relationships in US and German Subsidiaries in the UK (1046) McDonald, Frank; Tuselmann, Heinz; Allen, Matthew

THURS 13.30 – 14.30 | Severn, Exhibition and Conference Centre
FULL PAPERS

Session Chair: Cristina Stoian

The How and the Who: An Empirical Investigation of the Dynamic Capabilities Transformation mechanism in Internationalized Enterprises (361) Garri, Myropi; Konstantopoulos, Nikolaos

Organisational Learning And Consumer Learning In Foreign Markets (736) Evans, Adrian George; Cai, Yingdan; Nguyen, Thy

Inter-Organisational Collaboration: Partnerships, Alliances and Networks
Track Chairs: Qile He and Albert Jolink
WED 09.00 – 10.30 | 3X114 Bristol Business School
FULL PAPERS

Session Chair: Qile He

Inter-organisational Partnerships Strategies for Technology Transfer to Marginalised Contexts (709) Jaspersen, Lena Johanna

Why Do Firms Collaborate For Environmental Innovations? The Objectives of Environmental Exploration And Exploitation Alliances (218) Niesten, Eva; Jolink, Albert

Closed-loop supply chain collaboration: A study of the packaging industry (177) Ramanathan, Usha; He, Qile; Subramanian, Nachiappan; Gunasekaran, Angappa

WED 11.00 – 12.30 | Isere, Exhibition and Conference Centre
DEVELOPMENTAL PAPERS

Session Chair: Albert Jolink

Pharmaceutical Industry Collaborations: Delivering Joint-Working Partnerships with the NHS (305) Scorringe, Mark; Singh Sandhawalia, Birinder

Exploring configurations and necessary conditions of Supplier Attractiveness (521) Toth, Zsofia; Nieroda, Marzena; Koles, Bernadett; Mrad, Mona

Introducing Instant Virtual Enterprises into Supply Chains of Incumbent Firms: How Airbus Managed Collaboration Concerns (1085) Kazanstev, Nikolai; Mehandjiev, Nikolay; Sampaio, Pedro

WED 14.00 – 15.00 | 3X114 Bristol Business School
FULL PAPERS

Session Chair: Lena Johanna Jaspersen

Why Do Firms Explore Or Exploit in Sustainable Alliances: The Impact Of Legitimacy and Government Support (217) Niesten, Eva; Jolink, Albert

Ecosystem Complexity and Firm Performance: How do Focal Firms Technology and Actor Ecosystem Complexity Affect Value Creation? (369) Serge, Sime Tchouaso; Hagedoorn, John; Hui, Tan

WED 16.00– 17.30 | 6X100 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Albert Jolink

Exploring How And Why Governance Changes With Vertical Distance In A Triadic Context (566) Fausten, Thierry; Pilbeam, Colin; Alinaghian, Leila

All we need is trust: Trust in West African Cross Boarder Networks (1021) Omeihe, Kingsley Obi; Gustafsson, Veronika; Amoako, Isaac Oduro; Khan, Mohammad Saud

Relational risk perception in strategic alliances: Developing a research model for examining how alliance characteristics have an impact on relational risk perception (1062) Kunjuthamby, Sathees

THURS 09.00 – 10.30 | 3X114 Bristol Business School
FULL PAPERS
**Session Chair: Deirdre McQuillan**

How Does Alliance Governance Influence the Performance of Strategic Alliances? Empirical Analysis of the Mechanism (261) Yasuda, Hiroshi

Collaborative Governance An Integrative Perspective on Inter-Organizational Collaboration (296) Schaveling, Jaap; Boeve, Bart

Advancing a Process Theory on Coevolution Among Networks (482) McQuillan, Deirdre; Juntunen, Mari

**THURS 11.00 – 12.30 | 3X114 Bristol Business School**

**Mini-Track on Meta-Organization**

**Session Chair: Sanne Bor and Heloise Berkowitz**

**FULL PAPER**

Civil Society Meta-Organizational and Legitimating Processes The Case of the Addiction Field In France (176) Laurent, Adrien; Garaudel, Pierre; Schmidt, Geraldine; Eynaud, Philippe

**DEVELOPMENTAL PAPERS**

On Telling a Story: Resourcing and the Developmental Dynamics of a Meta-organization (689) Cropper, Steve; Bor, Sanne

How Do Meta-Organizations Mobilize Their Members And What Are The Consequences (1080) Emuaga, Okezie; Lannon, John; Ryan, Annmarie

**THURS 11.00 – 12.30 | 5X104 Bristol Business School**

**DEVELOPMENTAL PAPERS**

Session Chair: Serge Sime Tchouaso

Evaluation of an Open Innovation Process Model for New Service Development (730) Warren, Vessela; Wiid, Ria

Drivers of Client Loyalty in an Era of Market and Technological Turbulence (145) Vafaes, Mario; Hughes, Tim; Little, Ed

Unpacking Coordinational Challenges in Inter-Organisational Relationships (989) Patnaik, Swetketu

**THURS 13.30 – 14.30 | 3X114 Bristol Business School**

**FULL PAPERS**

Session Chair: Swetketu Patnaik

The Brand Licensing Dilemma – Profit Potential versus Brand Protection (314) Baade, Annika; Decker-Lange, Carolin; Brexendorf, Tim Oliver

Nothing new under the Sun! A case study of modern Italian barter systems (1042) Hynes, Niki; Battistella, Luis

**Knowledge and Learning**

**Track Chairs: Daniel Degischer, Alexander Kofinas, and Svetlana Warhurst**
WED 09.00 – 10.30 | 5X104 Bristol Business School
DEVELOPMENTAL PAPERS
Session Chair: Daniel Degischer

Preparing for Uncertainty: Evidence Based Management in a Practice-led MBA (899) Loewenberger, Pauline

A Delphi Study to Develop Graduate Employability in Higher Education (573) Asiri, Arwa; Bocij, Paul; Greasley, Andrew

Understanding the Gap in the 'Unwelts' of Higher Education: The Perceptual Antecedents of Faculty and Student Satisfaction (702) Bhat, Anil Kumar; Mahesh, Jayashree

WED 11.00 – 12.30 | 3X105 Bristol Business School
FULL PAPERS
Session Chair: Alexander Kofinas

Early career orientations and antecedents of career success: the case of French business graduates and their job markets (198) Giraud, Laurent; Trinchera, Laura; Bernard, Alain

The Impact of Knowledge Economy Factors on Income Inequality in the Post-Soviet Countries (235) Zhuparova, Aziza; Sagiyeva, Rimma; Zhanibekova, Gaukhar; Doszhan, Raigul

Integrating Multiple Stakeholder Perspectives in Curriculum Design (674) Frost, Diana

WED 11.00 – 12.30 | 5X104 Bristol Business School
DEVELOPMENTAL PAPERS
Session Chair: Leonard Holmes

The role of social capital in promoting financial literacy and financial inclusion in Qatar (865) Al-Sarraf, Jaafar; Irani, Zahir; Weerakkody, Vishanth

Investigating Higher Education Students’ Views of Research and Project Supervision using a Case Study Approach (330) Gupta, Ramesh; Keegan, Tom; Balaraman, Pravin

Investigating the drivers behind successful knowledge management activities in the context of German consultancy firms (426) Tschochohei, Maximilain; Ambituuni, Ambisisi; Omar, Maktoba; He, Qile

WED 14.00 – 15.00 | 3X105 Bristol Business School
FULL PAPERS
Session Chair: Daniel Degischer

Antibiotic Resistance conceptualised as ‘microbial learning’ versus ‘R&D learning’: Methodological insights from Crowdsourced R&D theory (815) Callaghan, Chris William

Rothwell’s Augmented Theory of Knowledge and Learning: Novel Developments and Long Term Societal Impacts (817) Callaghan, Chris William

WED 16.00 – 17.00 | 3X105 Bristol Business School
FULL PAPERS
Session Chair: Svetlana Warhurst

Push and Pull Strategies of Learning in Higher Education; Influencing students’ learning journeys (480) Ahmed, Sajeel; Henderson, Bernadette; Clements, Andrews; K Kofinas, Alexander

Excellent Group Work by Design: Developing Collaborative Life-Long Learning Through Scaffolding (642) Stratling, Rebecca; McMurray, Robert; Watkinson, Guy

WED 16.00 – 17.30 | 6X270 Bristol Business School  
DEVELOPMENTAL PAPERS

Session Chair: Christine Rivers

A Qualitative Assessment of the Effect of Interactions with Entrepreneurial Peers on Individuals Intentions towards Their Entrepreneurial Entry (254) Portyanko, Sergey; Hussels, Stephanie; Reinmoeller, Patrick; Koryak, Oksana

Exploring the externalisation phase of knowledge creation in the Medical Technology Sector (682) O’Meara, Michael; Kelliher, Felicity

Role of Firm Characteristics in Tacit Knowledge Transfer during Acquisitions (935) Bhat, Caruna

THURS 09.00 – 10.30 | 3X105 Bristol Business School  
FULL PAPERS

Session Chair: Alexander Kofinas

Knowledge Management in the Public Sector: The Spilling Effects on Employee Performance Using the SECI Model (471) Mahmoud, Ali; Delrosario, Karina; Reisel, William; Pantsios, Archontis; Hack-Polay, Dieu

Is an Undergraduate Degree Enough to Deliver Social Mobility? Delivering Social Capital to Support Ethnic Minorities as a Source of Career Advantage (621) McGregor, Heather; House, Thea; Christopoulos, Dimitris

Effect of KNOWLEDGE CREATION on Innovation: An empirical evidence from a developing country (884) Shafiq, Muhammad; Zia, Sumreen

THURS 09.00 – 10.30 | Danube, Exhibition and Conference Centre  
DEVELOPMENTAL PAPERS

Session Chair: Svetlana Warhurst

Finding The Potential Gaps In Education: A Review Od Prediction Markets Research (984) Li, Xiang; Stewart, Ian

Management Education And Development As A Necessarily Laminated System (1043) Holmes, Leonard Michael

The Meaning of Mentoring: What’s Really Being Learned? (201) Warhurst, Russell; Black, Kate

THURS 11.00 – 12.00 | 3X105 Bristol Business School  
FULL PAPERS

Session Chair: Efrosyni Konstantinou
Seeing Workplace As A Learning Space: A Call For Developing Critical Work-Based Learning (WBL) Pedagogy (825) Downs, Carolyn; Mughal, Farooq; Shah, Syed Uzair

The Power of Meeting Talk to Foster Learning (215) Meschitti, Viviana

THURS 13.30 – 15.00 | 5X106 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Alexander Kofinas

Reflexivity and the Reform of the Academic Habitus (126) Mughal, Farooq

Understanding Responsibility Differently: Consequences for Responsible Management Education (144) Hibbert, Paul

Knowledge and organisations: Review of three challenges to the conventional logic and a philosophical agenda for future research (859) Kwiatkowski, Wojciech Marek

Leadership and Leadership Development
Track Chairs: Paul Joseph-Richard and Marian Iszatt-White

TUES 16.00 – 17.30 | 3X107 Bristol Business School
WORKSHOP

Session Chair: Paul Joseph-Richard

The Changing Nature of Leadership: How is the evolution of social media changing what it means to be an effective leader? (275) Hind, Patricia Anne; Holton, Viki; Turner, R Anthony

The phenomena that is social media has radically changed the nature of human interaction and impacted on the quantity and the nature of information we exchange with others. The impact on leaders is not simply a practical one of using social media platforms to reach potential followers and spread their message. It may be that our social media experiences are fundamentally changing the concept of what we understand to be leadership - particularly through major changes to how relationships are managed. This workshop aims to offer participants an opportunity to explore this important issue. Does the leadership practice of those familiar and competent with social media differ from those less comfortable with these means of communicating and influencing? If so, do we need to rethink leadership development?

WED 09.00 – 11.00 | 5X108 Bristol Business School
FULL PAPERS

Session Chair: Paul Joseph-Richard

Empowering Leadership, Context and Associations: A Systematic Literature Review (896) Hoang, Giang Truong; Wilson-Evered, Elisabeth; Lockstone-Binney, Leonie

Ethical Leadership: The Way Forward (565) Adeshipo, Adebowale Samuel; Harrison, Christian

Leader-member Exchange within Academic Research Teams. A Qualitative Approach (133) Hamdan, Omar Kamel Abou; Yeadon-Lee, Annie; Cockman, Rachel
The Mechanisms That Influence The Leader-Member Exchange Relationship, And Its Contribution And Influence On Change Outcomes – A Conceptual Paper (442) Simpson-Silo, Toby Arthur; Higgs, Malcolm; Da Camara, Nuno

WED 11.00 – 12.30 | 5X108 Bristol Business School
FULL PAPERS

Session Chair: Julie Wilson

Psychopathic Manager Behaviour And Workplace Deviance: Moderated Mediation Model (654) Bulkan, Sinem; Higgs, Malcolm

The relationship between leadership, design process and R&D team performance and satisfaction (327) Muenjohn, Nuttawuth; Chetri, Prem; Ishikawa, Jun; Suzumura, Yusuke

The Effect of Servant Leadership on Employee Creativity and Team Innovation (496) Gelaidan, Hamid Mahmood; Mabkhot, Hashed Ahmad

WED 11.00 – 12.30 | 7X206 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Paul Joseph-Richard

Social Constructions of Collective Leadership: Insights from two decades of theory, practice and research (355) Bolden, Richard; Edwards, Gareth

Examining the Conditions and Constraints of Shared Leadership in Matrix Organisations (435) Abson, Emma

Walking the Liminal in Leadership Learning: Uncovering Being, Belonging and Embodiment (772) Turner, Arthur Frank; Edwards, Gareth

Leader Emotional Intelligence, Learning Climate, Follower Positive Affect and Turnover Intention: Evidence of a Multilevel, Moderated-Mediation Model (973) Snoep, Arjuna; Wilderom, Celeste; Hur, Sylvia; de Schryver, Tom

WED 14.00 – 15.30 | 5X108 Bristol Business School
FULL PAPERS

Session Chair: Malcolm Higgs

Does authentic leadership leverage creativity? The mediating role of empowerment and commitment to supervisor (985) Imam, Hassan; Naqvi, Muhammad Baqar; Naqvi, Sajjad Ali

A Review: Leadership and Organizational Performance (628) Ererdi, Can; Durgun, Esra Unluaslan

Shared Leadership in Entrepreneurial Teams: A Qualitative Study (834) Lyndon, Shiji; Pandey, Ashish; Pandey, Nisha

WED 14.00 – 15.30 | 7X206 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Julie Wilson

Developing cyber-smart leaders: - Some evidence from the United Kingdom (871) Joseph-Richard, Paul; Snell, Esther
Reflexive Management And Leadership Learning: The Neglected Role Of Persuasion (399) Cotter, Richard James

Servant Leadership: The Skills Of Those Who Serve (551) Mcquade, Kate; Harrison, Christian; Tarbert, Heather

Exploring the Application of Design Thinking Methodology in the Leadership Development of Creative Industry Businesses (781) Hutchinson, Karise Charlotte; Magee, Justin; Fergie, Rachael; Bradley, Lisa

WED 16.00 – 17.30 | 5X108 Bristol Business School
FULL PAPERS

Session Chair: Marian Iszatt-White

Scale Conceptualization and Validation of Leadership Styles Questionnaire (848) Bruni, Elena; Cortellazzo, Laura; Bonesso, Sara; Gerli, Fabrizio

Servant Leadership: A Thematic Analysis (800) Mcquade, Katie; Harrison, Christian; Tarbert, Heather

Why Board Chairpersons Need to Be Able To Recognise The Corporate Psychopath CEO (240) Boddy, Clive Roland

WED 16.00 – 17.30 | 7X206 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Gareth Edwards

Being a Nomological Framework for Responsible Business Leadership: A Sustainability Perspective (263) Agarwal, Swati; Bhal, Kanika Tandon

The Deceitful Romance of Caring Leadership: A Leaders’ Perspective (175) Pederzini, Gerardo Abreu

Leadership Characteristics’ and Style Needed to Keep Millennials’ Engagement and Work with Full Potential. Conceptual Framework (562) Hassouna, Marwa Muhammed Muhammed Elsaed; Mohamed, Hassan Mohamed Hussein

THURS 09.00 – 11.00 | 5X108 Bristol Business School
FULL PAPERS

Session Chair: Marian Iszatt-White

Factors Influencing Transformational Leadership in GCC: The case of Education System in Kuwaiti (917) Almonawer, Nof S

Role of Leadership in Managing the Risks Associated with Digitalisation of Saudi Public Sector Organisations (681) Alajaji, Yosef Abdulaziz

Leaders in a Fat Tail World: Modern Crises & Implications for Leaders (241) Chua, Sheryl Hwee Chin; Khader, Majeed

Contrasting leadership styles of Fidel and Raul Castro (634) Baden, Denise; Wilkinson, Stephen

THURS 09.00 – 10.30 | 6X100 Bristol Business School
DEVELOPMENTAL PAPERS
Session Chair: Gareth Edwards

Leadership Identity Construction In A Hybrid Medical Context: ‘Claimed’ But Not ‘Granted’ (438) Howieson, William; Bushfield, Stacey; Siebert, Sabina; Martin, Graeme

Enhancing Patient Voice through Systems Leadership (588) Farzipour, Vida

The Design and Validation of Leaders’ Measure of Moral Reasoning Orientation (726) Ukeni, Ijeoma Gloria; Reynolds, Kae

THURS 11.00 – 12.30 | 5X108 Bristol Business School
FULL PAPERS

Session Chair: Richard Bolden

Managing Emotionally Reactive (Neurotic) and Introvert Employees at Workplace: The Role of Person-Centred Leadership (885) Rawat, Preeti; Lyndon, Shiji; Pradhan, Manas; Jose, Jackson; Kollenchira, Milcah; Mehta, Grishma

Ethical Leadership Influences on Ethicality of Key Account Managers (207) Iswahyudi, Muhammad Subhan; Wilson-Evered, Elisabeth; Thomas, Keith

The Influence of National Culture On The Enactment Of Leadership In Public Sector Organisations: A Case Research In Brunei (875) Idris, Siti Rozaidah Pg Hj

THURS 11.00 – 12.30 | 6X100 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Kingsley Obi Omeihe

Ethical leadership: An Effective And Efficient Leadership Approach For The Nigeria Public Sector (567) Adeshipo, Adebowale, Samuel; Harrison, Christian

Leadership Development in Ethnic-Minority SMEs and its implication on SMEs Growth and Performance: An Exploratory Study of South Asian Ethnic Minority (SAEM) SMEs in the UK (1000) Rahaman, Jaser; Akwei, Cynthia

Transformational Leadership Influence on Performance of the Omani Government Sector (309) Alyaqoobi, Talal Hamed

Management and Business History
Track Chairs: Kevin Tennent and Roy Edwards

TUES 16.00 – 17.30 | Itchen, Exhibition and Conference Centre
WORKSHOP

Session Chair: Roy Edwards

Using Archival Accounting Records (139) Wilson, James M; Kininmonth, Kirsten

Historical accounting records may be mined for much significant information about business operations and their management. This session will describe how that data may be identified, collected and analysed so that useful information may be obtained for investigating both historic and contemporary questions. The session will consider how accounting records may be interpreted to
provide insights into a business's history revealing the effects of both long-term trends or developments and the impact of short-term initiatives.

The workshop will describe and illustrate the exploitation of annual accounting statements and other public reports as are most commonly available. It will also consider internal accounting records and reports used to manage marketing, sales, production and staffing and show how those may be interpreted to better understand business functions and their management. The presenters will draw upon their own research for illustrative case studies of modern businesses and those from the early 1900s and the 1800s. In this session a variety of theoretical and practical issues will be addressed: data availability and consistency; that variation in nomenclature over time, the effects of differing accounting policies in periodization and data aggregation; and issues in linking management policies and practices to the “evidence” derived from accounting data.

WED 09.00 – 10.30 | 5X106 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Joe Lane

Measurement, Management and Reporting Performance: Calculation and Information as Organisational Learning on the Railways 1902 – 1923 (719) Edwards, Roy

What Fiction Brings To What Is Later Confirmed As Fact (741) Weir, David Thomas

Using Social Media to Develop a Polyphonic Approach to the Use of Rhetorical History at Barclays Bank (801) Jones, Ian Geoffrey

WED 11.00 – 12.30 | 3X114 Bristol Business School
FULL PAPERS

Session Chair: Roy Edwards

Using archives in management education: Dusty Places full of dusty people or vital strategic resource? (793) Tennent, Kevin D; Gillett, Alex G; Foster, William M

Management Learning In Historical Perspective: Rediscovering Rowntree And The Interwar British Management Movement (578) Maclean, Mairi; Booth, Alan; Pistol, Rachel; Shaw, Gareth; Witzel, Morgan

Corporate Heritage Cognition, Brand Equity and Performance in the Chinese ‘Time-Honored’ Firms (527) Yan, Yanni; Xie, Tingting

WED 14.00 – 15.30 | 5X100 Bristol Business School
FULL PAPERS

Session Chair: Alex Gillett

CSR: A Pluralist Concept (1077) Broderick, Anne; Gill, Devi

Dependency Theory and Peru: A Reappraisal (419) Pyper, Neil; Silverwood, James

The Location and Type of Employment Tribunal Claim Can Determine the Chances of Success: A Unique Investigation into the History and Current Workings of The Employment Tribunal System (424) Lord, Jonathan; Percy, David; Rowlands, Kate
THURS 09.00 – 10.30 | Breakout Room 2, Exhibition and Conference Centre

**DEVELOPMENTAL PAPERS**

**Session Chair:** Kevin Tennent


Entrepreneurship, State-Business Ties and Business Groups in Bangladesh (163) Nahid, Farzana

Diversity Management, Economic Competitiveness and Behavioural Performance: Evidence from Nigerian Small and Medium Enterprises in Lagos Industrial Estates (769) Lawal, Abdulazzez Abioye; Akingbade, Waidi Adeniyi

THURS 13.30 – 15.00 | 5X108 Bristol Business School

**FULL PAPERS**

**Session Chair:** Kevin Tennent

Historical Champions of Shareholder Capitalism: Were They Corporate Psychopaths? The Case of Albert Dunlap (143) Boddy, Clive Roland

Statistics: Spur to Productivity or Publicity Stunt in Uncertain Times? London Underground Railways 1913-32 (140) Fowler, James

The Royal Niger Company (1884-1990) (753) Cornelius, Nlearine; Amujo, Olusanmi; Pezet, Eric

**Marketing and Retail**

**Track Chairs:** Heiner Evanschitzky, Keith Glanfield and Anthony Kent

TUES 16.00 – 17.30 | 3X110 Bristol Business School

**WORKSHOP**

**Session Chair:** Carley Foster

Using Dawson and Grewal’s articles as a starting point, the aim of this workshop is to bring together researchers for an interdisciplinary exploration of the retail landscape to re-assess, define and map the structure and drivers of change in retailing in the UK. By the end, as Dawson proposed, participants will have identified areas for the development of theoretically driven modelling. There are some well documented uncertainties in the UK, notably the wider implications of Brexit for the economy and consumer spending, increased costs, and the growth of online retailing at the expense of physical stores. Less clearly defined are trends away from products to experiences, for alternative forms of retailing informed by sustainability, sharing and localisation, and the application of new and emerging technologies to distribution and consumption.

WED 09.00 – 10.30 | 5X107 Bristol Business School

**FULL PAPERS**

**Session Chair:** Tony Kent

Franchisor Orchestration Actions That Leverage Brand-supportive Behaviour Within Retail Franchise networks (377) Yakimova, Raisa; Owens, Martin; Sydow, Jorg

An Attempt to Understand Integrated Muslim Shopping Environment: An Empirical Examination of Muslim Customer Perceived Value of Shopping Malls, Satisfaction, and Loyalty (481) Eid, Riyad’ El-Adly, Mohammed Ismail; El-Gohary, Hatem
Collaborative Consumption: What Drives Participation in Carsharing? (568) Prieto, Marc; Stan, Valentina; Baltas, George; Lawsong, Stephanie J.

WED 11.00 – 12.30 | 5X107 Bristol Business School
FULL PAPERS

Session Chair: Carley Foster

Yours defensively: The Role of Organizational Attachment in Shoplifting Prevention (222) Potdar, Balkrushna; Guthrie, John; Gnoth, Juergen; Garry, Tony

Exploratory Analysis of Retailers and Socio-economic Deprivation (505) Adeniyi, Oluwole Oladele; Brown, Abraham; Whysall, Paul

A Literature Review and Qualitative Study for developing a generic Retail Business Model (582) Haas, Yvonne

WED 11.00 – 12.30 | 7X200 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Keith Glanfield

Marketing-as-practice: Does “practice” make perfect? (907) Glanfield, Keith; Wolf, Carola; Burke, Gary

Is There a Gap Between Theory And Practice In Fashion Retail Segmentation? (686) Ratcliffe, Amanda

Corporate Identity: How Is It Shaped In Practice (912) Glanfield, Keith; De-Loo, Ivo; Ackfeldt, Anna; Manochin, Melina

WED 14.00 – 15.30 | Arun, Exhibition and Conference Centre
DEVELOPMENTAL PAPERS

Session Chair: Carley Foster

Measuring Store Atmosphere: Scale Development And Validation-Proposed Theoretical Framework (387) Mohamed, Hassan Mohamed Hussein

Consumer: Engagement with Social Media in Fashion Retailing: The Moderating Role of Media Richness and Trustworthiness (389) Cao, Dongmei; Meadows, Maureen; Wong, Donna

Consumer Adoption Of Smart Clothing (688) Kent, Anthony; Sugathan, Manju; Cook, Cristina

The Effect Of Optimal Discounting On Bundle Preference In Gift-giving Context: A Moderation Analysis (819) Omebere-Iyari, Oladunni Sarah

WED 16.00 – 17.30 | 5X107 Bristol Business School
FULL PAPERS

Session Chair: Sarah-Louise Mitchell

Comparing the Effectiveness of Marketer and Under Generated Content in Influencing Brand Equity for UK Pureplay Fashion Brands (120) Thomas, Lauren Josie
The Effect of Internal branding on Customer and Job Satisfaction in the Public Sector: The Case of Abu Dhabi Department of Economic Development (135) Eid, Riyad; Al Zaabi, Amena; Alzahmi, Rashed

Brand Loyalty Management in Automobile Sector (170) Mabkhot, Hashed Ahmad; Gelaidan, Hamid Mahmood

WED 16.00 – 17.30 | 7X200 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Adam Poole

Financial Services Brand Engagement: The Role of Experience and Perceived Risk (363) Poole, Adam

Origins and images of country and brand: Impact on Myanmar consumer choices (687) Ni, Arnt Kyawt; Ding, Qing Shan

Corporate Branding and Consumer’ Product Evaluation: A Strategic Marketing Approach (1093) Khan, Mubbsher Munawar; Rana, Muhammad Iqbal

THURS 09.00 – 10.30 | 5X107 Bristol Business School
FULL PAPERS

Session Chair: Heiner Evanschitzky

Women-owned micro retail pop-ups: starting, managing and acting as a bridge to a permanent retail presence in the UK retail market (914) Gallellage, Ramani Priyadarshani; Galanakis, Kostas; Armannsdottir, Guja; Oxborrow, Lynn

The Effect of the Net Promoter Score on Sales: A Study of a Retail Firm Using Customer and Store-Level Data (965) Fiserova, Jana; Pugh, Geoff; Stephenson, Andrew; Dimos, Chris

Expectations vs Reality: Can sensory incongruence generate positive emotion in the online shopping context? Emmerson, Brendan Paul; Barnes, Cathy; Nath, Prithwijra

THURS 09.00 – 10.30 | 7X200 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Keith Glanfield

Trust and Commitment in Individual’s Donation Behaviour in Saudi Arabia (378) Binsaied, Sarah Mansour

Consumers’ Attitudes And Purchase Intentions Towards Electrical Vehicles: An Exploratory Study Of The Taiwanese Automobile Market (847) Liang, Yan; Ghosh, Sid; Oe, Hiroko; Chung, Hao-ju

Consumer purchase decisions during Black Friday, Time, inertia, and social learning in dynamic pricing environments (1073) Ward, David

Global Marketing Strategies and Multinational Companies in Developing Economies: The Nigeria Perspective (357) Opara, Bright Chudugam; Didia, James U.D; Opara, Dumo Nkesi

THURS 11.00 – 12.30 | 5X107 Bristol Business School
FULL PAPERS
Session Chair: Adam Poole

Influence of Cultural Dimensions and Brand Country of Origin Image on Consumption Behaviour: A case of Jordanian Consumers (353) Khair, Nadine; Lloyd Parkes, Elizabeth; Deacon, Jonathan

A Modern Take On Heritage: An Omnitemporal Focus On Fashion Luxury Brands Leveraging Heritage And Country Of Origin To Command A Competitive Edge (454) Roncha, Ana Isabel; Alexander, Bethan

Moral Coupling: How Self-Relevance And Transgression Relevance Influence Consumer Opposition (1067) Shogbanmu, Olusegun Olufemi; Otubanjo, Olutayo

THURS 11.00 – 12.30 | 7X200 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Sarah-Louise Mitchell

Crowdsourcing of New Consumer Product Ideas in The Cultural Context (189) Alghamdi, Dina Saleh; Nisar, Tahir

From Taboo to Mainstream: an analysis of the roles played by digital and culture in the evolution of consumer behaviour (614) Lichy, Jessica; McLeay, Fraser James

Modifying TAM to Explain Customer's Engagement in Social Media Brand Behaviours (948) Ebrahim, Reham Shawky; Ghoneim, Ahmad

Social Media and Co-Creation: Overview the Organizational Challenges to Capture Value (1074) Ishak, Nisrin Alyani

THURS 13.30 – 15.00 | 7X200 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Keith Glanfield

Exploring digital marketing strategies of multinational corporations (MNCs) and Impact on Performance (1041) Shafi, Saifullah; Akwei, Cynthia

Factors Affecting the Marketing Expenditure of Firms: Exploring the Role of Local Connections for EU MNEs in China (219) Lynch, Richard; Jin, Zhongqi; Cai, Helen

Trickledown Effect Of CSR On Customer Behaviors And Corporate Reputation Via Employee Behaviours: Mediation Of Organizational Identification And Customer Company Identification (1058) Mahmood, Atif; Kanwal, Sara; Rashid, Tahir; Mahmood Bhatti, Saad

Exploring the organisation perspective of relationship marketing practices in Multi-chain Fine dining restaurant (1040) Balaraman, Pravin; Arumugam, Muthukrishnaraja; Rekha, Madhana

Operations, Logistics and Supply Chain Management
Track Chairs: Arijit Bhattacharya and Claire Lindsay

WED 09.00 – 10.30 | Arno, Exhibition and Conference Centre
FULL PAPERS

Session Chair: Imran Ali
Data-driven Decision Support for Manufacturing SMEs – A Procedural Model (774) Laroque, Christoph; Kusturica, Wibke; Richter, Matthias

A study of Information Sharing Strategies on Supply Chain Performance: A Simulation Based Approach for an Indian SME (1019) Jain, Vipul

Impact of Climatic Risks on SMEs of Perishable Foot Supply Chains: Moderating Role of Consortia (295) Ali, Imran; Grewel, Devinder; Bhattacharjya, Jyotirmoyee; Sattar, Abdul

WED 11.00 – 12.30 | Moselle, Exhibition and Conference Centre

DEVELOPMENTAL PAPERS

Session Chair: Claire Lindsay

Using LSP network position to share supply chain risk information (476) Ali, Ibrahim Labaran; Hird, Abigail; Whitfield, Robert Ian

Messy Problems and Systems Thinking: Understanding the Complexity of Humanitarian Logistics (474) Schiffling, Sarah

Supply Chain Collaboration and Terror Attacks: The Case Of Tourism Supply Chains (652) Lindsay, Claire Frances; Musiol, Elena

WED 14.00 – 15.30 | 3X107 Bristol Business School

FULL PAPERS

Session Chair: Iain Reid

Developing Dynamic Supply Chain Capabilities: The Role of Entrepreneurial Orientation and Supply Chain Learning (134) Aslam, Haris; Blome, Constantin; Azhar, Tashfeen M

Leadership on Project Management Success – An investigation within Retail Industries (348) Yohanes, Lemlem; Ruan, Ximing; Ochieng, Edward; Ominde, Diana; Zhang, Xudong

The impact of external intervention: The reality of expectations (966) Reid, Iain; Bamford, David; Matthias, Olga

WED 16.00 – 17.30 | 5X100 Bristol Business School

FULL PAPERS

Session Chair: Kumaraguru Mahadevan

Impact of Foreman Operative Relationships on the Performance of Workers: The Case of the Construction Industry in El Salvador (462) Escobar, Javier; Unterhitzenberger, Christine

Measuring Service Supply Chain Performance: A Review and New Performance Metrics (490) Um, Juneho

Collaborative supply chain practices: An industry and regional perspective (646) Mahadevan, Kumaraguru

THURS 09.00 – 10.00 | 3X107 Bristol Business School

FULL PAPERS

Session Chair: Vikas Kumar
The Sand Cone Model: Cost Saving or Not (358) Eley, Martin John; Jesic, Lee

Investigating the benefits and challenges of Total Quality Management implementation in the pharmaceutical companies (612) Petliushenko, Kateryna; Kumar, Vikas; Zwiegelaar, Jeremy; Loonam, John; Garza-Reyes, Jose Arturo

THURS 11.00 – 12.00 | 5X103 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Nicola Bateman

Sustainable Supply Chain Management In The Luxury Fashion Industry (445) Davies, Jennifer Anne
An Investigation Of The Concept Of Operating Models (374) Bateman, Nicola

THURS 13.30 – 15.00 | Wye, Exhibition and Conference Centre
FULL PAPERS

Session Chair: Manish Shukla

A Systematic Literature Review On Port Sustainability Performance (499) Lim, Sehwa; Pettit, Stephen; Abouarghoub, Wessam
Circular Economy: a Systematic Review of Literature (952) Sehnem, Simone; Vasquez-Brust, Diego
Understanding the role of Tier-I suppliers in enabling sustainable practices across multi-tier supply chain (1055) Khor, SeowLi; Shukla, Manish; Lockey, Steven

Organisational Psychology
Track Chairs: Karen Maher and Sumona Mukhuty

WED 09.00 – 10.30 | 6X101 Bristol Business School
FULL PAPERS

Positive Organisational Psychology
Session Chair: Stephen Teo

Giving and Taking: A New Way of Understanding Proactive Behavior (599) Huo, Yuanyuan
The Role Of Task Prosocial Job Crafting In Predicting Supervisor Ratings Of Performance (649) Viragos, Anna; Leach, Desmond; Davis, Matthew
Radical and Incremental Creativity – The Role of Enjoyment, Innovative Climate and Rewards Importance (303) Malik, Muhammad Abdur Rahman; Butt, Arif Nazir

WED 09.00 – 10.30 | 5X228 Bristol Business School
DEVELOPMENTAL PAPERS

Wellbeing
Session Chair: Cary Cooper

Striving for night shift work engagement: A motivational resources-based approach (117) Khan, Rahman; Neveu, Jean Pierre
Reciprocal relationship of psychological resources with goal attainment and well-being – A Conservation of Resources perspective (118) Khan, Rahman; Neveu, Jean Pierre

Work-Related Social Support and its Influence on Wellbeing: A Qualitative Study on Pilots in the Commercial Aviation Industry (487) Jarlvik, Sirkka Helena; Collins, Alison M; Giga, Sabir

Well-being in Context: Understanding and Enhancing IT Employees' Well-being Skills (519) Semkina, Antonina; Tregaskis, Olga; Pounds, Gabrina

WED 11.00 – 12.30 | 6X101 Bristol Business School
FULL PAPERS

Wellbeing

Session Chair: Lee De Milia

Do the Self-Employed Experience More or Less Stress at Work Than Employees? (195) Li, Jun; Qu, Jingjing

A Study or Eudemonic and Hedonic Motives for Volunteering (780) Mourya, Devyani; Mishra, Sushanta Kumar

Job drained my recovery self-efficacy: Does school-work facilitation give me some relief? (333) Wang, Mei-Ling; Lee, Chun-Hsien

WED 11.00 – 12.30 | 5X228 Bristol Business School
DEVELOPMENTAL PAPERS

Leadership

Session Chair: Neal Ashkanasy

Self-Awareness of different Leadership Styles and its Relationship with Emotional Intelligence: A Self-Other Agreement Perspective (665) Mukhuty, Sumona; Amundsen, Stein

Leader Emotional Labor and Leader Authenticity: Attachment Orientations as Moderators (420) Zhang, Hui

A New Leadership Paradigm To Navigate VUCA (852) Fleming, Kerrie; Holscher, Frederick; Olivier, Sharon; Holton, Viki

A Western Leader Meets the Eyes of Asian Followers (204) Densten, Iain

WED 14.00 – 15.30 | 6X101 Bristol Business School
FULL PAPERS

Implications of Performance Pressures

Session Chair: Gary Cundill

Financial products and UK retail investors: the impact of 'time-horizon' and 'investment goal' framing (822) Hillenbrand, Carola; Saraeva, Anastasiya; Money, Kevin, Brooks, Chris

Meet These Targets or Else: Government Inspired Psychopathy in the National Health Service (662) Boddy, Clive Roland

Team Interactions on Team Processes and Team Performance: Measuring Dyadic Reciprocity in Decision-Making (988) Selvam, Rejina Mary
WED 14.00 – 15.30 | 5X228 Bristol Business School
DEVELOPMENTAL PAPERS

Wellbeing/emotion
Session Chair: Dannielle Talbot

Impact Of P-O Fit On Employee Loyalty – The Moderating Effects Of Firm Performance, Corporate Social Responsibility, Need For Achievement, And Autocratic Leadership (157) Ahmed, Sana; Simha, Aditya


Emotional labour in the Hellenic health sector: A Grounded Theory study (672) Mouratidou, Maria; Crowder, Mark

WED 16.00 – 17.30 | 6X101 Bristol Business School
FULL PAPERS

Callings/authenticity
Session Chair: Poornima Gupta

A Review of Callings at Workplace from 1996 – 2016 and Way Forward (900) Gomez, Jince; Bhargava, Shivganesh

Understanding and Living a Calling: Developing a General Model for Occupational Calling using Systematic Literature Review (908) Gomez, Jince; Bhargava, Shivganesh

Role of Individual Differences and Work Design in Being Authentic at Work (298) Arshad, Mamoona; Malik, Muhammad Abdur Rahman

WED 16.00 – 17.30 | 5X228 Bristol Business School
DEVELOPMENTAL PAPERS

Cynicism/trust/decision-making
Session Chair: Brenda Hollyoak

Subgroup Identification and Trust in Multinational Teams (618) Arman, Gamze; Bell, Suzanne

The Moderated Relationship Between Organizational Cynicism And Intent To Turnover (919) Simha, Aditya; Javaid, Huma; Elloy, David

A Review of Naturalistic Decision Making Applied to Healthcare (836) Woodward, Matt; Gore, Julie; Vasilakis; Christos

THURS 09.00 – 10.00 | 6X101 Bristol Business School
FULL PAPERS

Trust/Cynicism
Session Chair: Andre Soares

“Don’t you know that it’s different for girls”: A dynamic exploration of trust, breach and violation for women enroute to the top (485) Searle, Rosalind H; Sealy, Ruth; Hawkins, Beverly
The ‘Grey Zone’ through the looking glass! Framing the construct of radicalization and its implications for policies around violent extremism (758) Fischbacher-Smith, Denis

THURS 09.00 – 10.30 | 5X228 Bristol Business School

DEVELOPMENTAL PAPERS

Session Chair: Matthew Sorola

Organisational age-friendly HR policy and perceived age discrimination: Inspecting the Role of Diversity Management (994) Adedeji, Oluwatomi; Davies, Eleanor

Don’t Judge The Unknown From Unknown – (Mis)Understood Allotropes Of The Mutated Millennial Generation, And Their Need For Idiosyncratic Deals At Workplace (1017) Kumar, Vijay S; Krishnan, T N

Idiosyncratic Deals (I-Deals) – A Literature Review (1083) Kumar, Vijay S; Nair, Unnikrishnan K

THURS 11.00 – 12.30 | Frome, Exhibition and Conference Centre

SYMPOSIUM

Session Chair: Jon Billsberry

Misfit has been a central theme in Person-Environment (PE) fit scholarship since its inception. While people who fit have higher job satisfaction (Cable & DeRue, 2002; Kim, Aryee, Loi, & Kim, 2013; McCulloch & Turban, 2007; Vancouver & Schmitt, 1991; Wang et al., 2011), contextual, task, and job performance (Kim, et al., 2013; Kristof-Brown, Zimmerman, & Johnson, 2005; Oh et al., 2014), organisational commitment (Kristof, 1996; Kristof-Brown & Guay, 2011; O’Reilly, Chatman, & Caldwell, 1991; Valentine, Godkin, & Lucero, 2002), and organisational citizenship behaviours (Cable & DeRue, 2002; Kim et al., 2013), people who misfit are thought to leave their organisations and find work elsewhere (Chatman, 1989; De Cooman et al., 2009; Schneider, 1987; Schulz, 2001). This ‘misfits leave’ hypothesis is a foundational element in Schneider’s (1987) Attraction-Selection Attrition (ASA) framework; the organisational exit of misfits is the attrition phase that causes organisations to become more homogeneous over time.

Despite the centrality of the misfit concept in the PE fit literature, little research has explored the condition and it is commonly referred to in passing and in unnuanced terms. However, there has recently been a misfit turn in organisational fit research. Recent papers in Academy of Management Journal by Vogel, Rodell, & Lynch (2015) and Follmer et al. (2018) switched the attention of organisational fit research away from the benefits of fit to the deprivations of misfit. Vogel et al. (2015) discovered that people mitigated elements of misfit in their jobs by job crafting and engaging in compensating leisure time activities. Follmer et al. (2018) looked at the emergence of misfit in times of organisational change and found that people make strenuous efforts to reduce or eliminate their misfit. Misfit, therefore, is, at the very least, an uncomfortable condition that people want to free themselves from.

Interestingly, as this misfit turn has focused researchers on people’s problems, it has made the field a lot more practice-oriented. The tone of these papers is that we now have issues to confront rather than prosaic interests to pursue. In light of these developments, we explore some of the practice implications of organisational misfit. The first presentation takes a social network perspective on fit and misfit and questions whether these constructs can be understood as a series of bilateral relationships, as generally operationalised in the literature, and whether we might better understand these states by considering the individual’s varying and varied relationship with the extant social networks.

The second and third presentations explore how our increased understanding of misfit might translate into organisational adaptations. The second focuses on the most unpleasant form of misfit, i.e., misfit that is a by-product of bullying, ostracism, and other isolating acts. In these cases, misfit can be extremely debilitating and may lead to serious wellbeing deficits. This raises questions of what
organisations’ response should be to such occurrences. How can they be prevented? What should their response be? The third paper looks at the age-old problem of selecting applicants based on their anticipated fit. No issue has caused more debate in the organisational fit literature. On one side of this bifurcated arguments, one camp argues that recruiting people who fit will bring benefits such as improved performance, commitment, and satisfaction. On the other side of the argument, people are worried that such approaches will embed existing privilege, protect elites, make victims of victims, and create organisational ‘dry rot’ (Schneider, 1987: 446). In such bifurcated situations, a solution tends to come from one side winning the argument, but from the reframing of the debate. The presenters argue that new insights in the field of misfit are helping us change this discussion.

THURS 11.00 – 12.00 | 6X101 Bristol Business School
FULL PAPERS

Methods (Scale development and CIT)
Session Chair: Julie Gore

Development and Validation of the Multidimensional Turnover Intentions Scale (324) Gomes Menezes, Igor; Gomes Menezes, Ana Cristina Passos; Ruggeri, Kai; Moraes Ramos, Elton; Lozado, Jessica Assis; Muszynski, Patryk; Sandbrand, Damar

The Assessment of Behavioral Competencies Development and Initial Validation Of A New Framework (816) Cortellazzo, Laura; Bonesso, Sara; Gerli, Fabrizio; Foguet, Joan Manuel Batista; Serlavos Serra; Ricard

THURS 11.00 – 12.30 | Thames, Exhibition and Conference Centre
FULL PAPERS

Workplace Behaviour
Session Chair: Rejina M Selvam

Changing Contours Of Psychological Contract Research: Can The Developing World Offer New Perspectives? (684) Khuda, Kudrat; Hack-Polay, Dieu

Workplace Injuries Of Youth: A Moderated Mediated Model Of Transformational Leadership, Safety Behaviour And Training (323) McPhee, Deborah Marie; Samnani, Al-Karim; Schlosser, Francine

The Management Paradox: An Interdisciplinary Review of Perceived Employability and Work Behaviour with Future Research Directions (991) Imam, Hassan

THURS 13.30 – 15.00 | 5X104 Bristol Business School
DEVELOPMENTAL PAPERS

Safety
Session Chair: Ashly Pinnington

Understanding The Role Of Psychological Safety In Virtual Communities (861) Soares, Andre Escorcio; Kumar, Anvita; Biscaia, Rui

Compliance in Safety: The Effect of Perceived Managerial Attitudes (632) Arman, Gamze; Yuce-Selvi, Umran

CyberDOSPERT: Domain Specific Risk Attitude Measure for Cybersecurity and Information Privacy (762) Kharlamov, Alexander; Parry, Glenn; Pogrebna, Ganna; Jaiswal, Aakanksha

THURS 13.30 – 15.00 | 5X105 Bristol Business School
DEVELOPMENTAL PAPERS
Creativity/aggression
Session Chair: Pauline Loewenberger

Help me to be creative! Let me flourish (216) Kulichyova, Anastasia; Moffett, Sandra; McKnight, Judith

Collaborative climate: Is it essential for Creativity? “Cognitive Diversity perspective” (149) Younis, Raghda Aboulsaoud

“Cultural and Situational Determinant of Aggressive Behavior” (413) Harati, Hamidreza; Ashkanasy, Neal; Aslani, Soroush

Organisational Studies
Track Chairs: David Weir, Robert Price, Colm Fearon and Denis Fischbacher-Smith

WED 09.00 – 10.30 | 5X100 Bristol Business School
FULL PAPERS

Session Chair: Robert Price

Forgotten Heroes, Remembering Our Industrial Legacy and Reconstructing Marginalized Regions (903) Linstead, Stephen Andrew

The Interaction of Personality and Innovative climate on Career Growth: A Perspective of Trait Activation (417) Jiang, Yifan; Weng, Derek; Wang, Qiong

Leaving the job and or the profession: From job satisfaction to profession satisfaction (742) Ali Abadi, Hossein; Van Tonder, Chris

WED 11.00 – 12.30 | 5X100 Bristol Business School
FULL PAPERS

Session Chair: David Weir

The organization of fear: displaced children and stolen babies in contemporary Spain (283) Marre, Diana; Gaggiotti, Hugo

The Way Employees are Treated is Predictive of their Feeling of Power (1113) Parmer, Lucinda; Dillard, John

Crossing Boundaries in ‘the field’: Multi-sited Psychosocial Organisational Ethnography (1053) Ozdemir Kaya, Didem Derya; Fotaki, Marianna

WED 14.00 – 15.30 | 5X106 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: David Weir

Looking through the social glass: Exploring nepotism in the cultural and organisational context (1057) Usmani, Sana; Kamal, Muhammad; Sharif, Amir A

Business philosophy, knowledge management and corporate performance: an Anglo-Japanese study (620) Wilson, John Francis; Nonaka, Ikuiro; Choi, Eugene; Tilba, Anna; Wong, Nicholas
When Organisational Prescribe Emotions: a Dark Tourism Perspective (1007) Rodriguez Garcia, Beatriz

THURS 11.00 – 12.30 | 5X100 Bristol Business School
FULL PAPERS

Session Chair: Robert Price

Independent Consultants: A Segmentation, Definition, Review and Research Agenda (555) Cross, David

The Influence of Statutory Retirement Age Extension on Knowledge Staff’s Health & Well Being (410) Fragouli, Evangelia; Li, Susan

Positive Organizational Climate and Organization Effectiveness: A Moderated Mediation Model of Role Efficacy and Gender (1092) Kumar, Umesh; Khatri, Naresh

THURS 13.30 – 15.00 | 5X100 Bristol Business School
FULL PAPERS

Session Chair: David Weir

Organisation Design Using The Viable System Model – Experience From Practice (245) Hoverstadt, Patrick; Loh, Lucy

Audiences and Category Shift in Alternative Conference Organizing (398) Lampel, Joseph; Banerjee, Aneesh; Bhalla, Ajay

Reframing Emotion and Rituals in A Cultural Space: Relational Analysis from Institutional Logics Perspectives (415) Iwashita, Hitoshi

Organisational Transformation Change and Development
Track Chairs: Richard Jefferies and John Mendy

TUES 16.00 – 17.30 | Wye, Exhibition and Conference Centre
WORKSHOP

Session Chair: Patricia Hind

Vocational Universities? Transforming Education To ‘Employment’ (664) Braganza, Ashley; Gupte, Meenakshi Aggarwal; Dora, Manoj; Mullins, Stephen; Sinha, Shuchi

The purpose of this workshop is to examine the increasing number of vocational activities in universities. We use the term employability skill practices to embrace the array of activities including but not limited to giving students competencies that are directly related to ‘getting a job’. We argue that these practices challenge the notion of a university education and will lead to fundamental changes in the nature of university education. We will use institutional theory to explore a range of questions under three headings – the creation of employability practices, the implementation of employability practices and outcomes practices. We want to engage with colleagues to explore this emergent area of change in universities.

WED 09.00 – 10.30 | 5X231 Bristol Business School
DEVELOPMENTAL PAPERS
Session Chair: Joanne Murphy

Determinants of readiness and sustainability for improvement initiatives: systematic mapping review and Delphi study (130) Alasmari, Salem

Back to the Future: Exploring Liminality as Change Failure (299) Murphy, Joanne; Denyer, David

The Use Of Organizational Network Analysis in Change Management: An Italian Case Study (455) Tursunbayeva, Aizhan; Di Lauro, Stefano; Antonelli, Gilda

WED 11.00 – 12.30 | Wye, Exhibition and Conference Centre
FULL PAPERS

Session Chair: Carol Jarvis

The Role of Transformational leadership in Influencing Student Outcomes: Empirical Evidence from Kuwaiti Public Secondary Schools (465) Alfraith, Fraih A; Ali, Maged; Braganza, Ashley

Road to Civil Service Reform through Improved Knowledge Management: A Case of the Planning Commission of Pakistan (925) Amber, Quratulain; Khan, Iram; Ghalib, Asad Kamran

The Role of Sensemaking in the Emergence of a Hybrid Logic: The Case of National Gallery (270) Alshawaaf, Shawaaf; Hee Lee, Soo

WED 11.00 – 12.30 | 5X231 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Theresa Chika-James

Knowledge Transfer and Impact? (465) Bamford, David; Reid, Iain; Forrester, Paul; Dehe, Benjamin; Bamford, Jim; Papalexi, Marina

The Relevance of Interpersonal Skills to Project Management Success – A Stakeholder Perspective (693) Chuku, Kelechi; Procter, Chris

A Longitudinal Multi-Case Study: The Changing Role of Accountants in the Public Sector (921) Setten, Caroline Jane

WED 14.00 – 15.30 | Wye, Exhibition and Conference Centre
FULL PAPERS

Session Chair: John Mendy

How do Employees React to Change Communication? Examining the Role of Change Magnitude and Message Framing (533) Kulkarni, Vaibhavi; Lewis, Laurie; Laster, Nicole

Moderating Effect of Organisational Culture in TQM-Performance Link: Empirical Evidence From Pakistani Manufacturing Industry (892) Shafiq, Muhammad; Zia, Sumreen

Identifying Employee Engagement Practices to Facilitate Organisational Agility: Evidence from a Qualitative Research Conducted in the UK (1014) Azizsafaei, Farzaneh; Sharifi, Hossein

WED 14.00 – 15.30 | 5X231 Bristol Business School
DEVELOPMENTAL PAPERS
Session Chair: Kohol Iornem

Reflections on Employees' Lived Experiences of Organisational Change (272) Mendy, John

Us Against the World: How Employees Make Sense of Permanent Organisation Failure vis-à-vis Outsiders (360) Karumathil, Anjana Achan; Mukherjee, Shibasis

Do Managerial Climate and Psychological Ownership Facilitate Employees' Adaptability for Change Readiness in Malaysian Public Services? (464) Tan, Feecheng; Nadarajah, Devika; Ho, JoAnn

WED 16.00 – 17.30 | 5X231 Bristol Business School

DEVELOPMENTAL PAPERS

Session Chair: Ashley Braganza

Sustainability in STEM Higher Education: It Takes an Institution to Make Social Change (102) Zizka, Laura; McGunagle, Doreen; Clark, Patti

Management Consultancy as Practice: A Critical Review and Research Agenda (280) Hartley, Jeanette; Wright, Alex; Carl, Giacomo

The Learning and Adaptive Processes Required To Manage Disruptive Innovation From A Normative Re-educative Organisational Development Perspective (704) Medina Noel, Jose Luis; Gapp, Rod; Stewart, Heather

THURS 09.00 – 10.30 | Wye, Exhibition and Conference Centre

FULL PAPERS

Session Chair: Patricia Hind

Leading Organisational Change at a London Alternative Provider of Higher Education (356) Madichie, Nnamdi; Mpofu, Knowledge

The Influence of Identity as Power Mechanism in Unplanned Organisational Change (928) Winkler-Titus, Natasha; Crafford, Anne; Stanz, Karel

Winds of Turbulence crashing on Green Stools: Reflections on Organisational Management (936) Kofinas, Alexander Kyriakos; Clements, Andrew; Barber, Stephen

THURS 11.00 – 12.30 | Wye, Exhibition and Conference Centre

FULL PAPERS

Session Chair: Theresa Chika-James

Knowledge Evolution Within Business Processes Undergoing Planned/Radical Change (343) Alyaseen, Nouf M B; Braganza, Ashley

Moving Places, Open Spaces: The Intersecting Influences of Office Space, Organizational Change, Communication and Organisational Culture (510) Smollan, Roy Kark; Morrison, Rachel Lopes

Reflections on the Conceptual Frame and Methodological Design of a Process Approach to Studying Processes of Change in Organizations (418) Dawson, Patrick Mark

THURS 11.00 – 12.30 | 5X231 Bristol Business School

DEVELOPMENTAL PAPERS
Session Chair: Kohol Iornem

Embedding the Patient During a Service Improvement Programme in a Healthcare System. Making Beds in the NHS (830) Thompson, Thomas Edward

Speed of Transformation in the Face of International Markets: The Audit Profession in China (867) Campbell, Shelagh M R; Zhang, Zhou; Sinclair, Paul; Li, Yingqi

The Role Of Artifacts In Endogenous Change: The Case Or Nurses’ Handoff Routine (964) Cecchi, Saveria; Rouby, Evelyne

**THURS 13.30 – 15.00 | 5X231 Bristol Business School**

**DEVELOPMENTAL PAPERS**

Session Chair: TBC

Towards The Understanding of Collective Readiness For Change: A Multi-level View (953) Menting, Magteld Mathilda; Naughton, Shahnaz

Role Of Idiosyncratic Deals and Mindfulness in Empowering Learned Helplessness Individuals From A State Of Resistance To Change – An Exploratory Study (1095) Kumar, Vijay S

Managing Change: A case of REC to understand the cultural change management in an organisation (1006) Idrees, Syeda Sidra; Shabbir, Hamza

**Performance Management**

**Track Chairs: Luisa Huaccho-Huatuco and Vinh Chau**

**WED 09.00 – 10.00 | 3X107 Bristol Business School**

**FULL PAPERS**

Session Chair: Jonathan Liu

The Performance Management and Appraisal in Higher Education (171) Camilleri, Mark Anthony; Camilleri, Adriana

There’s something about Buddha! A Tale of Two Family Business CSR Practices as dictated by Religion and Spiritual Values in Thailand (854) Chau, Vinh Sum; Tantiwong, Jidanun

**WED 11.00 – 12.30 | Danube, Exhibition and Conference Centre**

**DEVELOPMENTAL PAPERS**

Session Chair: Vinh Chau

SME Productivity Stakeholders: Getting In The Right Orbit (786) Jones, Ollie

Value of the Firm and Customer Equity under Conditions of Uncertainty (638) Bick, Geoff; Joosub, Tasneem

Determinants of Credit Limit in Interbank Lending: Evidence From Russia (1065) Pustovalova, Tatiana; Makarova, Olga
WED 16.00 – 17.00 | 3X107 Bristol Business School

FULL PAPERS

Session Chair: Luisa Huatuco

Does managerial training have any impact on the performance on MSE managers? Evidence from Ghana (835) Atiase, Victor Yawo; Botchie, David

Toward a Further Understanding of Occupational Commitment and Its Relationship to Job Performance: A Meta-Analysis (294) Wang, Qiong; Jiang, Yifan

THURS 09.00 – 10.30 | Arun, Exhibition and Conference Centre

DEVELOPMENTAL PAPERS

Session Chair: Vinh Chau

Student Engagement, Performance Management and Productivity (616) Liu, Jonathan; Ellis, Stephen; Cole, Rosanna

Revisiting Alignment and Its Relation to Performance Measurement through Cognitive Mapping (827) Armstrong, Ryan Christopher

Exploring the Reconfiguration of Accountability in a Fluid Organisation (860) Chai, Sung Hwan; Nicholson, Brian; Scapens, Robert W; Yang, ChunLei

THURS 11.00 – 12.30 | 5X106 Bristol Business School

DEVELOPMENTAL PAPERS

Session Chair: Luisa Huatuco

The Effectiveness of Customer Education: Evaluating Synchronous and Asynchronous E-learning Technologies (927) Dadd, Deneise; Hinton, Matthew

The National Lottery – A model for Performance Management and Productivity (1005) El Bachire Thiam, Mouhamed; Liu, Jonathan; Spyridis, Thanasis

The Impact of Digitalisation on Supply Chain Management, Customer Service Delivery, and the Accounting Performance of Automotive Companies and Suppliers in Germany (705) Barjasic, Ivan; Prasto, Arny

Adjusting Transfer Pricing Model for Better Performance Analysis (1060) Makarova, Olga; Pustovalova, Tatiana

THURS 13.30 – 15.00 | 3X107 Bristol Business School

FULL PAPERS

Session Chair: Jonathan Liu

Key criteria affecting passengers’ choice between train and plane: A case study (572) Zhao, Yu; Huaccho-Huatuco, Luisa Delfa

Performance Management in Nigeria’s Public Health Sector: Development and Issue (992) Egbegi, Jean; Loewenberger, Clark, John

Development and validation of a performance measurement system based on Islamic principles (1060) Haniffah, Noor Leena; Ahmed, Pervaiz Khalid; Shaiban, Mohamed Sharaf
Public Management and Governance
Track Chairs: Ian Hodgkinson and Russ Glennon

WED 09.00 – 10.30 | 5X105 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Sharon Williams

Border Work: The Craft Of Orchestrating Collaborative Effort In 'The Swamp’ – An Exploration Of Collaborative Practice In The Context Of Health And Social Care Integration In Scotland (1104) Mulherin, Tamara Jane

Co-production in Healthcare: A Scoping Review of Meanings, Models and Methods (508) Williams, Sharon; Radnor, Zoe; Gillon, Anne Clare

‘It Was a Different Day, We Were a Different Kind Of Organisation’: The Role of Myth in a Hybrid Organisation (352) Rostron, Ali

WED 11.00 – 12.30 | 3X107 Bristol Business School
FULL PAPERS

Session Chair: Danielle Tucker

The Cassandra Syndrome? Early Warnings and Near Miss Events in Health Care (756) Fischbacher-Smith, Denis

Leadership in the Clinical Directorate: Insider Perspectives (886) Keenan, Marina Grace; Wilson-Evered, Elisabeth; McGrath, G Michael

Collective hubris: Organizational pathology in the UK National Health Service (468) Tucker, Danielle; Hendy, Jane

WED 14.00 – 15.30 | 6X270 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Hugh Waters

An examination of the governance of collaboration: the case of the Fire and Rescue Service in England (717) Lakoma, Katarzyna; Glennon, Russ; Murphy, Peter; Valero-Silva, Nestor

The impact of corruption on government construction projects cost performance in an emerging economy: evidence from Ghana (968) Damoah, Isaac Sakyi; Akwei, Cynthia A.

Developing Entrepreneurial Leadership With Public Service Mutuals (744) Waters, Hugh

WED 16.00 – 17.30 | 3X110 Bristol Business School
FULL PAPERS

Session Chair: Stephen Teo

From Work Harassment to Well-Being: The Moderating Effect of Psychological Capital (1026) Dudau, Adina; Kominis, George; Brunetto, Yvonne
Public Sector Ethical Leadership and Change Recipients Psychological Well-being (206) Teo, Stephen, T.T; Nguyen, Diep; Pick, David

Conceptual Skills in Innovative Leadership in Public Sector Change (229) Jasim, Arif Fadhel; Pinnington, Ashly; Suseno, Yuli

THURS 09.00 – 10.30 | Isere, Exhibition and Conference Centre
DEVELOPMENTAL PAPERS

Session Chair: Panos Panagiotopoulos

Conceptualising Information-Based Regulation: Towards a Future Research Agenda (798) Panagiotopoulos, Panos; Bowen, Frances

Recent Changes in Governance Frameworks and the Implication on Innovation in the Public Sector: Research Plan (317) Albakhiti, Mohammed Saleh; Nandy, Monomita

Local Government-NGO Collaboration and Quest for Inclusive and Accountable Local Governance: A Study of Union Parishads in Bangladesh (589) Nasrullah, Amir Mohammad

THURS 11.00 – 12.00 | 5X105 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Lara Audu

Social Housing Right-to-Buy Policy: Public Value Perspective (255) Sadiqi, Jawed; Irani, Zahir

Critical Success Factors of Public Procurement Practices Implementation: Evidence from an Emerging Economy (1020) Audu, Lara Oziofu; Chika-James, Theresa A; Rowlands, Hefin

THURS 13.30 – 15.00 | Arno, Exhibition and Conference Centre
FULL PAPERS

Session Chair: Martin Harris

Managing The Integration Conundrum: The Case Of Inter-Professional Team Working (256) Harris, Martin; South, Nigel

Organizational Climate and Well-being: A Multi-level Mediated Analysis within New Zealand Academic Institutions (158) Haar, Jarrod; Teo, Stephen T.T; Rasmussen, Erling; Bentley, Tim

Effects of Psychological Safety Climate on Psychological Well-being in the Public Sector: A Mediating Mechanism (211) Nguyen, Diep Thi Ngoc; Teo, Stephen; Pick, David

Research Methodology
Track Chairs: Murray Clark and Sophie Mills

WED 09.00 – 10.30 | Wye, Exhibition and Conference Centre
FULL PAPERS

Interviewing and Narrative Analysis
Session Chair: Juliet Kele

You Speak, I Draw: A Visual Timeline Approach to Narrative Interviewing (876) Spencer, Leighann
On Doing Narrative Analysis (530) Symons, Christine Elizabeth; Pick, David; Richardson, Julia

If I only had time! Addressing temporal issues for gaining organizational access for international qualitative research (458) Lee, Bill; Aslam, Usman

**WED 11.00 – 12.30 | Arun, Exhibition and Conference Centre**

**DEVELOPMENTAL PAPERS**

**Visual Methods and Analysis**
**Session Chair: Sophie Mills**

The Final Notch: Using Visuals To Enhance Theory-Building? (368) Reissner, Stefanie C; Izak, Michal

Mixing Visual Management With Visual Sociology (450) Cluley, Victoria; Bateman, Nicola

Framing Analysis and its Uses in Business and Management Research (999) Goethals, Sametha

**WED 14.00 – 15.30 | 7X200 Bristol Business School**

**DEVELOPMENTAL PAPERS**

**Reflections on Methodology**
**Session Chair: Amanda Lee**

Using Autoethnography to Examine Lived Experience, and Adapting Autoethnography to Ensure Research Credibility (319) Brown, David Michael

Intersectional Fusion and Fission: Power Relations In Qualitative Interviewing (870) Kele, Juliet Elizabeth; Cassell, Catherin

Intellectual Quietness: Our Struggles With Researching Creativity As A Process (690) Dorfler, Viktor; Stierand, Marc Benjamin; Chia, Robert

**WED 16.00 – 17.30 | Wye, Exhibition and Conference Centre**

**FULL PAPERS**

**Rigour and research design**
**Session Chair: Murray Clark**

The Evidence for Common Method Bias: Time to Think of Abandoning the Myth? (110) Bozionelos, Nikos

Hitting the bullseye! Impact of methodological rigor and research design on article citations for qualitative case studies (851) Michael, Gibbert; Nair, Lakshmi Balachandran; Hoorani, Bareerah Hafeez

An Intertextual Analysis of Organisational Identity Claims in the Annual Reports of UK Magazine Publishing Firms, 2004-13 (514) Mline, Alastair; Tacon, Richard

**THURS 09.00 – 10.30 | 5X103 Bristol Business School**

**FULL PAPERS**

**Reflexivity, Methodology and Philosophy**
**Session Chair: Marc Stierand**

Foundations Of A Reflexive Strategy For Analysis Incorporating Researcher Lived Experience In Management Research (553) Green, Emma; Pandya, Kaushik; Couch, Oliver
Standing in the Shoes of Giants: Teaching Research Philosophy (957) St John Renshaw, Phil; Robinson, Jennifer; Parry, Emma

Advancing ‘Epistemic Reflexivity’ as Multiple Forms and Methodological Process in International Business and Management Research: a Bourdieusian Perspective (957) Guttormsen, David S.A

THURS 09.00 – 10.30 | 7X204 Bristol Business School

DEVELOPMENTAL PAPERS

Methodological Perspectives
Session Chair: Murray Clark

Longitudinal Case Study Research: A Multidisciplinary Perspective (894) Lamb, Philippe; Darouchi, Oussama

One Hypothesis One Science (137) Amatucci, Marcos

Conducting Umbrella-Reviews – Methodical Issues and Evaluation (795) Auschra, Carolin; Berthod, Olivier

THURS 11.00 – 12.00 | 5X101 Bristol Business School

FULL PAPERS

Qualitative Research Practice
Session Chair: Viktor Dorfler

Using Abductive Reasoning to Explore Performance Management in Nigeria’s Public Health Sector (996) Egbegi, Jean; Loewenberger, Pauline; Clark, John

Qualitative Research Methodology: A Neo-empiricist Perspective (1054) Kesseba, Khaled; Clark, Murray C; Awolowo, Ifedapo Francis

Risk and Crisis Management
Track Chairs: Denis Fischbacher-Smith, Moira Fischbacher-Smith and Alan Irwin

THURS 11.00 – 13.00 | 3X107 Bristol Business School

FULL PAPERS

Session Chair: Denis Fischbacher-Smith, Moira Fischbacher-Smith and Alan Irwin

The nexus between ERI Framework and Employee Burnout in Terrorism-Ridden Areas (311) Soomro, Shuaib Ahmed

‘Living With’ Terror: The Media, Terrorism And The Notion of Mutuality (760) Fischbacher-Smith, Denis

Safety Leadership in Complex High Risk Environments: a theoretical synthesis and integrative framework (677) Jubault Krasnopevtseva, Natalia; Thomas, Catherine; Kaminska, Renata

DEVELOPMENTAL PAPERS

Asymmetry Between Enactment and Formal Procedures: A Routine Perspective on Organizational Safety (980) Tewari, Neha; Pilbeam, Colin; Denyer, David
Strategy
Track Chairs: Efthimios Poulis, Konstantinos Poulis and Ioannis Christodoulou

TUES 16.00 – 17.30 | 5X101 Bristol Business School
WORKSHOP

Session Chair: George Burt

Map your strategy: Help strategy synthesis (1094) Reinmoeller, Patrick; Baaij, Marc

Strategy in business courses often relies on well-known concepts based on existing research and taken-for-granted beliefs to organize facts and new ideas accordingly. This is problematic for several reasons. The uncertainty of new technological and geopolitical challenges may raise the opportunity costs of applying diffused and dated tools. Teaching students a set of tools may help in the short-term to repeat the solution when similar problems occur but it does not build building critical thinking skills. A complementary approach to teaching strategy that helps critical thinking so as to enable practitioners meet new challenges is needed. Research and practice in (executive) teaching and consulting over the last decade has resulted in such a complementary approach. This workshop presents, explains and stimulates hands on application in the interactive workshop.

WED 09.00 – 10.30 | 3X110 Bristol Business School
FULL PAPERS

Session Chair: Peter Galvin

Conceptual Development in the Dynamic Capabilities Literature: A Systematic Review (1028) Nguyen, Hang T.T; Pham, Hanh S.T; Pattinson, Steven

Dynamic Capabilities under Political Uncertainty: The Oxford Scenario Planning Approach (OSPA) Applied to an Emerging Economy (150) Stein, William Castillo; Azalia, Juan Carlos Ladines; Pyper, Neil

Exploring the Relationship Between Dynamic Capabilities and Human Capital in Vietnamese Tourism Organizations (1012) Nguyen, Hang T.T; Pattinson, Steven; Pham, Hanh S.T

WED 11.00 – 12.30 | 3X110 Bristol Business School
FULL PAPERS

Session Chair: Robert Anthony Gorzynski

Product Uniqueness and Production Strategy in the Scotch Whisky Industry (483) Lampel, Joseph; Ronen, Daniel; Banerjee, Aneesh

A Concise Theoretical Review of Organizational Ambidexterity Research (183) Kassotaki, Olga

On the Contingent Value of Organizational Ambidexterity for Performance: The Curvilinear Moderating Effect of Uncertainty (812) Suk Yang, Oh; Min Park, Jun; Ho Yang, Yoon

WED 11.00 – 12.30 | 6X270 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Maria Boura
Managing Cross-Border Mergers and Acquisitions: A Review of Successes and Failures (390) John, Anna; Meadows, Maureen; Lawton, Thomas

An Experimental Approach to Sabotage Activity in Mergers and Acquisitions (841) Degischer, Daniel; Wieser, Desiree

A Competing Risks Analysis of Two Interrelated Strategies: Making an Acquisition and/or Being Acquired (909) Kastrinaki, Zafeira

Coding Data from Strategy Development Exercises: Conversation and Video (423) Meadows, Maureen; O’Brien, Frances

WED 14.00 – 15.30 | 5X107 Bristol Business School

FULL PAPERS

Session Chair: John Parnell

Firm Boundaries Revisited – How Firms can Alter Transaction Costs Through Design Choices (584) Galvin, Peter; Burton, Nicholas

Managerial risk taking in peer to peer investments: A study of the Indian banking industry (577) Basu, Shubhabrata; Aulakh, Preet

Leveraging social media to promote tourist sites: insights from sub-Saharan Africa (526) Amankwah-Amoah, Joseph; Osabutey, Ellis; Hinson, Robert

WED 14.00 – 15.30 | Frome, Exhibition and Conference Centre

FULL PAPERS

Session Chair: Gabriel Martinez

The Value Of Connectivity: How And Why A Sense Of Connection With The Natural World Contributes To The Ability Of Small And Medium-sized Environmental Organisations To Think Strategically? (658) Gorzynski, Robert Anthony


Triple bottom line mission and financial performance: the role of CSR (569) Abdelkareem, Reda; Karami, Azhdar

WED 14.00 – 15.30 | 7X204 Bristol Business School

DEVELOPMENTAL PAPERS

Session Chair: Zafeira Kastrinaki

Keep it or share it? The impact of platform rent appropriation on quality of complementary products (486) Tavalaei, Mahdi M

Environmental social performance: Imitating competitive strategy-leaders (862) Boura, Maria; Spanos, Yiannis E; Voudouris, Irini

Relationship Between Knowledge Search Portfolio and New Knowledge Development: The Moderating Role of Firms’ R&D Structure (332) Khurshid, Faisal; Park, Woo-Yong; Chan, Felix T.S

Misattribution of Success and the Daigou Paradox (1002) Hughes, Chih-Hsien; Lucas, Gerardus JM; Brown, Dana; Hughes, Paul
WED 16.00 – 17.30 | 5X101 Bristol Business School  
**FULL PAPERS**

Session Chair: Garry Elliot

- Capability bundles underpinning market and nonmarket strategy: Evidence from the United Kingdom (132) Parnell, John A; Brady, Malcolm
- Teaching Strategy – A Wicked Art! (683) Thakur, Munish; Saggurthi, Suneetha
- Success or failure: A post-merger analysis of United Airlines (575) Manuela Jr, Wilfred Sebastian; Rhoades, Dawna L; Curtis, Tamilla

WED 16.00 – 17.30 | Severn, Exhibition and Conference Centre  
**FULL PAPERS**

Session Chair: David Sarpong

- Innovation Aspects In Sustainable Business Models: A Conceptual Framework (596) Martinez, Gabriel; Renukappa, Suresh; Suresh, Subashini
- Re-interpreting the merger paradox: a real options approach to understanding M&A decisions (905) Kastrinaki, Zafeira; Tsagkanos, Athanasios; Angwin, Duncan
- Risk Management: Its role in preventing safety and environmental accidents (406) Fragouli, Evangelia; Nzioka, Fave; Manar, Selma

THURS 09.00 – 10.30 | 3X110 Bristol Business School  
**FULL PAPERS**

Session Chair: Maureen Meadows

- Strategic planning activity, middle manager divergent thinking, external stakeholder salience, and organisational performance: A study of English and Welsh police forces (351) Elliot, Garry; Day, Marc; Lichtenstein, Scott Samuel
- Developing an alternative strategic thinking perspective: Towards a framework of systems strategic thinking (633) Maistry, Nandarani; Bui, Hong
- Patterns Of Strategy – A New Approach To Strategy Development (247) Hoverstadt, Patrick; Loh, Lucy

THURS 09.00 – 10.30 | 5X115 Bristol Business School  
**DEVELOPMENTAL PAPERS**

Session Chair: Evangelia Fragouli

- Thinking Before You Act? The Role Of Intuitive Thinking In Dynamic Capabilities (691) Fernandes Rodrigues, Marlon; Vasconcelos Ribeiro Galina, Simone
- Big Data (re)sources – an impetus for new dynamic capabilities (517) Brewis, Claire Catherine
- Innovation Outcome Prediction by means of Value Capture Theory and Artificial Intelligence (739) Di Lecce, Michele; Johnson, Dyneshia; Neri, Ferrante
THUR 11.00 – 12.30 | 3X110 Bristol Business School
FULL PAPERS

Session Chair: Patrick Reinmoeller

Heterogeneity In Strategy Implementation Barriers And Their Competitive Implications – Using A Resource Weakness Lens (1090) Amjad, Muhammad; Thomas, Lisa

Environmental Scanning: Untangling Threats, Opportunities and the Influence of Perceived Environmental Uncertainty (550) Robinson, Craig Vincent; Simmons, John

What Scenarios Are and Are Not (429) Spaniol, Matthew Jon

THURS 11.00 – 12.00 | 5X228 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Anna John

A strategic approach to develop measures to survive, sustain and grow SMEs in the fast food restaurant sector within the Nigerian economy (789) Nweke, Emeke

Corporate Entrepreneurship and Environmental Influence on the Performance of the Nigerian Manufacturing Firms (354) Madichie, Nnamdi; Omisore, Segun; Nwankwo, Sonny; Huang, Qian

THUR 13.30 – 15.00 | 2X242 Bristol Business School
FULL PAPERS

Session Chair: Olga Kassotaki

On the creative emergence of strategic foresight: A distentive capability approach (291) Sarpong, David; Eyres, Eye

Defragmenting Policy and Stakeholder Narratives (251) Burt, George; Mackay, David; Mendibil, Kepa

Need for adaptiveness in Strategic Analyst Role (1084) Broderick, Anne; Schlick, Sandra

THUR 13.30 – 14.30 |3X110 Bristol Business School
FULL PAPERS

Session Chair: William Castillo Stein

Achieving Strategic Consensus through Individuals Social Practice: The Perspective of Kuwaiti Managers (1032) Almansour, Jarrah; Obembe, Demola

Investigating Strategic-Implementation relative to Organisational-Commitment in the Sheffield City Region (208)

Strategy-as-Practice
Track Chair: Muhammad Amjad

WED 09.00 – 11.00 | 3X105 Bristol Business School
FULL PAPERS
Session Chair: Muhammad Amjad

Past Leadership Influence On Organization Structure, Strategy And Knowledge Management (342) Simani, Lucy

Professional sports teams: Going beyond the core (428) Pritchard, Adrian; Cook, David; Jones, Andrew; Bason, Tom; Salisbury, Paul; Hickman, Ellie

Bottoms up! – Understanding Competitiveness Through The Practice Lens (829) Qazi, Kamal

CSR Practices: How Internal Discourse Moderates CSR Implementation and Outcomes. (787) Howard, Kerrie

WED 16.00 – 17.30 | 5X106 Bristol Business School
DEVELOPMENTAL PAPERS

Session Chair: Lisa Thomas

Prescribed or enacted? Strategy-making with numbers to navigate complexity (828) Chalkias, Konstantinos; Jarzabkowski, Paula

Exploration of Institutional Liminality in Developing a Business Model as a Catalyst for Sectoral Change (659) Urwin, Gerry

Strategic transformation practice; How do leadership teams balance managing present concerns whilst co-creating future aspirations in a VUCA world? (440) Cousquer, Stefan; Page, Nadine

THURS 09.00 – 10.00 | Breakout Room 4, Exhibition and Conference Centre
DEVELOPMENTAL PAPERS

Session Chair: Muhammad Amjad

Strategizing-as-Competing Practices to Situate a New Market for Power in a Circular Economy (1063) Jalili Tanha, Thomas; Mason, Katy; Palo, Teea

How Charity Boards Determine Their Strategy For Africa: A Realist Synthesis (881) Sachikonye, Crispen Garikayi

THURS 11.00 – 12.30 | Danube, Exhibition and Conference Centre
FULL PAPERS

Session Chair: David Sarpong

Capturing the ‘Sparkle’ – Participative and inclusive strategy making in a children’s hospice (489) Smith, Marisa Kay; McGill, Maria; Anderson, Gillian

The Performance Of Strategy: Analysing Annual General Meetings From A Practice Perspective (493) Ogwude, Uche

How to Get Away with Murder: Front-line Managers’ Creative Consumption of Strategy (889) Elbasha, Tamim

Sustainable and Responsible Business
Track Chair: Helen Goworek, Konstantina Skritsovali and Jonathan Louw
TUES 16.00 – 17.30 | 5X107 Bristol Business School

**WORKSHOP**

Session Chair: TBC

Innovating Sustainable Business Education: How to Engage Theory and Practice for a Better Future (755) Gapp, Rod; Stewart, Heather; Brooks, Simon; Birrell Ivory, Sarah

There are two reasons for this workshop; first the educational position. When individuals enjoy and have a desire to learn the uptake of knowledge is enhanced and the learning is retained. Therefore, to ensure sustainability as evidence through Sustainable Management Practice (SMP) is a relevant and worthwhile field of management study the engagement of students is important, preventing it from becoming just another management fad. Here because of the importance of the topic this engagement is seen as life-long learning, not just the activities undertaken in a classroom or course. The second is the future of the planet, which is now at risk from the existing social demands driven by the business models contained within the consumer society. How does the innovative business of the future become even more profitable through the use of sustainable management practices? Such engagement ensures the business while sustaining the planet. This workshop aims at engaging the audience in order to answer these two questions.

WED 09.00 – 10.30 | 3X109 Bristol Business School

**FULL PAPERS**

**CSR 1**

Session Chair: Konstantina Skritsovali

Explaining Corporate Social Irresponsibility from a Dual Economic and Institutional Perspective: A Case Study of the Soma Mine Accident (210) Atay, Erhan; Terpstra-Tong, Jane Lai Yee

Reputational Challengers and Corporate Accountability Construction: The Influence of Organizational Stigmatization on Legitimacy Claims in CSR Disclosures (194) Jha, Harsh Kumar; Kozhevnikov, Andrew; Liu, Bin

Measuring the results of Corporate Social Responsibility: unmasking the gap (if any) between theory and practice (227) McGeough, Blath; McGeough, Francis

WED 09.00 – 10.30 | 5X103 Bristol Business School

**DEVELOPMENTAL PAPERS**

**Sustainability**

Session Chair: Heather Stewart

Organisations, Ecosystems Services and Corporate Sustainability: A 21st Century Solution? (381) Craddy, Angela Naomi; Russell, Sally

A typology of environmental capabilities of SMEs: uncovering capabilities for a transition towards sustainability (391) Baranova, Polina

An Updated Conceptualisation of Corporate Sustainability: Five Resources Sustainability (244) Ivory, Sarah; Brooks, Simon

Revisiting Sustainability: Are We Losing Sight of the Forest by Understanding Trees? (260) Iman, Nofie
WED 11.00 – 12.30 | 3X109 Bristol Business School
FULL PAPERS

Supply Chain Management
Session Chair: Anthony Alexander

Sustainable Development in Supply Chain: A New Zealand Empirical Study (147) Sajjad, Aymen; Eweje, Gabriel; Tappin, David

Governing Sustainability in Supply Chains: Challenges and Opportunities (148) Sajjad, Aymen; Eweje, Gabriel; Tappin, David

Tales From The Countryside: Passing The Environmental Buck (394) Glover, Jane; Touboulic, Anne

WED 11.00 – 12.30 | 5X103 Bristol Business School
DEVELOPMENTAL PAPERS

SDGs &CSR
Session Chair: Konstantina Skritsovali

Performance metrics and the Sustainable Development Goals: bridging local and national scales via empirical case study in sustainable supply (1030) Alexander, Anthony; Delabre, Izabela

Are Corporate Sustainability Indices Aligned With The Sustainable Development Goals (608) Bolourian, Soudabeh; Margenats, Francisco Sierra; Angus, Andrew

Evaluating Practices and Challenges of Corporate Social Responsibility in Saudi Arabia (524) Shalhoub, Abdulaziz

Corporate Social Responsibility and Corporate Resilience in Emerging Markets: A Board Capital Perspective (1091) Nair, Sumod Sarashwathy Divakaran

WED 14.00– 15.30 | 3X109 Bristol Business School
FULL PAPERS

CSR 2 – education and experts
Session Chair: Jonathan Louw

Eschatology or Productivity: What Can the CSR Academy Contribute to the British Academy’s Future of the Corporate Project? (607) Hirst, John Edwin

Sustainability Communication and Evaluation: A Practice-based Case Study on British Egyptian Universities Value-chain (1022) Adel, Heba Mohamed; Mahrous, Abeer

Trust the Experts? The Role of Consultants’ Human Capital and Moral Identity in Markets for Virtue (823) Iatridis, Konstantinos; Kesidou, Effie; Gond, Hean-Pascal

WED 14.00– 15.30 | 3X110 Bristol Business School
FULL PAPERS

SMEs and entrepreneurship
Session Chair: Polina Baranova

Entrepreneurial Discourse from a Critical Feminist Perspective (186) Harrer, Theresia; Lehner, Othmar M
What Does It Take To Pay A Fair Day’s Wage?: A Post-Dualistic Exploration Of British SMEs’ Experiences Of Living Wage Adoption and Accreditation (338) Werner, Andrea

Cross-Sector Collaboration and Business Sustainability or Organic Small Farms (531) Han, I

WED 14.00– 15.30 | 5X105 Bristol Business School

DEVELOPMENTAL PAPERS

Leadership & Wellbeing
Session Chair: Simon Brooks

The Responsible Management and Leadership Paradox: Applying the Conceptual Lens of Organizational Ambidexterity (971) Smith, Simon; Perriman, Alice; Trimm, Annabelle

Economics of Happiness: A systematic review and research agenda (802) Jain, Mansi; Sharma, Gagandeep

Impact of Climate Change of Business: An Institutional Filed Perspective (944) Agrawal, Shambhavi

Trickle-down effects of unethical leadership: Insights from meaning making (1075) Manjunath, Preethi Misha

WED 14.00– 15.30 | Breakout Room 1, Exhibition and Conference Centre

DEVELOPMENTAL PAPERS

Environmental Sustainability
Session Chair: Helen Goworek

Business Environmental Responsibility: A Framework for Assessing the Legitimacy of Companies’ Pro-Environmental Activities (543) Ferreira, Carlos Eduardo; Magrizes, Solon; Lazell, Jordon

Work-Life-Environmental Balance: An Agenda for Management Practice (367) Arnsten, Alexandra Elisabeth; Philp, Bruce; Carey, Charlotte

Modelling Sustainable Performance in Certified B Corporations (1056) Dikaiou, Agni

WED 16.00– 17.30 | 3X109 Bristol Business School

FULL PAPERS

CSR 3
Session Chair: Konstantina Skritsovali

Agency problem, CSR disclosure and firm performance: Evidence from the US (930) Pham, Hanh Song Thi; Tran, Hien Thi

CEO incentives and Corporate Social Responsibility Reputation: Empirical evidences from MNCs in the US (942) Tran, Hien Thi; Pham, Hanh Song Thi

The Tao Of Trust – Where Privacy And CSR Harmonise. A Qualitative Analysis Of Organisations Privacy Protection Disclosures In CSR Reports (962) Lyons, Valerie Rosanna; Van Der Werff, Lisa; Lynn, Theo

WED 16.00– 17.30 | 5X103 Bristol Business School

DEVELOPMENTAL PAPERS

Strategy
Session Chair: Polina Baranova

Controlling for Sustainability Strategies: A Resource-Contingency Perspective (535) Ghosh, Biswaraj; Mangena, Musa; Herzig, Christian

Controlling for Sustainability Strategies: The Role of Internal Sustainability Professionals (604) Ghosh, Biswaraj; Herzig, Christian; Mangena, Musa

Controlling for Sustainability Strategies: Empirical Evidence from the UK (512) Ghosh, Biswaraj; Herzig, Christian; Mangena, Musa

THURS 09.00 – 10.30 | 3X109 Bristol Business School

FULL PAPERS

Sustainability in Utilities
Session Chair: Jonathan Louw

What Does It Mean To be Water Sustainable? (637) Morris, Jonathan; McGuinness, Martina

Applying the Resource-Based View to Community Energy Projects (732) Dibb, Sally; Roby, Helen; Macpherson, Robbie

The Role of Agency and Structure in the Adoption of Logica Configurations for Corporate Sustainability (767) Mapelli, Francesca; Vazquez-Brust, Diego Alfonso

THURS 09.00 – 10.30 | 5X106 Bristol Business School

DEVELOPMENTAL PAPERS

Innovation & Creativity
Session Chair: Heather Stewart

Measuring Corporate Social Innovation Capability: A Scale Development Study (813) Esen, Ayla; Maden-Eyiusta, Ceyda

The role of Focal Companies in Stimulation Sustainable Innovation In a Supply Chain: The Case Of The Oil and Gas Industry (910) Almataani, Amor Nasser

Exploring The Relationship Between Creativity, Sustainability And Product Development In The Fashion Industry (1086) Goworek, Helen; Oxborrow, Lynn

THURS 11.00 – 13.00 | 3X109 Bristol Business School

FULL PAPERS

International Sustainable Development
Session Chair: Anthony Alexander

A Comparative Exploration Of The Differences Of Poverty Perception Between Elites And The Poor: A Study Of Nigeria And South Africa (246) Ayenuyo, Feyishola Omowunmi; Reynolds, Noelia-Sarah; Holt, Diane

Challenges of Socio-Environmental Sustainability and New Media Potentials: An Empirical Evidence from Nigeria (288) Smart Oruh, Emeka; Mordi, Chima

Reconceptualising The Relationship Between Institutions And Attitudes Towards Firm-Leve Corporate Social Responsibility (1010) Konwar, Ziko; Cheah, Jeremy Eng-Tuck; Wei, Yingqi
A Scoping Review of Business Model Configurations for Diffusing High-Tech Innovations at the Bottom of the Pyramid (301) Adams, Richard James; Barrington, Dani; Collins, Matt; Hutchings, Paul; Ihasz, Orsi; Kolios, Athanasios; McAdam, Ewan; Moreno, Mariage; Parker, Alison; Tyrrel, Sean; Vyakarnam, Shailendra; Williams, Leon

THURS 11.00 – 12.30 | 5X102 Bristol Business School

**DEVELOPMENTAL PAPERS**

**Alternative business models/Education**

Session Chair: Jonathan Louw

‘The Circular Economy: from Buzz Word to Conceptual and Theoretical Clarity in Management Studies’ (193) De Angelis, Roberta; Howard, Mickey

Circular Economy and Entrepreneurship: The state of research in management journals (939) Tuladhar, Alisha; Iatridis, Kostas

“It Is Not Productive To Be Too Critical”. A Developmental Paper On The Master’s Programs in Sustainable Management In Finnish Business Schools (814) Aaltonen, Valtteri Anttoni

Engaging People in Sustainability via Stories (635) Baden, Denise; Burns, Carole; Jahan, Aiysha; Bartlettt, Laura

THURS 13.30 – 15.00 | 3X109 Bristol Business School

**FULL PAPERS**

**Environmental Sustainability**

Session Chair: Helen Goworek

Pulling on heartstrings: The emotional work of climate change actors (460) Russell, Sally; Craddy, Angela; Ross, Amy

Disentangling Corporate Environmentalism: A Systematic Review (870) Suman, Shekhar; Das, Satyasiba

The Role Of Managers In Improving Employee Performance In Green Buildings: A Systematic Literature Review (203) Panda, Subha D; Fan, David; Brown, Kerry