

BAM2019 Paper Presentation Times

Corporate Governance

Track Chairs: Donald Nordberg and Jia Liu

WED 08.30 – 10.30 | NW109, North Wing

FULL PAPERS

Session Chair: Sabur Mollah

Does Active Return of Indian Mutual Funds Maximize Investor's Return? (214) Mohanti, Debaditya

Corporate Governance Practices and Firm Performance in the UK Insurance Industry, Does This Relationship Hold True During Financial Distress? (1117) Abdoush, Tony

The Commercialisation of Microfinance Institutions (MFIs) in Developing Countries and Financial and Social Performance (216) Sherpa, Sanjib; Olarewaju, Tolu

Why Does CEO Turnover Lead To CFO Turnover? (517) Talukdar, Bakhtear; Mollah, Sabur; Mishra, Suchismita

WED 09.00 – 10.30 | MB227, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Donald Nordberg

Trust: The Critical Factor in Theory and Practice, From Banks To Cakes (376) Garrow, Nigel; Somerset, Nigel; Awolowo, Ifedapo Francis; Clark, Murray

The 'ETHICS RASCI' Governance Landscape Model (444) Brown, Nigel

The Relationship between Board Structure, Innovation and Firm Efficiency: Empirical Evidence from the Chinese Listed Firms (1071) Chen, Xihui; Tee, Kienpin

WED 13.30 – 15.00 | NW109, North Wing

FULL PAPERS

Session Chair: Sunday Adebisi

Who's in Charge? In whose Interest? The Experience of Ownership and Accountability in the Charity Sector (273) Nordberg, Donald

Ambiguity in The Regulation-Corruption Interface: The Development a Philosophically-Based Holistic Model (591) Coldwell, David Alastair

Relationship Between Corporate Governance And Managerial Efficiency in Nigeria Public Corporations (1002) Ofuani, Barbara; Adebisi, Sunday

WED 13.30 – 15.00 | MB559, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Leslie Spiers

Corporate Governance and Firm's Financial Decisions: The Role of Managerial Heuristics-and-Biases (791) Sajid, Muhammad

Corporate Governance and CEO Gender on the Relation between Innovation and Firm Performance in the UK financial sector (957) Senoussi, Amina Ouarda; Al-Karaghoul, Wafi

Investigating the Effects on Managerial Compensation Incentives on Investment and Financing Decisions (1077) Adu-Ameyaw, Emmanuel; Akwei, Cynthia

WED 15.30 – 17.30 | NW109, North Wing

FULL PAPERS

Session Chair: Donald Nordberg

Conceptualising Corporate Governance and Corporate Social Responsibility: A case study of Crude Oil Corporations in the Niger Delta Region of Nigeria (617) Okere, Robert; Osemeke, Nobert

Using Distribution Strategy as a Complementary Corporate Governance Instrument for the Insurance Industry, How Efficient in the UK? (1093) Abdoush, Tony

Non-financial Information Disclosure: Corporate Government and new challenges (796) Gutierrez-Ponce, Herenia; Chamizo-Gonzalez, Julian; Arimany-Serrat, Nuria

Exploring Why Organisations Differ In Board Configuration: Do Organisations' Age, Size And Their Years Being Public Matter? Findings From Greek Listed Manufacturing Organisations (601) Gkliatis, Ioannis; Athanasiadis, Konstantinos; Koufopoulos, Dimitrios; Florou, Eleftheria

THURS 09.00 – 10.30 | MB512, Main Building

FULL PAPERS

Session Chair: Oliver Marnet

An Examination of Governance Typology in Nigeria Higher Education System (667) Lawal, Abdulazeez Abioye; Akingbade, Waid Adeniyi; Ojodu, Hameed Omotola

The Quality of Board Decision Making Processes in Higher Education Institutions: UK and European Experiences (592) Marnet, Oliver; Soobaroyen, Teerooven

The moderating role of Negative Media Spotlight on the relationship between Accrual Based Earnings Management and Real Earnings Management: Evidence from the UK Listed Companies (1190) Irfan, Saadia

THURS 09.00 – 10.30 | MB564, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Nobert Osemeke

The Changing Affecting Tax Collection in Nigerian Informal Economy (510) Osemeke, Nobert; Okere, Robert; Nzekwu, David

Corporate Leaders' Values and the 2030 Agenda for Sustainable Development (763) Veter, Lisanne J; Commandeur, Harry R; Sidhu, Jatinder S; Volberda, Henk W

Japanese Corporate Governance in the Age of Investor Stewardship (787) Biehl, Christoph Frederic

THURS 13.00 – 14.30 | MB206, Main Building

FULL PAPERS

Session Chair: Alf Westelius

Entrepreneurial financing under uncertainty: Performance Comparison Between ROMCA and Conventional Microloans using Agent Based Simulation (725) ELFakir, Adil; Tkiouat, Mohamed; Allam, Khalid

The Management Control Portfolio – Set to Handle Our Governance Challenges? (915) Westelius, Alf; Westelius, Ann-Sofie

Ethics in Stakeholder Engagement for Successful Organizational and Project Management – A Systematic Review (1073) Okedara, Kamil; Chan, Paul; Collinge, Bill; Ejohwomu, Obuks

THURS 15.00 – 16.30 | ABS 2.10 Lecture 4 Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: Keyur Thaker

An Analysis of Bank Efficiency and Corporate Governance Using Random Forest Regression for Second Stage DEA (483) Thaker, Keyur; Vincent, Charles; Pant, Abhay

The role of Ethics in Executive Compensation and its impact on Sustainable Development (1105) Akwei, Cynthia

Effect of Mood Variables on Investors Decision Making: An Exploration (1176) El bijri, Nada

Critical Management Studies

Track Chairs: Ron Kerr, Sarah Robinson, Martyna Sliwa and Sylwia Ciuk

TUES 15.30 – 17.00 | MB108, Main Building

WORKSHOP

Session Chair: Ron Kerr

Praxes of Academic Activism: Exploring Pluralities and Perspectives (132) Wall, Tony; Robinson, Sarah; Elliott, Carole; Blasco, Maribel; Kjaergaard, Annemette; Callahan, Jamie; Padan, Tali; Bergmann, Rasmus

The performative imperatives of being and becoming a business school academic in contemporary neoliberal circumstances are fraught with critiques and contestations, especially when set against intense and urgent calls to address global scale, societal and climactic crises. Within this context, there is a plurality of ways in which academics attempt to challenge, resist, and de-construct in order to re-construct possibilities for futures which embody sustainable sensitivities and action. However, the literature has not yet documented this plurality, so this workshop aims to collate and map the alternative praxes of academic activism, that is, the different perspectives and possibilities of how theory-practice is imbricated and expressed in practice. This participatory workshop invites and welcomes a range of scholars to experiment and explore the praxes of academic activism in a supportive environment, and consider future individual and collaborative agendas and acts.

Within the context of this broader aim, the workshop will involve participants working together to explore the pluralities, perspectives, and possibilities related to academic activism. During the workshop, there will be three main elements:

(1) an experimental-experiential performance element, where the facilitators and participants collaborate and share up to three micro-performance experiments to stimulate embodied as well as intellectual forms of dialogue (for instance, experimenting with

alternative/simpler writing forms, verbal vignettes, visual imagery, culture jamming, live art, etc)

(2) an open dialogic element exploring the experimental-experiential performance element to facilitate the elucidation and mapping of the different types and forms of academic activism

(3) an element for exploring and mapping individual and collective agendas for developing the praxes of academic activism (including how participants may contribute to an edited book, papers, BAM2020 / EGOS2020 contributions, and any possible acts of academic activism).

WED 08.30 – 10.30 | MB404A, Main Building

FULL PAPERS

Session Chair: Slwylia Ciuk

Standing out from the Crowd: Enacting Network Cultures of Organisation through Unconferencing (612) Butcher, Tim; Bell, Emma; King, Daniel

Cat Union and Other Joke Flags of the South Korean Candlelight Revolution 2016-2017 (397) Jeong, Chanhyo

The Role Of Fbos (Faith-Based Organisations) In Combating Social Exclusion For Religious-Minorities: The Case Study From Pakistan (1061) Idrees, Syeda Sidra

Illuminating Dark Sides Exploring Hidden Challenges Faced by Migrant Workers, As Well As Invisible Barriers For Organisations Striving For High Performance (911) Knuefken, Jan Willem

WED 15.30 – 17.30 | MB245, Main Building

FULL PAPERS

Session Chair: Ron Kerr

Creating 'The Extraordinary Leader' Through 360 Degree Assessments – The Role Of Mediating Activities And Expectation Management (237) Hesselbo, Emile

Othering, Power, and Leadership; Insights from the Game of Thrones Book Series (1167) Kofinas, Alexander Kyriakos; Clements, Andrew

Strategy Absence: A Professional Firm's Response to Managerialism (293) Sweeney, Marc

High Performance And Workplace Democracy. Can They Be Combined? A Life-cycle Analysis On Specialization (597) Varkarolis, Orestis; King, Daniel; Mutch, Alistair

THURS 09.00 – 10.30 | MB553, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Sarah Robinson

‘Become the Best Version of Yourself!’ Corporate performance culture in a Swedish sportswear company (239) Thanem, Torkild

Looking at Trendy ‘Creative Offices as a Form of Control (956) Blomberg, Annika Johanna

“Colour of Crisis: Conveying Financial Crisis Events In Colour And Affect As Aesthetic Force And Power” (321) Kim, Amee

THURS 13.00 – 14.30 | MB553, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Sylwia Ciuk

Insurrection as Recognition: Urban Riots for Love, Rights, and Solidarity (286) Chabanet, Didier; Lichy, Jessica; Wall, Tony

The Language of Hatred: A Political Ontology (653) Kerr, Ron; Sliwa, Martyna

Thinking Management and Organisations through Badiou’s philosophy of truths (1049) Barthold, Charles; Bevan, David

THURS 15.00 – 16.30 | MB553, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Martyna Sliwa

Managerialism, Stratification And Hybridisation Within Healthcare Public Sector: Problematising Recognition, Redistribution And Political Representation (383) Persson, Erik

University Challenge (941) Mongiello, Marco; Zdunczyk, Katarzyna

Developing A Discursive Practice Perspective To The Study Of Strategy Implementation In A Local Government Setting (727) Martin, Lesley Ann

Cultural and Creative Industries

Track Chairs: Aneesh Banerjee

TUES 15.30 - 17.00 | Adrian Cadbury Lecture Theatre, Aston Business School

SYMPOSIUM

Session Chair: Stephen Boyle

Creativity as the New Policy Mantra: A Multicultural Discussion (158) Boyle, Stephen; Amaro, Carmen Reaiche; Mulcahy, Kevin; Paquette, Jonathan; Wu, Chengzhong

How can policies support and facilitate creativity to flourish? Creativity is a complex dynamic concept that integrates several different players and perspectives. These multiple perspectives need to exist in synergy within any policy that purports to support and promote creativity. Within the policy making domain there has been a shift in the broadening of what is recognised and included in a cultural policy with the incorporation of “creativity” as a catalyst for engagement amongst new clusters of activity becoming predominant in many policy documents.

Cultural policymaking is influenced by a complex and dynamic interaction of factors – social and political, economic and technological – and not a single force or static conversion of existing international cultural models. This research therefore argues that a national cultural policy will benefit from a multiple perspectives framework which facilitates the integration of different clusters to bring about such creativity.

This symposium will explore the notion of creativity as a complex dynamic system. Taking a systems theory view of this a model is proposed that brings the key elements together under three key domains. This framework is applied to various cultural policies, including Australia, Canada, China and US aiming to compare, contrast and identify the dynamic factors that exist in the creative culture field.

Cases will be presented from the four countries. The panel consists of five researchers from the four countries who will compare and contrast the different approaches using a similar systems lens. This symposium will create a discussion around the different approaches in public policy and private activity in the domain of the cultural creative industries. Following the presentation of the case studies a facilitated discussion between panel members and attendees will seek to compare and contrast the different approaches and bring different cultural perspectives to light including those of the attendees.

WED 13.30 – 15.00 | MB404A, Main Building

SYMPOSIUM

Session Chair: Almuth McDowall

Career Penalties And Worklife Balance For Carers In The Performing Arts (1016) McDowall, Almuth; Teoh, Kevin; Gamblin, David; Raine, Cassie

The performing arts make a significant contribution to UK economy, yet are notably absent from labour force statistics. Flexible work structures which have long been established in other sectors such as job shares are rare, yet evening and overnight working common. There are potential implications in particular for those who also juggle caring duties. For this reason we undertook the first ever worklife balance survey of on and off stage workers across theatre, music and dance to investigate earnings, career opportunities and penalties as well as job security and well being. We present this data in a four-paper symposium which focuses on:

(a) **Precarious work and well being:** the first paper will outline precarious work and implications for well being. 54% of participants worked freelance, and 53% of participants spent more than 10% of their time working outside the performing arts industry to subsidise income.

(b) **Career penalties and gendered effects:** this paper focuses on a comparison by caring status and gender, which shows that carers are more likely to be under-employed and that effects are particularly pronounced for women.

(c) **Unpacking perceptions:** The third paper will offer a detailed analysis of the qualitative data which unravels reasons for staying in or leaving the performing arts, as well as perceptions around (lack of) workplace flexibility, embedded traditional work practices and expectations placed on people working in the performing arts. We will explore the sources of support that people rely on, such as 60% of respondents needing support from their partner and family in order to continue working, as well as sources that people are missing, such as only 2% of respondents reporting that they are able to job share, and only 1% reported that their work provides a crèche or day care.

(d) **A paper which outlines the implications for practice:** this will outline how this research and a previous practice study focused on theatre alone, have informed a charter of best practice to support parents in the performing arts.

WED 15.30 – 17.00 | MB504, Main Building

FULL PAPERS

Session Chair: Deirdre McQuillan

Heuristics For Internationalisation Of Artistic Professional Service Firms (643) McQuillan, Deirdre

Unconventional Contributors to the Working Consensus of Festivals (1046) Bernal, Marta; Cooper, Sarah

Mapping Cultural And Creative Industry Clusters In A World Heritage Site: A Social Network Analysis Approach (1151) Chan, Jin; Piterou, Athena; Lean, Hooi Hooi; Khoo, Suet Leng; Mohd Hashmin, Intan Hashimah

THURS 09.00 – 10.30 | NW104B, North Wing

DEVELOPMENTAL PAPERS

Session Chair: Melanie Stavrou

Collective Memory and Museum Practice (432) Stavrou, Melanie

The Role of Communities of Practice in Creative Projects (865) Garfield, Joy; Warren, Vessela; Wiid, Ria

Exploring Islamic Consumption and Marketplace: Islamic Life Insurance among Muslims in Malaysia (213) Kamarruddin, Nur Nadia Adjrina; Yip, Nick K.T; Baumann, Jasmin

THURS 13.00 – 14.30 | NW104B, North Wing

DEVELOPMENTAL PAPERS

Session Chair: Rebecca Whiting

Constructing the Contemporary Theatre Director in UK Online Media (505) Whiting, Rebecca; Evans, Samantha

The Managerial Innovation in Cultural Organizations – Proposals for a Process of Management Tools Emergence and Development in the Case of Performing Arts Organizations (828) Lecoutre, Marc; Chabrilat, Jacques; Lievre, Pascal

Meritocracy and Diversity Politics in Professional Advertising Organisations (1164) Adams, Nessa

THURS 15.00 – 16.30 | NW104B, North Wing

DEVELOPMENTAL PAPERS

Session Chair: Joseph Lampel

Does Cultural Differences in Uncertain Avoidance Impact Private Label Brands Choice (994) Budhathoki, Tribikram

Design Outsourcing: The Antecedents and Performance Outcomes (478) Lee, Sun Hye

Value Creation in Cultural Industries: The Effect of Scarcity in Scotch Whisky Auctions (871) Banerjee, Aneesh; Lampel, Joseph

e-Business and e-Government

Track Chairs: Thanos Papadopoulos, Federico Iannacci and Yogesh Dwivedi

WED 08.30 – 10.30 | MB708C, Main Building

FULL PAPERS

Session Chair: Thanos Papadopoulos

Exploring How The Use Of Business Intelligence (BI) Impacts Organisational Power Dynamics In The Public Sector: A Conceptual Framework (1124) Mahroof, Kamran; Sivarajah, Uthayasankar, Hussain, Zahid; Irani, Zahir; Omar, Amizan

Factors that Affect the Intention to Use m-Government Services from the User's Perspectives: An Empirical Study (110) Eid, Riyadh; Selim, Hassan

Do Smart Homes Deliver The Promised Benefits? (501) Marikyan, Davit; Papagiannidis, Savvas; Alamanos, Eleftherios

Persuasive or Not? The Effect of Social Media Influencer's Credibility on Consumer Processing and Purchase Intention (806) Tiewcharoen, Supatchaya Nin; Gadalla, Eman; Liu, Rebecca; Moreno, Felix Martin

WED 13.30 – 15.00 | MB552, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Savvas Papagiannidis

Exploring the acceptance of Social Media – A Set-Theoretic Analysis Approach (215) Iannacci, Federico; Fearon, Colm; Pole, Kristine

Examining The Effectiveness Of Revised TAM In Determining The Actual Usage Of Social Media Platforms In Organizational Context (550) Ali, Rana Mohsin; Afzal, Muhammad Irfan

Examination of Customer Engagement with brand-related social media content. Cross-comparison study of the UK and Russia (700) Kholodova, Karina

WED 15.30 – 17.30 | SW309, South Wing

FULL PAPERS

Session Chair: Federico Iannacci

Gamified Money – Exploring the Adoption and Use of Mobile Payment Among the Silver Generation in China (622) Wong, Donna; Liu, Hongfei; Sun, Yan; Meng-Lewis, Yue

The Use of Open and Active Engagement in Budget Transactions to Reduce Corruption: Inductive Lessons from Nigeria (201) Olarewaju, Tolu; Hirekhan, Manjusha

How Can ERP Improve The Organisation Innovativeness? Factors Derived From Socio-Technical And Contingency Theories (1086) Badewi, Amgad; Wafa, Yasmine

Aspectual Analysis of E-Government Adoption Barriers: A Citizens Perspective (1160) Ali, Mohammed Banu; Saleh, Saleh Wafer; Ramlogan, Ronald

THURS 09.00 – 10.30 | MB708C, Main Building

FULL PAPERS

Session Chair: Federico Iannacci

How technology Enhances fitness facility practices: A health Behaviour Perspective (975) Mohamad, Mostafa Ragab Ali; Cresswell, Montana

Online Family Dispute Resolution: A Systematic Review of Current Research and Practice (983) Wilson-Evered, Elisabeth; Maxwell, Christina; Zeleznikow, John

The Relationship Between Personality Traits And Intention To Continuance To Use Moocs (ICM): The Role Of Internal And External Motivation To Use In High Power Distance Context (I.E Sauda Arabia) And Low Power Distance Context (I.E Spain) (1033) Al-Abdullatif, Hend Abdullah; Velazquez, Angel

THURS 13.00 – 14.30 | Room 144, Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: Amgad Badewi

Ethics In 'Artificial Intelligence – Human Interaction In Service Settings: Review And Research Agenda (691) Sambhi, Jaswant Singh; Harwell, Jan; Arumugam, V

What influence do Digital Technologies have on Service Quality in the U.K Promotional Merchandise Industry? (759) Conlan, Eileen Anne; Balaraman, Pravin; Tarbert, Heather

Impact of Bring your own devices (BYOD) on Organizational Sustainability: A Case Study of SMEs in Sialkot, Pakistan (1145) Qureshi, Ijaz, Schaeffer, Donna; Shuja, Aleema; ul Abdin, Syed Zain

THURS 15.00 – 16.00 | Room 144, Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: Thanos Papadopoulos

Financial Technology: The Good, the Bad, and the Verdict (380) Iman, Nofie

The use of Security Tokens on a Blockchain for Investment Products: A Survey (773) Yazman, Mutlu Evren; Sharif, Hossein

Entrepreneurship

Track Chairs: Wilson Ng

WED 08.30 – 10.30 | MB653, Main Building

FULL PAPERS

Session Chair: Bahare Afrahi

Understanding Academic Entrepreneurship and Diversity through the Lens of Institutional Logics (837) Tunalioglu, Melike Nur; Karatas-Ozkan, Mine; Costanzo, Laura; Baruch, Yehuda

Becoming Top Global Chef: What does it take to Become a Successful Entrepreneur (427) Elbasha, Tamim; Baruch, Yehuda

Entrepreneurial Capital and Graduate Start-ups: The Influence of University and Regional Contexts (782) Sanchez Barrioluengo, Mabel; Marzocchi, Chiara; Kitagawa, Fuma

Individual Entrepreneurial Orientation In Higher Education And Unsettling Emerging Market Conditions: The Cases Of Malaysia And Thailand (195) Stouraitis, Vasilios; Mior Harris, Mior Harun; Kyritsis, Markos

WED 08.30 – 10.30 | MB419, Main Building

FULL PAPERS

Session Chair: Roopa Nagaraju

Ethnic Business Failure: A Scarcity Mind-Set Perspective (146) Sarpong, David; Maclean, Mairi; Oruh, Emeka Smart; Botchie, David

FNGOs and Financial Services Delivery: The Institutional Logic Perspective (392) Atiase, Victor Yawo; Wang, Yong; Mahmood, Samia

Resource Availability, Social Norms, and the Development of Entrepreneurial Intention Amongst Women in Bangladesh (576) Karim, Shamsul; Kwong, Caleb

Entrepreneurial Capital Convertibility Dynamics in SMEs (672) Ambe, Emmanuel

WED 08.30 – 10.30 | MB564, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Aqueel Wahga

Identifying the “Right” Surrogate Entrepreneur for Academic Spinoffs (358) Nikiforou, Argyro [Iro]

Are Refugees Truly More Entrepreneurial? (1138) Kasem, Laila; Mawson, Suzanne

From Ethnic Exceptionalism to Multicultural Hybridism: Rethink Ethnic Culture in Migrant Entrepreneurship (876) Shinnie, Xiping; Domboka, Thomas; Carey, Charlotte

Examining the Role of Business Incubators in the Saudi Arabia Entrepreneurial Ecosystem (472) Alothman, Bouf Abdulrahman; Baxter, David; Ibrahim, Shahnaz

WED 08.30 – 10.30 | MB574, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Wilson Ng

A Critical Realist Perspective of Business Incubation (1127) Lipp, Christopher; Parry, Glenn; Webber, Don; Ojolo, Akin

Conceptualising Higher Education students' entrepreneurial learning processes (217)
Preedy, Sarah; Wallis, Laura

Individual And Household Life Course Explanation To Entrepreneurial Exit (755) Alam,
Muntasir

"The Drivers and Barriers to Entrepreneurship Ecosystem Development" (931) Nmerukini,
Enyindah

WED 09.00 – 10.30 | MB517, Main Building

FULL PAPERS

Session Chair: Felix Arndt

Do Resilient Entrepreneurs Plan Better For Adversity? (481) Wishart, Maria; Jibril, Halima

Analogical Reasoning and the Formation of New Venture Ideas – A Systematic Literature
Review and Research Agenda (1023) Bracken, Willian

Sustainable Manufacturing Practices and Sustainable Performance of Small and Medium
Enterprises in South Africa (307) Fatoki, Olawale

WED 13.30 – 15.00 | MB404D, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Felix Arndt

The Access of Non-Oil Tradable SMEs to Bank Lending in Oil-Based Economies Case Study of
Oman (373) Al Hasni, Rabab Hamad Mubarak; Mason, Colin; Fletcher, Margaret

Berlin: A Study of What Creative Entrepreneurs' Value in Germany's Capital and the Role of
its Unique History (518) Johnson, Tom; Zaman, Sawlat

The Influence of Anger and Sunk Cost Bias on Project Status: An Extension to Portfolios of
Projects (152) Balatia, Heba; Buck, Trevor; Wincenciak, Joanna

WED 13.30 – 15.00 | MB564, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Roopa Nagaraju

The Impact of Acculturation On Management Dynamics Within UK Small And Medium-sized
Enterprises (SMEs) – A Study of Afro-Caribbean Origin SME Owners Or Managers In The
West Midlands (111) Oduro, Bentil; Khan, Zulf

Understanding Reward-based Crowdfunding as an Alternative Source of Entrepreneurial Financing: Towards a Conceptual Framework Using a Signalling Theory Perspective (1108) Zhao, Ying; Lam, Wing; Harris, Phil

Entrepreneurial Cognition and Innovation Productivity: The moderating role of Knowledge Intensity (990) Fath, Benjamin; Fiedler, Antje; Lowe, Kevin

WED 15.30 – 17.30 | MB517, Main Building

FULL PAPERS

Session Chair: Roopa Nagaraju

Entrepreneurs' Exit Strategies: The Role of Emotion (805) Afrahi, Bahare; Blackburn, Robert

Trust-Based Ties and Perceived Environmental Dynamism in Entrepreneurial Orientation-Performance Relationship in a Developing Economy (1141) Mohamed Ishak, Nur Nadirah

A Resource-based Perspective On ICT Use And Firm Performance: A Meta-analysis Investigating The Role Of Cross Country ICT Infrastructure (375) Nahar, Sharmin; Karim, M Shamsul

Entrepreneurship in Conflict Zones: Exploring Transformative Subsistence Entrepreneurship (587) Joseph, Jay; Raouf, Safeen; Daou, Alain; Ali, Zainab; Scott, Mckenna; Reyes, Gerald

WED 15.30 – 17.30 | MB419, Main Building

FULL PAPERS

Session Chair: Wilson Ng

Developing Entrepreneurship Capabilities for Eco-innovation in SMEs (879) Tallott, Margaret; Hilliard, Rachel Margaret; Nummela, Niina

The Impact of Financial Capital on the Relationships Between Organisational Orientations and SMEs Performance. A Theoretical Perspective (319) Wasim, Muhammad

Regulatory Focus, Ambidextrous Learning and Opportunity Recognition (525) Tao, Xiangming; Robson, Paul; Wang, Catherine L

"I never needed eyes to see": Creating Opportunities Out of the Challenges of Visually-impaired Entrepreneurs (797) Ng, Wilson; Arndt, Felix

WED 15.30 – 17.30 | MB550, Main Building

FULL PAPERS

Session Chair: Aqueel Wahga

An Exploratory Research of Entrepreneurial Orientation, Bricolage and Innovation Outcomes for Social Enterprise (543) Liu, Wentong; Kim, Young Ah; Kwong, Caleb CY

Management of the Entrepreneurial Ecosystem in Omani Using the Islamic Leadership Approach and the Adaptive Co-Management Model (937) Al Bimani, Fahad Salim

Does Greening Differentially Impact Firms Across Growth Trajectories? (1140) Shrivastava, Mili; Tamvada, JP

Causal Mapping the Cognitive Underpinnings of Entrepreneurship: Lessons for Enterprise Research and Development? (379) Laukkanen, Mauri

WED 15.30 – 17.30 | MB261, Main Building

FULL PAPERS

Session Chair: S Saeed

Designing a Stakeholder-Driven Entrepreneurship Education Programme in a Developing Country (513) Amry, Dwitya Kirana; Ahmad, Ali

A Theoretical Model on the Impact of Culture in Women Entrepreneurs' Success. Cross Countries Study (1189) Tomos, Florica

The Role of Networks in Opportunity Recognition in Tourism (642) Atembe, Roland

Learning From Afar: Gatekeepers Of Innovation In Ghana's Food Processing Clusters (399) Ayakwah, Anthony; Botchie, David; Damoah, Isaac".

WED 15.30 – 17.30 | MB404D, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Steven O'Regan

Qualitative Case Study Of The Effective Use Of Mobile Technologies For Entrepreneurial Learning And Human Capital Development (1130) Chang, Jane; Boniface, Bonaventure; Ibokessien, Nene Nyeneime

Development of Entrepreneurial Competency Framework for Women Founders – A Case from Ghana, Africa (1081) Spio, Anthony Ebow; Adesola, Sola

Effectuation – State Of The Art Literature Review And Developing Agent-Based Model Approaches (589) Sterzel, Martin; Richter, Matthias

Internationalization of Small Ventures under “Lean Start-Up” and “Effectuation” Conceptualization (713) Parvin, Mousumi

WED 15.30 – 17.00 | MB564, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Simon O’Leary

An Analysis Of Informal Female Entrepreneurship In Turkey Through The Lens Of The 5M Framework (103) Cullen, Ufi

Bouncing Back From Bankruptcy – Narratives Of Entrepreneurial Antifragility (341) Rawal, Amit

Benefits From Business Model Renewal Depends On Entrepreneurial Mindset (256) Sawang, Sukanlaya; Burgers, Henri

THURS 09.00 – 10.30 | MB653, Main Building

FULL PAPERS

Session Chair: Ossie Jones

The Role Of Returnee Entrepreneurs In The Internationalisation Of SMEs In China (221) Lyu, Jieya; Robson, Paul; Kromidha, Endrit

Institutional Change and Family Offices in Europe: A Longitudinal Comparative Analysis (121) Decker-Lange, Carolin; Lange, Knut

Entrepreneurial Learning and Sustainable Development: Comparing Macau and Liverpool (258) Jones, Ossie; Lourenco, Fernando; Cheng, Ranis

THURS 09.00 – 10.30 | MB517, Main Building

FULL PAPERS

Session Chair: Simon O’Leary

Psychological Factors Influence SME Founders’ Career and Life Satisfaction (186) Nguyen, Diep Thi Ngoc; Teo, Stephen; Gibb, Jenny

Dynamic Managerial Capabilities Matters Fostering Family Firms’ Innovativeness (566) Gerulaitiene, Neringa; Pundziene, Asta; Samara, Georges

The Gendered Aspects of Age Capital for Entering Entrepreneurship (1078) Moore, Isabella Krystyna

THURS 09.00 – 10.30 | MB404D, Main Building

DEVELOPMENTAL PAPERS

Session Chair: S Saeed

Organizational Processes Enabling Entrepreneurship at Large, Bureaucratic Multinational Enterprises (MNEs) with Mediating Effect of Entrepreneurial Behaviors (752) Nisar, Tahira – **PAPER WITHDRAWN**

Sustainable Business Model Innovation in Social Enterprises: A Potential Solution to the Tensions of Hybridity? (971) Mankavil Kovil Veettil, Nandakumar; Malik, Ashish

“Soft” Family Influence without Ownership and Control in a Publicly-listed UK Corporation: The Strange Case of Cadbury plc (732) Ng, Wilson; Vershinina, Natalia; Cadbury, Matthew

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Session Chair: Steven O’Regan

Technopreneurship and Youth Empowerment in Rivers State, Nigeria (418) Otamiri, Samuel

Network as Co-Creators in Resourcing Entrepreneurial Initiatives: A process study (169) Afful-Kwaw, Patricia Akua; Tapinos, Efstathios; Decker, Stephanie

Do(n’t) Trust This! – A Longitudinal Exploration of Institutional Trust in Crowdfunding (212) Harrer, Theresa; Lehner, Othmar M; Weber, Christiana

THURS 13.00 – 14.30 | MB517, Main Building

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Session Chair: S Saeed

Supporting Increased Participation by Female Entrepreneur in MSMEs in Saudi Arabia (581) Sabri, Maram Saeed; Thomas, Keith

The Influence of Cultural and Social Capitals On Immigrant Entrepreneurship (781) Raupp, Monique; Dias Lopes, Fernando

Proactive Survival Strategies and Economic Goals Attainment in an Uncertain and Challenging Table Water Production Environment in Port Harcourt, Nigeria (1091) Pollyn, Basil Sokuroabo; Lebura, Sorbarikor; Gbarale, Korsi D.

THURS 13.30 – 14.30 | MB564, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Wilson Ng

Infopreneurship: A panacea for curbing youth restiveness in Nigeria (426) Chux-Nyeche, Gloria Chinyere; Opara, Dumo Nkesi

Three Historical Periods of Organizational Design among Entrepreneurial Firms in China: A Perspective of Yin/Yang Balance (329) Li, Ji; Hu, Yanghong; Liu, Min; Wang, Yu

THURS 15.00 – 16.30 | MB653, Main Building

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Session Chair: Simon O’Leary

Entrepreneurial Opportunities Recognition in Sub-Saharan Africa: A Proposed Model for Investigation (1115) Bello, Moshood Adeniji; Allman, Kurt Leonardo; Udagedara, Susantha

Serial Entrepreneurship: An Integrative Critical Review of the Antecedents, Moderators and Outcomes (531) Syllias, Johnny; Amankwah-Amoah, Joseph; Li, Shenxue

Examining the Entrepreneurial Intentions of University Students in Egypt (1013) Hassan, Rasha Saad

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Session Chair: Aqueel Wagha

Who Is A Lifestyle Entrepreneur? The Context of Lifestyle Sports (685) Wallis, Laura; Walmsley, Andreas; Beaumont, Emily; Sutton, Carole

“Student-led experimental learning method in Entrepreneurship Education” (406) Freiburghaus, Teresa L

Unpacking SME Owners’ Practice of Collaboration in Local Supply Chains in India (1063) Unhale, Manish; Slowak, Andre P

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DEVELOPMENTAL PAPERS

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Social Network and Entrepreneurial Media Firms’ Sustainability in Minna Metropolis (526) Adeyeye, Mercy Modupe; Oluwole, Matthew Sunday; Mustapha, Rahaman Oladimeji; Ohunyowon, Emmanuel Olorunshogo

Social Capital as Causal Powers: The Enabling Effects of Social Capital in Nascent Social Enterprises (1030) Hu, Xiaoti

Gender in Management

Track Chairs: Adelina Broadbridge and Andrie Michaelidou

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Session Chair: Andrie Michaelidou

Gender And Job Crafting: Understanding The Role Of Gendered Behaviours In The Abilities And Motivations To Proactively Craft Work (428) Daly, Jack

Women's motivation to lead in Small Social Enterprises: A systematic Literature Review (1181) Reynolds, Kae

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DEVELOPMENTAL PAPERS

Session Chair: Gary Powell

The Reconfiguration of Femininity: Comparing Neoliberalism, Postfeminism and Neoliberal Feminism (409) Lewis, Patricia

Gender Networking in a Thai State Enterprise (417) Kamales, Nayika; Wyatt, Maddy; Lewis, Patricia

Against The Odds: Women Achievers in the Nigerian Banking Industry (721) Kuti, Oluseyi Adesola

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DEVELOPMENTAL PAPERS

Session Chair: Miranda Ridgway

South Asian British Muslim women and their later working lives in Greater Manchester (487) Ferdous, Sajia

CEO gender, Female Representation in TMT and Firm Innovation: Examining Organizational and Environmental Boundary Conditions (645) Wei, Li-Quan; Qiao, Kun

The Gendering of Formal Mentoring at Work: A Systematic Literature Review and Research Agenda (963) Woolnough, Helen; Rouse, Julia; Jones, Sally

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Session Chair: Adelina Broadbridge

Women in Muslim-majority countries; Classroom – boardroom pipeline? (100) Kemp, Linzi J

The Impact of Women in Management On Organizational Performance in Project-based and Non-project-based Organizations (144) Baker, Marzena Katarzyna; Ali, Muhammad; French, Erica

Effectiveness of Microfinance Integrated Approaches in Supporting Women’s Empowerment and Well-being of Family (838) Mahmood, Samia; Hussain, Javed; Farooqi, Seemab Ara

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DEVELOPMENTAL PAPERS

Session Chair: Andrie Michaelidou

Prosocial Motivation and Promotion for Managerial Positions (737) Nakamura, Tokiko; Ito, Shinichi

The Present and Future of Intersectionality: Controversies and Challenges (301) Rodriguez, Jenny K; Nkomo, Stella M

Exploring the Intersection of Gender and Marital Status in the Middle East (490) Ridgway, Miranda

Embracing The Causal Complexity Of Intersectionality Using FsQCA (1131) Toth, Zsofia; Williams, Martin

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DEVELOPMENTAL PAPERS

Session Chair: Patricia Lewis

Gendered and Neoliberal Meanings of Competition in Women Senior Leaders’ Identity Work: Discursive Escape and Strategic Agency (508) Mavin, Sharon; Yusupova, Marina

Perspectives On The Construction Of (Multisecting) Identities Of Female Academics In Saudi Arabia (394) Alsalman, Asmahan Ibrahim; Umeh, Chidozie Rudolph

THURS 09.00 – 10.30 | Room 135-137, Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: Gary Powell

Navigating The labyrinth: Examining The Role Of Social Capital In Helping Women To Ascent The Corporate Ladder In Pakistan (873) Bano, Ayesha; Nadeem, Sadia

An Analysis of How MNCs Manage Diversity to Foster Gender Equality in the workplace – A Nigerian Perspective (918) Akobo, Loliya Agbani; Metcalfe, Beverly

Prevention of Workplace Harassment Of Women Act: Awareness And Implementation A Case Of HEIs of Pakistan (932) Moazzam, Amani

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DEVELOPMENTAL PAPERS

Session Chair: Jenny Rodriguez

Gender, Class and Race: ‘Placing’ the Experiences of Men in Manual Work (277) Simpson, Ruth

Is The Door Glass or Iron for Immigrant Women Workers? (944) Ensari, Muhterem Sebnem; Tahmaz, Esra

“Shame on her”/”Poor Her”: Understanding the Impact of Patriarchal Orientation on the Perceptibility of Injustice Against Women (967) Malhotra, Pearl; Srinivasan, Shuchi

THURS 13.00 – 14.30 | MB108, Main Building

FULL PAPERS

Session Chair: Gary Powell

Stigmatization of Flexible working arrangements: A Gendered Perspective of Higher Education Institutions (914) Moazzam, Amani; Faisal, Zoya

: Is It Only About Child Care? Examining Malawi’s Gender Culture and its Effects on Women’s Reconciliation of Work and Family Responsibilities (443) Chikapa, Tiyesere Mercy

Decisions at re-entry post child-birth: Experiences of Indian women (978) Kaushiva, Pavni; Joshi, Chetan

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DEVELOPMENTAL PAPERS

Session Chair: Ruth Simpson

When Women Lead Together: The Dynamics of Shared Leadership in Community Based Enterprises (530) James, Liji; Rajeev, Priya Nair

Women Choosing to Opt-out of ICT Careers: New Perspectives on the Kaleidoscopic Careers (1139) Venkatesan, Aparna

Teaching for E/Quality. Steps Towards a More Habitus-Sensible Academia (698) Guenther, Elisabeth Anna

THURS 15.00 – 16.30 | MB108, Main Building

FULL PAPERS

Session Chair: Andrie Michaelidou

Occupational Stress: The Case Of The Staff Of The EHPAD In The South Of France (520) Oumessaoud, Aicha; Roques, Olivier

Intersectionality In Organizations: Exploring The Relationships Between Gender, Ethnicity, Religion and Women’s Work In A Postcolonial Space (1074) Ibokessien, Nene Nyeneime

Board Gender Diversity and Firm Performance: Evidence from a Non-mandated Environment (992) Chijoke-Mgbame, Aruoriwo Marian; Boateng, Agyenim; Mgbame, Chijoke Oscar

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DEVELOPMENTAL PAPERS

Session Chair: Adelina Broadbridge

Gender inequality and (lack of) career progression for women in the Australian Finance Industry (455) Johns, Robyn Elizabeth; Van Barneveld, Kristin; Cotton, Deborah; Foley, Carmel

Work-life Balance for Happiness among Working Women in a Patriarchal Setup: A Qualitative Study (456) Rawat, Preeti; Athaide, Natasha

Corporate Governance and Gender diversity: Evidence from the UK (778) Ben Noamene, Tarek

Human Resource Management

Track Chairs: Susan Kirk and Smirti Kutaula

TUES 15.30 – 17.00 | MB518, Main Building

SYMPOSIUM

Session Chair: Julian Teicher

Human Resource Management and Bottom-up Innovation (363) Renkema, Maarten;
Shipton, Helen

This symposium focuses on gaining a better understanding about the role of Human Resources Management (HRM) in supporting bottom-up innovation. An increasing number of studies has been focused on teasing out antecedents and outcomes of innovation, showing that innovation is critical to organizational survival. People and the HRM practices that organizations deploy are focal to achieve organizational effectiveness. However, there is a gap in the literature that links between HRM and innovation, specifically in stimulating innovative behaviours of the whole workforce instead of a privileged few. This symposium draws on a number of qualitative and quantitative studies to address the identified research gaps. This will be done by (1) shedding light on why, when and how HPWS are important for employee innovation; (2) making use of attribution theory to examine the role of authenticity attributions between participation in decision-making (PDM) and innovative work behaviours; (3) studying the role of HRM practitioners in implementation innovations such as Lean in hospitals; (4) applying resource mobilization theory to explore how work-floor employees contribute to bottom-up innovation; and (5) investigating how and when rewards for creativity is actually related to employee creativity.

WED 08.30 – 10.30 | G11, Main Building

FULL PAPERS

Session Chair: Minjie Cai

A Multi-Level, Longitudinal Study of Strategic Alignment, Employee Retention and Branch Level Performance: Examining the Mediating Role of Happiness and Relational Wellbeing (901) Photiou, Costas Andreas; Scurry, Tracy; Procter, Stephen

Strategic Career Development of Black Engineering Graduates in South Africa: the workplace experiential approach (536) Samuel, Olorunjuwon Michael; Magwagwa, Sibongile; Mazingi, Aretha

The Performance Effect of Hpws And Relational Coordination On Branch Efficiency: A Data Envelopment Analysis Approach (462) Siddique, Muhmmad; Procter, Stephen; Khan, Zahoor

Engaging Your Employees, Head, Heart or Both? (1067) Conneally, Anne Bernadette

WED 08.30 – 10.30 | MB644, Main Building

FULL PAPERS

Session Chair: Juliet Kele

Minority-Ethnic Employee Experiences In Retail: A Case Study (945) Kele, Juliet Elizabeth; Ford, Jacqueline; Cassell, Catherine M; Watson, Kathryn J

The Role of Grit in Predicting Work-Related Stress (504) Haist, Joshua

Employee Appearance and Productivity: The Beautification of Workplace Dress Codes (102)
Adisa, Toyin Ajibade

Building a High-Performance Work Model: Opportunities for Human-Capital Resilience
during Uncertain Times (424) Mendy, John

WED 08.30 – 10.30 | MB417, Main Building

FULL PAPERS

Session Chair: Maarten Renkema

Enhancing Organisational Citizenship Behaviour: The Impact of Training Effectiveness and
Employee Attitudes (639) Carlisle, Joanna Lee; Bhanugopan, Ramudu

Does Religiosity Pay Off for the Employer Branding of Islamic Banking Institutions? (356)
Atay, Erhan; Bayraktaroglu, Serkan; Chew, Yin Teng; Aras, Mustafa

Expatriate Performance Evaluation and Host Country National Support: A Quasi-
Experimental Study (403) Varma, Arup; Shi, Ying; Ganguly, Vivek

Discriminatory Job Loss, Outcomes and Coping (355) Atay, Erhan; Alpaslan, Danisman
Sumeyra; Bayraktaroglu, Serkan

WED 08.30 – 10.30 | MB404C, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Susan Kirk

Evaluating The Impact of Training and Development Programs on Employees' Perception of
its Transferability: The Case of the Nigeria Banking Sector (1083) Agena, Martina Ngohide;
Mutema, Zedias; Oyelere, Michael; Opute, John

A Potential of Strategic HR Development On Individual Levels of Creativity (381) Kulichyova,
Anastasia; Moffet, Sandra; McKnight, Judith

Employee Attributions of Diversity Management Practices: A Study of the UK Police Service
(608) Abe, Catherine J; Nachmias, Stefanos

Academic-Student-Practitioner Collaboration in HRM: An Emergent Case Study (1069)
Waddington, Kathryn; Lister, Julie; Hobbs, Lisa; Sircar, Roshmita

WED 08.30 – 10.30 | MB404D, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Jonathan Lord

Social Media: Challenges of the Modern Panopticon on Employees' Boundary Management (690) Rahat, Hamnah; Nadeem, Sadia

The Impact of E-Recruitment and Sustainable Development (1153) Akwei, Cynthia

Young People's Careers In An Age Of Artificial Intelligence: Challenges For HR (615) Brown, Grace; Schofield, Carina; Cassar, Stefania

Causes of Occupations Stress Among Mental Health Workers in the National Health Service (861) Ojeme, Rita

WED 13.30 – 15.00 | MB644, Main Building

FULL PAPERS

Session Chair: Ann-Marie Nienaber

Organisational Support Throughout The Maternity Journey: The Perceptions Of Female Academics In UK Universities (1101) Lord, Jonathan David; Joel, Anmol

Older Healthcare Workers' Satisfaction: Managing the Interaction of Age, Job Security Expectations and Autonomy (1168) Rice, Bridget Sarah; Hussain, Taiba

Add Fuel To The Fire! Trickle Down and Up Effects of Trust Between The Individual And Organisational Level (393) Nienaber, Ann-Marie; Holtgrave, Maximilian; Biron, Michal; Nayir, Dilek

WED 13.30 – 15.00 | MB417, Main Building

FULL PAPERS

Session Chair: Toyin Adisa

Tattoos and Body Piercings: Towards a Differentiated Understanding (101) Adisa, Toyin Ajibade

European Multinational Companies (MNCs) Human Resource Management (HRM) Practices at the Subsidiary Level: Evidence from Subsidiaries in Nigeria (1039) Akhile, Janet Francis; Loewenberger, Pauline; Clark, John

Institutional Context and Hybridisation of HRM Practices in European MNCs Subsidiaries in Bangladesh (1177) Rozalin, Nahid

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Session Chair: Julie Davies

The Different Impact Of National and Organisational Culture on HRM Practices: A Comparative Study Between Scandinavian Countries and Greece (843) Papadionysiou, Evangelia; Barbara, Myloni

Talented Self-Initiated Expatriates in South Korean Chaebol firms (664) Park, HyunMi; Glaister, Alison J; Budhwar, Pawan

The Mediating Role of Work Engagement on the Relationship Between Religiosity and Turnover Intention: The Moderating Role of Workload (544) Abualigah, Ahmad Sayel; Davies, Julie; Harrington, Shelley

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When Do Expatriate Managers from HQ Enhance Foreign Subsidiary Performance? (296) Boyle, Brendan Philip; Mitchell, Rebecca; Nicholas, Stephen; Zhao, Shuming; Maitland, Elizabeth

Managing Insider Threats: Issues for HRM Around Calculative Practices, Expertise And The Governance Of Uncertainty (717) Fischbacher-Smith, Denis

Harmonious Passion and Work Engagement among Academics: A Double Mediating Mechanism (350) Nguyen, Diep Thi Ngoc; Lajom, Jen; Teo, Stephen

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Exploring the Effectives of Servant Leadership and Innovative Behavior as Underlying Mechanisms between HPWS and Performance (348) Do, Hoa; Le, Huy; Shimanuki, Tomoyuki

A Critical Evaluation of the Implementation of Performance Management on Employees Performance: A Case Study of Nigeria SME (1055) Kazeem, Bilikis Motunrayo; Oyelere, Michael

Exploring The Impact Of Performance Appraisal System Aspect Of Performance Management On Relational Coordination In Saudi Arabian Healthcare Context (1119) Almutairi, Satam F

WED 13.30 – 15.00 | MB404C, Main Building

DEVELOPMENTAL PAPERS

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Creating Employer Brand Through HR Practices: A Case Study of UK Data Centres (579)
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The Impact Of Academic Critiques Of Diversity Management On Trade Union Policies In France, Germany And Sweden (497) Stringfellow, Emma Louise

WED 15.30 – 17.30 | MB644, Main Building

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Session Chair: Ann-Marie Nienaber

Effective Interim Leadership and Management: Development of a Cyclical Model of Interim Assignments (966) Woods, Stephen A; Diprose, Nick; Murphy-Diprose, Mary; Thomas, Geoff

Integrating the Job Demands-Resources Model in the Relationship between Transformational Leadership and Organizational Performance in Uncertain Times (181)
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The Role of Relational Coordination In The High Performance Work Systems (Hpws) Performance Linkage (166) Raineri, Andres; Valenzuela-Ibarra, Sergio

Contextual Factors: Work Environment As A Determinant Of Employee Engagement (909)
Frino, Elizabeth Betty

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FULL PAPERS

Session Chair: Carol Atkinson

How Strategic Is Human Resource Management In Small Firms? (312) Atkinson, Carol; Lupton, Ben; Antcliffe, Val; Kynighou, Anastasia; Carter, Jackie

Knowing 'Why' Matters: The Formation And Effect Of Employee HR Attributions (347)
Shipton, Helen Joanne; Do, Hoa; Lin, Veronica; Budhwar, Pawan, Nguyen, Haidang

Female Internet Taxi Drivers Career Experiences: An Intelligence Career Perspective (136)
Beigi, Mina; Nayyeri, Shahrzad; Shirmohammadi, Melika

A Multigroup SEM Analysis of the Moderating Influence of Culture on Workplace Deviance Behaviour (659) Narayanan, Kanimozhi

WED 15.30 – 17.30 | MB653, Main Building

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Session Chair: Kathryn Waddington

Think Twice Before Rocking the Boar: Employees' Power, Perception of Power, and Upward Voice (106) Wang, Wendy Yuanyuan; Hui, Chun; Alves, Jose C; Shang, Amy, Le; Zhi, Sophia, Xiaojie

Career Satisfaction, Work Resources and Benefit to Health of Employees and Their Children: Evidence from 1,883 Chinese Dual-Earner and Only-Child Households (746) Xu, Mengjie; Chen, Chunyi; Guo, Liang

Becoming Engaged: Situating Employee Engagement in A Changing Work Context (898) Wei, Jean; Yu, Ai

Exploring the link between Employee behaviour & Work Place The Simultaneous Mediation of Employee Engagement (766) Sarwar, Shagufta

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DEVELOPMENTAL PAPERS

Session Chair: Graeme Martin

The Impact of Employees' Working Relations in Creating and Retaining Trust: The Case of Bahrain Olympic Committee (410) Danish, Fajer Mohamed; Kougiannou, Konstantina; Valero-Silva, Nestor

Happiness and Well-Being of Employees in Government entity based in Abu Dhabi: A Paradigm in Flow Concept (751) Alzaabi, Wafa Salem

Examining Perceptions Towards Work Engagement And Employees' Feelings Of Work Engagement: A Study Among Private And Public Universities In Nigeria (908) Ajulo, Adesina; Oyelere, Michael; Mutema, Zedias

Insights Into The Principles And Strategies Of Human Resources Management Practices In Multinationals Enterprises Based In Nigeria (1098) Oyelere, Michael Adamu; Opute, John; Mutema, Zedias

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DEVELOPMENTAL PAPERS

Session Chair: Yehuda Baruch

A Comparison Of Clusters: Exploring The Extent Of International Collaboration In International HRM (682) Pautz, Nikolas

May The Bots Be With You! Opportunities and Challenges of Artificial Intelligence for Rethinking Human Resource Management Practices (294) Malik, Ashish; Budhwar, Pawan; Srikanth, NR; Varma, Arup

Comparison of HRM Policies and Decision Making on HRM Issues between Japanese-owned Companies and Foreign-owned Companies in Japan (193) Suda, Toshiko; Morita, Mitsuru

Chance Events in Executive Careers: Positive and Negative Events along with their Expected and Unexpected Outcomes (1068) Naschberger, Christine; Legrand, Celine; Baruch, Yehuda; Bozionelos, Nikos

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FULL PAPERS

Session Chair: Smirti Kutaula

A Systematic Literature Review on Support Mechanisms for Work-Life Balance (198) Fan, Yuyang; Potocnik, Kristina; Chaudhry, Sara

Mental Health at work and HRM: Engaging with Stigma and the Production and Reproduction of Social Inequality (1182) Hudson, Maria Helen

Human Resource Management Practices and Organisational Results in Multiple Institutional Environments: evidence from an emerging country (631) Lima, Luciana Campos; Galleli, Barbara

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FULL PAPERS

Session Chair: Juliet Kele

Talent Identification Strategy and Factors at Play Perceptions of Multilatinas' Corporate Actors (491) Golik, Mariela Natacha; Blanco, Maria Rita

Social Capital and Subjective Career Success: Is Work Life Balance a Powerful Exponential? (829) Malik, Madiha Waheed

What Makes Self-initiated Expatriates in the Gulf Region Perform Well? Development and Testing of a Model (629) Singh, Sanjay Kumar; Bozionelos, Nikos; Latan, Hengky

THURS 09.00 – 10.00 | MB417, Main Building

FULL PAPERS

Session Chair: Kathryn Waddington

Internal and External Networking Behaviours and Employees' Work Outcomes: The Moderating Effects of Gender (401) Wanigasekara, Saroja Kumari; Ali, Muhammad; French, Erica

Talent Management Strategy in Small and Medium-sized Enterprises (663) Park, HyunMi; Glaister, Alison J; Budhwar, Pawan

THURS 09.00 – 10.30 | MB404B, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Susan Kirk

Internal Perceptions of Employer Branding: A Review and Conceptual Framework (1058) Sinclair, Katie; Martin, Graeme; Bushfield, Stacey

Creating Wards Fit For The Future: Evaluating Healthcare Workforce Skills Mix Redesign in a Rural English Hospital (940) Davies, Julie; Szulc, Joanna; Fahey, David; Naik, Nidhi

The Implications of Perceived Workplace Inclusion for Attracting and Retaining the Younger Workforce with Diverse Backgrounds (1095) Cai, Minjie; Prashar, Manjari

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Session Chair: Pearl Malhotra

Building Trust to Create Crowdsourcing Acceptance (962) Malhotra, Pearl

Managerial Capture of Human Resource Development (HRD): A Legitimation Strategy of Petroleum Sector Employers in Nigeria (199) Oruh, Emeka Smart; Dibia, Chianu; Mordi, Chima

The Impact of Information and Communication Technology on the Work-life Balance of Employees in Business Organisations in Rivers State (494) Nna-Emmanuel, Sarah Wariboko; Obara, Chizi Emuchi

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Session Chair: Mariana Marra

What Happens When The Rule Of Game Changes: A Case About Exploring The Changed Role Of HR As A Champion (953) Rasheed, Maria

Ethical Standards and Intention to Stay. A Comparison among Multiple Firms in Construction Sector (1043) Dadhich, Anubha; Kancharla, Raviteja

Inclusion at the Top of the World: Evidence from The Himalayas (470) Gonibeed, Aparna; Ashman, Ian

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FULL PAPERS

Session Chair: Julie Davies

Implementation Process of Work Life Balance Policy: A Case Study of Information Technology Company in Pakistan (814) Naveed, Nimra; Malik, Fareesa; Sadaf, Lubada

Exploring Public Hospitals' Employer Image Potential for Developing an Employer Brand (171) Raineri, Andres; Molina, Daniel; Bastias, Gabriel

The Big Rural to Urban Migraton in China: The Moderating Role of the City's Institutional Capital and People's Migration Status on Career Success (172) Guo, Liang; Baruch, Yehuda

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DEVELOPMENTAL PAPERS

Session Chair: Catherine Abe

Regulation of Work and Employment: HRM in and within the Regulatory Space (635) Rodriguez, Jenny K; Johnstone, Stewart; Procter, Stephen

Participation in Decision Making Practices on Employee Innovative Behaviours and Job Performance: The Influence of Authenticity Attributions, HR Strength, and Power Distance Orientation (844) Kitt, Adam; Shipton, Helen; Whysall, Zara; Sanders, Karin

HR Structuring and Employee Innovative Behaviours: The Role of Psychological Availability, HR Strength, and Uncertainty Avoidance (848) Kitt, Adam; Shipton, Helen; Whysall, Zara; Sanders, Karin

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DEVELOPMENTAL PAPERS

Session Chair: Margarita Nyfoudi

Impact of Corporate Culture and Self-efficacy on Organizational Commitment of Bank Employees (192) Mahesar, Hakim Ali; Mahesar, Abdul Jaleel; Jhatial, Ashique Ali

Organizational Intentions to Extend Employment of Retiring Executives in Hong Kong (492) Chan, Peter Shiu-fai

A critical evaluation of the MINT Economies: How realised is Nigeria's inclusion? (858) Akinsowon, Peter

THURS 15.00 – 16.30 | MB417, Main Building

FULL PAPERS

Session Chair: Marianna Marra

Where and to What Extent Does Networking Matter? Organizationally Promoted Networking, Team-Working, Careers and the Institutional Context (109) Marra, Marianna; Brewster, Chris; Brookes, Michael; Wood, Geoffrey – **PAPER WITHDRAWN**

Human Resource Practices in a Quality Management Framework and Organizational Ambidexterity in the Organic Agro-food Industry. The Key Role of an Ambidextrous Culture (703) Moreno-Luzon, Maria D; Gil-Marques, Maria; LLoria-Aramburu, Begona

Emotional Labour among Indian Call Center Employees: Social Exchange and Appraisal Theory Perspective (616) Shiyaz, Shameem

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FULL PAPERS

Session Chair: Maria Hudson

Managing Employees' Compensation for Optimal Performance in the Face of Uncertainty: Experience from Nigerian Insurance Industry (712) Ekwoaba, Joy Onyinyechi; Chidi, Christopher Odogwu

HPWP (High Performance Work Practices) and its role on promoting the employee performance in the Nigerian Hotel Industry (900) Odiaka, Kikachukwu; Chang, Kirk

THURS 15.00 – 16.30 | MB568, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Pawan Budhwar

Psychological Contract: Universal or Culturally-bound Concept? An Empirical Study from India (986) Kutaula, Smirti; Gillani, Alvina

Impact of Ethical Leadership and Islamic Work Ethics on Organizational Commitment and Organizational Citizenship Behavior with mediating role of Intrinsic Motivation (182) Ali, Hafiz Fawad; Hafeez, Shahid

Team-based Rewards: The Effects of HR Strength and Commitment on the Relationship between Reward Fairness and Team Performance (398) Nguyen, Hai Dang; Kougiannou, Konstantina

THURS 15.00 – 16.30 | MB404D, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Rita Ojeme

Exploring The Impact Of Brexit Process On Talent Management Practices Of SMEs In The UK (466) Kumodji, Bertha Dzifa; Psychogios, Alexandros; Paladini, Stefania

The role of Talent Management and its outcomes on employee engagement to achieve Sustainable Competitive Advantage: A critical investigation in the Saudi Arabian oil & gas industry (534) Alanazi, Amal; Althonayan, Abraham

Talent Management and its Outcomes to Achieve Sustainable Competitive Advantage: a critical investigation in the Saudi Arabian oil & gas industry (693) Alanazi, Amal; Althonayan, Abraham

Identity

Track Chairs: Ali Rostron, Anastasia Naranova and Kate Black

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FULL PAPERS

Organisational Identity

Session Chair: Rosalia Cascon-Pereira

The Qualitative Survey As Mechanism For Exploring Organisation Identity (658) Crafford, Anne; Mouton, Johann

Organizational Identity Orientation: Exploring The Link Between Organizational Identity And Stakeholder Relations (774) Naranova, Anastasia

How Chinese Managers Construct Their Post-Merger Identification After An Acquisition in Europe? (570) Liang, Shuang; Lupina-Wegener, Anna; Van Dick, Rolf; Ullrich, Johannes

Do Academics Identify With Their Institutions? A Qualitative Study of Academics' Organisational Identification (866) Shrand, Beverly Celia

WED 13.30 – 15.00 | MB554, Main Building

FULL PAPERS

Crossing Cultural Boundaries

Session Chair: Kathryn Boyle

Spanish Expatriates' Identities and Identity Work During an International Assignment: a Longitudinal Study (305) Cascon-Pereira, Rosalia

Ethnic diversity and hybridity in a Faultline Society the case of Malaysia (100) Ziaei, Seyyedali; Lam, Alice

Challenges of Identity work in Africa's Temporary Organisations: Developing Tsenay Serequeberhan's horizons (793) Ejohwomu, Obuks; Igwilo, Malachy

WED 15.30 – 17.00 | NW104B, North Wing

DEVELOPMENTAL PAPERS

Forming Identities

Session Chair: Ingo Winkler

Investigating Liminality to Understand the Implications of Organisational Sensebreaking – Sensegiving Processes on Actors' Social Identity Construction in the Workplace (292) Sims, Jonathan Andrew; Palermo, Ofelia; Abubakre, Mumin

Becoming a Vet: Exploring Changes in Veterinary Students' Professional Self-Understanding (234) Reissner, Stefanie C

Stigmatized Identities And Media In An Atmosphere Of Criminality: A Case Of Homosexual Individuals In India (744) Kondayya, Anupama; Malhotra, Pearl

THURS 09.00 – 10,30 | Meeting Room 134, Aston Business School

DEVELOPMENTAL PAPERS

Identity and the future of work

Session Chair: John McCormack

Cross-Disciplinary Insights into Professional Identity Formation (190) Reissner, Stefanie C; Armitage-Chan, Elizabeth

Effect of Pay for Performance on Identifications in an Organization (875) Kim, Yunjeong; Otsuki, Hiroshi

The Modern Worker: A Framework For Individual Choice (851) Holland, Claire

THURS 13.00 – 14.30 | MB708C, Main Building

FULL PAPERS

Diversity and stigma

Session Chair: Anne Crafford

Workers with Intellectual Disability Connecting with Social Identity to Enhance Performance Through Work at Three Hotels in Australia (580) Meacham, Hannah; Cavanagh, Jillian; Bartram, Timothy

Gender Transitions: How Do Employees With A Newly-Assumed Gender Identity Renegotiate Their Work Identity? (968) Kim, Jade; Kidney, Etain; Mangematin, Vincent

How do 'Clean' Workers Cope With Dignity Violations and Occupational Stigma? (671) McCormack, John; Bamber, Matt; Lyons, Brent

THURS 13.00 – 14.30 | Meeting Room 134, Aston Business School

DEVELOPMENTAL PAPERS

Crossing Cultural Boundaries

Session Chair: Elham Moonesirut

I Make Sense, Therefore I Am (538) Kimberley, Anna Maria

Exploring Sri Lankan Immigrants' Identity Work Strategies: Towards A Research Agenda (758) Gunasekera, Gayani; Fernando, Mario; Reveley, James

A Socially Constructed Identity: Business Orientations and Home Country Nationalism of the Palestine Diaspora (449) Buchanan, F Robert

THURS 15.00 – 16.30 | MB708C, Main Building

FULL PAPERS

Career, Paternalism and Belonging

Session Chair: Anna Kimberley

Positioning Career Identity Construction: Identity Work and Identity Status Models (270)
Boyle, Kathryn A.

Work Integrated Learning and Development of Graduate Identity (799) McGrane, Angela;
King, Nigel; Burr, Viv; McAdie, Tina

Identity Formation and Resistance in Paternalism (1053) Moonesirut, Elham

THURS 15.00 – 16.00 | Meeting Room 134, Aston Business School

DEVELOPMENTAL PAPERS

Academic Identities

Session Chair: Beverly Shrand

Identity Re-negotiation under Conditions of Perpetual Liminality (272) Winkler, Ingo

An Investigation Into Individual Meaning, Knowledge Production and Research Identities of
Creative Industries Entrepreneurship Scholars To Map Their Academic Careers In Uncertain
Time (888) Romano, Stefania; Carey, Charlotte

Innovation

Track Chair: George Tsekouras and Nick Marshall

TUES 15.30 – 17.00 | Susan Cadbury Lecture Theatre, Aston Business School

SYMPOSIUM

Session Chair: George Tsekouras

The Strategic Value of Technology-Enabled Innovation: A Multi-Disciplinary Overview (303)
Bongiovanni, Ivano; Kim, Dong-hyu

This symposium will nurture an interactive, academic-oriented, and practice-informed debate around the strategic value that technology-enabled innovation has in modern organisations. Tapping into different disciplines in business research (namely, management, marketing, and information systems), this symposium will introduce the following four studies: 1) review of technology road-mapping studies; 2) natural experiments in innovation management (evidence from Fintech firms); 3) digital marketing as a source of innovation and revolutionary organisational development; and 4) transformative value of modern information security management for cyber resilience. By attending this symposium, participants will expand their comprehension of the opportunities that technology-enabled innovation offers and lay the foundations to explore multi-disciplinary potentiality on this topic. Strongly grounded in practical cases, the research presented in this symposium will be greatly informative to practitioners interested in better understanding the dynamics that govern innovation management.

WED 08.30 – 10.30 | MB261, Main Building

FULL PAPERS

Generating and capturing value from innovation

Session Chair: Nick Marshall

Exaptation And Ecosystem Entry: The Case of 3D Printing (955) Beltagui, Ahmad; Rosli, Ainurul; Candi, Marina

Does Imitation Pay Off? An Analysis of Imitations in a Less Developed Economy (1129) Barros, Henrique Machado; de Paula, Marcio

The Interdependence of Entrepreneurial Orientation and Organisational Learning in Explaining New Product Performance: A Configurational Approach (696) Huang, Shuangfa; Pickernell, David; Battisti, Martina

WED 13.30 – 15.00 | MB550, Main Building

FULL PAPERS

Knowledge, innovation and intermediaries

Session Chair: Neil Alderman

Innovation Search and the Role of Innovation Intermediaries (479) Howells, Jeremy Richard; Thomas, Elisa

Systematic Literature Review of Triple Helix Model and its Implications for Peshawar, Pakistan (590) Khan, Romy; Khan, Sajjad

Knowledge-Intensive Services in Academic Engagement and Commercialisation (679) Lee, Hsing-Fen; Miozzo, Marcela

WED 13.30 – 15.30 | MB261, Main Building

FULL PAPERS

Open Innovation

Session Chair: George Tsekouras

The Role of Customer Co-Creation at the Fuzzy Front-End: A Systematic Review of the Literature (823) Reuther, Kevin; Schumann, Christian-Andreas; Seidel, Kristin

Persistence of Open Innovation: An Organizational Learning Approach (1021) Abdelaty, Hamdy

Open Innovation in a Chinese SME: the creation of the GB Drone (1243) Dong, Ming;
Flowers, Steve

Open Innovation: Restoring the Capability Proximity (810) Hutton, Steven; Demir, Robert;
Eldridge, Stephen

WED 13.30 – 15.00 | MB574, Main Building

DEVELOPMENTAL PAPERS

Innovation in the regional context

Session Chair: Chris Callaghan

China's Region OFDI And Innovation Performance – Examining The Effect Of Technology Gap
And Absorptive Capacity (326) Wang, Zhaoxing; Xia, Senmao; Yoruk, Esin; Maas, Gideon

Technology, Innovation and Sustainability in the Amazon Region: A Systematic Literature
Review (673) Hourneaux Jr, Flavio; Lara-Cunha, Cristiana; Ferreira, Gleriani; Kaetsu, Patricia
Taeko; De Vincenzi, Ticiana

Latecomer Countries in the Age of Digitalization: Case of Russian Manufacturing (1158)
Turovets, Julia

WED 15.30 – 17.00 | MB549, Main Building

FULL PAPERS

Innovation and Organisation

Session Chair: Ming Dong

A Systematic Literature Review Of Organizational Innovation – A Cluster Based Perspective
(1005) Zakaria, Roslan Bakri

Interactive Effects of Development Climate, Intrinsic Motivation, and Extrinsic Motivation on
Innovative Work Behavior (1157) Hussain, Taiba; Rice, John

Relationship between Standards and Performance of Innovative Projects: A Systematic
Review (903) Dey, Anupam; Chan, Paul W; Ejohwomu, Obuks A

WED 15.30 – 17.00 | MB559, Main Building

DEVELOPMENTAL PAPERS

Social innovation

Session Chair: Neil Alderman

Understanding Social Innovation and Related Constructs (596) Agrawal, Shambhavi; Sinha,
Anubha Shekhar; James, Liji

Crowdfunding for Entrepreneurs: A Review, Critique and Research Agenda (699) Jain, Mansi; Deep Sharma, Gagan; Srivastava, Mrinalini

Developing Innovation Routines in Social Enterprises: Evidence from a Multi-Activity Support Programme (1199) Marshall, Nick; Tsekouras, George

THURS 09.00 – 10.30 | MB108, Main Building

FULL PAPERS

Innovation, institutions, and capabilities

Session Chair: Jonathan Sapsed

Ambidexterity as a Dynamic Capability: A New Perspective (245) Escorcia-Caballero, Juan Pablo; Moreno-Luzon, Maria D; Chams-Anturi, Odette

Developing Innovation Strategies and Capabilities through Institutional Interactions: A Longitudinal Study of China's Telecommunications Industry (235) Wu, Qiang; He, Qile; O'Regan, Nicholas; Ghobadian, Abby

Difference in Institutional Ownership Structure across Countries: How Institutional Environment Influences the Impact of Institutional Investors on Innovation (556) Stoyneva, Irina Kirilova; Narayanan, Vadake K

THURS 09.00 – 10.30 | MB404C, Main Building

DEVELOPMENTAL PAPERS

Innovation ecosystems and open innovation

Session Chair: Chris Callaghan

Organising for Open Innovation in Innovation Ecosystems (619) Marzocchi, Chiara; Yeow, Jillian (619)

Decision-making in Platform Leadership: The Case of App Developers (574) Rognifard, Mahrokh

Open Innovation Readiness for SMEs: Assessment Methodology (1183) Figlioli, Aline; Christian, Jose; Tsekouras, George; Patel, Pari; Kanellou, Despina; Albats, Ekaterina; Podemetina, Daria

THURS 13.00 – 14.30 | MB518, Main Building

FULL PAPERS

Non-technological aspects of innovation

Session Chair: Despoina Filiou

Causes of the Global Productivity and Innovation slowdown: Revisiting the role of Managerial Research (464) Callaghan, Chris William

Sustainable Innovation: From Policy Intervention to Stakeholder Coalition (141) Zhang, Michael

The Benefits of Design Selection Bias in the Interplay Between Product Modification and Customer Feedback (984) Bleda, Mercedes; Querbes, Adrien; Healey, Mark

THURS 13.00 – 14.30 | MB404C, Main Building

DEVELOPMENTAL PAPERS

Digitalisation and innovation adoption

Session Chair: Nick Marshall

The Craft In Stagecraft: Implications for Organising and Digital Technology Adoption (1154) Sapsed, Jonathan; Vasiliou, Christina

Re-examing the Technology Acceptance Model from stakeholders' management perspective in health sector (993) Zhang, Xinwen; Zhou, Xue; Yoruk, Esin

Challenges and Opportunities of Healthcare digitalization. Comparative analysis of patients' perception in Lithuania and Turkey (964) Trinkuniene, Sandra; Nwaorgu, Benson(+); Kiskioniene, Jurgita; Pundziene, Asta

THURS 15.00 – 16.00 | MB518, Main Building

FULL PAPERS

Innovation in the Public Sector

Session Chair: Ming Dong

Putting Public Sector Innovation Typology in Context (654) Cinar, Emre; Trott, Paul; Simms, Chris

The Challenges of Innovation Leadership: Qualitative Evidence from Jordanian Public Sector Context (459) Aladwan, Shaker Ahmad

THURS 15.00 – 16.30 | MB404C, Main Building

DEVELOPMENTAL PAPERS

Knowledge and Innovation

Session Chair: Jonathan Sapsed

The Fifth Industrial Revolution? A Provocative Description of a Novel Phenomenon (676)

Callaghan, Chris William

Tensions in University-Industry Relationship: Arbitrage for Knowledge Creating (555)

Omeife, Nkechinyem; Horan, Conor

User-Executives And Innovation Decisions In The Sports Industry (1135) Ke, Yu-Ru; Ho, Yen-

Chen

International Business and International Management

Track Chair: Junzhe Ji

TUES 15.30 – 17.00 | MB554, Main Building

SYMPOSIUM

Session Chair: Emmanuella Plakoyiannaki

Problematizing SME Internationalisation: Exporters, Global Small Firms and Micromultinationals (149) Plakoyiannaki, Emmanuella; Zhang, Haina; McDonald, Frank

The purpose of this symposium is to revisit and problematise the internationalisation of Small and Medium –Sized Enterprises (SMEs). Given the increasing involvement of SMEs in the international marketplace, there is an emerging literature stream in the SME internationalisation field, which explores globalisation of the smaller firm. These researchers examine whether an SME can have the characteristics of the “global firm” and engage in internationalisation beyond exporting. This discussion coincides with recent literature on the emergence of the Micromultinational enterprises (mMNEs), which are novel types of internationalised small and medium-sized enterprises (SMEs) that have become increasingly prevalent in recent years and which are expected to proliferate further. Their distinctive feature resides in their ability to initiate and manage value-adding activities using committed foreign market servicing modes beyond exporting in multiple foreign markets. Despite an increased potential to yield economic and social benefits, the rise of SMEs that internationalise beyond exporting has received limited academic research attention to date.

In particular, this symposium will offer a critical reflection on SMEs internationalisation in the existing literature, highlighting challenges and different theoretical lenses (e.g. international business; international entrepreneurship) that illuminate this phenomenon. Specifically, this symposium has the following five objectives:

- 1) To rethink the internationalisation of SMEs and the associated challenges;
- 2) To re-examine the dominant theoretical perspectives on SME internationalisation that concentrate on exporting activities;

WED 08.30 – 10.30 | MB512, Main Building

FULL PAPERS

Session Chair: Shubin Wu

Inflow FDI Agglomeration, Congestion Effect and Firm's Productivity in China: A Spatial Econometric Analysis (140) Chen, Xiao Long

What Matters to Performance Fluctuation: The Roles of Global Diversification and Home-region Concentration (441) Wu, Shubin; Lu, Jane

Returnee Over Time and FDI Knowledge Spillover: How Does FDI Affect Firm Productivity in Emerging Markets (561) Zhang, Dongyang; Guo, Rui; Ning, Lutao

Developing IJV's Absorptive Capacity for Promoting Low Carbon Technology Transfer: The Role of Intermediaries and External Channels (1118) Huang, Linlan; Zou, Huan

WED 08.30 – 10.30 | MB753, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Antje Fiedler

Reframing Institutional Change: The Role of Context (1094) Ramadan, Nora; Narooz, Rose

The Dark Side of Entrepreneurial Networks: Exploring The Failure Of A Medical Device International New Venture (1120) Warner, Karl S.R; Couper, Carole

Activating Assets of Foreignness in Emerging Markets: Evidence from New Zealand SMEs (1003) Fath, Benjamin; Fiedler, Antje; Garlick, Marko

Exploration The Relationship Between Internationalization Of Indian Family-Owned Firms And Capability Development (1104) Dey, Manisha

WED 13.30 – 15.00 | MB512, Main Building

FULL PAPERS

Session Chair: Jeremy Clegg

Inequality And The Internationalization Of State-Owned Multinationals (306) Clegg, L Jeremy; Voss, Hinrich; Tardios, Janja

How International Telecommunication Firms Respond to Regulatory Institutions to Obtain Legitimacy in Emerging Market Economies (792) Umoru, Ugbede

Informal Institutions Matter: Strategies of Chinese Multinational Enterprises Operating in Australia (460) Zhang, Mingqiong Mike; Lu, Ying Candy; Zhu, Cherrie Jiuhua

WED 15.30 – 17.30 | MB512, Main Building

FULL PAPERS

Session Chair: Junzhe Ji

Common In-group Identity and Cultural Intelligence as Key Factors of Multicultural Team Effectiveness (484) Konishi, Mario; Shan, Juan; Pullin, Patricia; Lupina-Wegener, Anna

Globalization And National Cultural Values: Are Indian Youngsters Really More Global Than Indian? (833) Pathak, Santana

Exploring the Willingness of Monocultural and Bicultural Individuals to Undertake International Assignments (1156) Isichei, Michael

Collectivistic Orientation, Decision-making Process, and Local Linkages in International Entry: A Study of Chinese SMEs (1102) Ji, Junzhe

THURS 09.00 – 10.30 | MB231, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Emmanuella Plakoyiannaki

Something Old, Something New: Localized Knowledge Search And Re-discovery By MNE Subsidiaries (923) Ho, Elsen; Spadavecchia, Anna

Institutional and Subsidiaries Actors: A Multilevel Analysis of HRM Practices in Chinese MNCs in the UK (976) Shajera, Amani

HQ attachment to the Crown Jewel: Balancing Autonomy and Influence in Subsidiary Role Development (1009) Igoe, Josephine; Conroy, Kieran Michael

THURS 13.00 – 14.30 | MB512, Main Building

FULL PAPERS

Session Chair: Geoffrey Wood

The Generation Of Emotions Through Intercultural Interaction Within A Multinational Enterprise (438) Wang, Qiu; Clegg, Jeremy; Gajewska-De Mattos, Hanna; Buckley, Peter

“Hello, World!” – A Sentiment Analysis of the Trailing Spouses’ Online Blogs (598) Koveshnikov, Alexei; Wechtler, Heidi; Lindman, Juho

What Determines Emotional Intelligence and Cultural Intelligence Among Managers in cross border business Organisations? The Effects of Organisational Culture and Role Stressors (736) Kubicek, Amadeus; Bhanugopan, Ramudu

THURS 13.00 – 14.30 | MB231, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Junzhe Ji

From Institutional Duality to Institutional Trifecta: Implications for Family Firms' International Subsidiaries (218) Wang, Heling; Hughes, Mathew; Georgiadou, Elena

Expatriates Socio-Cultural Adjustment And Host Country Nationals Social Identity Changes: An Empirical Investigation In Pakistan (769) Mumtaz, Sana; Nadeem, Sadia

Institutions and Firm Performance: The Moderating Role of Founder's Social Ties (384) Teng, Da; Li, Chengchun

THURS 15.00 – 16.30 | MB261, Main Building

FULL PAPERS

Session Chair: Frank McDonald

Old Risks, New Prospects? An empirical evaluation into the risky business of foreign market re-entry (194) Surdu, Irina Minodora; Ipsmiller, Edith

The Role of Munificence-Hostility on Decision-making Logic of Internationalising SMEs: A Comparative Study (330) Younis, Heba; Elbanna, Said

Internationalization Barriers of Thai Online Fashion SMEs Through Social Media (943) Wang, Jinmin; Turmratanasuwan, Tanawat

THURS 15.00 – 16.30 | MB231, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Michael Adamu Oyelere

International arbitration and economic growth in Latin America (233) Correa, Juan S; Cayon, Edgardo

Applying Spatial Durbin Panel Model on US Exports to Improve the Trade Deficit (268) Liu, Yi-cheng; Yang, Wen

Multinational Corporation Management Strategies And Human Resources Practices: Understanding The Nigerian Context (981) Oyelere, Michael Adamu; Mutema, Zedias; Opute, John

Inter-Organizational Collaboration: Partnerships, Alliances and Networks

Track Chairs: Qile He and Sanne Bor

WED 08.30 – 10.30 | MB554, Main Building

FULL PAPERS

Session Chair: Sanne Bor

The Power of 'Both/And: The Role of Simultaneous Trust and Distrust in Inter-Firm Coopetitive Alliances (1122) Raza-Ullah, Tatbeeq

The Dance of Power and Trust – Exploring Micro-Foundational Dimensions in the Development of Global Health Partnership (773) Patnaik, Swetketu; Pereira, Vijay; Temouri, Yama; Malik, Ashish; Roohanifar, Mohammad

Characterising Inter-Organisational Relationships within Organisational Ecosystems: Towards a New Data Structure (934) You, Jacqueline Jing; Williams, Christopher

Transferring Knowledge For Innovation Through Partnerships Between University & Technology-Based Small Firms (TBSFs): A Social Capital Perspective (710) Yusup, Nor Hafizah; Griffiths, Marie; Udagedara R.M.U, Susantha

WED 13.30 – 15.00 | MB708B, Main Building

FULL PAPERS

Session Chair: Swetketu Patnaik

Analysis of Motives for Alliance Formation Using Total Interpretive Structural Modelling (125) Lamba, Harchitwan Kaur; Dhir, Sanjay

Interaction of Alliance Governance and Inter-Partner Diversity: Mechanisms to Realize Good Performance of Alliances (266) Yasuda, Hiroshi

Kissing an Awful Lot of Frogs? Seeking the Elusive Relationship Between Social Enterprises and Private Sector Organizations (1051) Alexander, Elizabeth

WED 13.30 – 15.00 | MB753, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Qile He

Teach-Learn-Share: Creating High Performance in Teaching and Learning through an Inter-organisational Partnership Between the Faculties of Management and Health & Medicine (420) Brearley, Sarah Grace; Cross, Casey Mcquinn

Intrafirm and Interfirm Networks: Evolvement Dynamics in Divestitures (920) Kochura, Oleksandra

How Does Risk (Relational and Performance) Influence Alliance Termination: A Research Framework (1031) Kunjuthamby, Sathees

WED 15.30 – 17.00 | MB708B, Main Building

FULL PAPERS

Session Chair: Sarah Brearley

Executive Interlocks And Executive Compensation During Institutional Transition (1029) Jiang, Lin; Kling, Gerhard

Strategic Alliance Research in the New Era (332) He, Qile; Meadows, Maureen; Angwin, Duncan; Gomes, Emanuel; Child, John

Offshore outsourcing innovation in SMEs: A 4F perspective of Governance (562) Khraishi, Ahmad; Huq, Fahin; Paulraj, Antony

WED 15.30 – 17.00 | MB553, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Elisabeth Alexander

Understanding Accountability in the Context of Meta-Organizations (104) Bor, Sanne

Exploring Meetings as a Practice of Shaping a Meta-Organization (503) Webb, Jane – **PLEASE NOTE THIS IS A FULL PAPER**

Inter-Organizational Collaboration for Research and Innovation: Design and Processes in Multi-Actor EU-funded Projects (689) Klessova, Svetlana; Thomas, Catherine; Engell, Sebastian

THURS 09.00 – 10.30 | NW109, North Wing

FULL PAPERS

Session Chair: Jane Webb

Value Creation in Education Company Partnerships: Case Study (423) Manninen, Merja Anneli

Understanding Communication Breakdown Behaviour Among Alliance Parties Working on Construction Projects (973) Bratby, May

Trust and Distrust in Nigerian Supply Chain Networks (351) Omeihe, Kingsley Obi; Khan, Mohammad Saud; Amoako, Isaac Oduro; Gustafsson, Veronika

THURS 09.00 – 10.30 | Room 140, Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: Oluwatosin Lagoke

Systematic Literature Review of The Role of Networks in Supply Chain Sustainability Performance (569) Qiu, Jilin; Alinaghian, Leila; Prior, Daniel

An Emic Approach To An 'Indigenous' Concept of Business And Social Networking (650) Weir, David; Ali, Sa'ad

Toward A Framework For A National System Of Innovation (NSI) For The Readymade Garments Sector of Bangladesh (1110) Ala, Mamun Ul; Manoharan, Ashokkumar

THURS 13.00 – 14.30 | MB559, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Ahmad Khraishi

The Impact of Social Capital On Economic Value Creation: A Conceptual Model For The Study Of SMEs In The UK Construction Industry (723) Riano, Julian D

Explaining Relational Rewards in New Forms of Inter (Organizational) Collaboration (522) Kruse, Deniz Philipp; Rovekamp, Golo; Weber, Christiana

Social Enterprise, Public Management and Institutional Complexity in Global Sporting Mega-Event Projects: Public Service Provision and 'Legacy' (226) Gillett, Alex G; Tennent, Kevin D

THURS 15.00 – 16.30 | MB512, Main Building

FULL PAPERS

Session Chair: Jacqueline Jing You

Outsourcing non-core non-clinical services in NHS Organisations in England (1001) Confue, Phillip

Transferring Knowledge For Innovation Through Partnership Between University & Technology-Based Small Firms (TBSFs): A Social Capital Perspective (710) Yusup, Nor Hafizah; Griffiths, Marie; Udagedara R.M.U, Susantha

Analysis of Globalisation And Emerging Trends In Economic Environment: Lessons From Acps Group (386) Nwokocha, Kenneth Chibuisi; Nwokocha, Kelechi Remygius.

THURS 15.00 – 16.30 | MB227, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Lin Jiang

Managerial Learning From Economic And Turbulent Conditions In Petrochemical Industry (819) Pour Mirza, Arezou

Understanding Leadership in Inter-Organisational Collaborations – Emerging Insights from an Emergency Service Collaboration (998) Patnaik, Swetketu; Wankhade, Paresh

Inter-Organisational Collaboration: A case study of the Oxford Biotechnology Industry (688) Lagoke, Oluwatosin

Knowledge and Learning

Track Chairs: Daniel Degischer, Alexander Kofinas and Svetlana Warhurst

WED 08.30 – 10.30 | MB549, Main Building

FULL PAPERS

Session Chair: Svetlana Warhurst

“What Happens Next Is Up To Me” – Analysis Of Ethnic Minorities’ Human Capital And Employability Development (768) Sitko, Rafal; McGregor, Heather; Christopoulos, Dimitris

Learning Factories Of Industry 4.0; A Review Of Challenges In Its Creation (824) Narula, Sanjiv; Talwar, Vishal; Dwivedi, Maheshwar; Prakash, Surya; Hartmann, ErnstAndreas

The Effect of Social Support and Learning Style Differences between Mature Age and Younger Students on overall engagement with university (1057) Chapman, Geoffrey; Radford, Katrina; Halvorsen, Beni

Expressing Multiple Stakeholder Perspectives in Designed Learning Outcomes (1032) Frost, Diana

WED 09.00 – 10.30 | Meeting Room 134, Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: Daniel Degischer

Revealing Failures on Knowledge Sharing: An Empirical Investigation (191) Siachou, Evangelia; Israilidis, John

The Paradox of Power In Collective Leadership – Implications For Management Education (314) Rigg, Claire; Anderson, Lisa; Ellwood, Paul

Understanding Dignity At The Face Of Changing World Of Work (372) Rajan, Soumya G; Paul, Bino

WED 13.30 – 15.00 | Meeting Room 134, Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: Svetlana Warhurst

An Investigation of Acculturation Journey of Chinese Mandarin-speaking Students Taking Undergraduate Studies in UK Business Schools (259) Xu, Dongsheng

Embedding Innovation in Teaching and learning: A Pilot Study of the Research Skill Development (RSD) Framework Adopton (1155) Warhurst, Svetlana; Croy, Glen; Cottee, Jane

Exploring the Reasons Behind Student's Choice of Study Modes (207) Radford, Katrina; Stewart, Heather; Sarvaiya, Harsha; Saxinger, Matt

WED 13.30 – 15.00 | MB553, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Alexander Kofinas

Practice Based Learning: Stories That Reveal and Influence (411) Warwick, Robert James; McCray, Janet; Palmer, Adam; Treager, James

A Walk in the Park: Creative Unsettling Developing Practice Based Learning (414) Warwick, Robert James; Traeger, James

The Importance Of Gaining Meaningful Engagement From Both Participants And Employers In Order To Maximise The Benefits Of Undertaking A Degree Apprenticeship (757) Booth, Joanna; Mills, Sophie

WED 15.30 – 17.00 | MB227, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Daniel Degischer

Are You Critically Teaching Accounting And Finance In Universities? (320) Kim, Amee

What Do You Believe Are The Challenges And Opportunities For Management Educators Globally In The Next 5 Years: How Is The Business School Environment Going To Change Management Education In The Future? (442) Bentley, Mark

Reflection for All Learners: Putting Reflection (Back) on the Radar (535) Zizka, Laura

THURS 09.00 – 10.30 | MB554, Main Building

FULL PAPERS

Session Chair: Alexander Kofinas

Improving the Effectiveness of Group Feedback; A Study of Undergraduate Business Studies Students (122) Breslin, Dermot

Simulations And Games In Management Education – The Human Costs Of Creating And Participating In ‘Useful Illusions’ (1112) Stewart, Ian Christopher; Wang, Kun

It’s Not the MBA It’s What You Do With It – Building and Sustaining Career Resources (231) Houldsworth, Elizabeth; Rowson, Tatiana; Tresidder, Andrea

THURS 09.00 – 10.30 | MB753, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Svetlana Warhurst

Business School Graduates: Crafting Responsible Citizens and Business Specialists? (742) Croy, Glen; Cavanagh, Andy; Co, Mary Jesselyn; Mitchell, Bruce

Teamwork Skills Development in an Online Business Simulation Game and their Transferability to the Workplace (961) Wilkins, Peter; McLaughlin, Rory; Day, Lisa

Reimagining Curriculum, Pedagogy and Digital Technologies in a Large-Scale Online MBA (885) Allan, Stuart; Robinson, Craig

THURS 13.00 – 14.00 | NW109, North Wing

FULL PAPERS

Session Chair: Daniel Degischer

A Tug of War on Impact of Competence Based Trust on Knowledge Transfer between NGO-Employees and Beneficiaries: An Empirical Study on NGO-sector in Bangladesh (253) Hasnain, Sheikh Shamim

Dialogical Mechanisms of Organizational Knowledge Creation in the Context of the Technological Innovations’ Front End (431) Akbar, Hammad

THURS 13.00 – 14.30 | MB229, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Alexander Kofinas

Character Driven Knowledge Exchange: Overcoming The Problem of Moral Hazard In Knowledge Exchange (708) Johnston, James Bruce; Tait, Alan; Reuther, Kevin

Triggering the Double Loop in Public Sector Leaders (627) Dagnan, Chris; Bailey, Kate; Velaayudan, Arumugam

Communities In Conflict? Communities Of Practice Within The Business-School (891) Black, Kate; Warhurst, Russell

THURS 13.00 – 14.30 | Room 140, Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: Effie Konstantinou

Assessing The Value Of Capstone Unit In Developing Critical Thinking Skills In MSc Students (947) Bukoye, Oyegoke Teslim; Oyelere, Michael

The Effectiveness of Transnational Education: A Case Study from Oman (880) Al Kittani, Said Saleem; Zohny, Zainab

From Research Practice to Teaching Practice: The Application of Peer Review in Higher Education (1171) Paladino, Angela

THURS 15.00 – 16.30 | MB229, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Effie Konstantinou

Managing Employees' Knowledge in International Hotel Companies: A Case Study of Innov@ccor (886) Hawela, Mohamed Fetouh; Morris, Barny Edward

Knowledge Sharing Through Enterprise Social Network: The Key Role of Virtues of Servant Leader and Eudaimonic Well-Being (1056) Martin, Annabel; Micheaux, Andrea; Stan, Valentina

Leadership Development in MBA Programmes: Promoting Students' Learning through Assessment Processes that Focus on Critical Reflection (130) Fernando, Senaka

Leadership and Leadership Development

Track Chairs: Paul Joseph-Richard and Catherine Butcher

WED 09.00 – 10.30 | MB708B, Main Building

FULL PAPERS

Empowering Leadership

Session Chair: Paul Joseph-Richard

The role of Emotional Intelligence on Organizational Commitment: The moderating role of transformational leadership (938) Bhalerao, Hemangi Rajeev; Kumar, Satishchandra

To Take Or Not To Take The Risk? Influence of Empowering Leadership On Change-orientated Organizational Citizenship Behavior (609) Chan, Alison

Empowering Leadership, Employee Entrepreneurial Orientation and Innovative Performance: A Dyadic Study in China (779) AU, Clement K; WEI, Lique

WED 08.30 – 10.30 | NW104B, Main Building

DEVELOPMENTAL PAPERS

Team Leadership & Colleagueship

Session Chair: Christian Harrison

The Impact of Leadership on Team Creativity: A Team Dynamics Perspective (557) Han, Yang; Yoruk, Esin; Garcia Perez, Alexeis

What Is Colleagueship, Actually? – A Look at 25 Years of Research (977) Laiho, Maarit; Ryoma, Arto; Teerikangas, Satu

Developing A Systems View of Leadership (496) Pilbeam, Colin

Leadership in the Eyes of Beholders: Who are City Leaders? (817) Pagani, Michela; Budd, Leslie; Sancino, Alessandro

WED 13.30 – 15.00 | ABS 2.09 Lecture 5, Aston Business School

DEVELOPMENTAL PAPERS

Health Care Leadership

Session Chair: Paul Joseph-Richard

“They have the power because they’ve got the knife”: Examining Leadership in an Interprofessional Healthcare Arena (686) Herepath, Andrea; Iszatt-White, Marian

Exploring Collaborative Maternity Work Through The Lens of Leadership As Practice (1041) Willocks, Katie

What, if Anything, has Replaced the 'Firm' Model of Leadership in Surgical Teams? A Leadership-As-Practice Study (369) Rosell, Tracey A; Kitchener, Martin

WED 15.30 – 17.00 | MB206, Main Building

FULL PAPERS

Supportive Leadership

Session Chair: Christian Harrison

A Critical Discourse Analysis of the Role of Leadership in Employee Turnover (454) Yaghi, Majed; Weerakkody, Vishanth; Irani, Zahir

Impact of Leader Competence and LMX on Subordinate Outcomes at the Workplace (511) Gupta, Megha; T.Bhal, Kanika

The Role of Supportive Leadership in Building and Sustaining High Performing Organisations (179) Alatawi, Massad Awdah

WED 15.30 – 17.00 | MB552, Main Building

DEVELOPMENTAL PAPERS

System Leadership

Session Chair: Julie Wilson

A Conceptual Framework for Business Schools in Developing Responsible Leadership Competences in Addressing the Sustainable Development Goals (603) Dharmasmita, Aldilla; Molthan-Hill, Petra; Smith, Roy

More Than 'Bouncing Back': The Importance Of Resilience in Leadership Success and Derailment (482) Ross, Suzanne

Does Greater Emotional Intelligence of the Leader always Mean Better Leader Performance? Evidence for a Curvilinear Relationship (980) Mukhuty, Sumona; Bozionelos, Nikos

THURS 09.00 – 11.00 | MB549, Main Building

FULL PAPERS

The Servant Leadership

Session Chair: Julie Wilson

Servant Leadership and Project Success: Parallel Mediation by Work Engagement and Project Work Withdrawal (839) Nauman, Shazia; Musawir, Ata ul; Malik, Sania Zahra

Unraveling Servant Leadership and Antecedents Through Development of Language Based Dictionary (831) Gupta, Sonakshi; Nambudiri, Ranjeet

Leader -, Follower-and Organisational Behavioural Integrity and OCB: The Role of Identification Processes (991) Ete, Ziya; Epitropaki, Olga; Zhou, Qin; Graham, Les; Zheng, Yuyan

Integration At The Top: A Closer Look At Top Management Team Internal Processes (722) Cespedes, German; Sanchez, Julian; Franco-Santos, Monica; Reinmoller, Patrick

THURS 09.00 – 10.30 | ABS 2.09 Lecture 5, Aston Business School

DEVELOPMENTAL PAPERS

Leadership Development

Session Chair: Marian Iszatt-White

Dream, Diagnose, Dialogue & Deliver: Lessons Learned from a '4D' Leadership Development Intervention in a High-performing Pharmaceutical Company (890) Joseph-Richard, Paul; Ringrose, Nara; Glover, Geoff

Leader Development: Determining The Path To Sustainable Success Stories (471) Srinivasan, Kalpana; MG, Jomon

Sustainable Leadership Development in SMEs: A Case Study of South Asian Ethnic Minority Owned (SAEM) SMEs in The UK (936) Rahaman, Jaser; Akwei, Cynthia

THURS 13.00 – 14.30 | MB554, Main Building

FULL PAPERS

The changing nature of Leadership

Session Chair: Patricia Hind

The changing nature of Leadership: The impact of the social media revolution on effective leadership (147) Hind, Patricia Anne; Holton, Viki; Turner, Anthony

Epitome of Success or Embodiment of Failure? The Particular Paradoxes of Psychopathic Leadership (344) Boddy, Clive Roland

Limited Tenure: Implications for Enacting Distributed Leadership (958) Keenan, Marina; Wilson-Evered, Elisabeth; McGrath, Michael G

THURS 13.30 – 14.30 | ABS 2.09 Lecture 5, Aston Business School

DEVELOPMENTAL PAPERS

Contextual Leadership

Session Chair: Marian Iszatt-White

Forgotten But Not Gone: Bringing Physical and Non-physical Contexts Back in Followership Research (254) Wang, Diansha; Leitch, Claire; Stead, Valerie

The Role of Discursive Leadership in Follower Normalization of Deviant Behaviour in Two Australian Bank Scandals (731) Gill, Carol

THURS 15.00 – 16.00 | ABS 2.09 Lecture 5, Aston Business School

DEVELOPMENTAL PAPERS

Contemporary Leadership

Session Chair: Kingsley Omeihe

Where You Tweet, I Will Follow: Digitally-Mediated Proximal Leadership (108) Iszatt-White, Marian

Leadership Skills in the Higher Education Sector: A Study of Scotland (437) Harrison, Christian; Collins, Stephen; Gilardi, Marco Reilly, Christine; Valentin, Stephanie; Balaraman, Pravin; Papadopoulou, Constantina

Management and Business History

Track Chairs: Kevin Tennent and Roy Edwards

TUES 15.30 – 17.00 | MB549, Main Building

WORKSHOP

Session Chair: Roy Edwards and Kevin Tennent

Archives and 'history as a method' in Business School Teaching (789) Edwards, Roy; Tennent, Kevin

This proposal seeks to explore the use of history as a method to understand business decision making in a historical context. The workshop will draw upon the experience of the conveners in delivering undergraduate education in both dissertation supervision and teaching modules on management and business history. In addition how the evidence and approach might be embedded in other more mainstream disciplines will be explored.

The value to the wider BAM community will be in thinking about how history as an approach

might be used alongside archival evidence to develop an innovative approach to business education.

WED 09.00 – 10.30 | Susan Cadbury Lecture Theatre, Aston Business School

SYMPOSIUM

Session Chair: Kevin Tennent

Frederick W Taylor: Progressive? Or Not? A Debate (187) Wilson, James M; Quail, John

Frederick W. Taylor remains a controversial figure in management. Although the conventional view is that Taylor and his system of Scientific Management was designed and used to exploit workers, revisionists argue against that received wisdom.

The symposium explores those issues: first considering the prevailing perspective and understanding of Taylor and his system: what is it and how is it used. That would be followed by alternative considerations of it as a progressive development, more "liberal" in design and intent than recognized by its contemporary critics or later discussions now seen most often.

The format will be presented as a debate: with the first third of the session devoted to initially eliciting the current, popular perception of Taylor, then the second third providing a contrasting view; followed in the last part of the session with an open debate wherein the presenters and audience can interact critiquing the alternative views put forward.

WED 13.30 – 15.00 | MB708A, Main Building

FULL PAPERS

Session Chair: Shane Hamilton

Authentic Organisational Change: The Role Of Rhetorical History In The Creation Of Barclays Bank's Company Values (917) Jones, Ian Geoffrey

The Narrative of the 1930s City of London and the Manufacturing North of England (896) Weir, David Thomas

The City of London: Genealogy of a Contemporary Mercantilist Heterotopia (1179) Cornelius, Nelarine; Pezet, Eric

WED 15.30 – 17.00 | MB404A, Main Building

FULL PAPERS

Session Chair: Roy Edwards

Governing as Minding the Institutional Gap (495) Jimenez, Gonzalo; Pyper, Neil

Enron and the California Energy Crisis: The Emergence of a Corrupt Collective (419) Nix, Adam; Decker, Stephanie; Wolf, Carola

Building and Sustaining London Transport's Corporate Strategy in a Time of Uncertainty 1963 – 87 (135) Fowler, James

THURS 09.00 – 10.00 | MB559, Main Building

DEVELOPMENTAL PAPERS

Session Chair: James Fowler

Segmenting public and private: British Municipal Trading c. 1889-1975 (827) Tennent, Kevin D; Gilett, Alex G; Fowler, James; Turner, David A

A Cluster's Response To Dealing With Crisis And Uncertainty: Lessons From History (232) Lane, Joe

THURS 13.00 – 14.30 | MB504, Main Building

FULL PAPERS

Session Chair: Roy Edwards

Flexibility Is Just Another Word For Nothing Left to Lose (137) Hamilton, Shane

Mary P. Follett and Chester I. Barnard's Management Guide to Inclusivity (602) Mawer, Susan

Late Nineteenth Century Strikes and the Origins of the Law-and-Order Leagues in the United States (340) Pearson, Chad Eric

THURS 15.00 – 16.30 | Room 140, Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: Stephanie Decker

The Cartagena Railroad: A failed Hegemonic Experiences and a Laboratory of Social Movements in the Caribbean (338) Correa, Juan-Santiago

The Historical-Structural Foundations of Peru's Dependent Development in the Twenty-First Century (302) Silverwood, James; Pyper, Neil

British Contribution to Development of Management Education in Developing Countries: the Role of Management Group in TETOC in 1960s (979) Masrani, Swapnesh; McKiernan, Peter

Management Consultancy

Track Chairs: Calvert Markham

THURS 15.00 – 16.30 | SW309, South Wing

FULL PAPERS

Session Chair: Karol Szlichcinski

Exploring The Dual Role Of The Management Consultant (395) Hartley, Jeanette; Holti, Richard; Carli, Giacomo

Theorizing The Control Mechanisms In Transformative Projects: A Study Of Benefits Realization Management Control Mechanisms (1090) Badewi, Amgad

DEVELOPMENTAL PAPERS

Understanding the Barriers and Enablers of Knowledge Creation in Academic Consulting Engagements (1024) Balthu, Krishna Chaitanya; Owen, Chris

Marketing and Retail

Track Chairs: Keith Glanfield, Heiner Evanschitzky and Anthony Kent

WED 09.00 – 10.00 | MB206, Main Building

FULL PAPERS

Session Chair: Sarah-Louise Mitchell

Customer Journeys: A Systematic Analysis (318) Tueanrat, Yanika; Alamanos, Eleftherios; Papagiannidis, Savvas

The Role of Credit Card Use and Consumer's Spending Behavior: A Key Indicator of Financial Debt (548) Rana, Muhammad Iqbal; Latif, Tehmina; Malik, Sania Zahra

WED 09.00 – 10.00 | MB553, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Anthony Kent

Towards Sustainable Fashion Retail Stores (776) Lueakha, Jurepoon; Kent, Anthony; Braithwaite, Naomi

Personalisation: A Consumer Culture Perspective In Online Fashion Consumption (1000)
Skinner, Michael Paul; Kuksa, Iryna; Fisher, Tom; Kent, Anthony

WED 13.30 – 15.00 | Susan Cadbury Lecture Theatre, Aston Business School

FULL PAPERS

Session Chair: Michael Benson

Role of Actor's Internal Disposition In Value Co-Creation: A Case in Retail Industry (551)
Potdar, Balkrushna; Waseem, Donia; Garry, Tony

Towards a Measure of Brand Age (421) Bartikowski, Boris; Evanschitzky, Heiner; Beatty, Sharon; Gillison, Stephanie; Herhausen, Dennis

Brand Loyalty Management; the Role of Brand Trust and Brand Experience? (743) Mabkhot, Hashed Ahmad; Gelaidan, Hamid Mahmood

WED 13.30 – 15.00 | MB227, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Amela Dizdarevic

The Rise of Online Shopping: Could Servicescape Revive the High Street? (287) Poole, Adam; Wiseman, Georgina

Exploring Negative Customer Brand Engagement In Social Media: A Framework Of Antecedent And Consequence (552) Wijeyaratne, Ovinda; Resnick, Sheilagh, Poorrezaei, Mojtaba

Digital Resources as Competitive Advantage in Traditional Retail: Capabilities, Applications and Performance (416) Dizdarevic, Amela; Evanschitzky, Heiner; Backhaus, Christof; Marchand, Andre

WED 15.30 – 17.00 | MB204, Main Building

FULL PAPERS

Session Chair: Carley Foster

Dementia Friendly? Service Provision in Local Cafes and Restaurants (646) Broadbridge, Adelina; Johnston, David

Factors Influencing Word of Mouth Behaviour of Restaurant Industry in Pakistan (798) Khan, Mubbsher Munawar; Hameed, Nida; Shabbir, Hina

Sharing My Experience or Yours: The Differential Influence of Self, Social and Social Intention Needs in Stimulating Positive Word of Mouth (290) Chawdhary, Rahul; Dall'Olmo Riley, Francesca; Hand, Chris

THURS 09.00 – 10.30 | MB708B, Main Building

FULL PAPERS

Session Chair: Annmarie Hanlon

Sightseeing the Effects of Digital Payments on Generation Y's Buying Behaviour: Digital Marketing Perspective (116) Chaudhry, Mian Zeeshan; Nawar, Yehia Sabri; Au-Yeung, Amelia

Utilizing Neuroscience Perspectives to Track Muslim Consumers' Behavior Toward Halal Products (126) K Abu, Farha Allam; Al-kwifi, Sam; Fetais, Abdulla Hamad

A Social Media Affordances Maturity Scale For Organisations (904) Hanlon, Annmarie; Jones, Karen; Lawson, Alison

THURS 09.00 – 10.00 | MB552, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Michael Benson

Value Co-creation and Co-destruction: The influence of Human Basic Values and Personality Traits on Consumer Choices (921) Ogunbodede, Olabode; Papagiannidis, Savvas; Alamanos, Eleftherios

Marketing Information Resource and the Development of Small Firm Marketing Capabilities (1191) Carson, Grace Ellen; O'Connor, Christina; Simmons, Geoff

THURS 13.00 – 15.00 | MB549, Main Building

FULL PAPERS

Session Chair: David Dose

Informing Retail Investors about Financial Products: The Impact of Horizon and Framing Effects (847) Hillenbrand, Carola; Saraeva, Anastasiya; Money, Kevin; Brooks, Chris

An Exploratory Study of Customer Perception of International and Domestic Brands in the Context of Service Industry (1152) Ibrahim, Essam Bakr

Deceptive Status Signaling through Fake Luxury Brands: Is it Effective? Baltas, George; Kontopoulou, Vassia; Kokkinaki, Flora

Value Creation or Destruction: The Role of Private label in UK Grocery Category Management Decisions (800) Benson, Michael Christopher; Beresford, Paul; Hirst, Craig

THURS 13.00 – 14.30 | MB753, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Aybars Tuncdogan

The Critical Success Factors of Luxury Fashion Retailers Internationally Expanding into and within the Chinese Market (170) Bai, Huifeng; McColl, Julie; McBride, Louise

Reconsidering the Narcissism-Luxury Link: An Exploration into the Trait-Like Psychological Variables Stemming from the Dark-Triad Personality Trait of Narcissism (183) Tuncdogan, Aybars; Yu, Zhoujin

Loyal Consumers and their Brands: Does Sacrifice Exist?" (559) Alafaleg, Nora; Cluley, Robert; Pagiaslis, Anastasios

THURS 15.00 – 17.00 | MB549, Main Building

FULL PAPERS

Session Chair: Keith Glanfield

The Mutuality of Mutuals: The Role Of The Corporate Brand And It's Brand Community In A "Moralised" Organisation (794) Glanfield, Keith; Dose, David; Reedy, Patrick

Brand Equity and Customer Turnover Intentions: Does Customer Citizenship Behavior Matter? Raza, Mohsin; Tariq, Beenish; Najam, Hammad

Understanding the Corporate Branding in SME context: An Exploratory Study (952) Sap, Serap; Uygur, Selcuk

Pain it, Black – Exploring the Development of Negative Emotions towards the Brand (309) Stroehlein, Sabrina; Esch, Franz-Rudolf

THURS 15.00 – 16.30 | MB753, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Adam Poole

Examining Internationalisation Strategies of Emerging Market Multinationals in Luxury Fashion – The Case Study of Shandong Ruyi Technology Group (143) Bai, Huifeng; He, Weijing; McColl, Julie

The Role of Culture in Shaping UGC towards New Product Design through Crowdsourcing ideas (164) Nisar, Tahir; Alghamdi, Dina Saleh; Al-Ghamdi, Shafia; Al-Jaber, Raid

The Role of Chinese Guanxi And Arabic Wasta In Attracting And Maintaining Customers' Relationships: A Comparative Study (1026) Shaalan, Ahmed; Tourky, Marwa

Operations, Logistics and Supply Chain Management

Track Chairs: Claire Lindsay

WED 08.30 – 10.30 | MB245, Main Building

FULL PAPERS

Session Chair: Anna-Maria Clauss

Cybernetics in Project Management: A Conceptual Framework to Analyze and Enhance the Performance of Alliances via the Application of Viable System Model (304) El Tannir, Mohamad

Challenges and Opportunities of Interoperable and Future-Oriented Technologies for Production Logistics and Supply Chain Management (1045) Forkel, Eric; Clauss, Anna-Maria; Schumann, Christian-Andreas

An Integrated Programming Model For Straddle Carrier Scheduling And Container Storage Problems In Dual-Cycle Operations At Container Terminals (498) Luo, Jiabin; Wu, Yue

Back To The Future: Who Drives The DeLorean In Your Supply Chain? (537) Mahadevan, Kumaraguru

WED 13.30 – 15.00 | MB220, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Claire Hannibal

Getting on The Right Track: MNCs on The Path to End forced Labour in Supply Chains (167) Shirgholami, Zahra; Cole, Rosanna; Aitken, James

Procurement Processes Supporting Sustainability Practice: Legalities and Reverse Exchanges in Healthcare (282) Lindsay, Claire Frances

Designing Sustainability in Supply Chain Resilience (987) Sharma, Varun; Mangaraj, Bijaya K

WED 15.30 – 17.30 | MB220, Main Building

FULL PAPERS

Session Chair: Hassan Amar

“Support And Prospect Theories: A Conceptual Framework To Analyse And Mitigate Cost Underestimation Arising From Optimism Bias In Project Planning” (433) Sassano, Giuseppe

Managerial Perception of Supply Chain Quality Risk: An Examination of the Risky-Decision Making Model (389) Zhang, Minhao; Mao, Di

Towards A 5C Theory of Communication for Scrum-Based Distributed Projects (546) Amar, Hassan; Rafi-ul-shan, Piyya Muhammad; Adegbile, Abiodun

Gamification as Complementary Capabilities – A Qualitative Study (822) Elsayed, Omar
Khaled Shokry Mohamed; Sharifi, Hossein; Dyer, Ronald

THURS 09.00 – 10.30 | MB220, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Christine Unterhitzberger

The Characteristics of Knowledge Brokering Positions in Project-based Organizations (349)
Hadi, Ali; Li, Shenxue; Unterhitzberger, Christine

Lean Project Management as a Facilitator of Organisational Learning (718) Dowson, Jane
Katharine; Bryde, David James; Al-Hilou, Moataz; Marcano, Alexander; Douglas, Jacqueline

Fair Project Governance: The Role of the Client's Corporate Governance (846)
Unterhitzberger, Christine; Moeller, Dietmar

THURS 13.00 – 14.30 | MB220, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Olga Matthias

Towards A Framework For Categorisation Of Project Stakeholders (184) Tipi, Lucian;
Matthias, Olga

Charting a course, embarking on a journey: Developing Leadership Competences in Complex
Project Management (1027) Ackermann, Fran; Maytorena, Eunice; Gavin, Carl

A Firm-Level Analysis Of The Interaction Between Productivity Antecedents (882) Masi,
Donato; Mullen, Helen; Clegg, Ben; MacBryde, Jillian; Smart, Palie; Ball, Peter; Despoudi,
Stella

Organisational Psychology

Track Chairs: Gamze Arman and Oluwatomi Adejeji

WED 09.00 – 10.30 | MB518, Main Building

FULL PAPERS

Performance and Engagement

Session Chair: Oluwole Shokunbi

The Role of Employee Passion for Work as an Antecedent of Employee Engagement (1050)
Shokunbi, Oluwole Adeshina; de-Ruyter, Alex; Clarke, Vanessa

Interactive Effects of National Culture & Different Types of Fits (PO, PS and PG Fit) on Creation of Facades of Conformity and its subsequent impact on Employee's Performance (157) Saeed, Muhammad Mohtsham; Patel, Parth; Mohyuddin, Syed

Antecedents And Outcomes Of Person-Job Fit In Temporary Organizations (549) Goetz, Nicolas; Wald, Andreas

WED 09.00 – 10.30 | MB231, Main Building

DEVELOPMENTAL PAPERS

Well-Being

Session Chair: Oluwatomi Adedeji

Exploring the Potential of Knowledge Management to Improve Working Conditions and Employee Well-being and Performance by Promoting Positive Psychosocial Factors in the Workplace (255) Fadipe, Tolulope Gregory; Jain, Aditya; Leka, Stavroula

Hypothesizing the Factors of Well-being and Satisfaction with Life among Women Employees in Pakistan (430) Masood, Fazeelat; Ur Rehman, Naveed

Workplace Deviance in Public and Private Organizations (802) Malik, Akanksha; Sinha, Shuchi; Goel, Sanjay

WED 13.30 – 15.00 | MB518, Main Building

FULL PAPERS

Well-Being and Mindfulness

Session Chair: Oluwatomi Adedeji

Is Mindfulness Good for Everyone? A Cross-Country Impact on Effort-Reward Imbalance and Burnout (261) Murtaza, Ghulam; Neveu, Jean Pierre; Khan, Rahman

Navigating Technostressors Mindfully: A Conceptual Understanding Using Psychological Needs Satisfaction (647) Ramesh, Rofia; V, Vijayalakshmi; Sharma, Piyush; Ananthram, Subra

The Role of Relational Meaning in Work-Related Wellbeing: A Longitudinal Qualitative Study of Employees' Framing of Demands and Resources (339) Maher, Karen Nicola; Randall, Raymond; Bateman, Nicola; Travers, Cheryl

WED 13.30 – 15.00 | MB231, Main Building

DEVELOPMENTAL PAPERS

Performance

Session Chair: Juanita Illingworth

Promises, Promises. Linking Meta-communication, Performance Appraisal and Psychological contract (677) Illingworth, Juanita

The Relationship of Cultural Intelligence with Task and Contextual Performance: A Study in a Hyper-diverse Work Environment (624) Bozionelos, Nikos; Singh, Sanjay Kumar

Bricolage as Positive Deviant Behaviour: Overcoming Discontinuous Disruptions to Maintain Organisational Performance (675) Cantliff, David; Narayanan, Kanimozhi

WED 15.30 – 17.30 | MB518, Main Building

FULL PAPERS

Emotions, Perceptions and Attitudes

Session Chair: Preeti Rawat

Developing an Integrated Model of Subtle Prejudice and Discrimination at the Workplace (730) Nambudiri, Ranjeet; Yadav, Manoj Kumar; Gupta, Sonakshi

Truth-telling And Emotion Management Towards Work Efficiency: A Field Study In Indian Palliative Care (729) Mukherjee, Shibashis

The Positive Side of Emotional Labor: A Qualitative Study (815) Lyndon, Shiji; Rawat, Preeti; Pawar, Darshana

I Cannot Afford to Quit: The Moderation Role of Continuous Commitment in Reactions to Organizational Injustice (1044) Alfayez, Nourah

WED 15.30 – 17.00 | ABS 2.09 Lecture 5, Aston Business School

DEVELOPMENTAL PAPERS

Cognitive Processes

Session Chair: Ambreen Malik

“We Have No Choice To Speak Out”: Change Recipients’ Cognitive Approach Towards Major Organizational Changes (368) Malik, Ambreen; Akhtar, Muhammad Naseer; Sadaf, Lubada; Talat, Usman

Head or Heart...How Do We Choose? An Integrative Model of Analytic/Intuitive Processing Dynamics In Real-World Task Prioritisation Decisions (542) Hawkins, Nicolas

Behavioural Insights and Naturalistic Decision Making in Trading Surveillance (836) Gore, Julie; Jephson, Wendy; Leslie, Anna; Wise, Nick

THURS 09.00 – 10.30 | Adrian Cadbury Lecture Theatre, Aston Business School

FULL PAPERS

Measurement and Conceptual Issues

Session Chair: Deborah Taylor

The Development and Validity of the Psychopathy Measure-Management Research Versions 1 & 2 (345) Boddy, Clive Roland

Development and Validation of Witness Behaviour Towards Workplace Deviance Behaviour Scale in India and the USA (660) Narayanan, Kanimozhi; Booth, Tom

Making Sense of Psychological Ownership: Construct confusion and unanswered questions (974) Taylor, Deborah Anne

THURS 09.00 – 10.30 | MB574, Main Building

DEVELOPMENTAL PAPERS

Well-Being

Session Chair: Sumona Mukhuty

Social Media And Their Role For Recovering From Work Demands: A Cross-Sectional Study (701) Foti, Konstantina; Xanthopoulou; Papagiannidis, Savvas

Exploring the Work-Life Balance Experiences of International PhD Students in the UK (1121) Ewverhamre, Favour; Otaeye-Ebede, Lilian

I Love My Job But Hate My Office: The Dichotomy of Job Alienation and Organizational Alienation (1195) Basu, Sriparna; Majumdar, Bishakhar

THURS 09.00 – 10.30 | ABS 2.09 Lecture 4, Aston Business School

DEVELOPMENTAL PAPERS

Diversity

Session Chair: Gamze Arman

Learning with Differences: Exploring the role of Affective diversity on Team Learning (895)
Sharma, Arti; Mishra, Sushanta K

Changing Diversity Mindset: A Comparison of Four Interventions (210) Vongswasdi, Pisitta

Empowering Female University Students: The Role of Women in Business Clubs (803)
Arman, Gamze; Basbay, Pinar; Uysal-Irak, Doruk; Okay-Somerville, Belgin; Budak, Ezgi Nur

THURS 13.00 – 14.30 | MB550, Main Building

FULL PAPERS

Innovation

Session Chair: Yu-Yu Chang

Work, Curiosity, Conformity, and Employees' Innovation Performance: A Regulatory Focus Perspective (225) Chang, Yu-Yu; Shih, Hui-Yu

Social Identification, Minority Dissent and Team Innovation (262) Mitchell, Rebecca; Boyle, Brendan

Newcomer Innovative Role Orientation: A Moderated Mediation Model From A Resource-Based Perspective (371) Chen, Jenny; Cooper-Thomas, Helena D

THURS 13.00 – 14.30 | MB261, Main Building

FULL PAPERS

Incivility and Deviance

Session Chair: Oluwatomi Adedeji

The Relationship between Negative Workplace Gossip and Counterproductive Work Behavior (260) Murtaza, Ghulam; Khan, Rahman; Neveu, Jean Pierre; Talpur, Qurat-ul ain

Reciprocal Relationship between Workplace Incivility and Deviant Silence: The Moderating Role of Moral Attentiveness (925) Khan, Rahman; Murtaza, Ghulam; Neveu, Jean Pierre

Pattern and Prevalence of Bullying in New Zealand Organisations (641) Cullinane, Joanna; Croucher, Stephen; Tootell, Beth; Ashwell, Doug

THURS 13.00 – 14.30 | MB574, Main Building

DEVELOPMENTAL PAPERS

Open Session

Session Chair: Gamze Arman

Leader Authenticity as a Mediator between Leader Emotional Labor and Wellbeing (241)
Zhang, Hui

The (Dis)agreement About Ethical Leadership: Followers' Moral Identification And Its Relationship on Voice Behaviour (507) Chang, Sin Mun; Crawshaw, Jonathan; Budhwar, Pawan; Guillaume, Yves

Different Strokes for Different Folks: The Individual in an Affective Diverse Team (872) Sharma, Arti; Mishra, Sushanta K

THURS 15.00 – 16.00 | MB550, Main Building

FULL PAPERS

Stress and Well-Being

Session Chair: Karen Maher

A Literature Review of Work-life Balance in the Public Sector (948) Oktosatrio, Suhendro; Liu, Jonathan

Occupational Stress and Organisational Climate: The Role of Climate Revisited (924) D'Amato, Alessia

THURS 15.00 – 16.00 | MB574, Main Building

DEVELOPMENTAL PAPERS

Incivility and Deviance

Session Chair: Mukul Tiwari

Workplace Bullying and Role of Trust and Distrust – Towards A Theoretical Framework (385) Tiwari, Mukul; Nyfoudi, Margarita; Saunders, Mark N. K.

Coping With The Effects Of Bullying At Work (365) Kumako, Stephen Kodjo

Organisational Studies

Track Chairs: Robert Price, David Weir and Colm Fearon

WED 09.00 – 10.30 | MB504, Main Building

FULL PAPERS

Session Chair: David Weir

The Practice of Process (785) Brocklesby, John

Bringing Body Back: Job Crafting, Human Agency and Identity Play (762) Yu, Ai; Jyawali, Harishchandra

Negative Capability – Disambiguating The Concept (298) Saggurthi, Suneetha; Thakur, Munish Kumar

WED 13.30 – 14.30 | MB204, Main Building

FULL PAPERS

Session Chair: Robert Price

Entrepreneurship and Leadership: Do The Dots Connect? (308) Thakur, Munish Kumar; Marathe, Gaurav; Saggurthi, Suneetha

Strong and Balanced Organizational Culture and Organisational Performance: Focusing on Mediating Effects (359) Guo, Jian Hui; Chang, Yong-Sun

WED 15.30 – 17.30 | G8, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Colm Fearon

5000-1: Lessons On Luck and Leadership From Football's Greatest Ever Upset (816) Coleman, Andy

Organization Design across Fitness Landscape: Conceptualising formal organisations using I-space (745) Mukherjee, Kajari

What Tools Can Management Use For Preventive Care Against Burnout And Depression In The Workplace? A Thematic Analysis (825) Brown, Nigel; Lee, Hannah

Organisationality in Collaborative Workspaces (1085) Arndt, Felix

THURS 09.00 – 10.00 | MB708A, Main Building

FULL PAPERS

Session Chair: Colm Fearon

Antecedents and Consequences of Participation in Decision Making in Public Sector (610) Al-Hashimi, Khaled Mohamed I A; Weerakkody, Vishanth; Sivarajah, Sankar

Sensemaking and Institutional Theory: Bringing Sense Making and Institutions into Organisational CSR Practices Through Mechanisms (949) Gulshan, Hira; Psychogios, Alexandros

THURS 13.00 – 14.30 | MB708A, Main Building

FULL PAPERS

Session Chair: David Weir

Craft Knowledge in Spatial Decision-making in Football (644) Weir, David Thomas

From Job Satisfaction to Profession Satisfaction (670) Ali Abadi, Hossein; van Tonder, Christian L; Ayentimi, Desmond Tutu

Alcohol at Work: A Poststructuralist Perspective (1034) Osei-Nimo, Samuel

THURS 15.00 – 16.00 | MB708A, Main Building

FULL PAPERS

Session Chair: Robert Price

Leadership and Organisational Performance as Mediated by Innovation in SMEs (219) Muenjohn, Nuttawuth

Navigating Formal and Informal Trajectories in Complex Creative Projects (784) Mainemelis, Charalampos; Sakellariou, Evy

Organisational Transformation Change and Development

Track Chairs: Richard Jefferies and John Mendy

WED 08.30 – 10.30 | MB204, Main Building

FULL PAPERS

Session Chair: Alessia D'Amato

Why Does Insufficient Change Occur? A Systematic Review of the Relationship Between Emotions, Change and Routines (818) Krisberga-Sanoi, Sandra; Reinmoeller, Patrick

Changing And Developing The Organization's Exploration-Exploitation Configuration In A Distributed Organization In The Tertiary Higher Education Sector (1065) Krause, Elena; Roth, Angela; Schaller, Christian

Spanning One Boundary which Activating and/or Maintaining the Other(s): A Multi-level Study of Design and Implementation of an Inter-professional Collaborative Change Initiative (928) Bhatt, Mamta; Bartunek, Jean

Dynamic Capability Theory in a Saudi Arabian Context (830) Cox, Andrew Lindsay; Xu, Mark; Kravariti, Foteini

WED 09.00 – 10.30 | MB220, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Joanne Murphy

The Evolution of Managerial Skills Towards The Rise Of Artificial Intelligence (939) Giraud, Laurent; McGonigal, Adam; Fiah, Elly

Global Management Norms: Understanding the Role of Social Skills in Creating Global Management Norms (852) Tregaskis, Olga; Almond, Phil; Daniels, Kevin; Edwards, Tony; Kern, Philipp; Kim, Kyoungmi

Change Management Applications for SMEs Building Dynamic Capabilities using SME Lifecycle Stages (786) Al Bazie, Nouf; Braganza, Ashley

WED 13.30 – 15.00 | MB108, Main Building

FULL PAPERS

Session Chair: Mark Sweeney

Mindfully Performed Organisational Routines as a Source of Continuous Change (734) Nambudiri, Ranjeet; Shaik, Rihana; Yadav, Manoj Kumar; Gupta, Sonakshi

The Effectiveness of Applying the Contingency Approach to SMEs' Challenges-to-Change and Perform-Context: Emerging Trends for Change Management Research (436) Mendy, John

Towards a Capability Maturity Framework: Adopting the universal elements of digital capability maturity as an Organisational strategy (1114) Bello, Zarah; Baddoo, Nathan; Lilley, Mariana; Wernick, Paul

WED 15.30 – 17.30 | MB708C, Main Building

FULL PAPERS

Session Chair: Ashley Braganza

Exploratory Pilot Trial Of A Participative Organizational Change Intervention For Reducing Work-related Stress And Improving The Psychosocial Work Environment (996) Naghieh, Ali; Thompson, Marc

Using Practice-of-enquiry as a Strategy in Changing the Workplace Environment (1107) Hiddlestone-Mumford, Jacqueline

Managing New Workspace Concepts – A Strategic Change Project Inside A German Insurance Company (499) Roth, Natalie; Roth, Angela

Corporate Governance Reform in an Emerging Economy: Organisational Change or Window Dressing of Compliance (826) Islam, Md Tariqul; Rahman, Mahfuzur; Saha, Shrabani

THURS 09.00 – 10.30 | MB206, Main Building

FULL PAPERS

Session Chair: Bryan Rodgers

Internal Change Agents: Boundaries Spanned And The Implications For Change Agency (434) Randall, Julian Adrian; Burnes, Bernard; Dawson, Patrick Mark

Disruptive Digitisation - The Changing Role of CFOs and the Finance Function (521) Druxes, Robert; Torres, Ann Marie

A Thematic Analysis of Executive Leadership and Perspectives on Continuous Improvement in the Emergency Services (274) Rodgers, Bryan; Jiju, Antony

THURS 09.00 – 10.30 | Room 139, Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: John Mendy

Doing Business in a Divided Society: How Business Strategically Adapts to Ethno-Political Conflict (408) Murphy, Joanne; Denyer, David

Transformation of Indian Academia: Experiences of Academics in Indian Higher Education (887) Kanthamani, Aarathi; Sinha, Shuchi

The Relationship Between Not-For-Profit Business Models And Strategic Organisational Change (540) Sanderse, Judith; De Langen, Frank H T; Perez Salgado, Francisca

THURS 13.00 – 14.30 | MB708B, Main Building

FULL PAPERS

Session Chair: Jacqueline Hiddlestone

‘Ahead Of The Curve’: Organizational Change and Balanced Scorecard Predicts Organizational Effectiveness (834) Farooq, Zareen Husain; Farooq, Ayesha

Emotional Abuse and Neglect in the Workplace: A Method for Arrested OD (142) Kampen, Joost; Henken, Andre

Think Inverted Maslow Pyramid for Building a Great Organization (611) Shiyaz, Shameem; Fernando, Nixon

THURS 13.00 – 14.30 | MB552, Main Building

DEVELOPMENTAL PAPERS

Session Chair: David Denyer

Organisational Change and Middle Manager Identity Work (486) Day, Lisa; Balogun, Julia

Becoming Digital: Enacting Digital Transformation in Construction Firms (715) Zomer, Thayla; Neely, Andy; Parlikad, Ajith; Martinez, Veronica

Professionalisation Journeys: Institutions And Agents In Change (777) Khalil, Loua; Liu, Sonya; Fernie, Rachel

THURS 15.00 – 16.30 | MB708B, Main Building

FULL PAPERS

Session Chair: Yan Minping Yanni

Examining the Role of Corporate Heritage and Brand Equity of Time-Honored Firms on Organizational Transformation (228) Yan, Yanni; Xie, Tingting

How do higher education systems of developing countries respond to the Push for Implementing Reforms and Innovation? The Case of Bulgaria (475) Bariakova, Daniela; Baruch, Yehuda; Klein, Jonathan

Toward Research for Process of Institutional Change: Focus on the Concept of Legitimacy (738) Shunsuke, Furuta

THURS 15.00 – 16.00 | MB552, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Nigel Garrow

Alcatel – Nokia Merger: The Challenges Of The Change (893) Idrees, Syeda Sidra

Complexity Theory: A Pathway to Adapt to Electronic Hiring Processes (516) Markowski, Ronald; Chika-James, Theresa; Arana, Marlenie

Performance Management

Track Chairs: Luisa Huatuco and Vinh Chau

TUES 15.30 – 17.00 | NW109, North Wing

WORKSHOP

Session Chair: Jonathan Liu

Sustainability Development Goals (SDGs) Workshop: How can performance management help organisations measure their progress towards achieving SDGs? (812) Huaccho Huatuco, Luisa Delfa; Hourneaux Junior, Flavio

This workshop will focus on discussing the UN Sustainability Development Goals (SDGs), in particular: SDG #12 “Responsible consumption and production”, and SDG#9 “Build Resilient Infrastructure, promote inclusive and sustainable industrialization and foster innovation”. The research question guiding the workshop is: *“How can performance management help organisations measure their progress towards achieving SDGs?”* The objectives of this workshop are:

- To explore recent advances and developments from the performance management perspective in SDGs research, practice and policy, such as: concepts, frameworks and methodologies related to the measurement and implementation of the SDGs.
- To identify performance management research gaps and opportunities for joint research and practice.
- To actively seek for pathways for organisations to measure their performance in relation to the economic, social and environmental dimensions of the SDGs. For example, different countries, such as UK and Brazil, seek energy resources efficiency and increase in the proportion of renewable sources, responsible use of natural resources, eco-efficiency, sustainable supply chains, etc.

Inter-disciplinary discussions are expected to take place. The preliminary results from a UK-Brazil researcher links workshop on the topic funded by the British Council/Newton Fund carried out in Sao Paulo in August 2019 will be used as introduction and motivation. Further discussion on global industrial challenges in relation to SDGs will be posed to participants. A future research agenda will be drawn based on these discussions.

WED 09.00 – 10.30 | MB502, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Vinh Chau

Integrating Institutional Theory In Performance Management Studies (1014) Egbegi, Jean; Loewenberger, Pauline; Clark, John

The National Lottery – A model for Performance Management and Productivity (950) Thiam, Mouhamed El Bachire; Liu, Jonathan; Spyriadis, Thanasis; Li, Chungwen; Sirkecy, Ibrahim; Hook, Brian

Elections, Political Variables And Economic Performance (1004) Anaso, Ijeoma Ogochukwu

WED 13.30 – 15.00 | MB245, Main Building

FULL PAPERS

Session Chair: Jane Maley

Earnings Management and Tone Management: Evidence from FTSE 350 companies (224)
Kayed, Salah Kayed Ahmad; Yang, Jessica Hong; Zhou, Dan

Searching For Pattern in FTSE250 Companies' Financials (856) Yin, Ya-Ping; Katechos, George

Does the Impact of CEO Duality on Corporate Entrepreneurship in Privatised Vietnamese Firms represent a Strategic Agility Orientation? No, but potentially Yes! (315) Bui, Hong T.M; Nguyen, Huong T.M; Chau, Vinh Sum

WED 15.30 – 16.30 | ABS 2.09 Lecture 4, Aston Business School

FULL PAPERS

Session Chair: Luisa Huatuco

Incorporation of Environmental, Societal and Governance (ESG) Factors by Investment Professionals for Measuring Performance of Investee Companies (1070) Khan, Md Ashiqul Amin; Liu, Jonathan; Oino, Isaiah

What has Performance Management Scholarship Told Us? (300) Maley, Jane; Dabic, Marina; Moeller, Miriam; Novic, Ivan

THURS 09.00 – 10.30 | SW309, South Wing

FULL PAPERS

Session Chair: Jonathan Liu

Supply Chain Management Strategies for Increasing Productivity and Satisfying Customer Demand in the Fast Fashion Retail Sector in the UK (632) Karimi, Habib; Huaccho Huatuco, Luisa Delfa

The Self-Fulfilling Prophecy of Implementing a Quality Management System: A Study of Two Government Organisations in a Post-Socialist European Country (1018) Gelbuda, Modestas; Kazlauskaitė, Rūta; Židonis, Žilvinas; Verseckaitė, Eglė

A Product Service System (PSS) Approach in the UK Agricultural Sector – Issues, Directions and implication (607) Qazi, Kamal; Serotsky, Andrew; Amjad, Muhammad

THURS 13.00 – 14.30 | SW309, South Wing

FULL PAPERS

Session Chair: Vinh Chau

How High Performing Are Indian organizations In Comparison With Asian Organizations?
(405) Yadav, Neetu; Waal, Andre De

Contextual Barriers for Convergence to Performance Management Best Practices: Evidence
from Pakistan (439) Saqib, Syed Imran; Allen, Matthew

Mediating Effect of Innovative Work Behaviour in Relationship between High Performance
Work System and Sustainable Organizations Performance: Evidence from Service Sector of
Pakistan (859) Rehman, Khaliq Ur; Hafeez, Iqra; Faraz, Naveed Ahmad; Maitlo, Qamar uddin

THURS 15.00 – 16.00 | MB559, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Luisa Huatuco

The role of Trust, Social Capital and Networking in the performance of the
internationalisation of SMEs (1162) Haji-Ghassemi, Yalda [Vicky]

Monetary Policy Changes and the Performance of Listed Manufacturing Firms in Nigeria
(716) Kumshe, Ahmed Modu; Waziri, Bukar Zanna; Anaso, Ijeoma Ogochukwu

Public Management and Governance

Track Chairs: Ian Hodgkinson and Russ Glennon

WED 09.00 – 10.30 | MB568, Main Building

FULL PAPERS

Session Chair: Geoff Plimmer

Paradoxical Leadership in Public Sector Organisations: Its role in Fostering Employee
Resilience (1201) Plimmer, Geoff; Franken, Esme; Malinen, Sanna

Leadership, Organizational Learning and Commitment for Police Officers in the USA,
Australia and Malta (362) Brunetto, Yvonne; Xerri, Matthew J; Farr-Wharton, Ben; Nelson,
Silvia; Azzopardi, Joseph; Shriberg, Athur

The Impact of Ownership Type of Citizens' Service Engagement (593) Hodgkinson, Ian
Richard

WED 13.30 – 15.00 | MB568, Main Building

FULL PAPERS

Session Chair: Erik Masao Eriksson

Post-New Public Management in Public Healthcare: Recycled, Hybridized, Paradigmatic? (1042) Eriksson, Erik Masao; Hellstrom, Andreas; Andersson, Thomas; Gadolin, Christian

Quality in Care; A study of Factors Impacting the Performance of Care Homes in an Evolving Environment (864) McCormack, John; Burnett, Tim

Specialist Commissioning in the NHS – Future Provision of Oral Surgery (1170) Chauhan, Max [Mahesh]; Christodoulou, Ioannis

WED 13.30 – 15.00 | NW104B, North Wing **DEVELOPMENTAL PAPERS**

Session Chair: Tina Papathoma

How Digital Learning Processes Meet The Ever Changing Needs Of The Policing Profession? Enablers And Barriers In Its Application (707) Papathoma, Tina

Using Emotional Mapping to Improve Systems Of Care For Frail Older People (211) Cluley, Victoria; Radnor, Zoe; Williams, Sharon

Ready Or Not? Assessing Readiness For Change In A Public Service (604) Hartley, Jean; Khalil, ; Harding, Richard; Martin, Denise

WED 15.30 – 17.00 | MB568, Main Building

FULL PAPERS

Session Chair: Denis Fischbacher-Smith

A Never Ending Story? Expertise, Crisis Incubation And The Brexit Decisions (711) Fischbacher-Smith, Denis

An Integrated Conceptual Framework of Collective Climate Action: Examining Local Government Accountability and the Socio-Psychological Processes of Citizen Participation (735) Quayle, Brett Lee; Wilson-Evered, Elisabeth; Sciulli, Nick

Performance Management in the Irish Public Sector: the failure of implementation (284) McGeough, Francis; Beck, Matthias

WED 15.30 – 17.30 | MB753, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Bernard Kofi Dom

Austerity Impacts on Public Service Management among English Local Authorities (853)
Dom, Bernard Kofi; Jones, Martin; Collins, Alan

Austerity policies: A Systematic Review of Organisational Responses to Work and
Employment Relations (133) Pepple, Dennis Gabriel; Olowookere, Kehinde

“Eat, Sleep, Work, Repeat”? New Normal For Frontline Emergency Service Workers? (760)
Wankhade, Paresh; Patnaik, Swetketu

Perceiving Financial Vulnerability: The Impact of Entrenchment on Value Destruction in the
Case of Northamptonshire County Council through the Lens of Financial Resilience (316)
Jones, Martin; Dom, Bernard Kofi; Murphy, Pete

THURS 09.00 – 10.30 | MB204, Main Building

FULL PAPERS

Session Chair: Alessandro Sancino

Always a Bridesmaid, Never a Bride: Organisational Decoupling, Institutional Isomorphism,
and Quality Culture in Pursuit for International Accreditation (1076) Iman, Nofie

Coproduction of Public Leadership: the Engagement of Mayors with Citizens, Managers and
Politicians in Local Governance (811) Sancino, Alessandro; Carli, Giacomo; Giacomini,
Davide; Pagani, Michela

Modernisation and Cultural Historical Influences: Empirical Evidence from Pakistan (985)
Jhatial, Ashique; Cornelius, Nelarine; Wallace, James

THURS 09.00 – 10.30 | Room 141, Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: Joy Tweed

Developing Leaders in Public Service (790) Toppin, Paulette D

Succession Planning in Russian Non-Profits (138) Crotty, Jo; Ljubownikow, Sergej;
Ljubovnikova, Joanne

Exploring The Contribution of Lay/Non-executive Directors to the Governance of NHS
Commissioning Bodies in England (565) Tweed, Joy Margaret

THURS 13.00 – 14.30 | MB204, Main Building

FULL PAPERS

Session Chair: Karen Maher

Fire and Rescue Operational Effectiveness: The Effect Of Alternative Crewing Patterns (337)
Maher, Karen Nicola; Bateman, Nicola; Randall, Raymond

How UK Local Authorities Control Their Subsidiaries: A Conundrum in Corporate and Public
Governance (661) Muzarurwi, Simbarashe; Nordberg, Donald; Elbarden, Hany

Assessment of Readiness and Sustainability Factors of Improvement Initiatives: An Empirical
Study within Saudi Healthcare Context (533) Alasmari, Salem; Williams, Sharon; Rich,
Nicholas; Rea, David

THURS 13.00 – 14.30 | Room 139, Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: Steven Parker

Developing the Understanding of Public Service Value Co-Creation and Co-Production:
Coerced, Unwanted and Enforced Service Use (244) Parker, Steven; Cluley, Victoria; Radnor,
Zoe; Fitzgibbon, Wendy

The Enablers of Stakeholders Engagement in Health Policy Development: The Case of
Western Australia Health Networks (919) Fouda, Ayman; Macneil, Johanna; Melia, Adrian;
Paolucci, Francesco; Sequeira, Ana Rita

Exploring Collective Leadership in a Public Context (285) Docherty, Kristy

THURS 15.00 – 16.30 | MB204, Main Building

FULL PAPERS

Session Chair: Evangelia Fragouli

Exploring the Underlying Impediments to Talent Retention in the Public Service: Experience
from Nigeria (630) Anas, Aminu A; Alahakone, Ratnesvary; Perdikis, Nicholas

From E- to Open- Government in delivering European Union funds to beneficiaries: the case
of Greece (1100) Fragouli, Evangelia ; Doulgerof, Ivana Despoina

Analysing The Development of an Efficient NHS (1089) Kallon, Twanale Akilah

THURS 15.00 – 16.00 | Room 139, Aston Business School

DEVELOPMENTAL PAPERS

Session Chair: Andreas Hellstroem

Social Innovation In The Welfare System (1109) Hellstroem, Andreas; Eriksson, Erik

An Exploration of Public Services Innovation Readiness within the Emirate of Sharjah (506)
Al-Raeesi, Eman Jasim; Ojiako, Gordian Udechukwu

Risk and Crisis Management

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

THURS 09.00 – 10.30 | MB502, Main Building

DEVELOPMENTAL PAPERS

Session Chair: Denis Fischbacher-Smith

The Dynamic of Safety Risk Perception in High Reliability Organizations (364) Jubault
Krasnopevtseva, Natalia; Thomas, Catherine; Kaminska, Renata

An Analysis of the Relationship between Operational Risk Management and Knowledge
Management in improving Small and Medium Enterprises (SMEs) Performance in Nigeria
(450) Emeanulu, Linus Uche; Harrison, Christian; Fletcher, Mary

The Role Of Cultural Differences In The Acceptance Of Apologies By Companies During
Global Crisis; One Size Does Not Fit All – Proposing Cross Culture Study (906) Afifi, Yasmine;
Mohamed, Hassan Mohamed Hussein

THURS 13.00 – 15.00 | MB245, Main Building

FULL PAPERS

Session Chair: Denis Fischbacher-Smith

Inconsistent Middle Manager Ethics: An Activity Based View of Interpretation and
Expectation (477) Fletcher, Kieron

Perceptions of Process Safety (575) Cowley, Charles Ian; Denyer, David; Kutsch, Elmar

Do Indian Equity Herd? An Empirical Investigation (780) Joshi, Bharti; Kumar, Ashish

Understanding The Antecedents of Uncertainty in Projects through Review (1059) Anand,
Amitabh; Lecoevre, Laurence; Castello, Alessio

Research Methodology

Track Chairs: Sophie Mills and Murray Clark

WED 09.00 – 10.30 | MB559, Main Building

DEVELOPMENTAL PAPERS

Qualitative Research Methods

Session Chair: Sophie Mills

Do You Get The Picture? A Review of 'Top' American And European Journals' Embrace of Visual Research (333) Lee, Bill; De-Loo, Ivo

The Use of Walking Interviews in Serious Leisure and Adventure Tourism Research (1022) Brown, David Michael; Mordue, Tom; Apostolidis, Chrysotomos

Sustaining Each Other in Uncertain Times: The Role of Workplace Relationships (1080) Parkinson, Ann

WED 13.30 – 15.00 | MB549, Main Building

FULL PAPERS

Research Practice

Session Chair: Viktor Dorfler

Invisible Work: Translation, Language And Research Methods (148) Cassell, Catherine; Lee, Bill

Diversity in Academia, Scientific Imperialism And Discrimination (335) Lee, Bill; Aslam, Usman

Accessing the inaccessible: e-sampling via Facebook (867) Chitac, Iuliana Maria; Knowles, Deborah

WED 15.30 – 17.00 | Meeting Room 134, Aston Business School

DEVELOPMENTAL PAPERS

Theoretical Engagement

Session Chair: Juliet Kele

Analytical Buggery: From Disembodied Detachment to Embodied Engagement in Organizational Analysis (236) Thanem, Torkild; Knights, David

Frozen in Time: Unfolding Experiences in Archival Process Data (764) Miralles, Megane; Stierand, Marc Benjamin; Dorfler, Viktor

Diffraction Methodologies: Feminist New Materialism and the Practice of Social Inquiry (1008) Maunther, Natasha

THURS 09.00 – 10.30 | Room 144, Aston Business School

DEVELOPMENTAL PAPERS

Reviewing & Evaluating Research

Session Chair: Murray Clark

“A systematic Approach for Evaluating Theoretical Frameworks in Social Sciences and the Development of New Theoretical Framework” (236) Qatawneh, Nour Abdelwahab; Althonayan, Abraham

Praxeology and Critical Performativity in Management: A Review of Doctoral Research in Colombia (248) Zapata Ramirez, Andreas Fernando; Rodriguez-Romero, Carlos Alberto

Measuring the unmeasurable: A Methodological Review (366) Jain, Sonal; Venard, Bertrand

THURS 13.00 – 14.30 | Room 141, Main Building

DEVELOPMENTAL PAPERS

Reflection & Research Experience

Session Chair: Marc Stierand

How Did I Feel? Research Participant Experiences Of Sharing Their Emotional Reflexivity For The Purpose Of Data Collection (474) Mills, Sophie; Lee, Amanda

Sensemaking, Sensegiving and Sense-becoming in Conducting Elite Interviews in China (500) Li, Hongqin; Harvey, William

From A Rational Managerialist to a Reflective Practitioner (1010) Cartwright, Glyn; Cole, Caroline Susan Greeney; Clark, Murray

THURS 15.00 – 16.00 | Room 141, Main Building

FULL PAPERS

Developing Research Methodology

Session Chair: Murray Clark

Unboxing the Black Box: Towards a Typology of Theorizing from Qualitative Single Case Studies (114) Hoorani, Bareehah; Plakoyiannaki, Emmanuella; Gibbert, Michael

Developing Indigenous Quantitative Methodology in New Zealand (636) Henry, Ella; Crothers, Charles

Strategy

Track Chairs: Ioannis Christodoulou, Petya Koleva and Anna John

TUES 15.30 – 17.00 | MB512, Main Building

WORKSHOP

Session Chair: Inge Hill

Strategy Realization: Mastering The Illusion of Communication (528) Cuypers, Paul

The road from strategy inception to successful realization is filled with pitfalls. One of the more elusive reasons for failing to do so is the *illusion of communication*. As the management team mainly consist of higher educated people that managed to climb the organization's hierarchical ladder, it is presumed that they all understand the strategy related jargon and its workings. But is that the case?

Test yourself. Can you explain the fundamental difference between the concepts of *mission* and *vision*? How about the difference between *goals* and *objectives*? *Effects* and *benefits*? *Deliverables* and *results*? And even if you can, what are the chances that your colleagues employ the same interpretation as you do?

When it comes to building houses, there exists a natural order for doing things that are intuitively understood and accepted by all involved. The foundation comes first, then the walls, followed by the roof and the interior. Is there an agreed upon logical sequence for converting strategy into practice? Do you first define the mission and then the vision, or would you do it the other way around? Does one first set the goals and then determine the objectives or vice versa? And again, does your approach coincide with your teammate's perception on the matter?

In this workshop, participants learn to develop a conceptual framework for a strategy using word games. Having shared concepts and a theory-to-action model enhances the chances of succeeding with converting paper plans into reality through effective communication within the management team. The structure of the workshop is as follows:

- Objective 1. Prove that the illusion of communication is real
- Objective 2. Learn to define agreed upon concepts related to strategy
- Objective 3. Create a theory-to-practice framework.

WED 09.00 – 10.30 | Adrian Cadbury Lecture Theatre, Aston Business School

FULL PAPERS

Strategic Thinking and Learning

Session Chair: Evangelia Fragouli

A Meta Analytical Review Of Factors Affecting The Strategic Thinking Of An Organisation (129) Shaik, Aqueeb Sohail; Dhir, Sanjay

Learning from Failure: A Case Study of International Joint Venture Performance (560) Robinson, Craig Vincent; Cunliffe, James Forrest

The Dynamic Nature Of Consensus: A Longitudinal Study Into Cognitive Shifts And The Assumption of Consensus Development (857) Carrington, David John; Combe, Ian Alexander

WED 09.00 – 10.30 | ABS 2.09 Lecture 4, Aston Business School

DEVELOPMENTAL PAPERS

Dynamic Capabilities

Session Chair: Richard Lynch

Ordinary Capabilities as well as Dynamic Capabilities can deliver Growth: Evidence from two Turkish Multinationals (413) Lynch, Richard; Gulsoy, Tanses; Atay, Ozlem

Identifying the Effects of Network Centrality, Network Size, and Interorganizational Learning of Firm's Sensing Capability: Do Market, Competitor, and Technological Turbulence Make the Difference? (422) Shiue, William; Tuncdogan, Aybars, Katsikea, Evangelia

Leveraging Big Data: The Development of New Dynamic Capabilities (558) Brewis, Claire Catherine

The Internationalisation of English Business Schools: a Dynamic Capabilities Approach (935) John, Anna; Anchor, John Robert

WED 13.30 – 15.00 | Adrian Cadbury Lecture Theatre, Aston Business School

FULL PAPERS

Strategy and Technology

Session Chair: Charles Baden-Fuller

Unleashing Technological Opportunity: Organizing Demand Side Value Creation (400) Baden-Fuller, Charles

Digital Platform Evolution: The Effect of Stock versus Novelty of Content in Platform Adoption (960) Cennamo, Carmelo; Tavalaei, M.Madhi

An Analytical Review of Strategic Technology Management in the Public Sector in the GCC: The Case of Kuwait (1146) Alfahhad, Jassim; Almansour, Jarrah; Al-Kandari Abdulwahab

WED 13.30 – 15.00 | MB502, Main Building

DEVELOPMENTAL PAPERS

International Strategy and Leadership

Session Chair: Anna John

Subsidiary Strategy Process: Autonomy, Distinctiveness, Competitive Advantage and Performance (567) Sminia, Harry; Nair, Anup Karath

Corporate Social Responsibility (CSR) Strategy Development: A Micro-Level Analysis of MNC Subsidiaries in Developing Countries (634) Mody, Sameer

Why Paradoxical Leaders Have To Be Rational (1048) Eranova, Mariya

WED 15.30 – 17.00 | Adrian Cadbury Lecture Theatre, Aston Business School

FULL PAPERS

Insights From The International Content

Session Chair: Tara Elizabeth Frawley

Need for Speed? Relevance of First Mover Advantage in Emerging Industries: Lessons from the Search Entry Industry (959) Frawley, Tara Elizabeth; Fahy, John

Institutional Risks, Ownership Context, Investor Identity, Perception, and Preferences: A Study of Indian Banks (1096) Basu, Shubhabrata

The Influence of Power Distance on Top and Middle Managers' Strategy Communication: An Insight from Kuwaiti Context (1144) Almansour, Jarrah; Obembe, Demola

THURS 09.00 – 10.30 | Susan Cadbury Lecture Theatre, Aston Business School

FULL PAPERS

M&As and Industrial Perspectives

Session Chair: Moustafa Haj Youssef

Voluntary Communications During M&A Deals: Impacting Upon Information Asymmetry And Evaluative Uncertainty (289) Luo, Yun; Meadows, Maureen; Angwin, Duncan

Inter-organisational Relationships and Acquisition Likelihood: Evidence from High Technology Firms (519) Javaid, Huma; Desyllas, Panos; Marsili, Orietta

Impact of the Banking Industry and Economic Growth in SSA: Insights from Ghana (1166) Adams, Kweku; Adams, Dawda; Nyuur, Richard B; Kwasi Anash, James

THURS 09.00 – 10.30 | G8, Main Building

DEVELOPMENTAL PAPERS

Communication and Cognition

Session Chair: Nikolaos Adamidis

From intertemporal trade-offs to ambitemporality - A model of financial-market stakeholder support (625) Papadopoulou, Konstantina; Theoharakis, Vasilis; Bhaumik, Sumon Kumar

Muddled Meanings – A Quantitative Content Analysis of Strategy Communication in FTSE 100 Annual Reports 2010-1 (813) Karjalainen, Niko Johannes

Capturing Managerial Cognition and Investigating the Impact of Scenario Planning in the Shipping Industry (946) Gokmen, Gokhan; McKiernan, Peter

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Strategizing and Performance

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Industry-makers and Strategizing: A Literature Review (412) Aboutalebi, Reza

Leadership and Strategic Management Effectiveness during Crisis in the Construction Sector: A case study (1147) Fragouli, Evangelia; Lazaridou, Anastasia

Cultural Practices and Variations Influence on Managerial Discretion and its Implication on National Competitiveness (651) Haj Youssef, Moustafa

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UK and Business Model Innovation

Session Chair: Konstantina Papadopoulou

Nonmarket Strategies in the UK Energy Sector: Why and How? (683) Adamidis, Nikalaos; James, Andrew D; Bleda, Mercedes

How Can Firms Leverage Corporate Political Activity To Facilitate Business Model Innovation? (714) Seyidova, Sevda

Enablers and Inhibitors To The Adoption Of New Technology in UK businesses – Investment Decision Strategy For Virtual Reality (1106) Maru, Mukundrai N

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Capabilities/Competences (RBV)

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Learning Orientation and Social Enterprise Performance: The Mediating Role of New Product Development Capability (354) Bharrarai, Charan Raj; Tasavori, Misagh; Kwong, Caleb

Building a Dynamic Capability for Resilience: The Case of a Tour Operator Confronted with a Succession of Disruptive Events (382) Altinas, Gulsun; Ambrosini, Veronique

Strategic Capabilities, Middle Managers and Organisational Ambidexterity (795) Morikuni, Baku; Wang, Catherine; Dyerson, Romana

Strategy-as-Practice

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Session Chair: Muhammad Amjad

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The Challenge of Nihon Kotsu – Transforming the Taxi Industry in Japan (269) AlOthman, Abdulaziz

Leading Strategic-alignment Type Dialogues Effectively: A Longitudinal Field Study (529) Doeleman, Henk; Van Dun, Desiree; Wilderom, Celeste

Business Modelling – a Practice by Nascent Entrepreneurs? (1184) Hill, Inge

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Understanding Competitiveness Through Life Experiences – A Strategy-as-Practice Approach (606) Qazi, Kamal; AbuAlqumboz, Moheeb

Exploring the Performance of Strategy in Two-way Interactions: An Analysis of Annual General Meetings from a Practice Perspective (621) Ogwude, Uche; Tapinos, Efstathios; Wolf, Carola; Burke, Gary

Open Strategy: A Review and Research Agenda (694) Sunner, Akwal; Ates, Aylin

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Session Chair: Muhammad Amjad and Kamal Qazi

Business Development as Internal Strategic Partner (568) Oues, Fatchie; Dorfler, Viktor; Pyrko, Igor

The Use of Strategic Planning in Australian SME Start-ups (1111) Hiddlestone-Mumford, Jacqueline

Participation Strategy In A Third Sector Environment – Understanding Process And Practice (1142) Garlick, Ashley

Sustainable and Responsible Business

Track Chairs: Polina Baranova, Jonathan Louw and Simon Adderley

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Session Chair: Polina Baranova

Warmth, Motive & CSR and Implications for Corporate Hypocrisy (107) Chen, Zhifeng; Hang, Haiming; Pavelin, Stephen; Porter, Lynda

An Analysis of Tensions in Corporate Sustainability in Uncertain Times: A Complex View (657) Ceglia, Domenico; Avila Pedrozo, Eugenio; Dutra de Barcellos, Marcia; Monica Cavalcante Sa de Abreu; Monica, Daddi, Tiberio

Scrambling for Solutions: The Effects of Breadth and Depth of Attention on Media Reporting of Corporate Social Irresponsibility (480) Lee, Sun Hye; Mol, Michael; Mellahi, Kamel

Corporate Social Responsibility (CSR) Practitioners: Unlocking their understanding of CSR and its link with strategy (230) McGeough, Blath

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Sustainability Challenges

Session Chair: Mubbsher Munawar Khan

Resource Curse and the Environment: A Review of Artisanal and Small-scale Mining in resource-endowed countries (905) Ofosu, George; Sarpong, David

Neutralising Guilt and Legitimising Worker Exploitation: Understanding the Demand Side of Modern Slavery (223) Carrington, Michal J; Chatzidakis, Andreas; Shaw, Deirdre

Exploring Power Imbalance and Stakeholder Social Responsibility within the Nigerian Oil and Gas Industry (1159) Abubakre, Alim; Baden, Denise; Harwood, Ian

Simultaneously Communicating Sustainability And Luxury Marker Signals: A Competitive (Dis)Advantage? (311) Osburg, Victoria-Sophie; Yoganathan, Vignesh; McLeay, Fraser

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Building Environmental Sustainability into Management Theory Development and Practice: An Imperative in Uncertain Times? (554) Mitchell, Andrew; Callaghan, Chris William

Dealing With Wicked Problems In Socio-Ecological Systems Affected By Industrial Disasters: A Framework For Collaborative And Adaptive Governance (637) Andrade, Raphael; Abreu, Monica

Understanding Sustainable HRM: A Systematic Literature Review (1082) Randev, Kadumbri Kriti; Jha, Jatinder Kumar

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CSR Is Dead; Long-Live Responsible Business (692) Kele, Juliet Elizabeth; Osei Bonsu, Nana; Selmic, Radman

Corporate Social Responsibility and Governance: an analysis of the literature (571) Souza, Roberta; Melo, Mary Fernanda de Sousa de; Yaryd, Rodrigo Trotta; Vazquez-Brust, Diego; Carvalho, Marly Monteiro de

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Value Creating for Stakeholders: A Comparative study of the pulp industry in Brazil, Canada, and the USE (668) Hourneaux Jr, Flavio; Lara-Cunha, Cristiana; Fagundes, Evelin

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Sustainable Development

Session Chair: Helen Goworek

Clean Energy For Human Development: An Empirical Analysis (770) Talan, Gaurav; Sharma, Gagan Deep; Garg, Isha

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Exploring The Role of Organizational Spirituality In Improving Employee Ethical Behavior And Performance (527) Mir, Usman Riaz; Rafi, Noreen

Women Social Entrepreneurship: Initiatives and Beyond (726) Han, I Yvonne

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Stakeholder management strategies for sustainability

Session Chair: Polina Baranova

Challenges to the Development of an Intervention to Reduce Slavery in a Brazilian-UK Beef Supply Chain (594) Emberson, Caroline Anne; Trautrim, Alexander

The Implications of Corporate Political Activity (CPA) on Firms Performance and Institutional Corruption in Africa (1035) Alhassan, Abdul-Razak; Saha, Krish

Stakeholder Engagement Strategies, Sustainability In The UK Energy Industry And International Energy Pricesholder engagement strategies, sustainability in the UK energy industry and international energy prices (1099) Ibrahim, Masud Usman

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Session Chair: Linda Baines

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The Role of Ecological Modernization Principles in Advancing Circular Economy Practices: Lessons from the Brewery Sector (281) Sehnem, Simone; Jabbour, Ana Beatriz de Souza Chiappetta; Conceicao, Digo Amarildo da; Weber, Darciana Mara; Julkovski, Dulcimar Jose

Circularity of Materials in The Vineyard Industry: an Analysis from the Perspective of Circular Business Models (283) Sehnem, Simone; Jabbour, Charbel José Chiappetta; Preschlak, Daniela; Bernardy, Rógis Juarez; Santos Junior, Silvio

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Entrepreneurship for Sustainable and Responsible Business

Session Chair: Simon Adderley

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Sustainable Management Practices of SMEs: Orchestrating a Trio of Learning Perspectives (402) Stewart, Heather; Baranova, Polina; Gapp, Rod

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Corporate Social Irresponsibility and Harmful Product Promotion (453) Greenland, Steven; Gill, Robert; Low, David

Corporation Fight against Corruption: An Institutional Perspective (367) Jain, Sonal

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Policy and Governance towards Sustainability

Session Chair: Simon Smith

Quantifying Stakeholder Theory Via Modelling Stakeholder Attributes and Power Dynamics (1187) Andrikopoulos, Panagiotis; Webber, Nick; Theodorakopoulos, Nicholas

Towards an Understanding of Social Responsibility in UK Universities (197) Baines, Linda; Karatas-Ozkan, Mine

Policy Framework to Overcome Barriers to Environmental Improvement in Pakistan’s Leatherworking SMEs (809) Wahga, Aqueel Imtiaz; Blundel, Richard; Schaefer, Anja

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Leading for Sustainability

Session Chair: Jonathan Louw

The Multidimensional Sustainable Leadership Competencies Scale, Factor Structure, Reliability and Validity (331) Fernandez, Agna; Kullu, Francis David; Shankar, Ramesh

Building a Dynamic Model of Change for Sustainability Leadership: There’s More to Sustainability Leadership than Managing Change! (720) Paterson, Fred

Social Identity Theory and Internal CSR in Organisations in Saudi Arabia (1012) Shalhoob, Abdulaziz; Hazlett, Shirley-Anne