

Corporate Governance

Track Chair: Ruth Massie

WED 09:00 – 10:30 | Teaching Room 2 (4.04), Herschel Building

Full Papers

Session Chair:

Elite networks, ideology and the preservation of corporate power. (238) Price, Michael James

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

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

WED 14:00 – 15:30 | Seminar Room 2, Percy Building

Developmental Papers

Session Chair:

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

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

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

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

WED 16:00 – 17:30 | Seminar Room 2, Percy Building

Developmental Papers

Session Chair:

CEOs and product differentiation: How managerial ability affects trademark registrations (323) Nasirov, Shukhrat; Li, Cher; Thompson, Stephen

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

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

THURS 09:00 – 10:30 | Room G13, Percy Building

Full Papers

Session Chair:

Are Risk and Governance Disclosures Informative? Evidence from MENA banks' credit ratings (126)
Elamer, Ahmed Ahmed; Ntim, Collins G.; Abdou, Hussein

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

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

THURS 09:00 – 10:30 | Seminar Room 2, Percy Building

Developmental Papers

Session Chair:

Analysis of the performance of global microfinance institutions (382) Mahmood, Samia; Wang, Yong

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

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

THURS 11:00 – 12:30 | Room G13, Percy Building

Full Papers

Session Chair:

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

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

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

THURS 11:00 – 12:30 | Seminar Room 2, Percy Building

Developmental Papers

Session Chair:

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

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

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

THURS 14:00 – 15:30 | Room G13, Percy Building

Full Papers

Session Chair:

Governance in megaprojects: A pragmatic perspective (455) Biesenthal, Christopher

Does Corporate Governance affect the Performance of Insurance Firms in the UK? (916) Abdoush, Tony; Wolfe, Simon; Marshall, Alasdair

Thriving in Turbulent Times: How Stanford Endowment Funds Outperformed Other Public Funds with a Great Margin During the Years between of Two Stormy Crises (1028) Fu, Ted; Fu, Yee-Tien

Critical Management Studies

Track Chairs: Gina Grandy, Ron Kerr, Sarah Robinson and Martyna Śliwa

WED 09:00 – 10:30 | Seminar Room 2, Percy Building

Developmental Papers

Session Chair: Sarah Robinson

Tourists, residents and strangers and the management of urban public space (685) Mordue, Thomas James

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

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

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

WED 11:00 – 12:30 | Lecture Theatre - L301 (6.21), Merz Court Building

Full Papers

Session Chair: Martyna Śliwa

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

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

WED 16:00 – 17:30 | Lecture Theatre - L301 (6.21), Merz Court Building

Full Papers

Session Chair: Ron Kerr

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

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

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

THURS 11:00 – 12:30 | Lecture Theatre 3, Bedson Building

Full Papers

Session Chair: Gina Grandy

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

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

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

THURS 11:00 – 12:30 | Seminar Room 1, Percy Building

Developmental Papers

Session Chair: Ron Kerr

Management as bunk, human relations as debunking and critical performativity as rebunking (139)
Connors, Noel Anthony

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

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

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

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

THURS 14:00 – 15:00 | Room 2.20, Research Beehive Building

Full Papers

Session Chair: Sarah Robinson

The relationship and interrelationship of power - the case of UK female entrepreneurs (897) Dean,
Hannah

Selective Internal Demarketing in today's UK Public Sector: "Getting Rid of the Undesirables"? (326)
Brown, David M; Wappling, Anders; Woodruffe-Burton, Helen

Cultural and Creative Industries

Track Chair: Lee Martin

WED 09:00 – 10:30 | Room 2.23, Research Beehive Building

Developmental Papers

Session Chair: Lee Martin

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

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

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

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

WED 16:00 – 17:30 | Room G36, Barbara Strang Teaching Centre

Full Papers

Session Chair: Lee Martin

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

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

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

THURS 11:00 – 12:30 | Room Barbara 32, Barbara Strang Teaching Centre

Full Papers

Session Chair: Lee Martin

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

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

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

E-Business and E-Government

Track Chairs: Athanasios Papadopoulos, Panos Panagiotopoulos and Savvas Papagiannidis

WED 09:00 – 10:30 | Seminar Room 1, Percy Building

Developmental Papers

Session Chair: Savvas Papagiannidis

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

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

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

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

WED 11:00 – 12:30 | Teaching Room 2 (4.04), Herschel Building

Full Papers

Session Chair: Panos Panagiotopoulos

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

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

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

WED 14:00 – 15:30 | Teaching Room 2 (4.04), Herschel Building

Full Papers

Session Chair: Thanos Papadopoulos

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

Luxury and Corporate Social Responsibility Communication Strategies. How much does the Web matter? A cross investigation on players and consumers' perception (972) Mosca, Fabrizio; Casalegno, Cecilia; Civera, Chiara

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

WED 16:00 – 17:30 | Teaching Room 2 (4.04), Herschel Building

Full Papers

Session Chair: Federico Iannacci

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

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

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

THURS 09:30 – 10:30 | Teaching Room 2 (4.04), Herschel Building

Full Papers

Session Chair: Amgad Badewi

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

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

THURS 11:00 – 12:30 | Room 1.47, Barbara Strang Teaching Centre

Developmental Papers

Session Chair: Savvas Papagiannidis

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

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

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

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

THURS 14:00 – 15:30 | Bamburgh Room, Kings Road Centre Building

Full Papers

Session Chair: Chiara Civera

Perceptions of mobility benefits: The mediating role of the embodiment relation (177) Thirlaway, Kate; Pecis, Lara; Archer-Brown, Chris; Squire, Brian

An investigation into the likelihood of the successful introduction of a proposed student accommodation Internet Portal designed to deliver organisational efficiencies at a major language school chain (320) Hussain, Zahid; Kelly, Richard

EMR Implementation in Eastern Prominence: Challenges and Opportunities Towards EMR Benefits Management (941) Alaswad, Amal; Badewi, Amgad

Entrepreneurship

Track Chair: Dilani Jayawarna and Natalia Vershinina

TUES 16:00 – 17:30 | Lecture Theatre 2, Herschel Building

Symposium

Session Chair: Dilani Jayawarna / Natalia Vershinina

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

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

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

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

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

WED 09:00 – 10:30 | Lecture Theatre 2, Herschel Building

Full Papers

Self-employment and Personality

Session Chair: Natalia Vershinina

Quit my job for a start-up dream: For better or for worse? (166)

Sawang, Sukanlaya; Bonner, Suzanne

From Entrepreneurial Intention to Action: The Role of Mind-set (434)

Alammari, Khalid Muhammed; Newbery, Robert; Beaumont, Emily; Haddoud, Mohamed Yacine

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

WED 09:00 – 10:30 | Teaching Room 1 (4.01), Herschel Building

Developmental Papers

Entrepreneurship in Context

Session Chair: Dilani Jayawarna

Entrepreneurship in north-west Nigeria: a systemic literature review of the barriers faced by small businesses, and an agenda for further research (293)

Suleiman, Mustapha Shitu; Valero-Silva, Nestor; Neshamba, Francis

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

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

Iran's turbulent institutional environment and institutional entrepreneurship: The interplay between the two (564) Fahimpour, Mohammad

WED 09:00 – 10:30 | Teaching Room 4 (4.19), Herschel Building

Developmental Papers
Entrepreneurship in Context

Session Chair: Paul Jones

The relationship between social enterprise value creation and socio-spatial context in the rural regions of Zambia (757) Chilufya, Rosemary; Mswaka, Walter; Meaton, Julia

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

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

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

WED 11:00 – 13:00 | Lecture Theatre 2, Herschel Building

Full Papers
Finance and Growth

Session Chair: Wilson Ng

Funding of Large vs. Small Businesses: Does Bank Size Matter? (831)
Mkhaiber, Achraf; Werner, Richard

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

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

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

WED 11:00 – 12:30 | Teaching Room 4 (4.19), Herschel Building

Developmental Papers
Leadership and Networks

Session Chair: Natalia Vershinina

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

Knowledge influencing same leaders' use of statutory and non-statutory means of protecting and exploiting innovation (531) Combe, Ian Alexander; Howell, Claire TITLE Check – spelling mistakes

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

WED 14:00 – 15:30 | Lecture Theatre 2, Herschel Building

Full Papers

Entrepreneurship in Context

Session Chair: Dilani Jayawarna

University Spin-Off's Seed Capital: An Empirical Study from Demand Perspectives (78) Huynh, Thanh

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

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

WED 14:00 – 15:30 | Teaching Room 4 (4.19), Herschel Building

Developmental Papers

Resources in Entrepreneurial Firms

Session Chair: Natalia Vershinina

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

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

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

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

WED 16:00 – 17:30 | Lecture Theatre 1, Herschel Building

Full Papers

Gender and Family Context

Session Chair: Natalia Vershinina

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

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

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

WED 16:00 – 17:30 | Lecture Theatre 2, Herschel Building

Full Papers
New Firms and Resources

Session Chair: Ossie Jones

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

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

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

THURS 09:00 – 10:30 | Lecture Theatre 2, Herschel Building

Full Papers
Private vs Public

Session Chair: Dilani Jayawarna

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

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

Separating the dancer from the dance? Contextualising public entrepreneurship in the Greek local
government in times of fiscal austerity (695) Melissanidou, Eleni; Johnston, Lorraine; Ludwig,
Gregory

THURS 09:00 – 10:30 | Teaching Room 4 (4.19), Herschel Building

Developmental Papers
Growth

Session Chair: Wilson Ng

Towards a Practical Taxonomy of Business Accelerators (701) Fowle, Michael J

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

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

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

THURS 11:00 – 12:30 | Lecture Theatre 2, Herschel Building

Full Papers

Ecosystem and exit

Session Chair: Paul Jones

Ecosystem Centric Co-creation: A Framework and Typology (306) de Silva, Muthu {Lasandahasi Ranmuthumalie}; Wright, Mike

Is ecopreneurship the way out of turbulent times? Understanding ecopreneurship's potential for sustainable development (756) Schneider, Niels Robert

Entrepreneurial Learning Through Failure (903) Shore, Adam

THURS 11:00 – 12:30 | Teaching Room 4 (4.19), Herschel Building

Developmental Papers

Learning

Session Chair: Dilani Jayawarna

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

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

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

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

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

THURS 14:00 – 15:30 | Lecture Theatre 2, Herschel Building

Full Papers

Identity and Learning

Session Chair: Wilson Ng

The Assumptions Underlying Identity in Entrepreneurship Research: A Systematic Review in Leading Academic Journals (814) Aouni, Zineb; Chang, Artemis; Diambeidou, Biga

Psychic distance and cultural distance: Two peas in a pod, revisited (1026) Bhowmick, Sanjay

"Teach a man to fish": a case study of entrepreneurship education in conflict-ridden Maiduguri, Nigeria (544) Kolade, Oluwaseun; Anosike, Paschal

Gender in Management

Track Chairs: Adelina Broadbridge

WED 09:00 – 10:30 | Lecture Theatre - L301 (6.21), Merz Court Building

Full Papers

Session Chair: Adelina Broadbridge

Feminities at Work: How Women Support Other Women in the Workplace (596) Carr, Melissa Louise; Kelan, Elisabeth Kristina

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

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

WED 11:00 – 12:30 | Lecture Theatre - 201(5.02), Merz Court Building

Developmental Papers

Session Chair: Gary Powell

Career Development Issues among female Doctors in Pakistan (301) Asif, Amna

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

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

Along the continuum of 'ideal worker' and 'good women': An examination of Work-life interface in Pakistan (1005) Faiz, Rafia

WED 14:00 – 15:30 | Lecture Theatre - L301 (6.21), Merz Court Building

Full Papers

Session Chair: Gina Grandy

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

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

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

WED 16:00 – 17:30 | Lecture Theatre - 201(5.02), Merz Court Building

Developmental Papers

Session Chair: Jenny Rodrigues

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

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

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

THURS 09:30 – 10:30 | Lecture Theatre - L301 (6.21), Merz Court Building

Full Papers

Session Chair: Winayaporn Brammanachote

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

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

THURS 11:00 – 12:30 | Lecture Theatre - L301 (6.21), Merz Court Building

Full Papers

Session Chair: Gary Powell

Antecedents and Consequences of Diversity and Equality Management Systems: A Moderated Mediation Study (70) Ali, Muhammad; Konrad, Alison M.

Considering the Context: Gender, Gendered Norms and Emotional Labor (418) Ünlü, Onur; Ünlü, Sevim; Yürür, Senay

Exploiting Women’s Aesthetic Labour to Fly High in the Chinese Airline Industry (390) Ren, Xiaoni

THURS 14:00 – 15:30 | Room 2.22, Research Beehive Building

Developmental Papers

Session Chair: Sharon Mavin

Manipulating strong gender-marking in the workforce: An analysis of women in the United Arab Emirates workforce. (216) Alhadhrami, Abdelrahman Baqrain; Goby, Valerie Priscilla

Women in Irish Investment Management - An Exploration of Social Closure Theory as an Explanatory Criterion (111) Sheerin, Corina

Intersectionality in international human resource management: A reading of the construct of the global worker (780) Rodriguez, Jenny K

Human Resource Management

Track Chairs: Jonathan Crawshaw

WED 09:00 – 10:30 | Curtis Auditorium, Herschel Building

Full papers

Session Chair: Valerie Antcliff

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

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

Union Learning Representatives – 'New Activists' and Union Revitalisation (647) Antcliff, Valerie; Saundry, Richard; Hollinrake, Alison

WED 09:00 – 10:30 | Lecture Theatre 1, Herschel Building

Full papers

Session Chair: Richard Nyuur

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

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

The role of employee attributes on engagement dimensions: insights from two West African countries. (766) Nyuur, Richard B.; Ifere, Simeon E.

WED 09:00 – 10:30 | Teaching Room 3 (4.20), Herschel Building

Developmental papers

Session Chair: Margarita Nyfoudi

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

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

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

WED 11:00 – 13:00 | Curtis Auditorium, Herschel Building

Full papers

Session Chair: Henriett Primecz

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

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

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

WED 11:00 – 12:30 | Teaching Room 3 (4.20), Herschel Building

Developmental papers

Session Chair: Mandy Jollie Bako

Career experiences of employees on wheelchairs in Pakistan (169) Faiz, Rafia; Hussain, Seemab; Hashmi, Muhammad Aamir

Investigating the impact of Wasta on the Jordanian employees' job attitudes: the mediate effects of the organizational justice. (305) Taamha, Mohammad Akram

Does Affirmative Action affect intention to leave? The role of perception of discrimination due to Affirmative action policies on intention to leave by beneficiary group (983) Othman, Abdullah; Badewi, Amgad

Women's Marginalisation in Nigeria: Challenges and the Way Forward (781) Bako, Mandy Jollie

WED 14:00 – 15:30 | Curtis Auditorium, Herschel Building

Full papers

Session Chair: Yehuda Baruch

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

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

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

WED 14:00 – 15:30 | Teaching Room 3 (4.20), Herschel Building

Developmental papers

Session Chair: Belgin Okay-Somerville

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

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

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

WED 14:00 – 15:30 | Teaching Room 1 (4.01), Herschel Building

Developmental papers

Session Chair: Ann Priscilla Parkinson

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

Talent Management: An outside-in approach on developing strategic talent management strategies (789) Ellie, Cromwell Jude

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

WED 16:00 – 17:30 | Curtis Auditorium, Herschel Building

Full papers

Session Chair: David Marsden

A U-relationship between 'the amount of the bonus as a percentage of base salary' and 'the global motivation': An exploratory study in call centres (399) Bourdil, Maryline

Investigating the Relationship of Performance Appraisal with Employee Promotion, Satisfaction and Performance in Banking Sector (87) Ali, Ashique; Kibria, Amir; Shaikh, Najia; Abbas, Sahar

Performance related pay progression for school teachers in England and Wales: First results for 2014-2015. (511) Marsden, David; Sezer, Lisa

WED 16:00 – 17:30 | Teaching Room 3 (4.20), Herschel Building

Developmental papers

Session Chair: Simy Joy

Career Aspiration, Job Satisfaction and Work-life Balance: A comparison between one-child employees and employees with siblings in China (604) Xian, Huiping; Atkinson, Carol; Meng, Yue

Not the Right Age? Diversity Management in Nigerian Banks (696) Adedeji, Oluwatomi Oluwamayokunmi

Career barriers experienced by highly skilled migrants in the IT sector in the UK: Impact of country of origin (539) Game, Annilee; Joy, Simy

WED 16:00 – 17:30 | Teaching Room 1 (4.01), Herschel Building

Developmental papers

Session Chair: Olga Andrianova

Recent Legal Development on Employee Surveillance (261) Fabular Welch, Irma; Valero-Silva, Nestor

Commitment to experimental democracy in the workplace (991) Murtada, Dima

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

THURS 09:00 – 10:30 | Curtis Auditorium, Herschel Building

Full papers

Session Chair: Amani Moazzam

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

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

Perceived Employability and Subjective Career Success: Mediating role of Work Life Balance. (751) Malik, Madiha Waheed; Moazzam, Amani

THURS 09:00 – 10:30 | Lecture Theatre 1, Herschel Building

Full papers

Session Chair: Graham Perkins

Explaining the Relationship between Teamworking and Organizational Performance: Employee-Mediated and Organization-Design Effects (314) Procter, Stephen; Burrige, Mark

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

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

THURS 09:00 – 10:30 | Teaching Room 3 (4.20), Herschel Building

Developmental papers

Session Chair: Kirsten Stevens

Maximising space and creativity on the shop floor: Strategic HRM and the space-organisation relationship in a multinational firm (799) Bilisland, Karen

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

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

THURS 11:00 – 13:00 | Curtis Auditorium, Herschel Building

Full papers

Session Chair: Scott Bradley Rankin

Exploring the management and promotion of employee wellbeing in the UK (880) Murray, Nicola; Roslender, Robin; Monk, Elizabeth

The impact of high-performance work systems on Greek hospital employees' work-related well-being and job burnout (179) Mihail, Dimitrios; Kloutsiniotis, Panagiotis

Exploring Consensus: Front-Line Leaders in HRM Implementation (847) Rankin, Scott Bradley

THURS 11:00 – 12:30 | Lecture Theatre 1, Herschel Building

Full papers

Session Chair: Clive Trusson

The Moderating Effects of Perceived Strategic Importance of Human Resource on the Relationships between Talent Management Practices and Organisational Performance: Insight from Malaysia Medium-sized enterprises (961) Abu Hasan, Norhafizah

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

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

THURS 11:00 – 12:30 | Teaching Room 3 (4.20), Herschel Building

Developmental papers

Session Chair: Alison Sheridan

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

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

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

THURS 14:00 – 15:30 | Curtis Auditorium, Herschel Building

Full papers

Session Chair: Danielle Talbot

Political skill - proactive work behavior relationship: How and when? (798) Ejaz, Aqsa; Lacaze, Delphine

Effect of Ethical Leadership on Employee Voice and Union Citizenship Behavior: Mediating role of Industrial Relations Climate (365) Jha, Jatinder Kumar; Singh, Manjari

Leadership in Organisations: Does Investors in People Status Enhance Distributed Leadership? (551) Talbot, Danielle; Stinton, Estelle; Paladini, Stefania; Hollyoak, Brenda

THURS 14:00 – 15:30 | Lecture Theatre 1, Herschel Building

Full papers

Session Chair: David Sarpong

Defining self: Career identity and the community aged care worker (51) Clarke, Marilyn Alexandra

Authenticity of employee voice channels: a critical discourse analysis of Nigeria's banking and ICTs sectors (79) Oruh, Emeka Smart; Mordi, Chima

Exploring the career journeys of skilled professional migrants (361)
Sarpong, David; Maclean, Mairi

THURS 14:00 – 15:30 | Teaching Room 3 (4.20), Herschel Building

Developmental papers

Session Chair: Qi Wei

Meta-Analytic Evidence on the Effectiveness of Flexible Work Practices as an Internal and External Employer Branding Strategy (156) Kroell, Claudia; Nueesch, Stephan; Onken-Menke, Greta

Tribal affiliation and gender: their influence on worklife balance practice in a Kenyan Telecoms Company (891) Auluck, Randhir; Chimungeni, Sheillah; Maycock, Eno

Multinationals and variable pay determination (603) Wei, Qi

Identity

Track Chairs: Christine Coupland and Juliette Summers

WED 09:00 – 10:30 | Lecture Theatre – 201 (5.02), Merz Court Building

Developmental Papers

Session Chair: Sandra Corlett

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

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

Consumer Identity and Women's Luxury Fashion Consumption Behaviour: A Conceptual Overview (803) Emmanuel-Stephen, Christiana M; Gbadamosi, Ayantunji

WED 11:00 – 12:30 | Lecture Theatre - L302 (6.23), Merz Court Building

Full Papers

Session Chair: Kate Black

'The Customers are God': Discursive tensions in Sikh business people's identity work (40) Ellis, Nick; Mallett, Oliver; Purchase, Sharon; Theingi, Theingi

The scientist marketer: A tale of nanotechnology sensemaking, stigmatization and hybrid identities (69) Dean, Andrew Kristoffer; Wells, Victoria; Ellis, Nick

Honouring the code? Exploring the ambiguities and antagonisms of ethical identities (598)
Schaefer, Anja; Smolovic Jones, Owain; Miranda, Diana

WED 14:00 – 15:30 | Lecture Theatre - L302 (6.23), Merz Court Building

Full Papers

Session Chair: Peter McInnes

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

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

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

WED 14:00 – 15:30 | Lecture Theatre – 201 (5.02), Merz Court Building

Developmental Papers

Session Chair: Sarah Fidment

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

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

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

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

THURS 09:30 – 10:30 | Lecture Theatre - L302 (6.23), Merz Court Building

Full Papers

Session Chair: Juliette Summers

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

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

THURS 09:00 – 10:30 | Lecture Theatre – 201 (5.02), Merz Court Building

Developmental Papers

Session Chair: Christine Coupland

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

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

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

THURS 11:00 – 12:30 | Lecture Theatre – 201 (5.02), Merz Court Building

Developmental Papers

Session Chair: Hazel Williams

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

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

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

THURS 14:00 – 15:30 | Lecture Theatre - L302 (6.23), Merz Court Building

Full Papers

Session Chair: Nick Ellis

Once there was a young man who... ---- Understanding identity development in business management through the lens of positioning theory (432) Wu, Xiaojian; Zhang, Xuhong

Exploring Imaginaries of Authenticity: Seeking Authentic Selves in Contemporary Organisational Life (694) Zaeemdar, Sara

Boundary Management on a Microlevel: From Personal Preferences and Others' Attitudes (871) Stanske, Sarah Eva

THURS 14:00 – 15:30 | Lecture Theatre – 201 (5.02), Merz Court Building

Developmental Papers

Session Chair: Ali Rostron

Investigating identity experiences of freelance and self-employed workers, thriving in turbulent times (330) Curtis, Lucill

Who do you think you are? A Hermeneutic Study of Leaders' Identities (403) Fidment, Sarah Elisabeth

'Becoming' a hybrid HRIS specialist (411) Williams, Hazel

Innovation

Track Chairs: George Tsekouras and Nick Marshall

WED 09:00 – 10:55 | Lecture Theatre - L302 (6.23), Merz Court Building

Full Papers

Open Innovation

Session Chair: Nick Marshall

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

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

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

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

WED 11:00 – 12:30 | Lecture Theatre - 202 (5.03), Merz Court Building

Developmental Papers

Service Innovation

Session Chair: Neil Alderman

The Service Innovation Process: To Systematize or Not To Systematize? (400) Warren, Vessela; Davies, Barry

What can Social Media Do for Microfinance Institutions? (905) Daowd, Ahmad; El-Dabi, Tillal; Kamal, Mohammad; Mohamed Omar, Amizan

Exploring Co-creation Practices in the international Hospitality Organisations: A Theoretical Framework (943) Hawela, Mohamed Fetouh; Hassanein, Ahmad; Ennsra, May

Impact of Service Quality in National Postal Service: A Mediating Role of Self-service Technologies (998) Isa, Salmi Mohd; Fang, Tan Siew; Kiumarsi, Seraj

WED 14:00 – 15:30 | Lecture Theatre - 202 (5.03), Merz Court Building

Developmental Papers

Collaborative Innovation

Session Chair: Jonathan Sapsed

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

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

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

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

WED 16:00 – 17:30 | Lecture Theatre - L302 (6.23), Merz Court Building

Full Papers
Innovation Ecosystems

Session Chair: George Tsekouras

Entrepreneurial Cognitions and Innovative Entrepreneurial Entry: Moderating Role of Societal Context (904) Raza, Ali; Muffatto, Moreno; Saeed, Saadat

Business Model Bias in Innovation Ecosystems (231) Sapsed, Jonathan; Camerani, Roberto; Masucci, Monica; Mateos-Garcia, Juan

An Ecosystem Approach to Firm Survival: Evidence on Size Diversity, R&D and Fair Trading in UK data (948) Trushin, Eshref; Ugur, Mehmet; Solomon, Edna

THURS 11:00 – 13:00 | Lecture Theatre - L302 (6.23), Merz Court Building

Full Papers
Supporting Innovation: Challenges, enablers and alternative approaches

Session Chair: Neil Alderman

Determinants of eco-innovations in Brazilian firms (859) Prado, Patricia; Issberner, Liz-Rejane

SME innovation across the R&D intensity spectrum: Do enabling routines and capabilities differ? (760) Dooley, Lawrence; Barrett, Gillian; O'Sullivan, David

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

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

THURS 14:00 – 15:30 | Lecture Theatre - L301 (6.21), Merz Court Building

Full Papers
Reviewing and Rethinking Innovation

Session Chair: Nick Marshall

Thriving in turbulent times: probabilistic innovation and criteria for a developing scientific field of enquiry (468) Callaghan, Christian William

The role of Innovation Orientation within Business and Management Studies: Towards a framework for research synthesis in Innovation Orientation (236) Norris, David; Ciesielska, Malgorzata

Critical success factors in service innovation strategies: An annotated bibliography on NSD (374) Kitsios, Fotis; Kamariotou, Maria

THURS 14:00 – 15:30 | Seminar Room 2, Percy Building

Developmental Papers
Comparing Influences on Innovation Performance

Session Chair: Lawrence Dooley

A Qualitative Study on the Implications of Social, Structural and Knowledge Capital on Innovation: Multiple Cases of UK Marketing Digital Agencies (240) Menelec, Valerie

Contextual ambidexterity in the light of national culture: A comparative study of the interplay of managerial and organizational components in Australian, German and Indian biotechnology SMEs (337) Abel, Rene Nicolai; Chavan, Meena; Maurer, Indre

A Multilevel Analysis: Area Managers' Ambidexterity and Unit-Performance in Multiunit Enterprises (430) Hale, Jing Chen

Inter-Organizational Collaboration: Partnerships, Alliances and Networks

Track Chairs: Qile He and Albert Jolink

WED 09:00-10:30 | Room G13, Percy Building

Full Papers

Session Chair: Edward Thompson

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

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

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

WED 11:00-12:30 | Room G13, Percy Building

Full Papers

Session Chair: Qile He

Knowing me, knowing you: equity alliances with dissimilar partners (17) Niesten, Eva; Jolink, Albert

Alliances and the innovation performance of corporate and public research Spin-off firms: Spin-offs during the emergence of combinatorial chemistry (1990 – 2003) (16) Hagedoorn, John; Lokshin, Boris; Malo, Stephane

The role of trust in cooperation between family and non-family firms: evidences from a longitudinal case study (747) Cherni, Maryem; Leroux, Valérie; De Avila Sentos, Joao Heitor

WED 11:00-12:30 | Seminar Room 2, Percy Building

Developmental Papers

Session Chair: Jacqueline Lois Barker

Internationalizing to developing countries – businesses, governments or non-governmental organizations as potential partners? (101) Heyer, Thilo

Customer attractiveness in the context of servitization A configurational approach and the study of necessary conditions (985) Toth, Zsofia; Dul, Jan

Resolving the Rainbow of Chaos: The value of Participant-Governed (787) Okeke, Uonna

Bridging inter-organisational knowledge silos: linking theories of governance of strategic alliances, whole networks, and meta-organizations. (868) Bor, Sanne; Cropper, Steve

WED 14:00-15:30 | Room G13, Percy Building

Full Papers

Session Chair: Albert Jolink

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

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

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

WED 16:00-17:30 | Room G13, Percy Building

Full Papers

Session Chair: Steve Cropper

Philosophical differences? Member Types as an indicator of motivation for collaborative practice within a Community of Interest (698) Davies, Paul Graham; Mason-Jones, Rachel

Success factors of entrepreneurial subecosystems: what can we learn from the food valley region in the Netherlands? (819) Schaveling, Jaap; van Santen, Gerard; Kievit, Henk

Developing Social Enterprise Networks: assessing the status quo and potential value to Social Enterprises (848) Rivera, Ana Magdalena; Granados, Maria L

WED 16:00-17:30 | Seminar Room 1, Percy Building

Developmental Papers

Session Chair: Christos Apostolakis

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

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

Organizational routines impact on interfirm collaboration. Rationale and research framework (130) Stańczyk-Hugiet, Ewa; Piórkowska, Katarzyna; Stańczyk, Sylwia

THURS 09:30 – 10:30 | Seminar Room 1, Percy Building

Developmental Papers

Session Chair: Nik James Winchester

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

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

Blockchain Technology: a potential enabler of dynamic capabilities? (316) Astley, Marcus; Bartlett, Dean

THURS 11:00 – 12:30 | Teaching Room 2 (4.04), Herschel Building

Full Papers

Session Chair: David Coldwell

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

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

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

THURS 14:00 – 15:30 | Teaching Room 2 (4.04), Herschel Building

Full Papers

Session Chair: Omid Omidvar

Towards a framework for Using Interpersonal and Inter-organizational Network Theories to Examine Citizen Involvement in 'Wicked' Health Problems (485) Barker, Jacqueline Lois

An Actor-Network Theory of Boundary Objects: Construction and Disappearance (476) Thompson, Edward Alan James

Implementation of Partnership Work: Key considerations and implications from the Nigerian Local Regeneration (925) Okwilagwe, Osikhuemhe; Apostolakis, Christos

International Business and International Management

Track Chair: Pavlos Dimitratos and Haina Zhang

TUES 16:00 – 17:30 | Room 2.20, Research Beehive Building

Symposium

Session Chair: Emmanuella Plakoyiannaki

Symposium on Qualitative Research in IB & IM (133) Plakoyiannaki, Emmanuella

Qualitative research is particularly suited to “unpacking” IB phenomena across diverse contexts. It is

consistently a methodological approach of choice for IB scholars. The proposed Symposium is seeking to initiate a dialogue regarding qualitative research in IB and IM concentrating on key challenges.

The seminar has two objectives. The objectives of the Symposium are fourfold:

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

WED 09:00 – 10:30 | Room 2.20, Research Beehive Building

Full Papers

Session Chair: Jeremy Clegg

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

Knowledge Transfer and International Joint Venture (IJV) Performance in Emerging Markets: The Roles of Distribution Capability, Absorptive Capacity, and Market Turbulence (199) Zhang, Junfeng; Wu, Wei-Ping; Chen, Ran

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

WED 11:00 – 12:30 | Room 2.20, Research Beehive Building

Full Papers

Session Chair: Geoff Wood

Beyond Place and Space: Determinants of Foreign Subsidiary Response to Political Violence in North Africa (699) Cornwell, Arrian Alexander Dalton; Thomson, Mary

The influence of institutional factors on triple bottom-line reporting: A focus on MNCs in African emerging markets (AEMs) (44) Urban, Boris; Hwindingwi, Rutendo

Once Bitten, Not Necessarily Shy? Foreign Market Re-Entry: Organisational Learning And Host Institutional Effects On Re-Entry Commitment Strategies (189) Surdu, Irina; Mellahi, Kamel; Glaister, Keith

WED 11:00 – 12:30 | Room 2.23, Research Beehive Building

Developmental Papers

Session Chair: Emmanuella Plakoyiannaki

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

The spillovers of managers' mobility from foreign –owned MNE subsidiaries to local organisations in developing countries: the case of Saudi Arabia (148) Alalshiekh, Abdulmohsen Saleh

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

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

WED 14:00 – 15:30 | Room 2.20, Research Beehive Building

Full Papers

Session Chair:

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

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

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

WED 14:00 – 15:30 | Room 2.23, Research Beehive Building

Developmental Papers

Session Chair: Keith Glaister

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

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

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

WED 16:00 – 17:30 | Room 2.20, Research Beehive Building

Full Papers

Session Chair:

Digital presence and organisational factors in international new ventures (409) Robson, Paul; Kromidha, Endrit

External Networks Influence on Subsidiary Entrepreneurial Initiative (740) Andersson, Ulf; Dimitratos, Pavlos; Liouka, Ioanna

Is the strategic asset seeking proclivity of Chinese MNEs different to that of developed market MNEs? A comparative analysis of location choice and orientation (608) Sutherland, Dylan; Anderson, John; Hartenstein, Peter

THURS 09:00 – 10:30 | Room 2.20, Research Beehive Building

Full Papers

Session Chair: Frank McDonald

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

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

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

THURS 09:00 – 10:30 | Room 2.23, Research Beehive Building

Developmental Papers

Session Chair:

Internationalization of the Business Curriculum (125) Betts, Bronwyn Marie

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

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

THURS 11:00 – 12:30 | Room 2.20, Research Beehive Building

Full Papers

Session Chair: Haina Zhang

Human Resource Management in the Chinese Context: A multi-level review of functional human resource practices (931) Cai, Yujie; Han, Jian; Li, Lu; Pan, Yan

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

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

THURS 11:00 – 12:30 | Room 2.23, Research Beehive Building

Developmental Papers

Session Chair:

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

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

Marketing of Medical Tourism in Emerging Market (800) Rydback, Michelle; Hyder, Akmal; Borg, Erik; Osarenkhoe, Aihie

THURS 14:00 – 15:30 | Room 2.23, Research Beehive Building

Developmental Papers

Session Chair: Pavlos Dimitratos

An investigation of co-integration of Net Current Account and Real Effective Exchange Rates in the GCC region from 2002-2014 (42) Aljadani, Abdussalam Salem; Mear, Fred; Raimi, Luqman Abd-rahem

Investigating the Impact of Target Firm Members Trust Antecedents on the Performance of Cross-border Acquisition (CBA): A Case Study of Middle Eastern Countries (317) Al-Aboudi, M. Abed Mazeel; Irani, Zahir; Ayios, Angel

Understanding the challenges to operate international business in the Arab world (573) Mashlah, Samer

Knowledge and Learning

Track Chair: Efrosyni Konstantinou, Christine Rivers and Elizabeth Houldsworth

WED 09:00 – 10:30 | Room G05, Percy Building

Full Papers

Knowledge Acquisition & Absorption

Session Chair: Daniel Degischer

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

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

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

WED 09:00 – 10:30 | Room G10, Percy Building

Developmental Papers

Student Experience

Session Chair: Christine Rivers

'Getting it?' – What contribution can learning analytics make towards supporting student completion in a blended learning environment? (98) Phillips, Mike; Lilley, Angela

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

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

WED 11:00 – 12:30 | Room G05, Percy Building

Full Papers

New work directions

Session Chair: Efrosyni Konstantinou

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

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

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

WED 11:00 – 12:30 | Room G10, Percy Building

Developmental Papers

Curriculum Design in Management Education

Session Chair: Christine Rivers

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

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

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

WED 14:00 – 15:30 | Room G10, Percy Building

Developmental Papers

Lessons for Complexity & Safety

Session Chair: Effie Konstantinou

Addressing Turbulence: Criteria for Assessing the Importance of Academic Papers in Management (483) Boddy, Clive Roland

Complexity in integrated operations: a study into exploration, exploitation and learning in the oil and gas industry (541) Bento, Fabio

'Come Fly with Me': Engendering Team Psychological Safety Through Kinaesthetic Exertion (1018) Roberts, Ashley James Byron; Iordanou, Ioanna

WED 16:00 – 17:30 | Room G10, Percy Building

Developmental Papers
Knowledge & Practice

Session Chair: Efrosyni Konstantinou

The current state of project management knowledge: A misunderstanding (456) Biesenthal, Christopher

Aristotle Meets Polanyi: Exploring the tacit dimension of practical wisdom (894) Tait, Alan; Johnston, Jim

Investigating knowledge seeking by junior doctors (993)
Kennedy, Jennifer Anne; Gubbins, Claire; Buckley, Finian

THURS 09:00 – 10:30 | Bamburgh Room, Kings Road Centre Building

Full Papers
Knowledge and Learning in Turbulent Times

Session Chair: Alan Tait

Knowledge management in hospitality and hotels: Analysing ideal and actual implementation (524)
Mehrez, Ahmed Abdel-Hady

The Concept of 'Knowledge Creating': Re-conceptualising the Problems of Knowledge Transfer and Creation Processually. (574) Horan, Conor; Finch, John

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

THURS 09:00 – 10:30 | Room G10, Percy Building

Developmental Papers
Online Learning

Session Chair: John Sparrow

Structuring the Organisational Learning Web (393) Tew, Simon David

Virtual Learning System - Capturing Experts' Felt Experiences for Effective Knowledge Transfer and Learning (458) Kannan, Selvi; McGrath, Michael

The impact of positive and negative emotional attractors during e-coaching upon emotional tone of responses, self-efficacy and intrapreneurial mindset (192) Sparrow, John; Nyfoudi, Margarita

THURS 11:00 – 12:30 | Bamburgh Room, Kings Road Centre Building

Full Papers
Management Education

Session Chair: Christine Rivers

Back to the Basics: Humanising Management Education in the Relational, Exploratory and Attitudinal Workspaces of Coaching Conversations (827) Iordanou, Ioanna; Roberts, Ashley James Byron

GEN Y Attitudes and Attributes – Antecedents to Teaching Pedagogy (521) Goyal, Preeti; Gupta, Poornima

Business simulation games and active learning: a model based on dimensions of the active learning system (85) Butzke, Marco Aurelio; Alberton, Anete; Marinho, Sidnei Vieira

THURS 11:00 – 12:30 | Room G10, Percy Building

Developmental Papers
Knowledge Management

Session Chair: Alan Tait

An Investigation of the Role of Frontline Bank Employee in internal knowledge brokering and knowledge sharing (242) Al Hawamdeh, Nayel Aish

Joint knowledge creation and application in strategic alliances: How knowledge management practices enhance top management's learning intent (338) Abel, Rene Nicolai; Chavan, Meena

The role of knowledge sharing in small and medium sized enterprises in developing economies (641) Akoroda, Oghenechavwe Naomi

THURS 14:00 – 15:30 | Room G10, Percy Building

Developmental Papers
Management Education

Session Chair: Jim Johnston

Transfer of Training: Learning to Workplace Application (124)
Cooper, Andrea; Murtagh, Rita-Marie; Davidson, Michael

The Cultural Equivalence of Timed Written Examinations used in UK Business Schools – Implications and Options. (607) Connor, Gary

A Situated Learning Approach to Cultural Learning (195) Zhu, Yunxia; Okimoto, Tyler; Roan, Amanda; Xu, Henry

Leadership and Leadership Development

Track Chairs: Marian Iszatt-White, Julie Wilson and Paul Joseph-Richard

TUES 16:00 – 17:30 | Room 2.21, Research Beehive Building

Workshop

Session Chair: Gaurish Chawla

Action learning as a mode of peer learning in Leadership Development (697) Chawla, Gaurish

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

This document starts with a brief summary of what action learning is, and how insightful questioning leads to learning in the absence of traditional didactic teaching. Action learning provides the participants a safe place to discuss problems that have no straight answer as they use questions

asked by their trusted peers as vehicles for improving their understanding of the situation and challenge their own perception and beliefs: all the while focusing on coming up with actions and learning from them.

Following this, I present a summary of the design of the proposed workshop with some logistic information along with the learning outcomes and a brief lesson plan.

WED 09:00 – 10:45 | Room 2.21, Research Beehive Building

Full Papers

Session Chair: TBC

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

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

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

Linking Participative Leadership to Turnover Intentions: What Roles Do Employee CSR Perceptions, Pride in Membership, and Organizational Identification Play? (730)
Lythreitis, Sophie; Mostafa, Ahmed; Wang, Xiaojun

WED 09:00 – 10:45 | Room 2.22, Research Beehive Building

Developmental Papers

Session Chair: TBC

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

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

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

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

WED 11:00 – 12:30 | Room 2.21, Research Beehive Building

Full Papers

Session Chair: TBC

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

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

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

WED 11:00 – 12:30 | Room 2.22, Research Beehive Building

Developmental Papers

Session Chair: TBC

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

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

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

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

WED 14:00 – 15:30 | Room 2.21, Research Beehive Building 1

Full Papers

Session Chair: TBC

When Leaders Get Off Track: The Interactive Effects of Leader Behaviors, Organizational Level, and Power Distance on Derailment Potential (99) D'Amato, Alessia; Kim, You Jin

Leadership empowerment: a Jungian approach (117) Guillet, Olivier

Community-focused climate and employee outcomes: The moderating role of supervisor treatment (419) Tsachouridi, Irene; Nikandrou, Irene

WED 14:00 – 15:30 | Room 2.22, Research Beehive Building

Developmental Papers

Session Chair: TBC

Narratives of Learning and Leading in Turbulent Organisations: The Role of Reflexivity with Senior Healthcare Managers (405) Caudle, Darren John; Hurlow, Sarah

Creating space under the umbrella. Leadership in higher education (503)
Gjerde, Susann; Alvesson, Mats

Achieved business eminence of individual leaders: a literature review (243)
Eley, Martin; Nyfoudi, Margarita

Exploring leadership development in adult social care: First steps in mapping the terrain. (258)
Temple, Paul Furness; McCray, Janet; Warwick, Rob

WED 16:00 – 17:30 | Room 2.21, Research Beehive Building

Full Papers

Session Chair: TBC

Leadership and ICT Engagement: the case of Nurse Leaders and Health Informatics (178)
Smith, Paul

Leadership, Innovation and Organisational Performance in Small and Medium Enterprises (SMEs)
(114) Muenjohn, Nuttawuth; Zhang, Jiaying; As-Saber, Sharif; Quan, Jin; Ishikawa, Jun

Strategies for Change: Advancing Saudi Women to leading positions (252) Abalkhail, Jouharah
Mohamad

WED 16:00 – 17:30 | Room 2.22, Research Beehive Building

Developmental Papers

Session Chair: TBC

Space to lead, space to follow (963) Matzdorf, Fides; Sen, Ramen

Visualizing new space and new ways of being for middle managers through leadership development
(978) Worrall, Robert John Paul; Bryans, Patricia

Eye Tracking: Leadership Research Augmented? (1045) Densten, Iain

THURS 09:00 – 10:30 | Room 2.21, Research Beehive Building

Full Papers

Session Chair: TBC

Does leadership style matter for work engagement? The mediating role of organizational justice.
(74) Gelaidan, Hamid; Al-Swidi, Abdullah; Al Harbi, Jaithen

Self-Leadership and Leadership Styles, and Formalisation: A Multilevel Analysis (75)
Kuntz, Joana R.C.; Crossen, Luke; Naswall, Katharina

What is responsible – what is irresponsible leadership in Luxembourg? (4) Schinzel, Ursula

THURS 09:30 – 10:30 | Room 2.22, Research Beehive Building

Developmental Papers

Session Chair: TBC

Coaching as facilitated critical reflexive practice (736) Hurlow, Sarah

An Exploratory Investigation into the Role of a Formal Mentoring Programme in Leadership
Development of Third Sector Leaders in Northern Ireland: A twelve month study. (949)
McCotter, Sinead; McAdam, Maura

THURS 11:00 – 12:30 | Room 2.21, Research Beehive Building

Full Papers

Session Chair: TBC

Transformational and Transactional Leadership behaviors and their effect on Knowledge Workers' Propensity for Knowledge Management Processes (346) Atapattu, Menike

From Transformational Leadership to Job Performance and Work Engagement through Service Climate and Psychological Capital: Support for a Three-Path Mediation Model (617)
Widianto, Sunu; Wilderom, C.P.M

Comparing Effective Leader vs. Effective Follower Behaviors: a Video-based, Multi-level Field Study (808) Hooeboom, Adriana Maria Geertruida Marcella; Wilderom, Celeste P.M.

THURS 11:00 – 12:30 | Room 2.22, Research Beehive Building

Developmental Papers

Session Chair: TBC

Shared Leadership in Voluntary Organisations: An Exploratory Survey using Internal Stakeholder Perspective (597) Mumbi, Henry; Obembe, Demola

Title: From Followership to Virtual Followership? The role Social Media in Enhancing Young People to Challenge Relational Leadership (749)

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

'Hidden in Plain Sight- The influence and prevalence of leadership styles of the Chairman, CEO and CFO in global financial institutions pre, during and after scandal, failure and recapitalisations.' (927)
Miles, Alison Louise

Management and Business History

Track Chair: Kevin Tennent and Sasha Hodgson

WED 11:00 – 12:30 | Etal Room, Kings Road Centre Building

Developmental Papers

Session Chair: TBC

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

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

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

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

WED 14:00 – 15:30 | Lecture Theatre 2, Bedson Building

Full Papers

Session Chair: TBC

Intertextuality and Organizational Transition (81)

Maclean, Mairi; Harvey, Charles; Sillince, John; Golant, Benjamin

Paradigm lost: future directions in management & organizational history (537)

Decker, Stephanie

Contestation over board design and development of UK corporate governance (271)

Nordberg, Donald

WED 16:00 – 17:30 | Etal Room, Kings Road Centre Building

Developmental Papers

Session Chair: TBC

Possession and responsible citizenship: the long history of asset-based welfare (176) Maltby, Josephine Anne

From Administration to Management? The Development of Authority in the British National Health Service. (224) Begley, Philip

Organizational Disremembering: The Repeated Quest to Privatize Agricultural Risk Management in the United States, 1938-2016 (545) Hamilton, Shane

THURS 09:00 – 10:30 | Lecture Theatre 2, Bedson Building

Full Papers

Session Chair: TBC

Revisiting the bank-industry divide: the presence and influence of banks in the British corporate network, 1904-1976 (263) Wilson, John F.; Tilba, Anna; Buchnea, Emily Britt

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

Sacred Mysteries of the Exchequer: Public sector performance management in the Exchequer audits – an early and successful form of quantitative easing? (965)

Werner, Richard A.

THURS 11:00 – 12:30 | Etal Room, Kings Road Centre Building

Developmental Papers

Session Chair: TBC

Plus ça change, plus c'est la même chose (834) Bosma, Bas; Fouweather, Ian

Revisiting the establishment of the Bank of England (910)

Ivanov, Plamen Ivov; Werner, Richard A

Local Elites and Strategies of the Public Transportation (682)
Correa, Juan Santiago; Jimeno, Santiago; Villamizar, Marianela

THURS 14:00 – 15:30 | Lecture Theatre 2, Bedson Building

Full Papers

Session Chair: TBC

Adam Smith on Management Ethics: Then and Now (213) Wagner-Tsukamoto, Sigmund

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

Marketing and Retail

Track Chairs: Heiner Evanschitzky, Keith Glanfield and Anthony Kent

WED 09:00 – 10:30 | Room Barbara 32, Barbara Strang Teaching Centre

Full Papers

Services

Session Chair: Heiner Evanschitzky

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

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

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

WED 09:00 – 10:30 | Room B29, Barbara Strang Teaching Centre

Developmental Papers

Retail

Session Chair: Carly Foster

Independent retail in peripheral, temporary locations: an international exploration (223) Brindley, Clare; Foster, Carley; Oxborrow, Lynn

Value Creation in Category Management Relationships: A Comparative Analysis (329) Benson, Michael Christopher

The mediating role of perceived fairness in consumers' response to post-purchase 'out of stock' in an online grocery context (525) Hoang, Dong; Nath, Prithwiraj; Barnes, Catherine

WED 11:00 – 13:00 | Room Barbara 32, Barbara Strang Teaching Centre

Full Papers

Brand

Session Chair: Keith Glanfield

Counterfeit Luxury Brands and Competition for Status: An Evolutionary Approach (48) Baltas, George; Kokkinaki, Flora; Kontopoulou, Vassia

Who's brand is it anyway? The role of corporate brands in post-acquisition employee integration. (770) Glanfield, Keith; Reedy, Patrick; Coupland, Christine

A Triangulation Study to Assess the Perceived City Image in a Non-Western Context: The Case of Al-Ain in the UAE (13) Eid, Riyad; Elbanna, Said

How to create high-performing key account management: lessons from the UK IT industry (414) Laker, Benjamin; Read, Nicholas A. C.

WED 11:00 – 12:30 | Room B29, Barbara Strang Teaching Centre

Developmental Papers
Consumer Behaviour

Session Chair: Alvina Gillani

Evaluation of the Role of Religion, Ethnicity in customer relationship management (844) Abubakar, Mujitaba Tangaza; Sahadev, Sunil; Rashid, Tahir

Charitable Giving and Corporate Reputation: The Case of British-Muslims (850) Jamal, Ahmad; Yaacob, Aqilah; Bartikowski, Boris; Slater, Stephanie

Investigating factors affecting customer satisfaction in retail banking (861) Alharbi, Majed Salem

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

WED 14:00 – 15:30 | Room Barbara 32, Barbara Strang Teaching Centre

Full Papers
Best Full Paper Session

Session Chair: Heiner Evanschitzky and Tony Kent

The interaction of product category and attribute type on variety-seeking behaviour (2) Baltas, George; Kokkinaki, Flora; Loukopoulou, Lina

A Systematic Review of Literature: The link between CRM and Firm Performance (420) Li, Chuan; Morgan-Thomas, Ann; Tang, Yee Kwan

Exploring the drivers of non-profit organisational choice (1039) Mitchell, Sarah-Louise

WED 14:00 – 15:30 | Room B29, Barbara Strang Teaching Centre

Developmental Papers
Best Developmental Paper Session

Session Chair: Keith Glanfield and Carly Foster

Effects of customised food advergames on children's affective and conative responses (175)
Chapman, Shelly; Maklan, Stan

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

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

WED 16:00 – 17:30 | Room Barbara 32, Barbara Strang Teaching Centre
Workshop

Session Chair: Tony Kent

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

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

There is a growing realisation that in order for high streets and town centres to remain competitive, they need to position themselves strategically so as to reduce their dependence on more functional approaches such as retail attractiveness.

This calls for a multidisciplinary reassessment of current socio-economic trends and options available for the future. This assessment should include elements of design, strategic marketing and management, the visitor economy, consumer behaviour and digital entrepreneurship, among others.

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

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

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

Topics discussed will include, among others:

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

WED 16:00 – 17:30 | Room B29, Barbara Strang Teaching Centre

Developmental Papers

Brand

Session Chair: Keith Glanfield

Engaging your employees to co-create brand values: From the lens of corporate branding (232)
Punjaisri, Khanyapuss; Dey, Bidit; Balmer, John

Consuming Politics: How are Political Party Brands viewed by Australian Voters? (248) Grimmer,
Martin Rae; Grube, Dennis

Employer brand trust: a grounded theory approach to conceptualization (287) Mal, Carmen Iuliana;
Davies, Gary

THURS 09:00 – 10:30 | Room Barbara 32, Barbara Strang Teaching Centre

Full Papers

Consumer Behaviour

Session Chair: Graham Pitcher

Consumer Perceptions Towards Radical Innovation: Autonomous Cars (170)
Poo, Bee Lie; Dalziel, Nurdilek

Customers, Accounting and Strategy: the case of a UK SME (278) Pitcher, Graham Simons

Combining Personal Relationships and Relationship Marketing to Attract and Retain New Customers
in the Egyptian SMEs (410) Shaalan, Ahmed; Tourky, Marwa; Reast, Jon; Johnson, Debra

THURS 09:00 – 10:30 | Room B29, Barbara Strang Teaching Centre

Developmental Papers

Digital

Session Chair: Alvina Gillani

Website Design of Third Parties Companies and Its impact on Electronic Word of Mouth (eWOM):
Consumers' Prospective and Decision in the Hospitality sector (62) Baeshen, Yasser Ali; Al-
Karaghoul, Wafi; Ghoneim, Ahmad

Privacy Salient Customers' perception of Big Data Digital Footprint on Social Media (923)
Muhammad, Syed Sardar; Dey, Bidit Lal; Weerakkody, Vishanth

Understanding what to post to achieve better engagement with consumers (448) Sandes, Fabio
Shimabukuro

THURS 11:00 – 12:30 | Room B29, Barbara Strang Teaching Centre

Developmental Papers

Sales / Service

Session Chair: Tony Kent

Identifying critical success factors in key account management, along with characteristics of key
account managers, in order to develop a new model and approach to implementation. (25) Veasey,
Christian Michael

An Exploration of Workplace Marketing Practice (887) Shaw, Kitty Margaret; Waite, Kathryn; Kamenou-Aigbekaen, Nicolina

A good reputation is more important than money: From Publilius Syrus to the corporate world. (919) Florou, Eleftheria

An Investigation of the Role of Frontline Employee as Internal Knowledge Broker in Services Organisations (772) Al Hawamdeh, Nayel Aish

THURS 14:00 – 15:30 | Room Barbara 32, Barbara Strang Teaching Centre

Full Papers

Other

Session Chair: Fraser McClay

Factors Influencing Consumer Acceptance of User-Generated Content on Review Sites: An Empirical Study (939) Ibrahim, Essam; Kampananon, Korbua

Academic Conferences in the Field of Management: A Triangulated Conjoint Analysis (18) Ganthaler, Anna; Lehner, Othmar M

Understanding study destination choices among international students (650) McLeay, Fraser James; Lichy, Jessica Victoria; Asaad, Faisal

THURS 14:00 – 15:30 | Room B29, Barbara Strang Teaching Centre

Developmental Papers

Brand

Session Chair: Keith Glanfield

Brand equity of non-profit organisations: conceptualizing customer based brand equity of Chinese non-profit organisations. (824) Luo, Yan; Talay, Cagri

The Underlying Dimensions of Brand equity: Multidimensional Scaling Approach in the Indian Online Retail Segment (841) Rana, Arunima; Bhat, Anil K; Rani, Leela

Consumer Attitude Towards Brand Placement: An Exploratory Study of Chinese Millennial Generation (994) Ibrahim, Essam; Xu, Qian

Operations, Logistics and Supply Chain Management

Track Chairs: Liz Breen and Olga Matthias

WED 09:00 – 10:30 | Lecture Theatre 3, Herschel Building

Full Papers

Session Chair: Liz Breen

The influence of socialisation practices on organisational culture and supplier operational performance (115)

Cadden, Trevor; Millar, Keith; McKittrick, Alan; Cao, Guangming; Humphreys, Paul

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

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

WED 11:00 – 12:30 | Lecture Theatre 3, Herschel Building

Full Papers

Session Chair: Claire Moxham

Investigating How Organisations Successfully Implement Business Excellence (56)
Tickle, Matthew; Robin, Mann; Dotun, Adebajo

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

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

WED 11:00 – 12:30 | Teaching Room 1 (4.01), Herschel Building

Developmental Papers

Session Chair: Vikas Kumar

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

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

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

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

WED 14:00 – 15:30 | Lecture Theatre 3, Herschel Building

Full Papers

Session Chair: Olga Matthias

Where are you? A preliminary examination of the track and trace mechanisms in place to facilitate effective closed-loop medical equipment retrieval in the National Health Service (NHS) (UK). (517)
Breen, Liz; Xie, Ying; Cherrett, Tom

Problematising the concept of 'sustainability' in the supply chain through systematic literature review. (745) Stephens, Victoria Louise; Mason-Jones, Rachel; White, Gareth

Critical success factors of third party logistic providers in developing economy: using Nigeria as a case study (999) Laditi, Mojeed; Barlow, Alexis

WED 16:00 – 17:30 | Lecture Theatre 3, Herschel Building

Full Papers

Session Chair: Iain Reid

Implementing mega-IT change programmes into large global organisations going through turbulent times: Has the time come to philosophise IT implementations? (1008) Lees, John; Michaelides, Roula

Trends in Project Management 1966 – 2015 (845)
Biggins, David; Lawlor-Wright, Therese; Truelove, Lynne

Revitalising safety practices in construction projects: the case of Nigeria and United Kingdom (311)
Zuofa, Tarila; Ochieng, Edward; Ruan, Ximing

THURS 09:00 – 10:30 | Lecture Theatre 3, Herschel Building

Full Papers

Session Chair: Marc Day

Crisis and capability in project based organizations (935) Iftikhar, Rehab; Prencipe, Andrea

Dynamic stakeholder management in the project life cycle – an empirical report (298)
Asikpo, Prince Emmanuel; Kofinas, Alexander; Philpott, Elly

Outsourcing new products development in conditions of technological uncertainty: partner selection criteria and project implementation mechanisms (536)
Alguezaui, Salma; Filieri, Raffaele; Mcleay, Fraser

THURS 09:00 – 10:30 | Teaching Room 1 (4.01), Herschel Building

Developmental Papers

Session Chair: Manish Shukla

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

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

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

THURS 11:00 – 13:00 | Lecture Theatre 3, Herschel Building

Full Papers

Session Chair: Hossein Sharifi

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

Jin, Jing; Kidd, Callum; Kirkham, Richard

Barriers to supply chain integration: The case of Vietnamese textile and apparel enterprises (926)
Dieu Linh, Ngo Thi; Kumar, Vikas; Ruan, Ximing; Loonam, John; Gia Thu, Hoang

Impact of Digital Transformation on Interoperability of Logistic Systems in SME (768)
Schumann, Christian-Andreas; Forkel, Eric; Klein, Thomas; Otto, Frank; Tittmann, Claudia

International Manufacturing Strategies: A Taxonomy (302) Aboutalebi, Reza

THURS 11:00 – 12:30 | Teaching Room 1 (4.01), Herschel Building

Developmental Papers

Session Chair: Matthew Tickle

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

Supply Chain Management in Food Industry: Focusing on Iran's Pistachio industry (823)
Heydaripour, Behnam

Supply Chain Leadership and Supply Chain Performance: A Systematic Literature Review (774)
Mohamad Mokhtar, Ahmad Rais; Genovese, Andrea; Kumar, Niraj; Brint, Andrew

THURS 14:00 – 15:30 | Teaching Room 1 (4.01), Herschel Building

Developmental Papers

Session Chair: TBC

Measures to Improve Humanitarian Supply Chain Strategy for International Beneficiary Agencies (388) Massiah, Paul; Harrison, Christian

Development of agile supply chains within SMEs (272) Naughton, Sean Hugh; Sharifi, Hossein

A proposed new method for placing monetary values on virtual water to improve the efficiency of global supply chains (533) Lowe, Benjamin Harvey; Oglethorpe, David; Choudhary, Sonal

Organizational Psychology

Track Chairs: Neal Ashkanasy and Chris Carter

TUES 16:00 – 17:30 | Room G33, Barbara Strang Teaching Centre

Workshop

Session Chair:

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

Tackling senior executive stress has become urgent due to the increase of prominent cases of stress in senior leaders. Commonly used stress and leadership development inventories do not always pick up on stress issues due to the taboo of executive stress. Assessment of leadership behavior based on neurological variables may provide a reliable alternative to traditional leadership and stress testing.

However, we believe using neuroscience evaluation and training techniques need to be complemented with a psychodynamic approach in order to gain a deeper understanding of the underlying causes and factors of the stress experience. The psychodynamic approach addresses conscious and unconscious aspects of individual behaviour and therefore emotional and relational issues can be addressed in an intervention. The PDW is organized around real-life cases and introduces insights from neuroscience and a psychodynamic theory on tackling stress. It is suited for practitioners and academics interested in stress and coaching. Prior experience is not needed. The workshop will start with insights from neurosciences on stress and its effect on work performance and health. After exploring the difficulties that might arise when evaluating executive stress, participants will be presented with the coaching protocol that outlines how a psychodynamic approach can be used to get a deeper understanding of the stress experience, and how this approach can also help later on in the coaching process to determine the knowing-doing gap. Participants will apply the learning to real-life cases and will leave with expert advice on how to make use of the insights in practice.

WED 09:00 – 10:30 | Room G33, Barbara Strang Teaching Centre

Full Papers

Psychological contracts & social exchange

Session Chair:

A Sensemaking Model of Newcomers' Psychological Contract Formation and Social Relationships (145) Erdem, Ceren

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

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

WED 09:00 – 10:30 | Room G34, Barbara Strang Teaching Centre

Developmental Papers

Leadership/networks

Session Chair:

Developing a model of leaders' humor skills (945) Wijewardena, Nilupama; Hartel, Charmine; Samaratunge, Ramanie

Developing a model of science deans' leadership styles and faculty professional job satisfaction (578) Mirshahi, Fatemeh; H. Pinnington, Ashly

The Relationship of workplace network resources with personality: Extensive and more quadratic than linear (700) Bozionelos, Georgios; Bozionelos, Nikos

Thriving as a mediator of the relationship between job design and work performance in late career (349) Taneva, Stanimira Koleva; Arnold, John; Dickenson, Peter

WED 11:00 – 12:30 | Room G33, Barbara Strang Teaching Centre

Full Papers

CWB/deviant workplace behaviour

Session Chair:

Interactive Components of the Dark Tetrad at Work (621) Thibault, Tabatha; Kelloway, E Kevin

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

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

WED 11:00 – 12:30 | Room G34, Barbara Strang Teaching Centre

Developmental Papers

CWB/deviant workplace behaviour

Session Chair:

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

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

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

To report or not to report? Factors influencing failure to report workplace bullying (20) Farley, Samuel; Casademunt, Ana María Lucia; Crossman, Joanna

WED 14:00 – 15:30 | Room G33, Barbara Strang Teaching Centre

Full Papers

Teams/healthcare

Session Chair:

Antecedents and Consequences of Team Psychological Capital in Healthcare (560) Page, Fiona Elizabeth; Wilson-Evered, Elisabeth

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

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

WED 14:00 – 15:30 | Room G34, Barbara Strang Teaching Centre

Developmental Papers

Teams/trust/coaching

Session Chair:

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

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

Trusting processes in the hi-tech start-up world, a qualitative study: Does Möllering's (2013) trusting-as-process framework help describe how leader-follower trust develops? (630) Wilson, Julie; Lockett, Steven

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

WED 16:00 – 17:30 | Room G33, Barbara Strang Teaching Centre

Full Papers

Team creativity/org embeddedness

Session Chair:

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

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

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

WED 16:00 – 17:30 | Room G34, Barbara Strang Teaching Centre

Developmental Papers

Employee health/diversity/identity

Session Chair:

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

How sources of occupational stress can influence the turnover intention, mental-ill health and happiness among units' nurses (1020) Alomani, Qamra Faris

Organisational branding from a psychological perspective – Managing the discrepancy between external and internal branding (257) Eichel, Verena

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

THURS 09:00 – 10:30 | Room G33, Barbara Strang Teaching Centre

Full Papers

Gender/voice/employee engagement

Session Chair:

Determinants of aggressive behaviour in a male-dominated workplace (351) Ramirez Melgoza, Alberto; Ashkanasy, Neal; Ayoko, Oluremi

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

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

THURS 09:00 – 10:30 | Room G36, Barbara Strang Teaching Centre

Full Papers

Employee health

Session Chair:

Improving patients' experience of health care: The importance of job resources and positive employee attitudes (421) Ogbonnaya, Chidiebere

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

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

THURS 11:00 – 12:30 | Room G33, Barbara Strang Teaching Centre

Full Papers

Employee morale/emotion

Session Chair:

Extending the 'Happy Performing Managers' Thesis': Key Drivers and Mediators of Managers' Contextual Performance (522) Hosie, Peter; Sharma, Piyush; Kingshott, Russel

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

Uncovering the structure of morale and testing its impact within contact centres (205) Hardy, Ben; Alcock, Tanya Louise; Malpass, Jonathan

THURS 11:00 – 12:30 | Room G36, Barbara Strang Teaching Centre

Full Papers

Learning goals/pro-social behaviours

Session Chair:

Cultural and Generational Predictors of Learning Goal Orientation: A Multilevel Analysis of Managers across 20 Countries (86) D'Amato, Alessia; Emery, Cecile

Role of identification in motivating employee's prosocial behaviour within employee-customer dyad (547) Galak, Oksana

Unethical pro-organizational behavior: Investigating whether psychological entitlement and ethical leadership influence its expression in the workplace (203) Lee, Allan; Schwarz, Gary; Newman, Alexander; Legood, Alison

THURS 14:00 – 15:00 | Room G33, Barbara Strang Teaching Centre

Full Papers
Scale development

Session Chair:

A three component model of union commitment: Scale development (638) Kelloway, E Kevin; Mackie, Blaine; Doucet, Rod; MacLeod, Christopher; Thibault, Tabatha; Young, Devin

The relationship of Job Crafting and (self starting) innovative behavior and the development of a new catholic scale (543) Paraskevopoulou, Louiza; Apospori, Eleni

Organizational Studies

Track Chairs: David Weir, David Bamber, Robert Price and Denis Fischbacher-Smith

WED 09:00 – 10:30 | Bamburgh Room, Kings Road Centre Building

Full Papers

Session Chair: Robert Mikecz

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

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

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

WED 11:00 – 12:30 | Seminar Room 1, Percy Building

Developmental Papers

Session Chair: Chris Bamber

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

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

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

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

WED 14:00 – 15:30 | Room G05, Percy Building

Full Papers

Session Chair: Denis Fischbacher - Smith

Exploring the evolving role and influence of the Central Railway Employees Cooperative Credit Society Limited in Indian Railways (155) Pereira, Vijay Edward; Patnaik, Swetketu; Munjal, Surender

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

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

WED 14:00 – 15:30 | Seminar Room 1, Percy Building

Developmental Papers

Session Chair: David Weir

The Boundaries of Bricolage (474) Cantliff, David; Thompson, Edward Alan James

'It is us, we are it': An empirical model for participatory institutions among the underprivileged beneficiary stakeholders (707) Rajeev, Priya Nair; Joy, Simy

Aliens at the Ivory Tower: Diversity Resistance amongst Organizational Subgroups in a Tale of two Indian Schools (1001) Jain, Tania

Leadership as a relational process: a reflection on "moral mazes". (381) Kakavelakis, Konstantinos; Edwards, Timothy James

WED 16:00 – 17:30 | Room G05, Percy Building

Full Papers

Session Chair: Steven Harding

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

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

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

THURS 09:00 – 10:30 | Room G05, Percy Building

Full Papers

Session Chair: David Weir

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

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

Negotiating Turbulent Business Environments: Financial Analysts Routines Reaction to the Financial Crisis (720) Neville, Irene; Coughlan, Joseph

THURS 09:00 – 10:30 | Etal Room, Kings Road Centre Building

Developmental Papers

Session Chair: Robert Price

Looking Beyond Workforce Diversity: Towards a Theory of Workplace Complexity (626)
Sharma, Piyush; Cotton, Tony; Warren, Alastair; Hosie, Peter; Kingshott, Russel PJ

Critical Success Factors in a Formal Mentoring Relationship: A Case Study in a Malaysian Public Sector Organisation (540) Mohd Noor, Nur Fariha

Organizational capabilities for virtual citizen science projects (270) Meriton, Royston Francis; Graham, Gary; Cox, Joe; Masters, Karen; Oh, Eun Young; Greenhill, Anita

THURS 11:00 – 12:30 | Room G05, Percy Building

Full Papers

Session Chair: Enis Elezi

Mongolian way of thriving in turbulent times (786) Manalsuren, Saranzaya

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

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

THURS 14:00 – 15:00 | Room G05, Percy Building

Full Papers

Session Chair: David Bamber

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

A patchwork of identities: emergence of charter schools as a new organizational form (997)
Jha, Harsh K.; Beckman, Christine M.

Organizational Transformation, Change and Development

Track Chair: Richard Jefferies

TUES 16:00 – 17:30 | Teaching Room 2 (4.04), Herschel Building

Workshop

Session Chair: TBC

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

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

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

WED 09:00 – 10:30 | Lecture Theatre 3, Bedson Building

Full Papers

Session Chair: Sophie Mills

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

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

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

WED 09:00 – 10:30 | Room G09, Percy Building

Developmental Papers

Session Chair: Olga Matthias

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

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

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

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

WED 11:00 – 12:30 | Lecture Theatre 3, Bedson Building

Full Papers

Session Chair: Andrew Mitchell

Towards a Theory of Organizational Constraints on Entrepreneurship, Play and Creativity (190)
Stierand, Marc B; Boje, David M; Feuls, Miriam; Haley, Usha CV; Dörfler, Viktor

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

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

WED 11:00 – 12:30 | Room G09, Percy Building

Developmental Papers

Session Chair: Richard Jefferies

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

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

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

WED 14:00 – 15:30 | Lecture Theatre 3, Bedson Building

Full Papers

Session Chair: Joanne Murphy

Executive coaching: a linguistic toolbox for change in turbulent times (506) Dennison, Melissa

Reconceptualising People Management for Real Transformational Change (818) Sockalingam, Siva

Surviving and thriving in turbulent times: A complex adaptive systems (CAS) based approach to organisational transformation (OT) (666) Riaz, Shoab; Kimberley, Nell; Morgan, Damian

WED 16:00 – 17:00 | Lecture Theatre 3, Bedson Building

Full Papers

Session Chair: Ray Chatwin

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

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

WED 16:00 – 17:30 | Room G09, Percy Building

Developmental Papers

Session Chair: Melanie Bryant

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

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

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

THURS 09:00 – 10:30 | Lecture Theatre 3, Bedson Building

Full Papers

Session Chair: Alessia D'Amato

Transforming the boundaries of project management: A critique of disciplinary assumptions and mental traps (327) Beach, Yvonne; Coule, Tracey

Mind the gap! Exploring the generation of crisis as a move away from equilibrium (413)
Fischbacher-Smith, Denis

Environments of Value – Lifting the LID on your organisation (577) Steed, Chris

THURS 11:00 – 12:30 | Room G09, Percy Building

Developmental Papers

Session Chair: Harris McCoy

Change Recipients' Resistance and Salience to Change: A UK Case Study Perspective (275)
Alhezzani, Yazeed; Braganza, Ashley

Extreme Resistance or Resistance at the Extremes? Ameliorating Rejection During Intense Change (643) Murphy, Joanne; Gillon, Anne Clare; Williams, Sharon; Jefferies, Richard

Trust Repair during Organizational Change – A case study of Swiss Private Banking sector (424)
Tikhaya, Elena; Wittmann, Xinhua

THURS 14:00 – 15:30 | Lecture Theatre 3, Bedson Building

Full Papers

Session Chair: John Vaughan

Professionalization in a Family Business Firm – Sensemaking by Change Participants (764)
Mukherjee, Kajari; Aggarwal-Gupta, Meenakshi

The changing nature of business network relationships in emerging business ventures under market socialism in China (878) Zheng, Ping

Actors in the knowledge economy: Shaping the hegemonic orthodox university (947) Butcher, Catherine Norma

THURS 14:00 – 15:30 | Room G09, Percy Building

Developmental Papers

Session Chair: Teresa Rocca

Management Innovation through a Network-Based Management Tool: A Conceptual Study of Prerequisites (702) Reuther, Kevin; Johnston, James B.; Clausius, Eike

An initial framework for Communication Breakdown behavior and its causes using a Grounded Theory Approach (601) Ennsra, May; **Hawela, Mohamed**

Changes in knowledge within planned and radical change initiatives (1024) Alyaseen, Nouf; Braganza, Ashley

Performance Management

Track Chair: Vinh Chau and Luisa Huaccho Huatuco

WED 11:00 – 12:30 | Lecture Theatre 1, Herschel Building

Full Papers

Session Chair: Vinh Chau

Managing the Determinants of Brand Loyalty: The case of Apple and Samsung (362) Liu, Jonathan; Shi, Xiping; Sirkeci, Ibrahim

Supply management capabilities in SMEs and their effects on operations performance: A conceptual framework (184)

Ofori-Amanfo, Joshua; Huaccho Huatuco, Luisa Delfa; Burgess, Thomas F.; Shaw, Nicky E.

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

WED 14:00 – 15:30 | Lecture Theatre 1, Herschel Building

Full Papers

Session Chair: Jonathan Liu

Enabling strategic direction and strategic action in the Balanced Score Card (BSC) within SMEs: A literature review and theoretical evaluation (1031) Elshamly, Amina Basiouny Mousa; Verschueren, Ricardo B.

Analyzing the Major Stimulants of Organizational Citizenship Behaviour in Corporate Sectors in Sultanate of Oman (187) Muthuraman, Subahmanian; Al-Haziazi, Mohammed

The Double Bottom Line in Microfinance. An Examination of the Implications of the Commercialisation of Microfinance on the Performance Measurement Practices of Microfinance Institutions (MFIs) in Ghana (836) Alhassan, Abdul-Razak; Saha, Krishnendu

WED 16:00 – 17:30 | Room 2.23, Research Beehive Building

Developmental Papers

Session Chair: Luisa Huaccho Huatuco

Transforming Processes into Outcomes: the work of performance measurement (867)

Cai, Yujie; Finniear, Jocelyn; White, Paul

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

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

THURS 11:00 – 12:30 | Room B30, Barbara Strang Teaching Centre

Developmental Papers

Session Chair: Jane Maley

Disaster mitigation performance in operations and supply chain management (865)

Aiemwongnukul, Raveekarn; Huaccho Huatuco, Luisa Delfa; Wong, Chee Yew

Performance management systems: A case study on the Australian oil and gas industry (204)

Kumar, Sunil; Cameron, Roslyn Ann

Discrimination in Performance Appraisal and its Effect on Motivation and Productivity (688) Ahmed, Khuhbakht; Khawaja, Mobeen Khalid; Nadeem, Sadia; Qureshi, Maheen Tariq; Tariq, Nimra

THURS 14:00 – 15:30 | Room B30, Barbara Strang Teaching Centre

Developmental Papers

Session Chair: Roselyn Cameron

Organizational and Market Biases in Performance Evaluation - Evidence from Cricket (822) Datta, Subhadeep; Sgourev, Stoyan V.

The Unintended Outcomes of Performance Management Systems: Towards a Typology and a Social Learning Perspective (194) Aboubichr, Btissam

The interplay between social impact in performance measurement and national culture (990)

Jwijati, Ihssan Maamoun; Bititci, Umit Sezer

Public Management and Governance

Track Chair: Dimitrios Spyridonidis

WED 09:00 – 10:30 | Lecture Theatre 2, Bedson Building

Full Papers

Session Chair: Adina Dudau

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

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

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

WED 11:00 – 12:30 | Lecture Theatre 2, Bedson Building

Full Papers

Session Chair: Nii Amoo

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

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

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

WED 14:00 – 15:30 | Room G09, Percy Building

Developmental Papers

Session Chair: Rachel Ashworth

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

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

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

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

WED 16:00 – 17:00 | Lecture Theatre 2, Bedson Building

Full Papers

Session Chair: Nii Amoo

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

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

THURS 09:00 – 10:30 | Room G09, Percy Building

Developmental Papers

Session Chair: Russ Glennon

Standards for Non-Standard Events: Risk, Crisis and Resilience (671)

Borodzicz, Edward Piotr

Public sector welfare partnerships operating in the grey zone of risk management (863)

Dudau, Adina

Can PSFs broker trust between government and citizens? (976)

Anibaba, Yetunde Aderonke; Adesanya, Tolulope

THURS 11:00 – 12:30 | Lecture Theatre 2, Bedson Building

Full Papers

Session Chair: Rob Wilson

Developing Collaborative Advantage in Public Sector (142) Springdal, Kent; Brand, Martin; Mador, Martha

An unequal CONTEST? Framing the UK's counter terrorism policy as a wicked problem (440)

Fischbacher-Smith, Denis

Comparing the impact of management on police outcomes in Australia, USA and Malta (121)

Brunetto, Yvonne; Farr-Wharton, Benjamin; Azzopardi, Joseph; Farr-Wharton, Rodney; Shacklock, Kate; Saccon, Chiara

Research Methodology

Track Chair: Gail Clarkson and Murray Clark

TUES 16:00 – 17:30 | Bamburgh Room, Kings Road Centre Building

Workshop

Session Chair: TBC

Objective Measures: The Good, the Bad, and the Alternatives (319)

Unsworth, Kerrie; Pieniazek, Rebecca; Viragos, Anna

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

WED 09:00 – 10:30 | Etal Room, Kings Road Centre Building

Developmental Papers

Session Chair:

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

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

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

WED 11:00 – 13:00 | Bamburgh Room, Kings Road Centre Building

Full Papers

Session Chair: TBC

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

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

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

Enhancing Practices of Integration within Mixed Methods Research (1022) Eaves, Sally

WED 14:00 – 15:30 | Bamburgh Room, Kings Road Centre Building

Symposium

Session Chair: TBC

Physiological Measurement: A New Frontier in Management Research? (406) Clarkson, Gail P; Leach, Des J; Unsworth, Kerrie L; Saunders, Mark N K

Until recently most physiological measures were an unrealistic choice for many researchers but numerous alternative measures which are relevant to the organizational setting are now more readily available. We will consider a range of measures which have been usefully employed in areas central to management research, for example the hormone oxytocin in trust research, and the hormone testosterone and its use in status seeking behaviours. Moreover, we will present two of our on-going studies. The first concerns the 'stress hormone' cortisol where saliva samples have been collected in a study of job-crafting behaviours. The second concerns vagal tone, as measured by variability in heart rate, and work performance. Our experience has shown us that a number of conditions require careful consideration. Yet, as we will report, these physiological measures have raised theoretical and practical implications which would have been unlikely to have emerged from more traditional methods of data collection.

WED 14:00 – 15:30 | Etal Room, Kings Road Centre Building

Developmental Papers

Session Chair:

Writing reflexively and the conundrum of time (174) Pagan, Victoria Kate; Reissner, Stefanie Constanze

Reflecting on Becoming: The Role of Savoir, Savoir-Faire, and Savoir-Être (191)
Zizka, Laura; Stierand, Marc B

Understanding and analysing economic magazines' covers during times of turbulent social and economic change: a study of the 2008-2013 Korean financial crisis (776) Kim, Ameen

Five dogmas of contemporary Social Sciences (60) Amatucci, Marcos

WED 16:00 – 17:30 | Bamburgh Room, Kings Road Centre Building
Workshop

Session Chair: TBC

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

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

THURS 09:00 – 10:30 | Room G34, Barbara Strang Teaching Centre
Developmental Papers

Session Chair:

Undertaking Hermeneutics to Explore Top Management Teams in the Public Sector (496) Kus, Carolyn; Clark, Murray; Couch, Oliver

On the Importance of Context in Studying Human Experience: The Example of the Commercial Meal (602) Stierand, Marc Benjamin

Intrepretative Phenomenological Analysis: A Methodological Tool to 'Unleash' the Talent Hidden within the Entrenched Communities (428) Mearns, Lesley

THURS 11:00 – 12:30 | Room G34, Barbara Strang Teaching Centre
Developmental Papers

Session Chair:

Building sustainable yet unsettling inter-disciplinary research practices: paying attention to ourselves as researchers (312) Warwick, Robert James; McCray, Janet; Palmer, Adam

Autoethnography: Illuminating stories, elucidating practice in turbulent times (315)
James, Joanne; Corlett, Sandra; Mavin, Sharon

Navigating and negotiating tensions between Western and Indigenous research approaches: The Tongan kakala framework. (342) Sisifa, Sisikula; Stringer, Christina; Haworth, Nigel

The intrinsic relation between ethnographic method and the liminal stage (952) Ould Kherroubi Hacine-Bey, Mehdi Bennouda

THURS 14:00 – 15:30 | Lecture Theatre 3, Herschel Building

Full Papers

Session Chair:

Clinging On Researcher Objectivity in Management Research by Resorting to Highly Structured Research Procedures (112) Kurdoglu, Rasim Serdar

The Soul of Grounded Theory (363) Koleva, Petya; Kofinas, Alexander

The Integration of Concept and Data: Facet Theory and Analysis in Behavioural Research (936) Clark, Murray C

THURS 14:00 – 15:30 | Teaching Room 4 (4.19), Herschel Building

Developmental Papers

Session Chair:

Displaying minority opinions visually: Focusing on disagreement in group discussions (72) Alexander, Elitsa; Comi, Alice; Eppler, Martin

A mixed-method analysis of international trade in apparel: A case study of the Bangladeshi readymade garments industry. (516) Saha, Krish; Bancroft, John

Mental Health Service Design: Methodological and Ethical Challenges in Stakeholder Engagement (784) Valero-Silva, Néstor; Kettley, Sarah; Kent, Anthony

Strategy

Track Chairs: George Burt, David Mackay and Efthimios Poulis

WED 09:00 – 10:30 | Room 1.48, Barbara Strang Teaching Centre

Full Papers

Capabilities and Strategy

Session Chair:

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

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

The importance of Penrosian 'image' for the development of the dynamic capability concept (616) Hilliard, Rachel

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

WED 09:00 – 10:30 | Room 1.47, Barbara Strang Teaching Centre

Developmental Papers

Behaviours and capabilities of strategic managers

Session Chair:

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

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

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

WED 11:00 – 12:30 | Room 1.48, Barbara Strang Teaching Centre

Full Papers

Strategy and Co-opetition

Session Chair:

Coopetition in a Competitive Market: The Case of the New Zealand Wine Industry (284) Crick, James Matthew; Crick, David; Bradshaw, Robert

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

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

WED 11:00 – 12:30 | Room 1.47, Barbara Strang Teaching Centre

Developmental Papers

Strategy and performance

Session Chair:

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

Developmental Paper: A Meta-Analysis of Dynamic Capabilities in Relation to Business Performance (215) Lynch, Richard; Jin, Zhongqi; Ali, Raza

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

WED 14:00 – 15:30 | Room G36, Barbara Strang Teaching Centre

Full Papers

Options and Decisions in Strategy

Session Chair:

A Systematic Review of Decision Making under Uncertainty – An Integrative Framework Approach. (210) Rauseo, Sterling; Bui, Hong T. M.

Universities strategic response to its third mission agenda: A conceptual framework (793) Rosli, Ainurul; Wang, Wen; Mahamed Ismail, Nor Ashmiza

Business School Strategies and Simon's Vision: Empirical Comparisons of Two London-based Business Schools (890) Davies, Julie; Kettunen, Kerttu; Alajoutsijarvi, Kimmo

WED 14:00 – 15:30 | Room 1.48, Barbara Strang Teaching Centre

Full Papers

Perceptions, discretion and inclusivity in Strategy

Session Chair:

An Inquiry into the Temporally Mediated Experiences of 'Opportunity' in Strategic Entrepreneurial Action (763) Ridgeway, Graeme Mansel; Zundel, Mike

Inclusive Design of a Strategy Making Process (921) Mackay, David John; Smith, Marisa

The Impact of Cultural Practices on CEO Discretion: New National-Level Antecedents. (599) Haj Youssef, Moustafa; Christodoulou, Ioannis

WED 16:00 – 17:30 | Room 1.48, Barbara Strang Teaching Centre

Full Papers

Internal and external organising impacts on Strategy

Session Chair:

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

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

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

WED 16:00 – 17:30 | Room 1.47, Barbara Strang Teaching Centre

Developmental Papers

Sociological and Sensemaking perspectives

Session Chair:

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

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

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

THURS 09:00 – 10:30 | Room 1.48, Barbara Strang Teaching Centre

Full Papers

Competitiveness, the market and Strategy

Session Chair:

A case-study approach for managing risks and challenges when expanding in emerging markets (846) Fragouli, Evangelia; Nikolaidou, Zoi

When the threat of obsolescence and market forces collide: The demise of the floppy disk (14) Amankwah-Amoah, Joseph

Making competitiveness more meaningful – A practice approach (395) Qazi, Kamal

THURS 09:00 – 10:30 | Room 1.47, Barbara Strang Teaching Centre

Developmental Papers

Strategy and the Upper Echelons

Session Chair:

The Portfolio of Top Management Team Diversity and Firm Growth: The Perspective of Power Distribution and Dynamic Adjusting Costs (896) Hung, Yu-Hsuan; Kang, Min-Ping

Do director interlocks impact on magnitude of strategic change? (1003) Samara, Ihssan S.K; Veettil, Nandakumar

Intertemporal Choice in Strategic Investment Decisions. At the CEO Level (268) Liu, Ge

THURS 11:00 – 12:30 | Room 1.48, Barbara Strang Teaching Centre

Full Papers

Scenarios, futures and resilience

Session Chair:

The resilience of firms: a conceptualization through inductive content analysis (167) Conz, Elisa

Scenario planning, social media and serialisation: a blended approach (288) Meadows, Maureen; Frances, O'Brien

Seeing Your Way: The Effects of Competitive and Institutional Environments on Futures Practices in SMEs (928) Alexander, Elizabeth A.; Sarpong, David

THURS 14:00 – 15:30 | Room 1.48, Barbara Strang Teaching Centre

Full Papers

Strategic performance factors

Session Chair:

Exploring Aspects of Strategic Management for a Small Plant Bakery (653) Leary, Paul; Bell, Gary; Thomson, Elaine Thomson

Strategy Implementation Barriers as Resource Weaknesses – key distinctions between foreign multinationals and indigenous firms (1015) Amjad, Muhammad

The Perfect CEO for Innovation and Internationalization: May You Kill Two Birds with One Stone? (183) Back, Pascal; Bausch, Andreas

THURS 14:00 – 15:30 | Room 1.47, Barbara Strang Teaching Centre

Developmental Papers

Addressing Uncertainty in Strategy

Session Chair:

Mirroring or misting: a contingent perspective (490) Burton, Nicholas; Peter, Galvin

Into the unknown: Rethinking the relationship between synergy and uncertainty in mergers and acquisitions (M&A) (792) Tait, Alan

Scanning turbulent market environments – The strategic planning challenge of SME's (809) Eryurt, Ferhat

Strategy as Practice

Track Chair: Harry Sminia

WED 09:00 – 10:30 | Room G36, Barbara Strang Teaching Centre

Full Papers

Session Chair: Harry Sminia

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

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

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

WED 11:00 – 12:30 | Room G36, Barbara Strang Teaching Centre

Full Papers

Session Chair: Harry Sminia

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

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

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

WED 14:00 – 15:00 | Room 1.47, Barbara Strang Teaching Centre
Developmental Papers

Session Chair: Harry Sminia

A Practice Perspective On the Role of Critique in Strategy Implementation (486)
Hartmann, Michael; Jochen, Koch; Wenzel, Matthias

Strategizing as an open process – breaking the boundaries: a study of a university sponsored growth programme for small and medium sized enterprises (615) Holstein, Jeannie; Greenman, Andrew

Sustainable and Responsible Business

Track Chair: Helen Goworek and Konstantina Skristovali

WED 09:00 – 10:30 | Room 1.46, Barbara Strang Teaching Centre

Full Papers
CSR 1

Session Chair: TBC

What Ethics? An Integrative Economic Ethics Approach to Corporate Social Responsibility (CSR) (150)
Wagner-Tsukamoto, Sigmund

CSR as Strategy in Turbulent Times: How CSR Managers Think (652) McGeough, Blath; Henderson, Steven

The Experience of CSR and sustainable development from a Community Perspective: Implications for Community Action (879) Ndajiya, Abdullahi; Wallace, James; Cornelius, Nelarine

WED 09:00 – 10:30 | Room B30, Barbara Strang Teaching Centre

Developmental Papers
Qualitative

Session Chair: TBC

Perceptions of Corporate Social Responsibility and its Role in the Management of Environmental Issues. (A Study of the Downstream Sector of the Nigerian Oil Industry) (805) Aju, Oluseyi

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

Understanding e-waste policy in Edo State Nigeria: Some initial findings (984) Aborele, Henry; Urquhart, Cathy; Nudurupati, Sai

WED 11:00 – 13:00 | Room 1.46, Barbara Strang Teaching Centre

Full Papers
Ethical purchasing and consumption

Session Chair: Michal Carrington

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

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

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

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

WED 11:00 – 12:30 | Room B30, Barbara Strang Teaching Centre

Developmental Papers
Qualitative and conceptual

Session Chair: TBC

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

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

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

WED 14:00 – 15:30 | Room 1.46, Barbara Strang Teaching Centre

Full Papers
Sustainability in retailing and hospitality

Session Chair: Helen Goworek

Making Pub Retailing Greener (854) McNeill, Tamara; Baines, Sue; Branston, Carolyn

Sustainability in hotel supply chains (154) Hussain, Matloub; Buchanan, F. Robert; Khan, Mehmood; Bin Ahmad, Syed Zamberi

'Random acts of kindness dispensed quietly' Philanthropy at the John Lewis Partnership (680) Nicholson, Helen Patricia

WED 14:00 – 15:30 | Room B30, Barbara Strang Teaching Centre

Developmental Papers
Content analysis, ethnography and quantitative research

Session Chair: TBC

CSR practices in London Euston Hotels: Divergences and Convergences (937) Nyota, John

Social capital within collaborative charitable events: narratives of hospitality SMEs in the UK (333) Puranik, Akash

The role of the audit committee and erm system quality on corporate reputation (724)
Perez-Cornejo, Clara; Quevedo-Puente, Esther; Delgado-García, Juan Bautista

WED 16:00 – 17:30 | Room 1.46, Barbara Strang Teaching Centre

Full Papers

Corporate governance, reporting and communications

Session Chair: TBC

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

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

CSR Communication Strategies: Stakeholder and Institutional Perspectives (343) Rahaman,
Stephanie Gracelyn; Chew, Elaine Yin Teng; Sandhu, Manjith Singh

WED 16:00 – 17:30 | Room B30, Barbara Strang Teaching Centre

Developmental Papers

Mixed methods

Session Chair: TBC

The role of Sustainable Procurement in Corporate Sustainability within Oil and Gas sector (618)
Ekiugbo, Igho; Papanagnou, Christos

Corporate Social Responsibility and Over-Communication in OECD Banking Corporates. An
investigation of their impact on both their performance and on the customers' perception. (864)
Baltas, Konstantinos; Casalegno, Cecilia; Civera, Chiara; Maple, Peter

Are we really promoting environmental accounting practice? A case study of Korean sustainability
accounting systems and environmental performance indicators (783) Kim, Amee

THURS 09:00 – 10:30 | Room 1.46, Barbara Strang Teaching Centre

Full Papers

Sustainability in industry contexts

Session Chair: TBC

Sustainability and Sustainable Development Strategies in the U.K. Plastic Electronics Industry (655)
Borland, Helen; Ambrosini, Veronique; Bhatti, Yohan; Lindgreen, Adam

Dichotomy in the Brazilian Automobile Industry Sustainable discourse (548)
Massuda, Christiane G. Guarino; Amatucci, Marcos

Partnering for Peace, Sustainable Development, and Social Responsibilities in the Niger Delta. (820)
Aju, Oluseyi

THURS 09:00 – 10:30 | Room B30, Barbara Strang Teaching Centre

Developmental Papers

Literature reviews and conceptual

Session Chair: TBC

The use and misuse of social sustainability in the study of supply chain management: A systematic review (704) Nakamba, Christine Chanda

A systematic review of circular economy implementation at a regional level. (709) Heyes, Graeme; Sharmina, Maria

Legitimising the Business School through Responsible Management Education: An Integrated Theoretical Framework (501) Hope, Alex

THURS 11:00 – 12:30 | Room 1.46, Barbara Strang Teaching Centre

Full Papers

Sustainable strategy and organisational change

Session Chair: TBC

Strategic Sustainability Management: a framework integrating strategy organisational and human competences (759) Galleli, Barbara; Nunes, Breno; Borland, Helen; Correa, Hamilton Luis

A spiritual perspective on organizational purpose and performance (225) Mir, Usman Riaz

Integrating Sustainability and Project Management. A systematic literary review. (591) Sabini, Luca

THURS 14:00 – 15:30 | Room 1.46, Barbara Strang Teaching Centre

Full Papers

CSR education and activism

Session Chair: TBC

A virtual reality game to educate tomorrow's ethical managers. (63) Jagger, Suzy; Sloan, Diane

Conceptualising Change Processes; A Model Of Institutionalising Responsible Management Education (581) Warin, Charlotte Elizabeth; Beddewela, Eshani; Anchor, John

Micro Practice of Activist Managers: Changing Macro CSR Practices from the Inside (168) Carrington, Michal; Neville, Benjamin; Zwick, Detlev

THURS 14:00 – 15:30 | Room G36, Barbara Strang Teaching Centre

Full Papers

CSR in SMEs

Session Chair: TBC

Issues in International Supply Chains and Corporate Social Responsibility for SME organisations a UK perspective – (working paper) (717) Atkinson, Louise

A pluralistic framework for the analysis of corporate social responsibility and its application to small and medium enterprises. (761) Tomasella, Barbara; Ali, Alisha

Drought and Water Management Reporting of Global Corporations: an exploratory study (520)
Morris, Jonathan; McGuinness, Martina