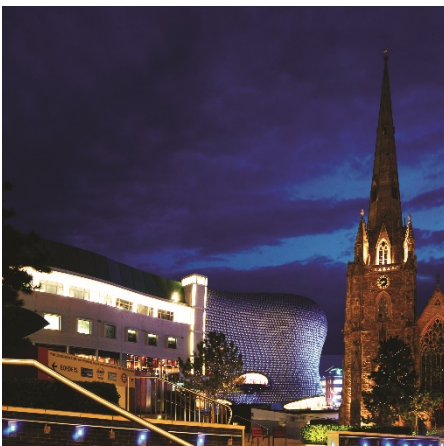
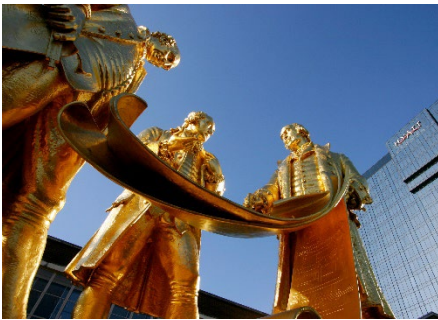


British Academy of Management 2019 Doctoral Symposium

2nd September 2019
Aston Business School, Aston University

DELEGATE PROGRAMME



KEY INFORMATION

LOCATION

Aston University, Birmingham, B4 7ET

REGISTRATION

Conference Aston Meeting Suites [CAMS], Main Building, Aston University

Opens at 8:00 am on Monday, 2nd September 2019

SESSIONS AND WORKSHOPS

Delegates are required to pre-register to each workshops

If you have not done so, please check with the registration desks for availability

DELEGATE BADGES

Delegate name badges must be worn at all times during the symposium. The badge lanyards are colour coded:

Blue	Delegates
Cream	SIG Chair
Black	Track Chair/Keynote
Green	Green
Red	Council Member & Executive Committee Member
Yellow	Conference Organiser

*For those attending the BAM2019 Gala Dinner: your dinner ticket(s) will be clipped to your delegate badge.
Please ensure you bring the dinner ticket(s) with you on Wednesday evening

VENUE

The building is fully DDA compliant with appropriate toilets, access to all floors and hearing loops.

For more information about the disabled facilities available at the venue, please ask a member of staff on your arrival.

INTERNET ACCESS

Delegates will have access to the Wi-Fi across the whole campus.

Username: _Conference WiFi

Password: Schoolclassics

LUGGAGE ROOM

Aston University Main Building, Room G63, 8:00 – 17:00

PRAYER ROOM

The male and female prayer Rooms are located on the ground floor of the student Union.

The SU is open from 8am to 5pm out of term time

TAXI COMPANIES

TC Cars: 0121 770 2000

If you have any questions, please contact a member of the BAM2019 Conference Team.

The Doctoral Symposium Outline

The Symposium programme has been split into sessions for 1st, 2nd and 3rd year students. This is meant to help you choose best, but if you consider that other sessions are more relevant to the stage you are at, you are welcome to attend those sessions. Sessions have been designed with particular Ph.D. stage students in mind, with the following categorisations (note that you can register for any workshop):

- Year 1: Sessions aimed at students at the end of their 1st year
- Year 2: Sessions aimed at students at the end of their 2nd year
- Year 3: Sessions aimed at students at the end of their 3rd + year

Time	Location	Session Title
8.00am	CAMS, Main Building	Registration opens
9.00 - 9.30	G11	Welcome and Introduction
09.30 - 11.00	MB512	Year 1: Conducting a Literature Review
	MB206	DBA Students: Optimising the practical impact of your management research
	MB554	Year 2: Mixed Methods Workshop
	MB549	Year 3: Disseminate Research: from research to a paper: The 'Know-how' and the process from Editorial perspective
11.00 - 11.30	CAMS	Break and Poster Presentations
11.30 - 13.00	MB554	Year 1 and 2: What Difference does your Paradigm Make?
	MB549	Year 1: Management Research: Philosophy and Design
	MB512	Year 3: Preparing for the Viva
	Various rooms	Paper Presentations
	Various rooms	Research Conversations (Group 1, 2, 4)
13.00-14.00	CAMS	Lunch Break and Poster Presentations
14.00 - 14.45	MB419	BAM Fellows session: Q and A about Developing an Academic Career
15.00 - 16.30	Various rooms	Conference Fringe Sessions
17.00 - 18.30	MB554	Year 1: Exploring Theory as a Lens for Research
	MB549	Year 1: The Success Factor: What differentiates successful doctoral students from non-completers?
	MB204	Year 2: Getting Published in Good Journals
	MB512	Year 2: Why Sampling Matters
	Various rooms	Research Conversations (Group 3, 5, 6)
	Various rooms	Paper Presentations (Group 1)
	MB708B	Year 3: Social Media for Academics
	MB206	Year 3: Enhancing Your Bidding Capability
19.30 – 21.00	Courtyard Restaurant, CAMS	BAM2019 Doctoral Symposium Dinner

Session 1: 09:30 - 11:00

First Year: Conducting a Literature Review

SPEAKERS

Professor David Denyer, *Cranfield University*

Dr Colin Pilbeam, *Cranfield University*

SESSION OVERVIEW

In this session you will learn how to produce a high-quality literature review.

LEARNING OBJECTIVES

- Appreciate the importance of literature reviews in business and management
- Understand the principles of critical AND systematic reviewing
- Ensure of alignment between purpose, review question(s) and approach
- Apply the steps involved in producing a high-quality literature review to your own research

DBA Students: Optimising the practical impact of your management research

SPEAKERS

Dr Julie Davies, *Manchester Metropolitan University*

Professor Emma Parry, *Cranfield University*

SESSION OVERVIEW

Professional doctorates in management and many PhD studies in business schools draw on close-to-practice research. The objective of this workshop is for you to reflect on experiences in designing and conducting research that engages practitioners, links theory and practice, and impacts society and organisations. We consider multiple forms of impact – on the researcher such as auto-ethnographies, on organisational policies and practices, professions, the curriculum and REF impact criteria. Optimising impact also requires clear communication strategies in the (social) media, as well as knowledge co-creation and mobilisation to bridge gaps between management theory and management practice. We will share case studies on relevant methodologies for practical impact such as action research, engaged scholarship and evidence-based management. We consider insights from other disciplines such as the ‘Brian Cox effect’ and the value of management scholars as public intellectuals.

Second Year: Mixed Methods Workshop

SPEAKERS

Dr Murray Clark, *Sheffield Hallam University*

Dr Fariba Darabi, *Sheffield Hallam University*

SESSION OVERVIEW

- Give a brief overview of the development of mixed methods approaches.
- Address the paradigm debates. Does mixed methods research need a particular philosophical and methodological position?
- Develop an appreciation of the logic of mixed methods research designs.
- Discuss the benefits of doing mixed methods research.

LEARNING OBJECTIVES

The aim of this session is to help participants make sense of issues relating to the design and philosophical positioning of Mixed Methods Research. This will support them to develop a critically justified account of the theoretical underpinnings of the core aspects of Mixed Methods Methodology.

Third Year: Disseminate Research: from research to a paper: The 'Know-how' and the process from Editorial perspective

SPEAKERS

Professor Yehuda Baruch, *University of Southampton*

SESSION OVERVIEW

The session will present the editorial perspective, indicating reasons what needs to be done for an effective process of turning a research into a manuscript and a manuscript into a published paper. Special attention will be given to the question – what it takes to publish in top management journals.

LEARNING OBJECTIVES:

- Learning to be effective writer of academic refereed papers.
- Learning the 'system' and process of publishing academic refereed papers.
- Planning for a portfolio of outputs

Session 2: 11:30 - 13.00

First Year: What Difference does your Paradigm Make?

SPEAKERS

Phil Renshaw, *Cranfield University*

Jenny Robinson, *University of Reading*

SESSION OVERVIEW

Your metatheoretical assumptions (paradigms) have a fundamental impact on your PhD. This workshop aims to reveal them and to demonstrate their effect. In your Viva you can expect to be asked about your philosophical perspective, so we will develop and refresh your understanding of several paradigms, question your assumptions and demonstrate the complex relationship between different perspectives. Our time together will be highly interactive as you identify opportunities to take different viewpoints.

LEARNING OBJECTIVES

- Understand some of the key differences between paradigms
- Understand the impact of one choice of perspective versus another on their research proposal
- Be able to interpret the impact of authors' different perspectives when reviewing papers

First Year: Management Research: Philosophy and Design

SPEAKERS

Professor Mark Saunders, *University of Birmingham*

Professor Natasha Mauthner, *Newcastle University*

SESSION OVERVIEW

In this session we will use a purpose-built reflexive tool to help participants examine their assumptions about management research and knowledge. We will then look at how their beliefs relate to major research philosophies in the management field, and what implications this has for designing research projects. This will lead to consideration of the practical implications for the design and conduct of participants' own research.

LEARNING OBJECTIVES

- To facilitate participants' reflection on their own beliefs and assumptions about management research and knowledge
- To develop participants' understanding of how their research assumptions relate to major research philosophies
- To enable participants to take a more informed and empowered approach to designing and conducting research.

Third Year: Preparing for the Viva

SPEAKERS

Professor Lisa Anderson, *University of Liverpool*

Dr Ahmed Shaalan, *Cranfield University*

SESSION OVERVIEW

In this seminar we discuss the 'end game' i.e. submitting your thesis and preparing for the viva. We consider how to ensure that your thesis makes the best impression and what is the nature and conduct of the viva. What are the examiners trying to do in the viva, what is the candidate trying to do, and how do these engage? We review what preparations are necessary and what the possible outcomes of the examination are.

LEARNING OBJECTIVES

- The structure of the viva
- What are the examiners aiming to do at the viva?
- What are you aiming to do at the viva?
- What preparation should you make?
- What material should you take in with you?
- What is the range of possible outcomes of the exam?

Fellows Plenary: 14:00-14:45

BAM Fellows session: Q and A about developing an academic career

SPEAKERS

Professor Catherine Cassell (Chair), *University of Birmingham*

Professor Sue Vinnicombe CBE, *Cranfield University*

Professor Gerard Hodgkinson, *University of Manchester*

Professor Greg Bamber, *Monash University, Melbourne, Australia*

Professor Peter McKiernan, *University of Strathclyde*

Conference Fringe Sessions: 15:00-16:30

Free of charge, no booking required

SESSIONS

- UK Future Competitiveness in Digitally Enabled Advanced Services
- Building Better Business Resilience in Micro and Small Firms across Europe
- Future-proofing International Businesses through Sustainability

More information, please go to: <https://www.bam.ac.uk/fringe-events>

Session 3: 17:15-18:45

First Year: Exploring Theory as a Lens for Research

SPEAKERS

Professor Ashley Braganza, *Brunel University London*

SESSION OVERVIEW

This practical workshop will introduce students to the concept of using theory as a lens for research. Students will explore the different ways in which theory can influence all stages of a research project and will have the opportunity to discuss these issues in relation to their own research.

LEARNING OBJECTIVES

- Students will gain a general understanding of the influence which different theories on business research.
- Students will be able to apply their understanding of the influence of theory on business research to their own research project.
- Students will be able to demonstrate the impact of their choice of specific theories on their research design.

First Year: The Success Factor: What differentiates successful doctoral students from non-completers?

SPEAKERS

Dr Paul Joseph-Richard, *Ulster University*

Professor Janet McCray, *University of Chichester*

SESSION OVERVIEW

The aim of this session is to raise awareness of participants to what successful doctoral completers do differently to non-completers. Globally, doctoral student attrition rates remain high. Despite numerous studies focusing on the reasons for doctoral non-completions in universities, less attention has been paid to the perspectives of successful PhD completers. We wondered “What makes the successful doctoral completers resilient during their candidature?” and interviewed 12 completers from two universities. In this session, we share the findings of our empirical study.

LEARNING OBJECTIVES

- To explore how current doctoral students can develop resilience in a range of settings beyond supervisory relationships, which include everyday interactions and experiences.

- To explain how the completers made the best use of resilience-protection factors such as their family, peers, supervisors, and the institutional processes to re-energise themselves over time.
- To discuss the benefits of developing resilience-protecting networks and alliances.

Second Year: Getting Published in Good Journals

SPEAKERS

Professor Nelarine Cornelius, *Queen Mary University of London*

Dr Dermot Breslin, *University of Sheffield*

SESSION OVERVIEW

In this session, Prof Nelarine Cornelius and Dr Dermot Breslin will share their experiences of writing, reviewing and editing for high impact research journals. An overview of the peer review process will be given, and the different perspectives of editors and reviewers will be presented. Advice will be given on preparing papers for journal submission, dealing with reviewers and understanding feedback. Finally, different approaches to developing a paper's contribution will be discussed. The session will end with a Q&A, giving attendees the opportunity to explore key issues in more detail.

LEARNING OBJECTIVES

- Understanding the Editorial process
- Getting through the door and 'hooking in' the editors
- Understanding why papers are rejected
- Dealing with referees

Second Year: Why Sampling Matters

SPEAKERS

Professor Mark Saunders, *University of Birmingham*

Dr Alvina Gillani, *University of Surrey*

SESSION OVERVIEW

The sampling session will take the form of a presentation followed by a question and answer session. Within the presentation myths and misconceptions regarding sampling will be dispelled and issues of representativeness and generalizability addressed. Students will have the opportunity to ask questions related to their own research.

LEARNING OBJECTIVES

- Students will be aware of the relationship between research question, population, the sample selected and the implications of sample size.
 - Students will understand the implications of using different probability and non-probability sampling techniques and the need to combine techniques within a research project.
- Students will be able to explain sample selection precisely in their method and justify their selection for their own research project

Third Year: Enhancing Your Bidding Capability

SPEAKERS

Professor Pawan Budhwar, *Aston University*

Dr Prasanta Dey, *Aston University*

LEARNING OBJECTIVES

- Research funding
- Getting started - identifying funding sources
- Preparing the Application
- Research proposal - tips for success

Third Year: Social Media for Academics

SPEAKERS

Professor Savvas Papagiannidis, *Newcastle University*

SESSION OVERVIEW

The session will offer useful insights and practical advice related to the use of social media for academic work. These will be contextualised by the presenters by using real life examples and sharing their experiences of using social media for different purposes. The session's learning objective will revolve around answering the following questions:

- What are social media and why are they useful tools for academics?
- What is good practice related to research, teaching and engagement?
- How can academics make effective use of their resources when it comes to managing their social media presence?
- How can good practice be adapted to an individual's own circumstances?

BAM2019 DOCTORAL SYMPOSIUM DINNER

This is an invite-only event with a limited number of places! Pre-registration required

The **BAM Doctoral Symposium Dinner** is a FREE social event aimed to gather into one place all Symposium delegates and speakers, as well as BAM Council members and Fellows.

Time: Monday, 2nd September 2019, 19:30 – 21:00

Location: Courtyard Restaurant, Conference Aston

Research Conversations

- Sort by Submitting Authors

Author Name	Institution	Title	Group	Session Time	Room
Akwal Sunner	University of Strathclyde	An investigation into how strategic alignment is achieved between participating firms in a business technology ecosystem	5	17.00-18.30	MB708C
Anna Clauss	University of Applied Sciences Zwickau	A systematic approach to utilising Artificial Intelligence for the development of agile and collaborative Supply Chain Networks	3	17.00-18.30	MB564
Anneli Manninen	Laurea University of Applied Sciences	How to enhance SMEs' sustainable competitive advantage by regional co-creation of dynamic capabilities	4	11.30-13.00	MB564
Aodhan Newsholme	University of Hull	Exploring conflicting stakeholder interests for locations seeking to build a circular economy	6	17.00-18.30	MB574
Ashley Garlick	University of West London	Making sense of strategizing: Understanding the process and practice of participation in strategy making	5	17.00-18.30	MB708C
Benjamin Richards	The York Management School	The Stable Ground of Nothingness: Critical Theory and the Crises of Neofascism in Organisational Studies	6	17.00-18.30	MB574
Dwitya Amry	University of Warwick	The Commercialisation of University's Research in a Developing Country	1	11.30-13.00	MB504
Gokhan Gokmen	Strathclyde Business School	Meta-analysis of Shipping Scenarios: A Fuzzy Set Qualitative Comparative Analysis Approach	4	11.30-13.00	MB564
Lauren Kirk	Ulster University Business School	Does e-HRM have the potential to impact employee engagement through perceived organisational support?	2	17.00-18.30	MB504
Meryem Akin	Bath Spa University	Examining Governance of Collaborations in the Bristol and Bath Creative Industries	3	17.00-18.30	MB564
Michael Parker	Aston Business School	Developing A Performance Index to Measure Soft Skills On Construction Projects: A Delphi Study	2	17.00-18.30	MB504

Mukul Tiwari	University of Birmingham	Workplace bullying and Work-outcome: Role of Intermediate factors	2	17.00-18.30	MB504
Nikolai Kazantsev	University of Manchester	Investigation of Demand-driven Collaboration in Aerospace Supply Networks with an eye to Industry 4.0	3	17.00-18.30	MB564
Preethi Nair	Anglia Ruskin University	Cultural Intelligence, Coordination, and Trust: An exploratory study into Post formation Alliance Management Capabilities	4	11.30-13.00	MB564
Samuel Lawal	University of Reading	A multi-stakeholder approach to stakeholder communication: Exploring the role of multi-stakeholder communication on painting the big picture, and influencing stakeholders' attitudes and behavioural intentions.	6	17.00-18.30	MB574
Sumaiya Alsaeghi	University of Edinburgh	Exploring Entrepreneurial Women Leaders	5	17.00-18.30	MB708C
Xiangming Tao	Holloway, University of London	Team Learning, Collective Efficacy and Innovation Performance	1	11.30-13.00	MB504
Yananga Phiri	Nottingham Trent University	Branchless Banking Innovation in Malawi	1	11.30-13.00	MB504

Paper Presentations

- Sort by Submitting Authors

Author Name	Institution	Paper Title	Group	Session Time	Room
Abasiama Etuknwa	University of East Anglia	Are factors that facilitate a sustainable return to work after ill-health gender-specific?	6	11.30 – 13.00	MB245
Andrea Lane	Newcastle University	Barrier or Enabler? Academic Managers' Role in the Implementation of Entrepreneurship Education in East Africa.	9	11.30 – 13.00	MB574
Annabel Christie	Cranfield School of Management	Why and How Middle Managers Use Autonomy In Strategy	7	11.30 – 13.00	MB404C
Atinuke Muraina	Bournemouth University	What are the factors that influence IT strategic alignment in supply chain management and how does this impact upon supply chain integration and performance? a case of Nigerian medium-sized manufacturing enterprises	5	11.30 – 13.00	MB404B
Atta Muhammad	London South Bank University	A Theoretical And Empirical Analysis Of Governance Disclosure Quality Within Pakistani Listed Banks: Evaluations Of Revisions Consequent To The Pakistani Corporate Governance Codes 2012 And 2017	1	17.00 – 18.30	MB568
Ayodele Adetuyi	University of the West of Scotland	National Economic Policy and Its Impact On Corporate Sector Development In A Developing Nation: A Case Study Of South- Western Nigerian Agricultural Sector.	2	11.30 – 13.00	MB404A
Azeez Balogun	Bournemouth University	The role of Corporate Governance mechanisms and Family Influence on Tax behaviours of UK Family-firms.	1	17.00 – 18.30	MB568
Budi Harsanto	University of Liverpool	Sustainability-oriented Innovation (SOI) Capabilities in Manufacturing Firms	7	11.30 – 13.00	MB404C
Deepak Khadka	University of the West of Scotland	Effective digital marketing strategy to generate leads and achieve competitive advantage for Education Consultancies in Nepal. A mixed method study	2	11.30 – 13.00	MB404A

Foujia Keya	University of the West of the Scotland	Big Data influence on knowledge sharing in organisations. A study of E-commerce industry	2	11.30 – 13.00	MB404A
Ian Blakesley	University of Winchester	Exploring Barriers for Using Gamification as a Technique for Increasing Stakeholder Engagement in Sustainability Accounting and Its Reporting	7	11.30 – 13.00	MB404C
Jaser Rahaman	Liverpool John Moores University	Leadership Development in Ethnic-Minority SMEs and its Implication on SMEs Growth and Performance: An Exploratory Study of South Asian Ethnic Minority (SAEM) SMEs in the UK	3	11.30 – 13.00	MB404D
Joshua Negedu	Liverpool John Moores University	An exploration of public procurement as instrument for sustainable development: north-central geopolitical zone of Nigeria	5	11.30 – 13.00	MB404B
Juanita Illingworth	Iéseg School of Management	Management Promises, Performance Appraisal and the Psychological Contract	4	11.30 – 13.00	MB708A
Julian Riano	Newcastle University-London	Economic Value Creation Via Social Capital: The Case For SMEs In The UK Construction Industry	8	11.30 – 13.00	MB708C
Kejun Meng	University of Manchester	Developing a Performance Measurement Model for UK Construction Projects	5	11.30 – 13.00	MB404B
Kenneth Nwokocha	Nottingham Trent University	Factors Contributing to Sparks of Good Governance in Sub-Saharan Africa	1	17.00-18.30	MB568
Konstantina Foti	Newcastle University Business School	How did you feel while tweeting? Tweet-related emotion on recovery from work	4	11.30 – 13.00	MB708A
Lindsay Badger	University of Plymouth	Exploring the experience of work for individuals with mental health issues	7	11.30 – 13.00	MB404C
Lisanne Veter	Erasmus University Rotterdam	Corporate leaders' values and the 2030 agenda for sustainable development. The effect of social class and political ideology of Dutch board directors on Sustainable Development Goal preferences	8	11.30 – 13.00	MB708C
Mansi Gupta	Guru Gobind Singh Indraprastha University	Can Economics Help Attain Happiness: An Extensive Review and Research Agenda	6	11.30 – 13.00	MB245

Mathai Mariya	University of East Anglia	Emotion Regulation in Leader-follower relationships: A cultural perspective	3	11.30 – 13.00	MB404D
Muhammad Sajid	University of London	Corporate Governance Practices and Firms' Financing Decisions: The Role of Managerial Heuristics-and-Biases	1	17.00-18.30	MB568
Nawaf AlGhanem	Brunel University	Plural leadership during organisational transformation initiatives	3	11.30 – 13.00	MB404D
Olabode Ogunbodede	Newcastle University	Consumer Motivations and Benefits of Value Co-destruction: Influence on Consumer Loyalty	8	11.30 – 13.00	MB708C
Roger Fagg	Birkbeck, University of London	Unpaid volunteers supervising other volunteers – a new identity?	6	11.30 – 13.00	MB245
Sameer Mody	Coventry University	CSR Strategy Development: A Micro-Level Analysis of MNC Subsidiaries in Developing Countries	8	11.30 – 13.00	MB708C
Sharmin Nahar	University of Essex	ICT use and Business Performance in SMEs in emerging economies: Mediating role of Networking and the moderating role of Gender	9	11.30 – 13.00	MB574
Temitope Afolabi	University of the West of Scotland	Entrepreneurial Success Factors of Nigerian Women Entrepreneurs in UK	9	11.30 – 13.00	MB574
Ulianiuk Pavlo	University of East Anglia	The evolution of corporate attention: Evidence from UK public companies, 2000-2016	1	17.00-18.30	MB568
Varun Sharma	Xavier School of Management	Prioritizing Sustainable Supply Chain Management Factors based on their Operational Performance	5	11.30 – 13.00	MB404B
Wafa Beheiri	Anglia Ruskin University	The Impact of Employee Empowerment on Service Quality in the Service organization: A systematic Review	6	11.30 – 13.00	MB245
Yanika Tueanrat	Newcastle University	The customer journeys: A systematic review	8	11.30 – 13.00	MB708C
Zaw Lagung	University of York	An investigation of the origins of transformational leadership theory	3	11.30 – 13.00	MB404D

Poster Presentations

Posters will be displayed during refreshment and lunch breaks at CAMS

- **Sort by Submitting Authors**

Name	Institution	Title
Abdulmajeed Alqahtani	Durham University	The Influence of Variable Pay Schemes as HRM Tools on the Performance of Employees: case of private companies in Saudi Arabia
Amani Shajera	University of Nottingham	Actors and HRM practices at Chinese MNC subsidiaries in the UK
Amit Rawal	Brunel University London	Bouncing back from bankruptcy: Narratives of entrepreneurial antifragility
Anna-Maria Clauss	University of Applied Sciences Zwickau	A systematic approach to utilising Artificial Intelligence for the development of agile and collaborative Supply Chain Networks
Atta Muhammad	London South Bank University	A Theoretical and Empirical Analysis of Governance Disclosure Quality Within Pakistani Listed Banks. Evaluation of Revision Consequent To The Revised Pakistani Corporate Governance Code, 2012 And 2017
Foujila Keya	University of the West of Scotland	Big Data influence on knowledge sharing in organizations: A Study of E-Commerce Industry
Gökhan Gökmen	University of Strathclyde	Capturing Managerial Cognition and Investigating the Impact of Scenario Planning in the Shipping Industry
Katarzyna Lakoma	Nottingham Trent University	The governance of collaboration - Fire and Rescue Services in England
Montana Cresswell	University of Salford	Socio-technical Innovation in Sport Management: The Case of the Virtual Gym
Nishamani Patabendige	University of the West of Scotland	Exploring the critical success factors of Artificial Intelligence systems implementation: an empirical study and proposed integrated model
Ovinda Wijeyaratne	Nottingham Trent University	Customers Brand Engagement with Brand-related Content in Social Media
Sameer Mody	Coventry University	CSR STRATEGY DEVELOPMENT: A micro-level analysis of MNC subsidiaries in developing countries
Sarah Binsaied	Brunel University London	The Intention of Money Donation to Local Charities: The Case of Saudi Arabia
Selma Furtado	Technological University Dublin	Information Communication Technology (ICT) Enabled Change & Innovation in Healthcare Organisations: Examining Implementation Practice of Shareable Health Data
Sidra Yousaf	Nottingham Trent University	Impact of individual and shared perceptions on employee commitment and organisational citizenship behaviour (OCB): The role of organisational Justice and Trust
Temitope Afolabi	University of the West of Scotland	Entrepreneurial Success Factors of Nigerian Women Entrepreneurs in UK
Xiangming Tao	Royal Holloway, University of London	Entrepreneurial Project Failure, Error Orientation and Learning from Failure

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