

# Corporate Governance

Track Chairs: Jia Liu and Donald Nordberg

**WED 09:00 – 10:30 | Humanities 3.44, Humanities Building**

Full Papers

**Session Chair: Donald Nordberg**

Containing a Catastrophic Legacy: Towards Trustworthy Governance of the United Kingdom's Nuclear Industry (263)

Ng, Wilson; Pemberton, Barry

Reflexive Agency, Family Directors, Resistance and Change: Understanding Corporate Board Practices in Family Governance Context (502)

Ahmed, Shaila; Uddin, Shahzad

Evaluating board effectiveness: A review and framework for evaluation of corporate boards (320)

Nordberg, Donald; Booth, Rebecca

**WED 09:00 – 10:30 | Humanities 3.55, Humanities Building**

Developmental Papers

**Session Chair: Carl Bridge**

Trick or treat? Analysis of legitimation of a global regulatory norm in a national regulatory space (189)

Ambituuni, Ambisisi; Ejiogu, Amanze; Ejiogu, Chibuzo

Ownership structure, corporate governance and firm performance: New evidence from the Jordanian context. (613)

Almustafa, Hamza Habis; Liu, Jia

The Moderating Effect of Ownership Concentration on the Managerial Power-CEO Pay Relationships (956)

Dao, Tuan Anh; Koufopoulos, Dimitrios; Gkliatis, Ioannis

Corporate Governance and Institution Building in a Fragile State: leadership, guidance, and practice in Palestine (1014)

Melville, Rob

**WED 11:00 – 12:30 | Humanities 3.44, Humanities Building**

Full Papers

**Session Chair: Douglas Cumming**

Corporate governance and bidder returns: Evidence from China's domestic mergers and acquisitions (335)

Liu, Jia; Mughanhu, Christopher

Boardroom Quality and Stock Price Synchronicity (814)

Mollah, Sabur; Mobarek, Asma

Shareholder Voting in Mergers & Acquisitions: What Difference does the Financial Crisis Make?(973)  
Tokbolat, Yerzhan; Thompson, Stephen; Le, Hang

**WED 14:00 – 15:30 | Humanities 3.55, Humanities Building**

Developmental Papers

**Session Chair: Donald Nordberg**

The Corporate Board's Task in Shaping Culture: Lessons from the UK Support Services Sector (332)  
Redmond, Louise Constance

Governance paradoxes over time: Understanding the role of temporality (436)  
Walters, Geoff; Tacon, Richard

When Are Busy Directors Bad for Firm Performance? Evidence from Publicly Listed Firms in India (700)  
Bhaskarabhatla, Ajay; Sachidananda, B.S.

The Effect of Organizational Characteristics on Board Characteristics: Preliminary Findings from Listed Shipping Companies (748)  
Athanasiadis, Konstantinos; Koufopoulos, Dimitrios; Gkliatis, Ioannis

**WED 16:00 – 17:30 | Humanities 3.44, Humanities Building**

Full Papers

**Session Chair: Jia Liu**

Pre-Going Private Ownership around the World (165)  
Cumming, Douglas; Sannajust, Aurelie; Tarsalewska, Monika; Zhu, Jie

Understanding Corporate Engagement: The UK Pension Fund Case for Plurality (348)  
Tilba, Anna

Voluntary Sector Organisations Workforce Management in Competitive Environment (372)  
Springdal, Kent; Kiwanuka, Keefa

**WED 16:00 – 17:30 | Humanities 3.55, Humanities Building**

Developmental Papers

**Session Chair: Leslie Spiers**

Considering Sustainable and Ethical Leadership in the Context of Corporate Governance: Does the UK Corporate Governance Code Facilitate Leadership Trust? (364)  
Monk, Elizabeth; Leach, Rebecca

Internal and External Factors That Shape Bankers' Ethical Performance (617)  
Thiam, Mouhamed El Bachire; Liu, Jonathan; Aston, John

How Political Ties of an Economic Actor Influence Organizational Life-cycle? (630)  
Berberoglu Yilmaz, Nazli; Ozen, Sükrü

**THURS 09:00 – 10:30 | Humanities 3.44, Humanities Building**

Full Papers

**Session Chair: Leslie Spiers**

The Financial Service Industry and the 2008 Financial crisis: How to Restore Lost Trust? (52)  
Poole, Adam; Yousafzai, Shumaila

Democratic Governance and Performance: The Case of Grocery Retailing (737)  
Malmgren, Mikael E.; Seymour, Steve

Board Gender Diversity: Review of the Literature (754)  
Hamdan, Reem Khamis; Al Shirawi, Thaira M.; Eldabi, Tillal; Barone, Elisabetta; Sarea, Adel

**THURS 11:00 – 12:30 | Humanities 3.55, Humanities Building**

Developmental Papers

**Session Chair: Xiaowen Gao**

Corporate Governance of Mega-events: the Case Study of RIO 2016 (118)  
Merendino, Alessandro; Bek, David; Timms, Jill; Meadows, Maureen

From 40 shades of grey to full transparency. The role of governance in the UK HE sector. (158)  
Bridge, Carl Anthony

Behaviour Psychology of an Individualistic Oriented Employee in Socially Responsible Workplace (258)  
Hafeez, Hira; Abdullah, Muhammad Ibrahim

Good organization for whom? Dilemmas and contradiction over governance, compensation and organizational justice of advertising agencies (265)  
Silva, Luciana Iwashita da; Bulgacov, Sergio

**THURS 14:00 – 15:30 | Humanities 3.44, Humanities Building**

Full Papers

**Session Chair: Rob Melville**

Corporate governance, national governance quality, and firm performance: Evidence from two MENA capital markets (340)  
Almustafa, Hamza Habis; Liu, Jia

Comparison of Corporate Governance Codes for GCC Countries with the UN Best Practices (595)  
Qurashi, Mubashir Hassan; Forbes-Menson, Frank

The Stewardship Theory: In the context of Islamic banking (965)  
Alatassi, Bchr

**THURS 14:00 – 15:00 | Humanities 3.56, Humanities Building**

Developmental Papers

**Session Chair: Jia Liu**

The Differences between Shareholder and Stakeholder Risk Reporting Practices: Theory and Evidence from Developed and Emerging Countries – A Research Agenda (344)  
Dominguez-Blanco, Giselle; Valero-Silva, Nestor

Do Corporate Governance Adjustments during a Market Crisis Affect Firms Value? (885)  
Gao, Xiaowen

## **Critical Management Studies**

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

**WED 11:00 – 12:30 | WBS 2.005, Warwick Business School**  
Developmental Papers

**Session Chair: Ron Kerr**

Reading economic magazines: hidden codes and financial crisis representation in Korea (261)  
Kim, Amee

Remote Control: Three Faces of Power in Telework (714)  
Reissner, Stefanie C; Izak, Michal

“Saving the last fish house on Ocracoke Island: Alternative organisational structures to address precarity within the small-scale fishing industry” (971)  
Geesin, Beverly Jan

President Donald Trump, the Trump business model, and the Reorganization of America (997)  
Mollan, Simon; Smith, David

**WED 16:00 – 17:30 | Humanities 0.60, Humanities Building**  
Full Papers

**Session Chair: Sarah Robinson**

Re-conceptualising Creativity: The Development of a Model of Creative Identity Work (504)  
Round, Heather

In Praise of Decoupling (726)  
Ramoglou, Stratos; Soobaroyen, Teeven; Jayasekera, Rana

Revisiting the Tightened Iron Cage: A Review of the Unintended Consequences of Self-Managing Teams (849)  
Strand, Emma Perriton; Ulhøi, John Parm

**THURS 11:00 – 12:30 | Humanities 0.58, Humanities Building**  
Developmental Papers

**Session Chair: Martyna Śliwa**

The return of the suppressed: How disavowed emotions continue to influence organizations (375)  
Clancy, Annette; Vince, Russ

'If it happens again come and tell us': Management response to bullying complaints by sexual minority workers (394)  
Einarsdottir, Anna

Exploiting Insecurities – A Critical Analysis of the Emotional Reflexivity of Academics within the context of New Managerialism in UK Higher Education. (446)  
Mills, Sophie; Trehan, Kiran; Saunders, Mark; Stewart, Jim

**THURS 14:00 – 15:00 | WBS 2.003, Warwick Business School**  
Full Papers

**Session Chair: TBC**

Brexit CMS: Towards new forms of public performativity (136)  
Bristow, Alexandra; Robinson, Sarah

Studying Brexit and its consequences in Organisations: towards a theoretical framework for understanding crisis and change (544)  
Kerr, Ron; Robinson, Sarah; Śliwa, Martyna

## **Cultural and Creative Industries**

**Track Chair: Aneesh Banerjee**

**WED 09:00 – 10:30 | Arts Centre National Grid Room, Arts Centre**  
Developmental Papers

**Session Chair: Joseph Lampel**

Selection Practices conducive to Creativity: How Relational Networks of Creative Entrepreneurial Clusters shape the Selection of Creative Individuals and Ideas (532)  
Bernal, Marta; Cooper, Sarah

The up and coming – Cultural entrepreneur project and institutional logics (579)  
Strom, Heidi Angell

Creativity in Financially Constrained Organizations: The Role of Organizational Search (696)  
Jacob, Merin; Chatterjee, Debabrata

Cultural Entrepreneurship in a Family Context: The Case of “Teatro Bellini” (859)  
Lampel, Joseph; Rivetti, Francesca; Migliaccio, Mirella

**WED 16:00 – 17:30 | Arts Centre Ensemble, Arts Centre**  
Full Papers

**Session Chair: Marta Bernal**

Human Capital, Guanxi Networks, and Career Success: A Creative Entrepreneur Perspective (507)  
Chen, Ming-Huei; Chang, Yu-Yu; Chiang, Meng-Ta

Do They Fit? Institutional Logics and Fit among the Leibniz Research Museums (369)  
Singer, Marie Noelle; Brüning, Hendrikje; Decker-Lange, Carolin

Cultural entrepreneurship in ECoCs (586)  
Kapsali, Maria; Blomquist, Tomas

**THURS 09:30 – 10:30 | Arts Centre Ensemble, Arts Centre**

Full Papers

**Session Chair: Maria Kapsali**

Selection Practices of Cultural Entrepreneurs: The role of Emotions in Creativity and the  
Transmission of Values (531)  
Bernal, Marta; Potocnik, Kristina

Organisational Ideation: Engaging Motivation as a Creative Catalyst (322)  
Mooney, Grant Richard; Burdon, Stephen

**THURS 14:00 – 15:30 | Oculus OC0.01, Oculus Building**

Developmental Papers

**Session Chair: Doris Ruth Eikhof**

Mapping out the Regional landscape of the British creative industry: The CPN Model Development  
(4) Madichie, Nnamdi; Zaman, Arif

Career Management in the Cultural and Creative Industries (926)  
Millar, Fiona; Eikhof, Doris Ruth; Chudzikowski, Katharina

#Backthebid: On the Coordination between Business and Cultural Producers in a Capital of Culture  
(Candidate) City (466)  
Ryan, Annmarie

## **E-Business and E-Government**

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

**WED 09:00 – 10:45 | Humanities 1.48, Humanities Building**

Full Papers

**Session Chair: Federico Iannacci**

Strategizing from big data: Emerging issues, challenges and opportunities (36)  
Sheng, Jie; Amankwah-Amoah, Joseph; Wang, Xiaojun

Enterprise System Engagement in Chinese SMEs: Issues of Policy Implementation (982)  
Xu, Zheng; Brown, David; Stevenson, Mark

Enterprise Architecture Management for Business Strategy Modelling (405)  
Kitsios, Fotis; Kamariotou, Maria

Implementing the Greek real estate tax system (957)  
Papadopoulos, Thanos; Stamati, Teta; Anagnostopoulos, Dimosthenis

**WED 11:00 – 12:30 | Humanities 3.55, Humanities Building**

Developmental Papers

**Session Chair: Mohamad Mostafa**

E-Recruitment Using Social Media: The Influence of Profile Content on Employer Perceptions of Person-Job and Person-Organisation Fit (62)

Hay, Monique; Whiddett, Dick

Positive eWoM Motivation: The Factors of Celebrity Chefs in the UK (1001)

Halder, Andrina; Haag, Markus

Enhancing Brand Loyalty in Trust-based Social Media Brand Community (512)

Shi, Xinping; Liu, Jonathan; Sun, Yan

The meanings of 'organic' branding in the Russian skincare industry (482)

Kuzmina, Ekaterina; Hagen Danbury, Annie

**WED 14:00 – 15:30 | Humanities 3.44, Humanities Building**

Full Papers

**Session Chair: Thanos Papadopoulos**

Towards A Big Data Approach for Identifying Economic Clusters (83)

Yang, Yang; Papagiannidis, Savvas; See-To, Eric W. K.; Assimakopoulos, Dimitris

On the quest for multi-methods in IS evaluation: A Qualitative Comparative Analysis (61)

Iannacci, Federico; Cornford, Tony

Adopting Health Practitioner Rating Websites: Assessing the Influence of Practitioners' Motivation and System Perceptions. (804)

Ulpiano, Renato; Wilson-Evered, Elisabeth; Burgess, Stephen

**WED 16:00 – 17:30 | WBS 2.006, Warwick Business School**

Developmental Papers

**Session Chair: Savvas Papagiannidis**

The Dynamic Capabilities of Smart City Management (912)

Gupta, Anushri; Panagiotopoulos, Panos; Bowen, Frances

Exploring Industry 4.0 and Smart Manufacturing concepts: a Diffusion of Innovations (DOI) Approach (914)

Papadopoulos, Thanos; Spanaki, Konstantina

Digital inclusion enhancing social inclusion: A case study of Nottingham City Homes (NCH) e-government initiatives (486)

Chirara, Simbarashe Clerence; Valero-Silva, Nestor; Lal, Banita

**THURS 09:30 – 10:30 | WBS 2.007, Warwick Business School**

Developmental Papers

**Session Chair: Thanos Papadopoulos**

Using Technology to Support Older Adults to Age in Place: An Exploration of Stakeholder Attitudes to Sharing Information (63)

Whiddett, Dick; Hunter, Inga; Elers, Phoebe; Lockhart, Caroline; Guesgen, Hans

e-Health User Research: Cancer Patients' Information Needs and Information-Seeking Behavior (572)

Skalnaya, Oksana; Cheng, Pei-Yi; Yu, Jiun-Yu

Could Smart Communities Improve the Efficiency of Cancer Services In Sheffield? (491)

Woolliscroft, Tim

Role of Business Intelligence users in creating more effective organisations (860)

Mahroof, Kamran; Matthias, Olga; Hussain, Zahid

**THURS 11:00 – 13:00 | Humanities 0.60, Humanities Building**

Full Papers

**Session Chair: Savvas Papagiannidis**

1 How Automating Business Processes can improve New Product Development? The role of complementary resources (1007)

Badewi, Amgad

Watching or being watched? The double life of your smartphone (520)

Degli Esposti, Sara; Dibb, Sally; Ball, Kirstie

Online Instructors:How Much Does Their Presence On E-learning Platforms Matter? (283)

Wallace, Ann Angela Alleyne; Panteli, Niki

To Reply or Not to Reply: The Moderating Role of Service Failure Severity in Online Customer Recovery (120)

Liu, Hongfei; Jayawardhena, Chanaka

**THURS 14:00 – 15:30 | Humanities 0.58, Humanities Building**

Developmental Papers

**Session Chair: Thanos Papadopoulos**

e-Agriculture revisited: A systematic Literature Review of Theories, Concept, practices, methods, and future trends (1033)

Mohamad, Mostafa Ragab Ali; Inuwa, Muwafak Gombe

Analysing Fashion Waves in Management and IS Innovations towards Envisioning Innovations Futures (1050)

Ekong, Daniel Okon; Tassabehji, Rana; Kamala, Mumtaz



Visual communications in Social Media: A Systematic Review (383)  
Sultana, Saira; Kofinas, Alexander K.; Massaro, Maria Rita

A Look at the Potential of Big Data in Nurturing Intuition in Organisational Decision Makers (867)  
Asad, Mateen; Hussain, Zahid

## **Entrepreneurship**

**Track Chairs: Dilani Jayawarna and Natalia Vershinina**

**WED 09:00 – 10:30 | Panorama 3, Rootes Building**

Full Papers

Entrepreneurial Opportunity

**Session Chair: Adam Shore**

Opportunity Recognition Mix – The 4Cs (172)  
Aldawod, Alvin; Day, John

Entrepreneurship as Strategic Network Creation and Design: Seizing Start-up Opportunities by Orchestrating Partners (292)  
Sydow, Joerg; Schmidt, Thomas

Entrepreneurial Orientation, Organization Ambidexterity, Organization Support and Performance in Entrepreneurial Universities: the Moderated-Mediator Effect (342)  
Chang, Yuan-Chieh; Tsai-Lin, Tung-Fei; Liang, Tian; Chen, Ming-Huei

**WED 09:00 – 10:30 | Panorama 2, Rootes Building**

Full Papers

Entrepreneurship and Education

**Session Chair: TBC**

Born versus Educated Entrepreneurs: Who are Richer and Happier? (168)  
Sawang, Sukanlaya

Can We Still Teach Entrepreneurship? The Impact of Educators Mentorship Pedagogy on Students Cognitive Minds (359)  
Badwan, AbdulRahman Jaafar; Rentocchini, Francesco; Tamvada, Jagannadha Pawan

Understand the Role of Business Group Affiliation and Interlocking Directorates on Entrepreneurial Orientation of Affiliated Firms: An Empirical Investigation (716)  
Tiwari, Santosh Kumar; Shaik, Rihana

**WED 09:00 – 10:30 | Panorama 1, Rootes Building**

Developmental Papers

Enterprise Resources

**Session Chair: Dilani Jayawarna**

Improving Performance Outcomes of Resource Mobilisation Approaches in Entrepreneurial Ventures: A Social Network Perspective (92)

Adegbile, Abiodun Samuel; Wagner, Heinz-Theo; Söllner, Albrecht

The Path of Opportunity Exploitation: The Role of Dynamic Capabilities and Learning (600)  
Giniuniene, Jurgita; Pundziene, Asta

How Social Cognitions of “Age” Structure Access To Social Capital for Starting a Business (810)  
Hill, Inge R

The Theoretical Effects of Human Capital on Entrepreneurship Development in Deprived Areas (345)  
Zhao, Yuxi

**WED 11:00 – 12:30 | Panorama 3, Rootes Building**

Full Papers

Entrepreneurial Failure and Grief

**Session Chair: TBC**

Constructing failure: A frame analysis of entrepreneurial failure blogs (904)  
Richey, Michelle A.; Ravishankar, M.N.

The Impact of Grief on Entrepreneurial Learning (1037)  
Shore, Adam; Pittaway, Luke; Bortolotti, Thomas

Entrepreneur Earnings: a Household Life Course Explanation (1078)  
Jayawarna, Dilani; Rouse, Julia

**WED 11:00 – 12:30 | Panorama 2, Rootes Building**

Full Papers

Quantitative Studies

**Session Chair: TBC**

Regulatory Focus and Product Innovation Performance: the Mediating Role of Entrepreneurial Orientation (484)  
Huang, Shuangfa; Soetanto, Danny; Huang, Qihai

Do Business Awards Impact Firm Performance? Evidence from the UK Queen’s Enterprise Awards (819)  
Siepel, Josh; Storey, David; Tuomikoski, Kristiina

How Does Short-term Revenue Volatility Affect New Venture Survival? (419)  
Storey, David John; Lundmark, Erik; Coad, Alex

**WED 11:00 – 12:30 | Panorama 1, Rootes Building**

Developmental Papers

Critical Studies in Entrepreneurship

**Session Chair: TBC**

Conformist and Contrarian Entrepreneurship (212)  
Vit, Gregory

The Role of Possible Selves in Mothers' Entrepreneurial Identities (1020)  
Vershinina, Natalia; Phillips, Nichola; Duberley, Joanne; Carrigan, Marylyn

Vicarious Learning: A Case Study of Tribal Women Entrepreneurs in Pakistan (691)  
Hina, Maryam; Durani, Momin

How do Social Enterprises navigate through the Paradoxes of Formal-Informal Economies? (822)  
Snell, Matthew James Yed; Al-Tabbaa, Omar; Wood, Adrian Paul

**WED 14:00 – 15:30 | Panorama 3, Rootes Building**

Full Papers

Regional Studies in Entrepreneurship

**Session Chair: TBC**

Entrepreneurial Intention in Madagascar's rural areas: Predictive role of TPB dimensions and moderation effects of psychological factors (314)

Ratsimanetrimanana, Fenosoa Andrianaivonirina; Urban, Boris

Immigration and Entrepreneurship, a Cross-country Analysis (371)

Shami, Muntasir; Mickiewicz, Tomasz; Stephan, Ute

"A Quest for Viable Economic Model for Peshawar Pakistan" Using Etzkowitz Conceptual Framework of Triple Helix Model" A Case Study of Entrepreneurship Development Centre, IMSciences

Peshawar, Pakistan (509)

Khan, Romy; Jones, Oswald; Khan, Sajjad

**WED 14:00 – 15:30 | Panorama 2, Rootes Building**

Full Papers

Family Business and Entrepreneurship

**Session Chair: Inge Hill**

Bridging the Practice / Theory Gap Between Family Firms and Management: Socioemotional Wealth, Firm Survival and Everyday Emotions (260)

Glover, Jane; Trehan, Kiran

Internationalization and Innovations in Family Businesses (549)

Worek, Maija

The Significance of Innovative Entrepreneurship Policy Formulation in Achieving Developmental Goals in Emerging Economies: a Case of South Africa Informal Economy (635)

Oduwole, Olusola Ademola; Thakhathi, Reckson

**WED 16:00 – 17:30 | Panorama 3, Rootes Building**

Full Papers

Critical Studies in Entrepreneurship

**Session Chair: TBC**

A Critical Reflection upon the Postmodernist Philosophical Positions and Issues Relevant to the Entrepreneurship Research (112)

Aldawod, Alvin; Day, John

Millennial Generation Entrepreneurship: A Systematic Literature Review (294)

Abdul Hami, Heliza Binti; Kofinas, Alexander K.; McGowan, Carmel Teresa

The Need for the 'Nano' Definition within Small Business (601)

McKeown, Tui; Mazzarol, Tim

**WED 16:00 – 17:30 | Panorama 2, Rootes Building**

Full Papers

Business Support and Capitals

**Session Chair: Inge Hill**

Critical Success Factors for Business Accelerators: A Theoretical Context (477)

Fowle, Michael J

Does Social Capital Impact Entrepreneuses Performance? Evidence from the Informal Sector in Sri Lanka (196)

Samaratunge, Ramanie; Newman, Alex; Kumara, Ajantha Sisira; Abesekera, Lakmal

An Appraisal of Entrepreneurship Support Agencies (ESAs): A Case of Nigerian Micro, Small and Medium Enterprises (MSMEs) in Lagos State (864)

Lawal, Abdulazeez Abioye; Williams, Babatunde Mustapha; Akingbade, Waid Adeniyi

**WED 16:00 – 17:30 | Panorama 1, Rootes Building**

Developmental Papers

Franchising, Financing, Entrepreneurial Orientation

**Session Chair: Dilani Jayawarna**

An Investigation into Financing Gap in Small Medium Enterprises in Malaysia (797)

Mohd Idris, Farisa; O'Brien, Seamus; Kiat, Seng Kok

Is Continuous Improvement Taking Place in Franchise Operations? An Exploratory Study. (16)

Chaplin, Lara

The EO-as-Experimentation Perspective: The Examination of the Entrepreneurial Orientation and Firm Performance Relationship (302)

Gali, Nazha Kamel; Hughes, Mathew; Mallett, Oliver; Karam, Arze

Entrepreneurial and Small Business Growth Behaviours in an Emerging Economy (715)

Akwei, Cynthia

**THURS 09:00 – 10:30 | Panorama 3, Rootes Building**

Full Papers

Policy and Sustainable Enterprise

**Session Chair: TBC**

Policy for Sustainable Entrepreneurship: A Crowdsourced Framework (140)

Watson, Rosina Jane; Roed Nielsen, Kristian; Mera, Christine; Wilson, Hugh N; Macdonald, Emma K; Reisch, Lucia; Hemel, Stefan

Entrepreneurship and Poverty: An Empirical Study (186)

Cumming, Douglas; Uzuegbunam, Ikenna

Towards an understanding of micro-enterprise economic sustainability in an impoverished context: Perceptions of women entrepreneurs with physical impairments. (328)

Mulira, Fiona; Ndaba, Zanele

**THURS 09:00 – 10:30 | Panorama 2, Rootes Building**

Full Papers

Quantitative Studies

**Session Chair: Dilani Jayawarna**

The impact of Job Mobility on entrepreneurial entry (382)

Mazzotta, Vincenzo; Gatti, Mauro; Santella, Rosella

Organisational Antecedents of Firm-Level Entrepreneurship: A Middle-Management Study (393)

Madichie, Nnamdi; Uhunmwangho, Efosa

Impact of Primary Market on Entrepreneurial Activity and IPO-Entrepreneurship-TFP-Growth Puzzle: A Cross Country Study (441)

Kumar, Vinod; Kumar, Ganesh

**THURS 09:00 – 10:30 | Panorama 1, Rootes Building**

Developmental Papers

Academic and Public Sector Entrepreneurship

**Session Chair: TBC**

Academic entrepreneurship and academics' careers: a multi-dimensional analysis in UK, Australia, and Italy. (160)

Giunti, Giulia

Organizational Support Factors of Entrepreneurial University: Insights from UK Universities (495)

Aldawod, Alvin; Day, John

The Corporate Entrepreneurship-New Public Management Nexus: Considerations from the National Health Service (1013)

Johnson, Dyneshia Akeela

**THURS 11:00 – 12:30 | Panorama 3, Rootes Building**

Full Papers

Finance and Ecosystem

**Session Chair: TBC**

Crowdfunding Platforms as Super-Catalysts in an Entrepreneurial Ecosystem (176)

Lehner, Othmar M; Harrer, Theresia

Microfinance and Trust absent Contract Enforcement (187)

Chakravarty, Sugato; Cumming, Douglas; Shahriar, Abu Zafar M.

The Eventful Journey from Core Idea to Business: Opportunity Development and Exploitation of a Digital Technology Start-Up Venture Creation Process (675)

Makarainen-Suni, Irma Anitta

**THURS 11:00 – 12:30 | Panorama 2, Rootes Building**

Full Papers

Critical Studies in Entrepreneurship

**Session Chair: Adam Shore**

The Paradox of Entrepreneurial Foresight and its Linguistic Demystification (724)

Ramoglou, Stratos

Strategic Entrepreneurship and Gamblers Ruin: Very Different Perspectives on New Venture Performance (882)

Storey, David John; Coad, Alex

History and entrepreneurship research: Learning from business failure (993)

Amankwah-Amoah, Joseph; Ifere, Simeon E.; Nyuur, Richard B.

**THURS 14:00 – 15:00 | Panorama 3, Rootes Building**

Full Papers

Leadership and Corporate Entrepreneurship

**Session Chair: TBC**

Positive Leadership and Corporate Entrepreneurship – Theoretical Considerations and Research Propositions (472)

Zbierowski, Przemyslaw; Gojny-Zbierowska, Milena

Focusing Your Managers Attention to Maximize the Performance Effect of Corporate Entrepreneurship (795)

de la Vega, Roberto; Sharkey-Scott, Pamela

**THURS 14:00 – 15:30 | Panorama 1, Rootes Building**

Developmental Papers

Socially responsible Business and Funding

**Session Chair: Dilani Jayawarna**

Resource Acquisition in Entrepreneurial Ventures: Toward an Integrative Perspective on Alliance Formation and Performance (93)

Adegbile, Abiodun Samuel; Söllner, Albrecht

Exploring the Role of Socially Responsible Rhetoric in Crowdfunding Campaigns (217)

Pidduck, Robert; Reid, Shane; Short, Jeremy; Anglin, Aaron; McKenny, Aaron

The Social Enterprise's Business Model: Synthesis on Business Model Innovation Research at the Base of the Pyramid (652)  
Haldimann, Mirella Lindsay

An empirical study of the effectiveness of crowdfunding campaigns for technology projects: Evidence from UK based Kickstarter (812)  
Elsaid, Mahmoud Fawzy Mohamed

## **Gender in Management**

**Track Chair: Adelina Broadbridge**

**WED 09:00 – 10:30 | WBS 1.007, Warwick Business School**

Full Papers

**Session Chair: Adelina Broadbridge**

The effect of Manager's gender on internationalized SME survival rate (619)  
Rodriguez Gutierrez, Pablo; Guerrero Baena, M<sup>a</sup> Dolores

An Investigation into Age Discrimination among Women over the Age of Forty, in relation to Recruitment within a Small-Medium Enterprise (SME) (857)  
Burnley, Maisie; Khan, Muhammad Burdbar

Pay Gaps, Pay Inequality and the Limits of Formalised Payment Systems. (790)  
Woodhams, Carol; Rodriguez, Jenny

**WED 11:00 – 12:30 | WBS 1.007, Warwick Business School**

Full Papers

**Session Chair: Gary Powell**

360-degree Feedback Appraisal System, Organizational Justice, and Sustainability: A Multigroup Analysis of Gender and Managerial Level Differences (1)  
Karkoulian, Silva; El Haddad, Rania; Nehme, Rabih

Crafting IT jobs through the flexibility of contracting: The case of female contractors in a male-dominated sector (207)  
Panteli, Niki

What are the determinants of successful postgraduate supervision? Can they be managed? (655)  
Callaghan, Chris William

**WED 11:00 – 12:30 | WBS 1.006, Warwick Business School**

Developmental Papers

**Session Chair: Jenny Rodrigues**

The Moveability of Stigma in Dirty Work: Women Church Leaders as Magnets for Moral Taint (273)  
Grandy, Gina; Mavin, Sharon

How Do Women in Remotely Based Roles Experience and Manage the 'Visibility Issue' and Establish a Relationship with Senior Managers? (751)

Hartley, Kathy

Marginal amongst the Marginalised: A Narrative of the Triple Jeopardy of Intersectional Experiences (907)

Jain, Tania

The impact of social networks on career success. The moderating role of Female Leadership. (236)

Mazzotta, Vincenzo; Santella, Rosella

**WED 14:00 – 15:30 | WBS 1.007, Warwick Business School**

Full Papers

**Session Chair: Corina Sheerin**

Discrimination against Women on Their Path to Directorships and the Lack of Gender Diversity on UK Boards (242)

Goyal, Rita; Kakabadse, Nada; Kakabadse, Andrew

Diversity, governance and UK boards: government policy and cultural change (406)

Sayce, Susan; Sang, Kate; Russell, Peter; Dewing, Ian

The influence of women in executive and non-executive positions on performance: Evidence in a feminized environment (433)

Campos-García, Irene; Zúñiga-Vicente, José Ángel

**WED 14:00 – 15:30 | WBS 1.006, Warwick Business School**

Developmental Papers

**Session Chair: Ruth Sealy**

Women in Leadership Positions: The Issue of Perceived Authenticity and Effectiveness (745)

Khalid, Aroosha; Obaid, Asfia

The Changing Roles of Women in Small Family Businesses: Evidence from Ghana and Nigeria (765)

Boateng, Doris Akyere; Wale-Oshinowo, Bamidele; Lebura, Sorbarikor; Oduwole, Olusola

Precarious Selves: Women's Leadership Identity Emergence (841)

Sealy, Ruth; Hawkins, Beverley; Searle, Rosalind

Gendered Occupational Ecosystems: the case of Wind Turbine Technicians (584)

Anderson, Pauline; Findlay, Patricia

**WED 16:00 – 17:30 | WBS 1.007, Warwick Business School**

Full Papers

**Session Chair: Huong Le**

Indian managerial women: Repositioning career agency to maintain career centrality (786)



Prashar, Manjari; Anderson, Deirdre

A 'Mosaic Ceiling' for women in the Public Sector of the Arab Gulf states (142)

Kemp, Linzi J; Raji, Maryam

Sources of Organizational Stress on Women Executives (220)

Gupta, Poornima

**WED 16:00 – 17:30 | WBS 1.006, Warwick Business School**

Developmental Papers

**Session Chair: Gary Powell**

Has Workplace Discrimination Gone Underground? Implicit Bias and Its Manifestation in Organisational Cultures (688)

Whysall, Zara

Financial Challenges Female Entrepreneurs Face: A Study of Pakistan (318)

Akhtar, Quratulain; Naseem, Rabia

Evaluation of Female Leadership: the Competence-Likeability Dilemma (830)

Greguletz, Elena Katharina

The Islamic headscarf and the politics of Otherness (1077)

Moulettes, Agneta

**THURS 09:00 – 10:30 | WBS 1.007, Warwick Business School**

Full Papers

**Session Chair: Sharon Mavin**

The social construction of contemporary careers: A narrative inquiry of Muslim women's careers in the UK context (924)

Lehmann, Nicole

Women in Management - What Do Senior Decision Maker Men Say About It? (913)

Dunavolgyi, Maria

Gender Performativity and Hegemonic Masculinity: The Irish Investment Management Sector (334)

Sheerin, Corina; Linehan, Margaret

**THURS 09:00 – 10:30 | WBS 1.006, Warwick Business School**

Developmental Papers

**Session Chair: Deirdre Anderson**

When Couples Make Work-Family Decisions: Beyond Gender Roles (127)

Powell, Gary N.; Greenhaus, Jeffrey H.

An Investigation Of The Mediation Factors That Determine Life Satisfaction For Male and Female Emirati Employees? (727)

Collins, Ann

Employment regulation and workers' wellbeing in the Nigerian construction industry (706)  
Dang, Moses Emmanuel; Wanjiru, Roseline

Negative Stories Negative Consequence: Impact on Women Career Advancement (251)  
Moazzam, Amani

**THURS 11:00 – 12:30 | WBS 1.007, Warwick Business School**

Full Papers

**Session Chair: Linzi Kemp**

Women Networks: What's Amiss? (497)  
Moazzam, Amani

Why Women Build Less Effective Networks than Men: the Role of Morality and False Modesty (677)  
Greguletz, Elena Katharina

Women's Careers in Private Banking (398)  
Broadbridge, Adelina; Hynd, Melissa

**THURS 11:00 – 12:30 | WBS 1.006, Warwick Business School**

Developmental Papers

**Session Chair: Miranda Ridgeway**

Gender and Diversity in the Undergraduate Business School Curriculum: Erased, Absent, or Hidden?  
(20)  
Perriton, Linda; Elliott, Carole

Beyond Counting Heads: Challenges to and Benefits of a Gender Diversity Index for Measuring  
Gender Processes in Research Teams. (521)  
Humbert, Anne Laure; Guenther, Elisabeth Anna

The Experiences of Women Academics in Saudi Arabia (640)  
Alsaman, Asmahan Ibrahim

Organizational justice and voice behavior: A gender comparative study (545)  
Fujimoto, Yuka; Le, Huong

**THURS 14:00 – 15:00 | WBS 1.007, Warwick Business School**

Full Papers

**Session Chair: Manjari Prashar**

Roles of supportive HR practices and organisational climate on the attitudes of HR managers in  
Bangladesh toward gender diversity-An examination of a mediated model (622)  
Biswas, Kumar Krishna; Mitchell, Rebecca; Boyle, Brendan

Dirty Work and Emotional Labour in the Thai Spa Industry (403)  
Broadbridge, Adelina Martine; Bhrammanachote, Winayaporn

**THURS 14:00 – 15:30 | WBS 1.006, Warwick Business School**  
Developmental Papers

**Session Chair: Carol Woodhams**

Preclusion for Females in Technological Domain: A Social Construct from Pakistan (257)  
Hafeez, Hira; Asif, Amna

Women in IT: Navigating Gender Saliency in an Increasingly Male Dominated Industry (279)  
Kenny, Etlyn Jane; Donnelly, Rory

Interrogating privilege in life and work experiences of women expatriates in the Middle East (895)  
Rodriguez, Jenny K; Ridgway, Maranda

## **Human Resource Management**

**Track Chairs: Smirti Kutaula, Susan Kirk and Alison Glaister**

**TUES 15:30 – 17:00 | Oculus LT OC1.05, Oculus Building**  
Symposium

**Session Chairs: Helen Shipton and Greg J Bamber**

Do Human Resources Management (HRM) Practices Foster or Hinder Innovation? (413)  
Shipton, Helen; Lin, Caihui (Veronica); Renkema, Maarten; Boudarouk, Tanya; Leggat, Sandra;  
Stanton, Pauline; Bamber, Greg; Bartram, Timothy; Gough, Richard; Ballardie, Ruth; GermAnn,  
Kathy; Sohal, Amrik; Malik, Ashish; Boyle, Brendan; Mitchell, Rebecca  
Discussants: Nelarine Cornelius, Alison J. Glaister

This symposium focusses on an important and under-researched theme - the role of Human Resources Management (HRM) in fostering or hindering innovation. Innovation is critical to organizational survival especially against a backdrop of change and uncertainty, accordingly a wide and diverse literature has attempted to tease out its antecedents. People and the management practices that organizations deploy are integral to organizational effectiveness, yet there is a gap in the literature on the links between HRM and innovation.

**WED 09:00 – 10:30 | Oculus LT OC1.05, Oculus Building**  
Full Papers

**Session Chair: Mark Hughes**

The effect of several top management team and leadership characteristics on employee motivation: Do they really matter? (408)  
Campos-García, Irene; Zúñiga-Vicente, José Ángel

Impact of Transformational Leadership on Task Performance, Turnover Intention and Organizational Commitment: The Mediation of Trust (25)  
Hussain, Saddam; Iqbal, Sadia; Malik, Muhammad Imran

Remembering, Reviewing and Reimagining HR Change Agency (12)  
Hughes, Mark

**WED 09:00 – 10:30 | Oculus OC0.04, Oculus Building**

Full Papers

**Session Chair: Yehuda Baruch**

Towards an Understanding of the Career Profiles of Professional Staff in Universities: A Mixed Methods Study (54)

Gander, Michelle

Manifestation of Moral Hazard in Higher Education Faculty (201)

Shoaib, Shandana; Bui, Hong; Baruch, Yehuda; Nisar, Tahir

Guanxi HRM and employee well-being in China (776)

Liu, Li; Jia, Yu; Igalens, Jacques

**WED 09:00 – 10:30 | Oculus OC0.05, Oculus Building**

Developmental Papers

**Session Chair: Carol Atkinson**

Waves and Cycles in Boundaried Careers: The Role of HRM (64)

Kirk, Susan Jane; Shipton, Helen; Sanders, Karin

The Role of Perceived Terror Threats and Support Networks in the Adjustment and Performance of Expatriates in High-Risk Country Environment (801)

Nawaz, Ayesha; Obaid, Asfia

Employee Participation and Political Corporate Social Responsibility: Assessing the Role of HRM (676)

Harvey, Geraint; Hodder, Andy; Brammer, Stephen

Mentoring and Retention of Millennials in United Kingdom: Experiences, Preferences, and Perceptions (636)

Ukeni, Ijeoma; Reynolds, Kae

**WED 11:00 – 12:30 | Oculus LT OC1.05, Oculus Building**

Full Papers

Best Full Paper Session

**Session Chair: Smirti Kutaula**

Face of the Firm: Aesthetic Diversity (289) - **BEST FULL PAPER WITHIN HUMAN RESOURCE MANAGEMENT TRACK**

Kele, Juliet Elizabeth

Constructing successful career paths for people with Intellectual Disability: Workplace Innovation programs from Australia. (51)

Meacham, Hannah; Cavanagh, Jillian; Shaw, Amie; Bartram, Timothy

The Attractiveness of Luxury Craftsmanship as a Career Path (156)  
Tarquini, Annalisa; Mühlbacher, Hans

**WED 11:00 – 12:30 | Oculus OC0.05, Oculus Building**  
Developmental Papers

**Session Chair: Yehuda Baruch**

Mapping Careers in Vietnam (626)  
Tran, Hang Thi; Baruch, Yehuda; Bui, Hong T.M.

The HR contribution to competitive advantage: improving environmental standards in the Asian hotel industry (218)  
Hiew, Ailu

Strategic Partner or Bystander? Investigating the Strategic role of HR professionals in CSR formulation, implementation and evaluation in Nigerian Banking Sector (660)  
Nwachukwu, Celestine; Akwei, Cynthia

"Measuring Green HRM: Scale Development and Validation - Conceptual Framework" (510)  
Afifi, Yasmine; Mohamed, Hassan Moahamed Hussein

**WED 14:00 – 15:30 | Oculus LT OC1.05, Oculus Building**  
Full Papers

**Session Chair: Ahmed Mostafa**

High-Commitment HRM and Employee Outcomes: The Contingent Role of Organizational Identification (126)  
Mostafa, Ahmed; Bottomley, Paul; Gould-Williams, Julian; Lythreatis, Sophie

The Role of Relational Coordination in the link between High Performance Work Systems and Organizational Performance (362)  
Siddique, Muhammad; Procter, Stephen; Gittel, Jody Hoffer

Linking Structural Empowerment to Organizational Performance in the Public Sector: What Role does Employees' Well-being Play? (731)  
Garcia-Juan, Beatriz; Escrig-Tena, Ana B.; Roca-Puig, Vicente

**WED 14:00 – 15:30 | Oculus OC0.05, Oculus Building**  
Developmental Papers

**Session Chair: Peter Holland**

Determinants and Performance Consequences of Talent Management (534)  
Krebs, Benjamin Philipp; Wehner, Marius Claus; Kabst, Rüdiger

Talented Employees as a Strategic Resource and its Perceived Relationships to Project-Based Organisations' performance (313)  
Alhanshi, Moosa Ali; Altamimi, Ebtihal

Driving Academic Motivation – what brings us to the table? (538)  
Johnston, Alan Leslie; Nachmias, Stefanos; Rajasinghe, Duminda

The influence of transformational leadership on individual and team innovativeness in the hospital sector in the United Arab Emirates (333)  
AlFarhan, Maha Mahmoud; Shipton, Helen; Lin, Caihui (Veronica)

**WED 16:00 – 17:30 | Oculus LT OC1.05, Oculus Building**

Full Papers

**Session Chair: Bill Keevil Taylor**

Antecedents and Consequences of Job Burnout among Health Care Professionals (9)  
Asif, Amna; Asif, Khadeeja; Hafeez, Hira

A Critical Analysis of Employee Voice Notion in Nigeria's Petroleum Industry (68)  
Mordi, Chima; Oruh, Emeka Smart

What about compassion and job performance? A neglected link (673)  
Miralles Armenteros, Sandra; Chiva Gómez, Ricardo; Rodríguez Sánchez, Alma M<sup>a</sup>

**WED 16:00 – 17:30 | Oculus OC0.05, Oculus Building**

Developmental Papers

**Session Chair: Ann Parkinson**

Avoiding Lives of Quiet Desperation: the Role of Workplace Friendships in Disengagement (988)  
Parkinson, Ann; McBain, Richard

The Relationship between Sustainable Human Resources Management Practices and Employees' Work Behaviour in Egypt: An Examination of the Role of Work Engagement (445)  
Emam, Nada; Zhou, Xue; El Naggar, Fareed

Addressing Stereotypes: Exploring Perspectives and Attitudes that Influence Workplace Inclusion of Persons with Disabilities (713)  
Humayun, Sarah; Obaid, Asfia

People Management Support In Small And Medium-sized Firms (437)  
Atkinson, Carol; Lupton, Ben; Kynighou, Anastasia; Antcliffe, Val; Carter, Jackie

**THURS 09:00 – 10:30 | Oculus LT OC1.05, Oculus Building**

Full Papers

**Session Chair: Alison Glaister**

Expectations and Experience of HRM Practice in Thailand's Luxury Hotels (221)  
Suengkamolpisut, Wallapa; Glaister, Alison J.

IHRM Application in Transitional Periphery Countries: Lessons from the Luxury Hotel Industry (968)  
Serafini, Giovanni Oscar; Wood, Geoffrey; Szamosi, Leslie Thomas

Work Engagement as Mediator between Job Characteristics and Organizational Citizenship Behavior (821)

Maric, Matija; Hernaus, Tomislav

**THURS 09:00 – 10:30 | Oculus OC0.04, Oculus Building**

Full Papers

**Session Chair: Margarita Nyfoudi**

Towards the Institutionalization of Crisis: Managers' & Employees' Responses on Working Conditions in Crisis Contexts (206)

Psychogios, Alexandros; Prouska, Rea; Nyfoudi, Margarita; Brewster, Chris; Szamosi, Leslie Thomas

Human Resource Management and the Response to Economic Crisis: The Case of Greece (1041)

Chytiri, Alexandra-Paraskevi; Guest, David; Panayotopoulou, Leda

Conceptualizing the Impact of Tensions on Training Transfer: The Case of Training for Business Process Improvement (1047)

Thennakoon, Nadika Dharshani; French, Erica; Bandara, Wasana

**THURS 09:00 – 10:30 | Oculus OC0.05, Oculus Building**

Developmental Papers

Best Developmental Paper Session

**Session Chair: Susan Kirk**

Enhancing Employees' Performance through Quantified Self Technologies: the Social and the Technical Systems within Organisations (288) – **BEST DEVELOPMENTAL PAPER WITHIN HUMAN RESOURCE MANAGEMENT TRACK**

Battista, Valentina; Parry, Emma

United Nations Civilian Personnel in UN Hot Spots: Coming Back for More? (665)

Mukhuty, Sumona; Bozionelos, Nikos

Whistleblowing as a Remedy to Silenced Voice? (114)

Holland, Peter Jeffrey; Ceric, Arnela

**THURS 11:00 – 12:30 | Oculus LT OC1.05, Oculus Building**

Full Papers

**Session Chair: Alan Leslie Johnston**

Strategic Human Resource Management and Organizational Resilience: A Multilevel Research (967)

Edafioghor, Tinkuma Ejovi

The Role of Individual vs Team Trusts within the Interdisciplinary Project Management (173)

Kivits, Robbert Anton; Zolin, Roxanne; Barbour, Jennifer

A Review of the Primary Challenges in Global Mobility: A Meta Ethnography Research (1006)

De Kam, Johannes; Alhassan, Abdul-Razak

**THURS 11:00 – 12:30 | Oculus OC0.04, Oculus Building**

Full Papers

**Session Chair: Vaishali Trivedi**

Prevalence of Workplace Bullying Among IT Professionals (854)

Trivedi, Vaishali; Agarwala, Tanuja

Chinese Government Regulation of Labour Disputes: adding water to an oil fire. (558)

Taylor, Bill W K; Li, Qi

Internationalization Strategy and Employee Downsizing (894)

Campos-García, Irene; Muñoz-Bullon, Fernando; Sanchez-Bueno, María José; Zuñiga Vicente, José Ángel

**THURS 11:00 – 12:30 | Oculus OC0.05, Oculus Building**

Developmental Papers

**Session Chair: Helen Mortimore**

Just Rewards: Fairness perceptions of employee reward systems (329)

Laundon, Melinda K

The weakness of strong ties: Ethnic minority success in jobs with high social capital (575)

McGregor, Heather; Sitko, Rafal; Christopoulos, Dimitris; Killen, Shauna

HR and the new Gender Pay Reporting Law (664)

Mortimore, Helen; Rees, Lucy

Determinants of HR practices in Saudi SMEs: A case study approach (624)

Alkhalaf, Hadeel Mohammed

**THURS 14:00 – 15:30 | Oculus LT OC1.05, Oculus Building**

Full Papers

**Session Chair: Emeka Smart Oruh**

Embellishing the party with singers and dancers: Pragmatism in human resource management. (829)

Khan, Muhammad Burdbar; Hack-Polay, Dieu

The role of the Manager in the Middle East: an empirical study of Multinational Companies (152)

Almahdi, Hassan; Alharbi, Jaithen; Mosbah, Aissa

A Critical Appraisal of Motives Underpinning Managerial Capture of Employee Voice in Nigeria's Petroleum and Banking Sectors (67)

Oruh, Emeka Smart; Mordi, Chima; Ugwoji, Chigozie

**THURS 14:00 – 15:30 | Oculus OC0.04, Oculus Building**

Full Papers

**Session Chair: Nima Ali**



Collective Rights and Labour: a need for international law to control business. (669)  
Taylor, Bill W K

The Impact of Organizational Socialization on the Dynamics of Interns' Commitment (349)  
Ali, Nima

The evaluation of training and development of employees: The case of a national oil and gas industry (147)  
Al-Mughairi, Aliya

**THURS 14:00 – 15:30 | Oculus OC0.05, Oculus Building**  
Developmental Papers

**Session Chair: Caihui Lin (Veronica)**

Using Social Capital to Secure Employment – Wasta in the Jordanian Banking Sector (633)  
Ali, Saad Hussein; Kirk, Susan; Raiden, Ani

The Impact of the Reward Systems on employee motivation: The Case of a Department Store (290)  
Johnston, Alan Leslie; Sherratt, Rowena

Exploring Habitus to Explain Different Recruitment Practices of Preschool Teachers (802)  
Tihverainen, Saku; Virmasalo, Ilkka; Potocnik, Kristina

## Identity

**Track Chairs: Juliette Summers and Ali Rostron**

**WED 09:00 – 10:30 | WBS 2.006, Warwick Business School**  
Developmental Papers

**Session Chair: Hazel Williams**

Modalities of Emergent Identity: A Framework for Exploring Moral Careers (1042)  
Holmes, Leonard Michael

How Do Senior Business Leaders Construct Their Moral Identities? (391)  
Wishart, Maria; Schaefer, Anja

Learning from Lacan: An Autoethnography of Career Transition (70)  
Warhurst, Russell; Black, Kate

Research Interviews Verses Research Conversations (1062)  
Williams, Hazel

**WED 11:00 – 13:00 | WBS 2.003, Warwick Business School**  
Full Papers

**Session Chair: Juliette Summers**

Coping with the Multiple Facets of one's Profession: Identity Tensions and the Daily Identity Work of Pharmacists (109)

Curchod, Corentin; Reyes, Grégory

Identities as Organizational Practices: The Case of Informal Lunchroom Meetings (570)

Oshima, Sae; Asmuß, Birte

Exploring the Identity Work of 'Marathon Managers' (886)

Bardon, Thibaut; Puyou, François-Regis

You can't fight a Happy Ending: an autoethnographical study of the story and storying of a doctoral viva (546)

Rostron, Ali

**WED 14:00 – 15:30 | Oculus OC0.01, Oculus Building**

Developmental Papers

**Session Chair: Ali Rostron**

Exploring Paradox Management as a SI Technique in Social Care Managers (327)

Steele, Rowan; Summers, Juliette

Doctors' Professional Identities and the Meaning of Lean Work. (543)

Ivcovici, Adamina; Bamber, Greg J; Stanton, Pauline

Revisiting the Changing Nature of Professional Identity in the Digital Era: The Case of Curators (550)

Godfrey, Krista Ann; Panteli, Niki; Foley, Simon

The Automation Game: perceptions on the impact of the changes on business school tutors' roles and identity during the introduction of technological student retention activities: an 'unbundled' HE. (38)

Collins, Hilary Jane; Myers, Fran; Glover, Hayley

**THURS 09:30 – 10:30 | Humanities 1.48, Humanities Building**

Full Papers

**Session Chair: Kate Black**

Towards a Relational Framework of the Multiple Contexts Influencing Identity Work in Organisations (758)

Crafford, Anne

How organizational identity is related to person-organization fit and organizational identification

(264) Chang, Yong-Sun

Role of Identity during Mergers (862) Olusanmi, Catherine

**THURS 11:00 – 13:00 | WBS 2.006, Warwick Business School**

Developmental Papers

**Session Chair: Sandra Corlett**

The Interplay of Organizational Identity and Design in Situations of Change (179)

Reich, Janina; Amis, John

Developing a Scale for Measuring the Identity Orientation in Workplace (650)

Kim, Yunjeong; Otsuki, Hiroshi

Relationship between Career Identity and Employability: Moderating Role of Gender (656)

Malik, Madiha

Board Work as Identity Work: A Narrative Analysis of Board Member Identity Construction (494)

Ward, Carolyn

Priming For High-Quality Connections? Evidence from an Experiential Learning Intervention. (759)

Sundet, Joanne; Carlsen, Arne

## **Innovation**

**Track Chairs: George Tsekouras and Nick Marshall**

**WED 09:00 – 10:30 | Oculus OC1.07, Oculus Building**

Full Papers

Innovation clusters, systems, and networks

**Session Chair: Nick Marshall**

Nature and composition of ego-centred actor networks for innovation in rural areas: evidence from rural Mopani District, South Africa (618)

Ramoroka, Kgabo Hector

Empirical Examination of Dynamic System Integration Capabilities in CoPS Innovations – SK Telecom DRM Innovations of Nate and Mellon (266)

Kim, Jong-Seok

Coping with the cluster paradox: How cluster members manage tensions in a process of cluster renewal (459)

Pinkse, Jonatan; Vernay, Anne-Lorène; D'Ippolito, Beatrice

**WED 09:00 – 10:30 | Oculus OC1.09, Oculus Building**

Developmental Papers

Innovation diffusion: alternative trajectories

**Session Chair: Marcos Amatucci**

Analysing Eco-Innovations: Applying and Extending the National Innovation System Framework for Specific Instances (211)

Verma, Deepika Chandra; Sarkar, Runa

The Role of Technology Transfer Offices for University-Industry Links in China (609)

Zhuang, Chufan; Zhang, Min; Lettice, Fiona

The Diffusion, Abandonment and Readoption of an Innovative Practice (589)

Boscolo Chio Bisto, Paola Roberta; Barlow, James

Exploring innovation in China's footwear industry in Putian: moving discussion on shanzhai beyond mobile phones (1088)

Dong, Ming

**WED 11:00 – 12:30 | Oculus OC1.07, Oculus Building**

Full Papers

Open innovation, knowledge and collaboration

**Session Chair: George Tsekouras**

The Collaboration between and Contribution of a Digital Open Innovation Platform to a Local Design Process -- The Case of OpenIDEO and Helix End-of-Life Challenge (556)

Del Castillo, Jacqueline; Bhatti, Yasser; Hossain, Mokter

Innovation openness Persistence: A temporal analysis of collaborative engagement across geographic and cognitive distance (817)

Dooley, Lawrence; Doran, Justin

Interactive Innovation Strategies in Emerging Economies – The Case of Brazil (417)

Franco, Eliane; Amatucci, Marcos

**WED 14:00 – 15:30 | Oculus OC1.07, Oculus Building**

Full Papers

Business models and organisational innovation

**Session Chair: George Tsekouras**

Organizational Innovation: Mediation, persistence and complementarity. (40)

Fernandez de Arroyabe, Juan Carlos; Arranz, Nieves; Arroyabe, Marta F.

Taxonomy and Evolution of Business Model Innovation in Taiwan: Evidences from USPTO (250)

Chang, Yuan-Chieh; Teng, Minjun; Chen, Ming-Huei

Strategic Management for Sustainable Innovation and its Relation with Business Models and Corporate Performance (256)

Gomes, Cláudia Maffini; Kneipp, Jordana Marques; Kruglianskas, Isak; Bichueti, Roberto; Perlin, Ana Paula; Gomes, Beatriz Maffini

**WED 14:00 – 15:30 | Oculus OC1.09, Oculus Building**

Developmental Papers

Innovation, knowledge, routines and capabilities

**Session Chair: Nick Marshall**

An examination of process innovation in low- and medium- technology industries: The true determinant of innovation capability for non-R&D intensive firms? (828)

Som, Oliver; Dooley, Lawrence

Innovation through Evolution: Operational interaction patterns in emergency incident response handling (464)

Dobson, Stephen; Morales Martinez, Gabriela; Breslin, Dermot

The Mediating Effect of Dynamic Capability on Product Development Competencies and Product Superiority: A Study of Indonesian Software Developers (228)

Mariani, Minsani

Risk appetite on the bleeding edge of innovation: Innovation risk in high reliability organisations (952)

Dudau, Adina; Finch, John; Hemple, James Grant; Paton, Robert

**WED 16:00 – 17:30 | Oculus OC1.07, Oculus Building**

Full Papers

Dynamic capabilities and knowledge creation

**Session Chair: Neil Alderman**

Context-driven entrepreneurial passion: evidence from small businesses in Murano glass industry (457)

Pantano, Eleonora; D'Ippolito, Beatrice

Creation and Orchestration of an Innovation Ecosystem: Strategies and processes of an entrepreneurial firm in a emergent industry (807)

Khan, Ambarin Asad; Massini, Silvia

An Organisational Perspective on the Outcomes of Team Creativity (772)

Bam, Louzanne; De Stobbeleir, Katleen E.M.; Vlok, PJ

**WED 16:00 – 17:30 | Oculus OC1.04, Oculus Building**

Full Papers

Creating value from external knowledge

**Session Chair: Ming Dong**

Innovation Intermediaries and Collaboration: Knowledge-Based Practices and Internal Value Creation (325)

De Silva, Muthu {Lasandahasi Ranmuthumalie}; Howells, Jeremy; Meyer, Martin

Patent expiration and firms' innovation characteristics as predicting factors of pharmaceutical's M&As (929)

Arroyabe, Marta F.

Engaged scholarship and new business opportunities: how do SMEs capitalise on their engagement with academics? (977)

Rosli, Ainurul; de Silva, Muthu; Rossi, Federica; Yip, Nick

**THURS 09:00 – 10:30 | Oculus OC1.07, Oculus Building**

Full Papers

Shaping innovation trajectories

**Session Chair: Lawrence Dooley**

R&D Subsidies & External Collaboration for Innovation: Does Collaboration Experience Matter? (671)  
Chapman, Gary; Lucena, Abel; Afcha, Sergio

Status Losers in Innovation Diffusion: An Empirical Study of Digital Cinema Camera Adoption (29)  
Nakamura, Azusa; Mitsuhashi, Hitoshi

The Impact of Standards on Product Innovation: A Longitudinal Study of UK Service and Manufacturing Firms. (897)  
Windrum, Paul; Li, Cher

**THURS 09:00 – 10:30 | Oculus OC1.09, Oculus Building**

Developmental Papers  
Innovation, diversity, and learning

**Session Chair: Aline Figlioli**

Open Education: Contrasted Perspectives on Emerging Field of Research (992)  
Lelievre, Dominique L.M.

Relational Differences in the Innovation Process (541)  
Saksager, Emil

Dyslexia and Key Personnel: Learning and Knowledge in Innovation Conscious SMEs (919)  
Belle, Kimberley Evita Monique

Benefits and Challenges of Cloud Computing Adoption in Higher Education: A Systematic Literature Review (717)  
Ali, Mohammed Banu; Wood-Harper, A. Trevor; Ramlogan, Ronald

**THURS 11:00 – 13:00 | Oculus OC1.07, Oculus Building**

Full Papers  
Service Innovation

**Session Chair: Paul Windrum**

The Nature of Innovation in Creative Industries: The Case of the Advertising Industry (1017)  
Pan, Fengjie; Miles, Ian; Cameron, Hugh

Persistence and Complementarity of Various innovations (863)  
Yuan, Pei-Yu; Demirel, Pelin; Tamvada, Jagannadha Pawan

Effects of learning capabilities and customer characteristics on Outsourcing Service Providers' Innovation Performance (540)  
Kanimoghdam, Fatemeh; Chen, Stephen; Lin, Nidhida

Critical Attributes of Innovation Behavior in Hospitality: The Role of Incentive System, Job Involvement and Knowledge Sharing (317)  
Chen, Chi-Ting; Hu, Hsin-Hui; Lai, Pei-Chun

**THURS 11:00 – 12:30 | Oculus OC1.09, Oculus Building**

Developmental Papers

Business models, innovation ecosystems, and open innovation

**Session Chair: George Tsekouras**

An Investigation of the Negative Effects of Social Capital on Clustering in the Context of Small and Medium Sized Enterprises (1031)

Buntornwon, Theenida

Open Innovation adoption in global high-tech SME firms: what is the sequence of adoption? (944)

Barrett, Gillian; Dooley, Lawrence; Bogue, Joe

Innovative business Models in advancement of Space industry (771)

Aruvanahalli Nagaraju, Roopa; Sharma, Ruchi

Exploring the Changing Nature of Open Innovation and its Relationship with Innovation Ecosystems (833)

Yeow, Jillian; Dale-Clough, Lisa; Cox, Debbie

**THURS 14:00 – 15:30 | Oculus OC1.07, Oculus Building**

Full Papers

Modelling and measuring innovation

**Session Chair: Muthu De Silva**

Valuation of Early Stage Technology in the Information and Communication Industry (1065)

Fu, Xiaolan; Ai, Chao; Li, Shaomeng

A Proposal for Framing Disruptive Innovations in National Innovation Surveys (254)

Kawamoto, Carlos Tadao; Wright, James Terence Coulter

Selecting Projects that Satisfy both Market Pull and Technology Push Considerations (34)

Linton, Jonathan Daniel; Edelkina, Anastasia; Klubova, Marina; Karasev, Oleg

**THURS 14:00 – 15:30 | Oculus OC1.09, Oculus Building**

Developmental Papers

Shaping innovation: policy, design, and institutions

**Session Chair: Nick Marshall**

New types of innovation habitats to help startups grow and scale faster: The Digital Catapult Centres in UK (690)

Figlioli, Aline; Rush, Howard; Sapsed, Jonathan

Design Thinking a Review of the Literature (Developmental Paper) (178)

Burke, Carey; Nyfoudi, Margarita; Eley, Martin; McCabe, Steven

Integrated TRM-QFD framework for strategic decision-making at sectoral and national level: Russian experience in new materials (851)

Vishnevskiy, Konstantin

# Inter-Organizational Collaboration: Partnerships, Alliances and Networks

Track Chairs: Qile He and Albert Jolink

**WED 09:00-10:30 | WBS 1.003, Warwick Business School**

Full Papers

**Session Chair: Qile He**

'What's in a name'; re-defining B2B trust (678)

Hollyoake, Mark John; Ashleigh, Melanie; Higgs, Malcolm

Control and Trust and its Inter-Organizational Collaboration: Sino-foreign Firms (268)

Yan, Yanni; Xie, Tingting

Interdependencies in Partnership Portfolios (184)

Hagedoorn, John; Lokshin, Boris; Zobel, Ann-Kristin

**WED 09:00-10:30 | WBS 1.006, Warwick Business School**

Developmental Papers

**Session Chair: Eva Niesten**

What makes sustainable collaboration possible? Evidence from the Paris Agreement on climate change (869)

Mouzas, Stefanos

The role of managerial ties in sustainability and market performance: Evidence from Sub-Saharan Africa (631)

Nwoba, Arinze Christian

Sustainable Value Creation and Power: Using Margaret Archer's Situational logics To Extend and Refine Resource Dependency Theory (938)

Brennan, Geraldine Teresa; Tennant, Mike

[Sustainable Collaboration] Tackling Trust Deficiencies of Socially Sustainable Supply Chain Members (214)

Cole, Rosanna

**WED 11:00-12:30 | WBS 1.003, Warwick Business School**

Full Papers

**Session Chair: John Hagedoorn**

Examining the effect of Alliance Management Capability and Social Capital on Family Business Performance (775)

Nasr, Abdalhamed Nasr A; AL-Tabbaa, Omar; Dastgir, Shabbir

Organizational Capabilities in Forming Inter-firm Collaboration: Empirical Analysis of Success Factors for Alliances (234)

Yasuda, Hiroshi



Information Sharing, Operations Capabilities and Firm Performance: the Moderating Role of Environmental Turbulence (662)

Song, Moxi; Wu, Wei-ping

**WED 11:00-12:30 | WBS 2.006, Warwick Business School**

Developmental Papers

**Session Chair: Eva Niesten**

Inter-Partner Learning for Enhanced Environmental Sustainability (529)

Dzhengiz, Tulin

Collaborating For the Environment with Familiar and Strange Partners (825)

Leuveld, Holger; Dutzi, Andreas

How does MNCs-NGOs collaboration enhance social sustainability in the readymade garments sector of Bangladesh? (267)

Farhad, Nandita; Cole, Rosanna

Multi-stakeholder dialogue for sustainable development- a UK-based case study (820)

Todorow, Lorenzo

**WED 14:00-15:30 | WBS 1.003, Warwick Business School**

Full Papers

**Session Chair: Albert Jolink**

Why Firms Collaborate for Sustainability (425)

Niesten, Eva; Jolink, Albert

The Moderating Effects of Organizational Identity on Collaboration in Social Enterprises (455)

Alexander, Elizabeth; Phillips, Wendy; Lee, Hazel

Supplier Development Practices for Sustainability: A Multi-stakeholder Perspective (226)

Liu, Lingxuan

**WED 14:00-15:30 | WBS 2.006, Warwick Business School**

Developmental Papers

**Session Chair: Stephanie Scott**

Developing Trust in Collaborative Entrepreneurship (116)

Akhurst, Colin

Trust at the heart of the issue: Towards the building of trust organisations. (496)

Omeihe, Kingsley Obi; Gustafsson, Veronika; Amoako, Isaac Oduro; Saud Khan, Mohammad

Thousand plateaus: A Geology of Collective Action among Organizations (513)

Berkowitz, Héloïse; Bor, Sanne

Breaking the Glass Ceiling: The Social Capital of Senior Female Executives (813)

McGregor, Heather; Killen, Shauna; Sitko, Rafal; Christopoulos, Dimitris

**WED 16:00-17:30 | WBS 1.003, Warwick Business School**

Full Papers

**Session Chair: Eva Niesten**

A tale of two fish: Creating value in the supply chain for sustainable seafood through multi-stakeholder collaboration (321)

Bogie, Jill; Hind, Patricia

A Game Theory Analysis of Trust and Social Capital in Sustainable Supply Chain Management (423)

Fairchild, Richard John; Alexander, Anthony

Realising Community Benefits through Public Sector Supply Chain Collaboration (707)

Wontner, Karen Lorraine; Harris, Irina; Lynch, Jane; Walker, Helen

**WED 16:00-17:30 | WBS 1.005, Warwick Business School**

Full Papers

**Session Chair: Elizabeth Alexander**

An Exploration of the Relationship Atmosphere between International Higher Education Partners (878)

Lillystone, Simon; Robson, Andrew

Zooming out: Inter-organizational collaboration and resource integration for improving healthcare (684)

Eriksson, Erik Masao; Hellström, Andreas

Enhancing Community Development through Philanthropic Behavior of Volunteerism in Healthcare (303)

Alias, Siti Noormi; Ismail, Maimunah; Suandi, Turiman; Omar, Zoharah

**THURS 09:00 – 10:30 | WBS 1.003, Warwick Business School**

Full Papers

**Session Chair: Maureen Meadows**

The Formation of Multi-party Alliances (164)

Butter, Caren; Hagedoorn, John

Interpretation of Contract Violations in Multipartner Alliances (654)

Barbic, Frano; Hidalgo, Antonio

From Uncertainties to Affordances: Coordinating an Interorganizational Network in Fast-Response Settings (687)

Sydow, Joerg; Berthod, Olivier; Grothe-Hammer, Michael; Mueller-Seitz, Gordon

**THURS 09:00 – 10:30 | WBS 2.006, Warwick Business School**

Developmental Papers

**Session Chair: Rosanna Cole**

The scale of institutional influence on innovation networks: A qualitative examination of the effects on University-Business partnerships (746)

Scott, Stephanie A

A Knowledge-flow Framework for Transitioning from a Product-centric Business to Provider of a Customer-centric Solution (367)

Hullova, Dusana; Laczko, Pavel; Frishammar, Johan

Exploring Inter-organisational Collaborative Networks for Innovation (522)

Warren, Vessela; Loon, Mark

**THURS 11:00 – 12:30 | WBS 1.003, Warwick Business School**

Full Papers

**Session Chair: Joerg Sydow**

Franchisee commitment and co-operation (1058)

Yakimova, Raisa; Owens, Martin

What are the conditions for high tech firms to exchange technology through unilateral and cross licensing? (571)

Serge, Sime Tchouaso; Hagedoorn, John; Hui, Tan

When Many Davids Collaborate With One Goliath: How Inter-organizational Networks (Fail to) Manage Size Differentials (293)

Fortwengel, Johann; Sydow, Joerg

**THURS 14:00 – 15:30 | WBS 1.003, Warwick Business School**

Full Papers

**Session Chair: Colin Pilbeam**

Relational attributes in value co-creation: A dyadic case study of a manufacturer and customer (447)

Ajaegbu, Amara Cynthia; Uren, Victoria; Schroeder, Andreas

How does director network continuity affect acquisition performance? The case of India. (773)

Tran, Thi Ngoc Vy; Le, Hang; Paton, David

Overcoming the dark side of value co-creation in service networks: An entrepreneurial approach (581)

De Silva, Muthu {Lasandahasi Ranmuthumalie}; Rosli, Ainurul; Rossi, Federica; Yip, Nick

**THURS 14:00 – 15:30 | WBS 2.006, Warwick Business School**

Developmental Papers

**Session Chair: Sanne Bor**

The role of government involvement in inward FDI innovation spillovers: evidence from manufacturing firms in China (1012)  
Lu, Xiaojing

Approaches to Managing European Cross-Border Mergers and Acquisitions: Exploring Failures and Successes (898)  
John, Anna; Meadows, Maureen; Lawton, Thomas

Trust Dynamics in Multipartner Alliances (663)  
Barbic, Frano

## **International Business and International Management**

**Track Chairs: Haina Zhang and Junzhe Ji**

**TUES 15:30 – 17:00 | Oculus LT OC0.03, Oculus Building  
Symposium**

**Session Chairs:** Emmanuella Plakoyiannaki and Pavlos Dimitratos

Revisiting International Entrepreneurship as a Site for Innovation: New Theories, New Methodologies and New Contexts (148)  
Plakoyiannaki, Emmanuella; Dimitratos, Pavlos

The number of studies in the international entrepreneurship (IE) literature has increased dramatically especially during the recent years. There are four recent IE literature reviews published lately (Jones et al., 2011; Keupp and Gassmann, 2009; Mainela et al., 2013; Peiris et al., 2012) attesting to the significance of this field amidst its allied disciplines, that is entrepreneurship and international business. Nonetheless, in order for this field to gain legitimacy one has to take stock on and reflect on its theoretical and methodological advances.

The examination and commentary of theoretical and methodological issues in IE is the central focus of this Symposium. Specifically, this Symposium is going to critically reflect on theoretical innovativeness as well as methodological and contextual “newness” in the field of International Entrepreneurship. It will explore the question: how does IE research form a site for theoretical and methodological innovation? The objectives of the Symposium are fourfold:

- 1) to establish the importance of IE research and its link to IB/IM scholarship;
- 2) to unpack the concept of innovativeness in theory, methodology and contexts;
- 3) to cultivate a dialogue on theoretical and methodological innovations in IE research;
- 4) to identify and discuss challenges associated with newness in theoretical and methodological perspectives;
- 5) to take forward the aforementioned points to the publication process.

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

List of References Upon Request.

**WED 09:00 – 10:30 | Oculus LT OC0.03, Oculus Building**

Full Papers

**Session Chair: Geoffrey Wood**

Foreign acquisitions and firm performance: The moderating role of prior foreign experience (46)  
Agyei-Boapeah, Henry

How Does State-Ownership And Acquisition Experience Affect Emerging Market Firm Performance? (355)

Temouri, Yama; Budhwar, Pawan; Pereira, Vijay; Ganotakis, Panagiotis; Tarba, Shlomo

"To be like water is the highest virtue": A systematic literature review of the Chinese Daojia philosophy in management research. (774)

Alexander, Anthony Edward; He, Qile

**WED 09:00 – 10:30 | Oculus OC1.03, Oculus Building**

Developmental Papers

**Session Chair: Sreevas Sahasranamam**

Exploring the Overseas Expansion of Chinese Banks into the UK: Interview Evidence (452)  
Gillon, Gary James; Guo, Xin {Michael}

R&D, IPR Systems and FDI-based Entry Mode Choices of Indian Firms (602)

K. V., Mukundhan; Sahasranamam, Sreevas; Papageorgiadis, Nikolaos

A Practice-Relational Perspective on the Relocation of Naturalised Third-Country Nationals (NTCN) (154)

Sarpong, David; Maclean, Mairi

Trust development in multicultural emerging economies: Inside and outside a domestic acquisition and a cross-border acquisition (297)

Kwok, Diana W.P.

**WED 11:00 – 13:00 | Oculus LT OC0.03, Oculus Building**

Full Papers

**Session Chair: Pavlos Dimitratos**

Technological innovation, location advantages and innovative behaviour: Case of Ghanaian SMEs (133)

Papanastassiou, Marina; Navare, Jyoti; Jin, Zhongqi; Osabutey, Ellis; Agyapong, Ahmed

Top management teams, microfoundations of dynamic capabilities, and SME foreign market entry (705)

Haapanen, Lauri Johannes; Hurmelinna-Laukkanen, Pia; Puumalainen, Kaisu

Lessons Learned from Swiss Born Global Firms' internationalization in Brazil (845)

Prystupa, Kaja; Johannot, Claudia; Lupina-Wegener, Anna

Drivers for Internationalisation of SMEs: Evidence from an Emerging Country (1015)  
Rahman, Mahfuzur; Uddin, Moshfique; Chowdhury, Anup; Shafique, Sujana

**WED 14:00 – 15:30 | Oculus LT OC0.03, Oculus Building**

Full Papers

**Session Chair: Saïd Elbanna**

The Unanswered Research Questions for MNCs and Local Firms in Arab Middle East: A Proposed Research Agenda Post Arab Spring (523)

Elbanna, Saïd; Abdelzaher, Dina M; Ramadan, Nora N

Inter-Institutional Venture Governance in Indian Family Firms (625)

Lampel, Joseph; Bhalla, Ajay; Ramachandran, Kavil

Evaluating the Cross-Country Transferability of the Organizational Culture (939)

Aboutalebi, Reza; Ozaki, Yuki

**WED 14:00 – 15:30 | Oculus OC1.03, Oculus Building**

Developmental Papers

**Session Chair: Aditya Simha**

Leveraging the Dimensions of Power– How Apparently Low-Power Actors Drive Organisational Change in a Multinational Company (343)

Jarvis, Andrew Guy

The moderated relationship between Personality and willingness to justify ethically suspect behavior (508)

Simha, Aditya; Parboteeah, Praveen

Globalisation of Media and its Impact on Our Personal Values, Societies, and Companies (991)

Mashlah, Samer

Business Value of IT in Competitiveness of Kazakhstan's Energy Sector: the role of international oil and gas companies in sustainable development of the local industry (37)

Heim, Irina; Kalyuzhnova, Yelena; Liu, Kecheng

**WED 16:00 – 17:30 | Oculus LT OC0.03, Oculus Building**

Full Papers

**Session Chair: Haina Zhang**

Co-invention of base/bottom of the pyramid (BoP) business models and Living standards of local intermediaries in the BoP market (28)

Obeng Dankwah, George; Decker, Stephanie; Vaidya, Kirit

FDI in Botswana: Beacon in the Dark: A Survey of Literature (462)

Gutu, Mavis; Omar, Makotba; Osei, Collins; Anastasiadou, Constantia

Institutions, economic growth: A comparative study of Sub-Saharan Africa and Caribbean economies (953)

Prime, Karla Simone; Wanjiru, Roseline

**WED 16:00 – 17:30 | Oculus OC0.02, Oculus Building**

Full Papers

**Session Chair: Usman Aslam**

Salient factors in executive managements' FDI decisions: a study of South African multinational enterprises (463)

Joosub, Tasneem; Coldwell, David Alastair Lindsay

Shooting Ourselves on the Foot? Use of Anglo-American Ideas in Non-Native Settings (475)

Aslam, Usman; Lee, Bill

The Influence of Organisational Culture Fit and Cultural Distance on Adaptation of Management Innovations: The Case of Multinational Enterprises in Saudi Arabia (941)

Alofan, Fahad H; Chen, Stephen; Tan, Hao

**THURS 09:00 – 10:30 | Oculus LT OC0.03, Oculus Building**

Full Papers

**Session Chair: Pushyarag Nellikka Puthuserry**

A Study on Cultural Intelligence and Knowledge Transfer in MNCs: Evidences from Expatriates in Croatia (651)

Vlajcic, Davor; Caputo, Andrea; Marzi, Giacomo; Dabic, Marina

Depth of Technology Transfer and Upgrading of Local Firms through Foreign Direct Investment: A Triangular Framework (975)

Khan, Zaheer; Puthuserry, Pushyarag; Akhtar, Pervaiz

How Implementation Resource Weaknesses Compare for Foreign Multinationals and Indigenous Firms (994)

Amjad, Muhammad

**THURS 09:00 – 10:30 | Oculus OC0.02, Oculus Building**

Full Papers

**Session Chair: Richard B. Nyuur**

Product modularity and internationalisation: A conceptualisation and extension (161)

Burton, Nicholas; Nyuur, Richard B.; Amankwah-Amoah, Joseph

The Efficacy of Talent Management for International Business (1035)

Kabwe, Chitalu Bridget; Okorie, Chukwneke

Linking Corporate Strategy and Performance with Managerial Information Systems: A Differentiation Framework (1053)

Zhao, Shasha; Butel, Lynne

**THURS 11:00 – 12:30 | Oculus LT OC0.03, Oculus Building**

Full Papers

**Session Chair: Jeremy Clegg**

Why Wait? The Effects of Prior Experience and Institutional Legitimacy on Foreign Market Re-Entry Timing (361)

Surdu, Irina Minodora; Mellahi, Kamel; Glaister, Keith

Boomerang Multinationals? Similarities and Differences between Emerging and Developed Foreign Market Re-entrants (370) – **BEST FULL PAPER WITHIN INTERNATIONAL MANAGEMENT and INTERNATIONAL BUSINESS TRACK**

Surdu, Irina Minodora; Mellahi, Kamel; Glaister, Keith; Nardella, Giulio

Inequality and the New Demographic: Performance Outcomes for Migrants and their Descendents (143)

Fitzsimmons, Stacey; Baggs, Jen; Brannen, Mary Yoko

**THURS 11:00 – 12:30 | Oculus OC1.03, Oculus Building**

Developmental Papers

**Session Chair: Junzhe Ji**

Reverse-Outsourcing: International Outsourcing Strategies of Companies from Emerging Markets (826)

Garri, Myropi; Ali, Williams

How Far Can They Go? An Analysis of International Performance in MicroMultinational Enterprises and Exporting SMEs (404)

Stoian, Maria-Cristina; Dimitratos, Pavlos; Plakoyiannaki, Emmanuella

Subsidiary Entrepreneurial Alertness and Opportunity Recognition (844)

Dann, Jennifer

HRM related factors that impact the performance of MNCs subsidiaries in CEE countries (986)

Zaharie, Monica Aniela; Poór, József; Osoian, Codruta; Ratiu, Patricia

**THURS 14:00 – 15:30 | Oculus LT OC0.03, Oculus Building**

Full Papers

**Session Chair: Keith Glaister**

Taking Stock of Foreign Divestment: A Critical Review of Contemporary Literature between 1996 and 2015 (721)

Arte, Pratik; Larimo, Jorma

The Role of Executive Hubris in the Mabey and Johnson Bribery Scandal (469)

Sarpong, David; Adams, Kweku



Strategic Choice in a Financialised Economy: A QCA Understanding of Downsizing and Wage Reduction in France, 2008-2013 (483)  
Bhankaraully, Shabneez; Goyer, Michel

**THURS 14:00 – 15:30 | Oculus OC1.03, Oculus Building**

Developmental Papers

**Session Chair: Emmanuella Plakoyiannaki**

National Culture & Employee Commitment in a Developing Country Context: Exploring Conflicts & Relationships in Nigerian Organisations (644) - **BEST DEVELOPMENTAL PAPER WITHIN INTERNATIONAL MANAGEMENT and INTERNATIONAL BUSINESS TRACK**

Umeh, Chidozie

The Cost of Terrorism on Foreign Direct Investment in Nigeria (460)

Johnson, Elizabeth

Winds of change in management research: An African perspective (5)

Amankwah-Amoah, Joseph

## **Knowledge and Learning**

**Track Chair: Christine Rivers, Efrosyni Konstantinou, Alexander Kofinas and Daniel Degischer**

**WED 09:00 – 10:45 | Humanities 0.60, Humanities Building**

Full Papers

Knowledge transfer and appropriation in cultural contexts

**Session Chair: Efrosyni Konstantinou**

Knowledge Appropriation, Justice Climate and Performance Management—A Theoretical Framework (879)

Mak, Kin Lok Rocky; Law, Kuok Kei

Epistemic Influences on Knowledge Translation: The Mediating Role of Social Networks (607)

Scarborough, Harry; D'Andreta, Daniela; Swan, Jacky

Bi-directional Knowledge Transfer between Expatriates and Host Country Nationals: The Mediating Effect of Shared Vision (304)

Zulkifly, Nurul Afiqah; Ismail, Maimunah; Hamzah, Siti Raba'ah; Alias, Siti Noormi

Student Acculturation in the South African University Milieu: Management Lessons for Multicultural Contexts (832)

Jogee, Rubina; Callaghan, Natasha; Callaghan, Chris William

**WED 11:00 – 12:00 | Humanities 0.60, Humanities Building**

Full Papers

Technology in Management Education

**Session Chair: Christine Rivers**

Changes in Business Students Feelings during a Unit Long Gamification Study. (596)

Ahmed, Sajeel; Henderson, Bernadette; Kofinas, Alexander

Measuring the Educators' Behavioural Intention, Perceived Use and Ease of Use of Mobile Technologies (792)

Camilleri, Mark Anthony; Camilleri, Adriana

**WED 11:00 – 12:30 | Humanities 0.58, Humanities Building**

Developmental Papers

Organisational Learning perspectives

**Session Chair: Daniel Degischer**

Developing a comprehensive model of knowledge management processes and success factors: A study of German consultancy firms (213)

Tschochohei, Maximilian; Omar, Makotba; Ambituuni, Ambisisi; He, Qile

Clarifying the Relationship between Human Capital and Firm Performance: The Mediating Role of Absorptive Capacity (661)

Ajeeli, Saher; Karami, Azhdar; Mitchelmore, Siwan

The Role of Knowledge Sharing and Learning in International NGO Alliances: A Case Study (682)

Lannon, John; Walsh, John

Organizational Learning through Crises (877)

Zhou, Shanshan; Battaglia, Massimo

**WED 14:00 – 15:30 | Humanities 0.60, Humanities Building**

Full Papers

Future ideas in management education and research

**Session Chair: Alexander Kofinas**

Identifying Blind Spots, Dominant Logics and Critical Issues for the Future of Management Education (524)

Lee, Michelle; Thomas, Howard; Thomas, Lynne; Wilson, Alexander

The Knowledge Aggregation Problem: Shaping the new Research Agenda (701)

Callaghan, Chris William

Cross Disciplinary Learning: An investigation into the transferability of the 'Teach it Back' teaching methodology from Health Education to Executive Education. (723)

Hind, Patricia Anne; Russell, Ayiesha

**WED 14:00 – 15:30 | Humanities 0.58, Humanities Building**

Developmental Papers

Aspects of employability and management education

**Session Chair: Christine Rivers**

Teaching Employability: From Business Undergraduate to Global Citizens (180)

Pyper, Neil; Bass, Tina

Using an Experiential Team Building Activity to Promote Postgraduate Students' Social Integration and Professional Skills Development (249)

McLardy, Michelle; Soares, André

From Student to Expert; the Experiences of Newly Qualified Professionals in Their First Jobs (945)

Williams, Rachel Helen

Active Learning: How to Educate 21st Century Employees (777)

Summers, Paul; Driscoll, Vincent

**WED 16:00 – 17:30 | Humanities 0.58, Humanities Building**

Developmental Papers

New teaching approaches in Management Education

**Session Chair: Alan Tait**

An investigation into the teaching of English speaking skills using the Communicative language

Teaching approach to Libyan EFL students at Al-Jabal Al-Gharby University (942)

Ashreef, Sundis Twfeeg; Mason, Amanda

Undergraduate Group Vivas – Oxymoronic or a Path towards Criticality? (699)

Johnston, James Bruce; Tait, Alan; Kerr, Jane; Lynch, Richard

Jazzing up the classroom: Developing a critical pedagogy in M level teaching. (366)

Johnston, Alan Leslie; Bishop, Gillian; Hemmings, Michael Francis

Shared Education and the role of Contact Theory in addressing contentious classroom issues in

Northern Ireland. An approach for Initial Teacher Education providers. (286)

Murtagh, Rita-Marie

**THURS 09:00 – 10:30 | Humanities 0.58, Humanities Building**

Developmental Papers

Insights from DBA and MBA programmes

**Session Chair: Susan Kirk**

Identifying the Impact of Research from Professional Doctorates: A Case of A UK Doctor of Business Administration Programme (537)

Collins, Claire Elizabeth; Hillier, Louise

Dr Who? Identity Work in DBA Students (90)

Kirk, Susan; Foster, Carley; Kougiannou, Konstantina

Better, Faster, Stronger? : An Examination of Whether MBA Programmes Produce Better Problem Solvers and Decision-Makers (227)

Blackmore-Wright, James; Fakoussa, Rebecca

**THURS 11:00 – 13:00 | Humanities 1.48, Humanities Building**

Full Papers

Knowledge management in organisations

**Session Chair: Daniel Degischer**

Managing the Price of Chinese Masterpieces: Evidence from Christies (35)  
Bi, Jianxiang; Sarpong, David

The Role of Knowledge Integration and Decision-making during Project Implementation (458)  
Sandhwalia, Birinder Singh; Dalcher, Darren

The Role of Hierarchy for Tacit and Codified Knowledge Transfer in Complex Engineering-Intensive Organizations (629)  
Brennecke, Julia; Lusher, Dean; Schaffer, Graham; Gilding, Michael

Reshaping Educational Boundaries: The Experience of adapting an Organisationally Orientated Management Learning Process for use in Undergraduate Business Education. (129)  
Cantore, Stefan Paul

**THURS 14:00 – 15:00 | Humanities 3.55, Humanities Building**

Developmental Papers  
Theoretical approaches in learning & knowledge

**Session Chair: Alexander Kofinas**

Learning beyond the Classrooms: Insights from Academic Field Trips of Business Management University Students in the Malaysian Tropical Rainforests (315)  
Lau, Patricia Yin Yin; Ho, ChyeKok; Lee, Christina Kwai Choi

The Relevance of Phronetic Knowledge Exchange in Theory and Practice (598)  
Tait, Alan; Johnston, James Bruce; Reuther, Kevin; Borodzicz, Edward

Exploring Heuristics in Collaboration through a Longitudinal Study (203)  
Loon, Mark; Warren, Vessela

Knowledge acquisition through effective contract design. An empirical study (698)  
Siachou, Evangelia; Vlachos, Ilias

## **Leadership and Leadership Development**

**Track Chairs: Paul Joseph-Richard and Marian Iszatt-White**

**WED 09:00 – 10:45 | WBS 1.005, Warwick Business School**

Full Papers

**Session Chair: Paul Joseph-Richard**

Positive Leadership – an Attempt to Clarify the Concept and Initial Empirical Results (474)  
Zbierowski, Przemyslaw; Gojny-Zbierowska, Milena

What is Smart Leadership in Luxembourg? (18)  
Schinzel, Ursula

The Influence of Authentic Leadership on Subordinate's Happiness (307)  
Dias, Surani Sharmalee; Jayakody, Jayakody Arachchilage Sisira Kumara

Toxic Dons: How the Shift to Academic Capitalism and Managerialist Principles within Universities Facilitates Leader Toxicity (501)

Chua, Sarah Mei Yi; Murray, Duncan William; Vilkinas, Tricia

**WED 09:00 – 10:30 | WBS 2.005, Warwick Business School**

Developmental Papers

**Session Chair: Ahmed Mostafa**

Exploring a Temporal Architecture Perspective on Organisations and Its Implications for a Temporal Intelligence Agenda in Leadership and Management (960)

Burke, Catriona M.; Morley, Michael J.

The Effect of Universalism on Leader Effectiveness (1000)

Widianto, Sunu; Harsanto, Budi; Arviansyah, Arviansyah

When Followers Moralize Leader Behavior? An Examination of Follower's Moral Identity, Job Demands and Value Consistent Behavior. (903)

Sarwat, Nosheen; Qureshi, Javeria Ashfaq

Entrepreneurial Leadership: Scotland, Skills, and SMEs (389)

Clark, Catherine Marie; Harrison, Christian

**WED 11:00 – 13:00 | WBS 1.005, Warwick Business School**

Full Papers

**Session Chair: Ursula Schinzel**

Transformational Leadership and Customer-Oriented Behaviours: The Mediating Role of Organizational Social Capital and Work Engagement (69)

Mostafa, Ahmed

CEO Transformational Leadership and Team Performance in UAE (194)

Suliman, Abubakr M.T.; Rao, Srinivasa; Elewa, Tamer

How Team Transformational Leadership and Performance are Related: Team Cohesion and Team Efficacy as Mediators in a Series (402)

Abdul Sahib, Haider Muhammad; Wilderom, Celeste P.M

How Team Leaders, Collective Psychological Capital and Team Goal Clarity Affect Team Performance (123)

Widianto, Sunu; Sawitri, Hunik SR; Wahyuni, Salamah; Sunaryo, Sinto; Wilderom, C.P.M

**WED 14:00 – 15:45 | WBS 1.005, Warwick Business School**

Full Papers

**Session Chair: Elisabeth Wilson-Evered**

Ethical Leadership Resistance: Virtue to Virtue Combat (145)

Conroy, Mervyn

Servant leadership and work engagement of employees in public sector organisations in Nigeria: The moderating role of gender and age (277)  
Adebakin, Moruf Akanni; Okon, Samuel Essien; Adeleke, Olusegun John

Correlates of Effective Behavioral Patterns of Team Interaction: A Video-based Analysis (396)  
Hoogeboom, Marcella A.M.G.; Wilderom, Wilderom C.P.M.

Empirical Enablers of Evidence-Based Management (649)  
Pascoe, Polly

**WED 14:00 – 15:30 | WBS 2.005, Warwick Business School**  
Developmental Papers

**Session Chair: Valerie Stead**

Developing Leadership-as-practice: A diary study of Healthcare Managers' Accounts of Leadership Emergence (861)  
Joseph-Richard, Paul

Two years on: The utility of critical action learning in the leadership development of Doctors. (430)  
McCray, Janet; Warwick, Rob; Palmer, Adam; Thompson, Thomas

Board Governance of Patient Safety – Leadership Fantasies (468)  
Freeman, Tim; Millar, Ross

Embodying the roles of a leader and a follower. Processes of sensegiving and sensemaking in the hierarchical triad. (1067)  
Jaser, Zahira

**WED 16:00 – 17:30 | WBS 2.005, Warwick Business School**  
Developmental Papers

**Session Chair: Duncan Murray**

The Interweaving of Identity Work and Emotional Labour in the Enactment of Consultancy Work (238)  
Iszatt-White, Marian; Gilchrist, Alan; Whittle, Andrea; Mueller, Frank; Lenney, Peter

The Outcome of Leadership Identity Work: Mixed Effects of Emotional Labour on Healthcare Professional Manager Well-being (480)  
Ratcharak, Phatcharasiri; Vogel, Bernd; Spyridonidis, Dimitrios

Identity Work and Authentic Performance in Leadership Emotional Labour (612)  
Iszatt-White, Marian; Elliott, Carole; Stead, Valerie

Longitudinal Investigation of Leader Identity Development among Saudi Women Academics: How Does Readiness Matter? (747)  
Alharbi, Tahani Ibrahim

**THURS 09:00 – 10:30 | WBS 1.005, Warwick Business School**  
Full Papers

**Session Chair: Marian Iszatt-White**

Linking Leadership and Innovation: A Qualitative Study of Climate for Innovation in Tourism SMEs (793)

Hoang, Giang; Wilson-Evered, Elisabeth; Lockstone-Binnie, Leonie

A Multi-Technique Bibliometric Review of the Leader-Member Exchange Research (610)

Premru, Maruša; Černe, Matej; Batistič, Saša

Investigating the Roles of Leaders, Managers and their Mutual Role in Aligning Strategy and Project Management in a Resource Based Economy: A Pilot Case Study (615)

Abohilal, Sami Abdullah; Irani, Zahir; Kamal, Muhammad Mustafa

**THURS 09:30 – 10:30 | WBS 2.005, Warwick Business School**

Developmental Papers

**Session Chair: Sarah Chua**

Meta-theory Leadership as a Metaphor for more inclusive Theory-building and Research in Leadership Studies (341)

Alexy, Nicole

The Impact of E-Coaching Question Framing upon Leadership Efficacy Self-Assessment (440)

Sparrow, John; Clarke, Vanessa

An Investigation of the Role of Transformational Leadership Behaviours: A Case Study on Sainsbury's (947)

Harrison, Christian; Imam, Md Taufique

**THURS 11:00 – 12:30 | WBS 1.005, Warwick Business School**

Full Papers

**Session Chair: Catriona Burke**

The Entrepreneurial Leadership Paradigm: A Thematic Analysis (390)

Clark, Catherine Marie; Harrison, Christian

The Link between Leadership, Creativity and Innovation in the Hotel Industry (50)

Moghimi, Solmaz; Muenjohn, Nuttawuth

The relationship between leadership, design process and R&D team performance and satisfaction (49)

Muenjohn, Nuttawuth; Chhetri, Prem; Suzumura, Yusuke; Ishikawa, Jun

**THURS 14:00 – 15:00 | WBS 1.005, Warwick Business School**

Full Papers

**Session Chair: John Sparrow**

Understanding Compassion from Practicing Managers- Virtuous and Vicious Forces in Business Organizations (470)

Banker, Darshna Vaghela; Bhal, Kanika T.

The role of Higher Education in developing leadership competencies (1040)

Fragouli, Evangelia

**THURS 14:00 – 15:30 | WBS 2.005, Warwick Business School**

Developmental Papers

**Session Chair: Julie Wilson**

Exploring Leadership Practice in Adult Social Care: What Works To Equip Managers To Face Future Challenges? (680)

Temple, Paul Furness

Is a Boundary Spanning 'Place Based' Leadership Development Model the Right Prescription for Leadership in the Health and Social Care Sector? (1039)

Worrall, Robert; Leech, Darren

The Role of the Customer as an Influencer in Hospitality Leader Member Exchange (725)

Husain, Fazila

## **Management and Business History**

**Track Chair: Kevin Tennent and Roy Edwards**

**TUES 15:30 – 17:00 | Oculus OC0.04, Oculus Building**

Workshop

**Session Chair: Kevin Tennent and Roy Edwards**

Archives in Research and Teaching (559)

Tennent, Kevin D.; Edwards, Roy; Logan, Katey

The purpose of this workshop is to encourage the use of business records (broadly defined) in both research and teaching. The practical dimension to the workshop will involve the inspection and analysis of archival material from the perspective of using within a teaching environment, and exploring the use of historical case studies in general to illustrate mainstream business and management debates. After an opening discussion led by the organisers, participants will be invited to take part in a practical exercise.

**WED 09:00 – 10:30 | Humanities 0.58, Humanities Building**

Developmental Papers

**Session Chair: Alex Gillett**

Le Corbusier, the town planners, and the corporate strategists (685)

Tennent, Kevin D.

Shareholder Activism in Early British Railway Companies - A Case Study (866)



Coates, Roger Bruce

Distributed arts philanthropy: A socio-material approach to historical organisational reporting by the Contemporary Art Society (1911-1946) (400)

Herrero, Marta; Maltby, Josephine

'Dark Side' History and Multidisciplinary Perspectives on Entrepreneurship Itself As A 'Stigmatized Industry' (525)

Wilson, Sarah

**WED 11:00 – 12:30 | Humanities 1.48, Humanities Building**

Full Papers

**Session Chair: Alex Gillett**

The Scientific Management-Human Relations Succession and the Rate of Profit (305)

Nyland, Chris; Bruce, Kyle

Privatization: a pre-history, 1979-80 (159)

Wilson, John Francis; Billings, Mark

Secrets for Sale? Innovation and the Nature of Knowledge in an Early Industrial District: The Potteries, 1750-1851 (489)

Lane, Joseph

**WED 14:00 – 15:30 | Humanities 1.48, Humanities Building**

Symposium

**Session Chair: Kevin Tennent**

The Evolution of Food Chains in the Western World: emerging strategies for controlling consumers and producers in the modern food sectors. (336)

Godley, Andrew Christopher; Hamilton, Shane; Higgins, David

Recent research by business historians has made major addition to our understanding of the evolution of food chains and supermarkets in the western world over the course of the twentieth century. But almost any non-historian would immediately notice a striking lack of attention to the most pressing concerns about supermarkets' roles in society today. In the past twenty years or more, supermarkets have become highly contentious institutions, because of their market dominance in food retailing. This proposed symposium explores the emergence of different models of supermarket behavior and how they have come to dominate the food chain, by focusing on case studies of food retailers' growing awareness of the need to promote quality assurance mechanisms in the early twentieth century, actively manage consumer expectations for choice into midcentury, and then further to articulate their privileged position as the gatekeepers to the food chain by the 1970s and 1980s.

**WED 16:00 – 17:30 | Humanities 1.48, Humanities Building**

Full Papers

**Session Chair: Roy Edwards**

Use of history and archives in managing organizational identity: A critical realist approach (385)  
Kerridge, Gary Peter; Currie, Graeme

Through the Looking Glass: The Challenges of Using Historical Sources in Business Research (442)  
Joseph, MARRISA

Hillards not for sale: the hostile takeover of Hillards supermarket chain by Tesco (951)  
Garnett, Philip; Mollan, Simon; Richards, Benjamin

**THURS 09:00 – 10:30 | Humanities 3.55, Humanities Building**

Developmental Papers

**Session Chair: Joe Lane**

Suppressing higher aims? Buried institutional logics resurface in public service broadcasting in Zimbabwe, 1970-2008 (105)  
Muridzo, Searchmore; Nordberg, Donald; Jukes, Stephen

Trump, Foucault and pre-modern governance – and - First and second drafts of history (104)  
Nordberg, Donald

The Hawthorne Experiments: Historical Context, Corporate Labour Strategies, And the Organization Experts (996)  
Howorth, Chris; Fitzgerald, Robert

“A Life Between the Lines: Football referees, their professionalization, and contribution to the evolution of sport’s global institutions” (357)  
Gillett, Alex G.; Tennent, Kevin D.

**THURS 11:00 – 12:30 | Humanities 3.44, Humanities Building**

Full Papers

**Session Chair: Kevin Tennent**

From Henley to Harvard at Hyderabad?: (Post- and Neo-) Colonialism in Management Education in India (542)  
Kumar, Arun

US Philanthropy's Shaping of Management Education: A Geo-Temporal History (155)  
Cooke, Bill; Kumar, Arun

Union Acquiescence to the “Marketisation” of Wages in British Colonial Nigeria (643)  
Amujo, Olusanmi; Cornelius, Nelarine

The elusive governance phenomenon: Epistemological insights from the old masters (192)  
Sur, Sujit

## **Marketing and Retail**

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

**TUES 15:30 – 17:00 | Oculus OC1.06, Oculus Building**

## Workshop

### **Session Chair: Tony Kent**

Reflections on the Study of Emotional States in Consumer Behaviour. Theoretical and Practical Implications. (246)

Anninou, Ioanna; Stavraki, Georgia

The way consumers emotionally experience and respond to market activities has become an ever increasing area of interest for marketing academics and practitioners. Different theories that support the conceptualisation and measurement of emotions have been suggested in the psychological and marketing literature in order to better understand how consumers feel and act. The aim of this workshop is to provide an overview of the different theories of emotions as discussed in the extant literature along with their applications. Participants will be provided with an opportunity to share their own views or experiences on the topic so as to gain further insights on how emotions influence consumer decision-making and experiential consumption. The workshop aims to bring together researchers from various marketing and business streams and will be of particular interest for those working in the wider areas of the formation of retail environments, advertising, consumer decision-making, experiential marketing and events marketing.

**WED 09:00 – 10:30 | Oculus OC1.06, Oculus Building**

Full Papers

Consumption

### **Session Chair: Heiner Evanschisky**

Factors that Influence Consumer Adoption of Sharing Economy Platforms (803)

Preller, Adinda; Bick, Geoffrey Norman

Consumer Choice of Car Sharing Services (138)

Prieto, Marc; Baltas, George; Stan, Valentina

Exploring the Motivations and Barriers for Second Hand Product Consumption (693)

Sandes, Fabio Shimabukuro; Leandro, Julio

**WED 09:00 – 10:30 | Oculus OC1.08, Oculus Building**

Developmental Papers

Consumer behaviour

### **Session Chair: Adam Poole**

Distal and Proximal Predictors of Food Personality: An Exploratory Study on Food Neophilia (47)

Tuncdogan, Aybars; Ar, Aybeniz

An Exploratory Study of Thai Consumers' Behaviour in Cosmetics Market: Validation and Proposal of Measurements and Analytical Framework (124)

Oe, Hiroko; Yamaoka, Yasuyuki; Wongsupachat, Atjima

Environmental or System Trust: An interplay between Institutional Theory and Agency Theory? (132)

Poole, Adam

Where do we draw the line? Delineating the concept of ambush marketing from the marketing and legal perspectives (388)

Meng-Lewis, Yue; Wei, Lingling; Wong, Donna

**WED 11:00 – 13:00 | Oculus OC1.06, Oculus Building**

Full Papers

Promotion and Comms

**Session Chair: Carley Foster**

Using Social Media for New Product Development: a Dynamic Marketing Knowledge Capabilities Perspective (139)

Lynch, Richard; Jin, Zhongqi

A Qualitative Exploration of Factors Influencing Customer Equity in Social Media Platforms. (387)

Thomas, Lauren Josie; Brooks, Simon

Investigating Chinese Audience-consumer Responses towards TV Character Fashion Content (1061)

Wu, Xiangran; Vazquez, Delia; Perry, Patsy

Does Consumer Involvement with the Product Category Matter in Co-branding Advertising? (580)

Giakoumaki, Christina; Avlonitis, George; Baltas, George

**WED 11:00 – 12:30 | Oculus OC1.08, Oculus Building**

Best Developmental Paper Session

Branding

**Session Chair: Keith Glanfield**

Understanding the Role of Fan Club Membership in the Relationships between Spectators' Emotions, Satisfaction and Behavioural Intentions (193)

Biscaia, Rui; Soares, André

To Be or To Be Branded? Towards the Development of a Personal Branding Theory (163)

Piha, Lamprini P.; Papadas, Karolos Konstantinos; Navarro Belzunce, Rebeca Elisa

An Investigation into the Effects of Cultural Difference on the Co-creation of Value (552) - **BEST**

**DEVELOPMENTAL PAPER WITHIN MARKETING and RETAIL TRACK**

Hattersley, David James

**WED 14:00 – 15:30 | Oculus OC1.06, Oculus Building**

Best Full Paper Session

Marketing theory and practice

**Session Chair: Tony Kent**

An Empirical Validation of the Model of Principle-Based Marketing (503) - **BEST FULL PAPER WITHIN MARKETING AND RETAIL TRACK**

De Pallant, Rohan Ashley

Understanding the Emerging Sales Process Paradigms and Its Implications: A Review of Some Literatures (1009)

Adegbite, Oluwaseun E.; Simintiras, Antonis C.; Dwivedi, Yogesh K.; Ifie, Keme

Fifty Years On, Is Life Cycle Theory Still Relevant? An Exploration and Development of Life Cycle Models within the Contemporary Non-profit Context. (347)

Mitchell, Sarah-Louise; Clark, Moira

**WED 14:00 – 15:30 | Oculus OC1.08, Oculus Building**

Developmental Papers

Branding

**Session Chair: Michael Benson**

Creative Destruction: A study into the ritualised destruction of possessions in relation to consumer identity (319)

Lloveras, Javier; Round, Griff

The Relevance of Perceived Fit in Symmetric and Asymmetric Brand Extensions (360)

Kemp, Charles Jurgen; Schoefer, Klaus; Blut, Markus; Sichtmann, Christina

Co-developing the Business-to-Business (B2B) relationships in Complex Bespoke Solution Systems (CBS) Firms: A B2B Relationship Management Perspective (1074)

Akwei, Cynthia

Reward Now or Reward Later: Discounting in the Context of Fairtrade Consumer Behaviour (800)

Gillani, Alvina; Kutaula, Smirti; Foxall, Gordon

**WED 16:00 – 17:30 | Oculus OC1.06, Oculus Building**

Full Papers

Branding

**Session Chair: Richard Lynch**

Testing and Validating Public Sector Internal Branding Antecedents and Consequences (8)

Eid, Riyadh; Al Zaabi, Amena

Service-Dominant Logic: Corporate Branding's influence on the integration of 'Meso' and 'Micro' level phenomena. (185)

Glanfield, Keith; Ackfeldt, Anna

What Drives Customer Propensity to Recommend a Brand? (1024)

Fiserova, Jana; Pugh, Geoff; Dimos, Chris; Stephenson, Andrew

**WED 16:00 – 17:30 | Oculus OC1.08, Oculus Building**

Developmental Papers

Retail

**Session Chair: Sarah Mitchell**

Business as Usual? A Longitudinal Study of the Relationship between Resources and Performance in Small Retail Firms (166)

Grimmer, Louise; Grimmer, Martin

Value Creation in Category Management Relationships: A Comparative Analysis (301)

Benson, Michael Christopher

Explaining Franchisees' Multi-unit Ownership (429)

Hussain, Dildar; da Silva Filho, Haroldo Monterio

E-Mail Advertising: A Middle Eastern Perspective and the Moderating Role of Gender (1025)

Mahmoud, Ali; Grigoriou, Nicholas; Hack-Polay, Dieu

**THURS 09:00 – 10:30 | Oculus OC1.06, Oculus Building**

Full Papers

Marketing Research and Education

**Session Chair: Sarah Mitchell**

Applying LEGO® Serious Play™ to Marketing (Serious) Research (1051)

Dann, Stephen

Decision-Making Process of Indian students for UK Higher Education - Insight on factors influencing the decision (964)

Kadali, Ramya; Balaraman, Pravin

Mapping Services Theory to PhD Supervision: Lessons to be Learned for Doctoral Students' Visibility (935)

Lawson, Alison Rose

**THURS 09:00 – 10:30 | Oculus OC1.08, Oculus Building**

Developmental Papers

Consumer Behaviour

**Session Chair: Carley Foster**

The Impact of Customer Relationship Management on Performance- Is Strategic Alignment the Missing Link (730)

Li, Chuan; Morgan-Thomas, Anna; Tang, Yee Kwan

Value co- creation as a function of trust repair within the Kenyan telecommunication sector (1023)

Nderitu, Dianna Wanjiku; Kharouf, Husni; Yang, Sophie; Berkeley, Nigel

Leveraging Organizations' Political Activity for Consumer Engagement (606)

Mazzoli, Valentina; Grazzini, Laura; Sasseti, Sara; Lombardi, Sara

Why Consumer Ambivalence toward Online Review Matters: The Construction of Review Credibility through Improving Authenticity and Diagnosticity (798)

Xie, Tingting; Yan, Yanni

**THURS 11:00 – 13:00 | Oculus OC1.06, Oculus Building**

Full Papers  
Consumer Behaviour

**Session Chair: George Baltas**

Contextualising Consumer Confusion in China (872)  
Anninou, Ioanna; Khan, Jashim; Rivers, Gary

An investigation into antecedent factors of purchasing intentions of Thai consumers towards traditional sweets: A preparation of measurements and an analytical tool (959)  
Oe, Hiroko; Kahattha, Wirinya; Yamaoka, Yasuyuki

Trust Me, I'm A Banker: Analysing the Issue of Trust between Banks, Media and Customers (89)  
Singh, Lakhbir

Consumer ethnocentrism threatens import brands? Empirical evidence from China and Greece and validation of CEESCALE (262)  
Ding, Qing Shan; Niros, Meletios I.; Pollalis, Yannis A.; Zhou, Yanfeng; Tsogas, Markos H.

**THURS 11:00 – 12:30 | Oculus OC1.08, Oculus Building**

Developmental Papers  
Ethical consumption

**Session Chair: Heiner Evanschitzky**

Ethical Consumption and the “Legal” Consumer: Exploring the Feasibility of Including a “Legal” Dimension to the Concept of Ethical Consumption (337)  
Bregoli, Ilenia

Exploring the Multidimensional and Multilevel Characteristics of User Engagement for Green Growth (855)  
Yoruk, Esin

What is Different about Social Media Data Use in Companies? (757)  
Zamani, Farhoodeh; Brady, Mairead

“I Vote UKIP So Naturally I Support Help the Heroes”: Using National Identity and Political Allegiance to Segment the Charity Donation Marketplace (548)  
Hart, David John; Robson, Andrew

**THURS 14:00 – 15:30 | Oculus OC1.06, Oculus Building**

Full Papers  
Promotion and Comms

**Session Chair: Alvina Gillani**

Beyond Brand and Online Communities: Motivations and the Co-Created Ski Chalet Community Experience (223)  
Lichy, Jessica; Major, Bridget; McLeay, Fraser James

Evaluating the Influence of Music on Shoppers' Flow in an Online Fashion Retail Environment (634)  
Fujiwara, Ayane; Resnick, Sheilagh; Cassidy, Kim; Brown, Abraham

Impulse Buying Behaviour of Pakistani Consumers: The Effect of Store Environment, Mood, Time Pressure and Reference Group Influence. (555)  
Hussain, Ammar; Haag, Markus

**THURS 14:00 – 15:30 | Oculus OC1.08, Oculus Building**

Developmental Papers  
Retail

**Session Chair: Michael Benson**

Spirituality effects on consumption behaviour in the fashion market industry and its importance for the development of successful marketing strategies: A comparative study of female consumers in the UK and Iran (487)  
Hosseini, Mahshid; Akwei, Cynthia; McClelland, Bob; Foster, Scott

Consumers' Experience and Interactive Technology in Fashion Stores (839)  
Siregar, Yuri Heikal

Processes of Customer Relationship Management Implementation in the Nigerian Retail Banks (1048)  
Abubakar, Mujitaba Tangaza; Sahadev, Sunil; Rashir, Tahir

## **Operations, Logistics and Supply Chain Management**

**Track Chairs: Olga Matthias and Arijit Bhattacharya**

**WED 09:00 – 10:30 | Humanities 3.56, Humanities Building**

Developmental Papers

**Session Chair: Manish Shukla**

Big Data and Big Data Analytics in Supply Chain Operations (740)  
Hasan, Ruaa; Eldabi, Tillal; Kamal, Muhammad

Arcs of integration for Professional Service Operations Management: a Literature Review (762)  
Michalakopoulou, Kalliopi; Reid, Iain; Bamford, David

Managing Collaborations for Quality Platform Innovation (1072)  
Ye, Fangyu; Shan, Miyuan; Zhang, Lihong

**WED 11:00 – 13:00 | Oculus OC0.04, Oculus Building**

Full Papers

**Session Chair: Matthew Tickle**

Perspectives on the Interplay between Process Improvement Approaches and Innovation. A Literature Review and Research Agenda (438)  
Al Hasan, Rima; Micheli, Pietro



Do we need to be Sustainable? An examination of purpose and intention behind Sustainability practice in Community Pharmacies in the National Health Service (UK). (449)  
Breen, Liz; Garvey, Olivia; Mosan, Gbubemi; Matthias, Olga; Sowter, Julie

The challenges and antecedents of sustainability-oriented innovation (SOI) capability in emerging economies: the case for Indonesia (985)  
Harsanto, Budi; Michaelides, Roula; Drummond, Helga; Michaelides, Zenon

Project Management Office in the UAE Project Business Context (670)  
Al Ameri, Tareq Zeyad

**WED 14:00 – 15:30 | Humanities 5.45, Humanities Building**  
Full Papers

**Session Chair: Olga Matthias**

Lean, Agile and Resilient (LAR) Approaches, Business Strategy and Performance Outcomes (45)  
Lotfi, Maryam

Humanitarian Supply Chains: “What’s in IT for me?” (48)  
Tickle, Matthew; Hannibal, Claire

Supply Chain Management Challenges Faced By Landlocked Countries – A Case of Malawi (1044)  
Vedanthachari, LakshmiNarasimhan; Nguyen, Nga

**THURS 09:00 – 10:30 | Humanities 5.45, Humanities Building**  
Full Papers

**Session Chair: Rima Wahid Al Hasan**

Relational Resource and Service Operational Effectiveness (199)  
Shi, Xinping; Liao, Ziqi

Understanding an Enterprise Resource Planning (ERP) system implementation experience: the importance of organisational culture (530)  
Skoumpopoulou, Dimitra; Robson, Andrew

Investigating the Interdependencies of Factors Affecting Virtual Project Environments (852)  
Amar, Hassan; Haag, Markus

**THURS 11:00 – 12:30 | WBS 2.005, Warwick Business School**  
Developmental Papers

**Session Chair: Roula Michaelides**

SERVQUAL Measurement of Commuter Perception of Rail Service: an Empirical Study of London Zone 1 Travelling Area (275)  
Pius, Abraham; Nwaogbe, Obioma R.; Manian, Chad

Making Sense of Projects: A systematic and micro approach (397)  
Ackermann, Fran; Maytorena, Eunice; Winch, Graham

Old Wine in New Bottles: A literature review on how closed loop supply chain management, reverse logistics and industrial ecology underpin the circular economy concept. (269)

Alexander, Anthony Edward; Brennan, Geraldine

What is the best product take-back strategy for your business? A Multi-Criteria Decision Making Approach (733)

Shukla, Manish; Paviot, Florian

## **Organizational Psychology**

**Track Chairs: Karen Maher and Sumona Mukhuty**

**WED 09:00 – 10:30 | Humanities 5.45, Humanities Building**

Full Papers

Theme: Decision making and communication

**Session Chair: Sarah Chua**

“Who Agrees With Whom When”: Exploring Group Consensus in Strategic Decision-Making (1049)

Basile, Carmine; Reinmoeller, Patrick; Ansari, Shaz

How Could Perceived Formality Shape Upward Challenge? (799)

Brooks, Sarah

Confronting Ethical Dilemmas in Complex Institutional Fields: A Policy-Capturing Study Of Decision Making By Legal Services Professionals (632)

Nokes, Karen Jane; Hodgkinson, Gerard P; Healey, Mark P

**WED 11:00 – 12:30 | Humanities 5.45, Humanities Building**

Full Papers

Theme: Emotion

**Session Chair: Sumona Mukhuty**

Leading Diverse Team Innovation through Positive Affective Tone (195)

Mitchell, Rebecca; Boyle, Brendan

Emotional Intelligence and Job Performance: A clearly non-linear link (611)

Bozionelos, Nikos; Singh, Sanjay

Assessing Graduates’ Employability and Career Satisfaction through Emotional and Social Competencies (778)

Imam, Hassan; Bonesso, Sara

**WED 11:00 – 12:30 | Humanities 3.56, Humanities Building**

Developmental Papers

Theme: Emotions and personality

**Session Chair: Neal Ashkanasy**

Choosing a Dissent Strategy: Does It Depend on How You Feel (mood) And What You Are (personality)? (511)

Shaik, Rihana; Nambuduri, Ranjeet; Ghulyani, Swati

The Link between the Big Five personality constructs and organizational commitment – An attempted replication and extension (962)

Simha, Aditya; Huang, Han-Chung

Investigating the Relationship between Emotional Labour and Job Satisfaction: Empirical Evidence from the Public Sector (1027)

Gomez, Jinu John

An Integrative Approach on Unemployment and Wellbeing (834)

Zaharie, Monica Aniela; Osoian, Codruta Luminita

**WED 14:00 – 15:30 | Humanities 3.56, Humanities Building**

Developmental Papers

Theme: Conflict and workplace relations

**Session Chair: Andre Soares**

Managing Role Tensions within a Changing Retail Environment: New Zealand Optometrists' Responses to the Growth of Corporate Optometry (15)

Handy, Jocelyn; Warren, Lorraine; Hunt, Michelle; Gardner, Dianne

Relational Expectations and Transactional Obligations: Incompatible Psychological Contracts and Triadic Employment Relationships (115)

Handy, Jocelyn

How the Interplay of Conflict and Conflict Management Affects Interpersonal Relations and Performance (428)

Flowers, Melanie

Poor Relations? The Work Relationships of University Professional Services Staff (969)

Gibbs, Thea

**WED 16:00 – 17:30 | Humanities 5.45, Humanities Building**

Full Papers

Theme: Employee wellbeing and engagement

**Session Chair: Danielle Talbot**

Work Disengagement: A Systematic Review of the Evidence (113)

Afrahi, Bahare; Fernandez de Arroyabe, Juan Carlos; Karim, Mohammed Shamsul

Does Nature of Work Determine How Diversity Impacts Employee Well-Being? (171)

Jaiswal, Akanksha; Dyaram, Lata

How Chinese conceive employee well-being (784)

Liu, Li; Jia, Yu

**WED 16:00 – 17:30 | Humanities 3.56, Humanities Building**

Developmental Papers

Theme: Workplace deviance

**Session Chair: Chris Carter**

Development and Validation of Witness behaviour towards workplace deviance behaviour scale (356)

Narayanan, Kanimozhi; Murphy, Susan

Ostracism in Newcomers Leading to Turnover Intentions: A Multiple Serial Mediation Model to Unravel What Lies In-between (157)

Tatachari, Srinivasan Ranganathan

Identifying and Classifying Ethical Dilemmas for a Situational Judgement Test (SJT) of Ethical Decision-making (679)

McPherson, Alison Jane

Distrust between Stakeholders in Technology Parks (210)

Hofmann, Eva; Narooz, Rose; Nienaber, Ann-Marie; Wasti, S. Nazli; Searle, Rosalind

**THURS 09:00 – 10:30 | Humanities 3.56, Humanities Building**

Developmental Papers

Theme: Workplace performance

**Session Chair: Sarah Brooks**

Uncovering the “black box”: The mediating role of perceived organizational support in high performance work systems and performance relationship (473)

Gojny-Zbierowska, Milena

Transformation of Work Behaviors: An entangled knot between High Performance Work System and Perceived Employability (916)

Imam, Hassan; Chambel, Maria Jose

A Survey of Team Coaching Practices & an Update of Team Coaching Theory (137)

Jones, Rebecca Jane; Napiersky, Uwe; Lyubovnikova, Joanne

Employee and Expert Caller Experiences of the Immigration New Zealand Call Centre (81)

Scott, Alyson; Handy, Jocelyn

**THURS 11:00 – 12:30 | Humanities 5.45, Humanities Building**

Full Papers

Theme: Workplace trust

**Session Chair: John Blenkinsopp**

Adverse Working Conditions and Employees' Organizational Citizenship Behavior: the moderating role of trust (576)

Nyfoudi, Margarita; Theodorakopoulos, Nicholas; Psychogios, Alexandros; Saridakis, George

Reluctance of Whistleblowing: Implication of Perceived Organizational Climate (768)  
Cetinkaya, Ali Sukru; Iko Afe, Codjori Edwige

Shop Floor Terrors: A Tale of Fears and Tears (836)  
Ahmed, Md Shoab

**THURS 11:00 – 12:30 | Humanities 3.56, Humanities Building**

Developmental Papers

Theme: Healthcare/job crafting/engagement

**Session Chair: Brenda Hollyoak**

Effects of Personality and Creativity on Jobcrafting in the Nursing Profession (590)  
Daouk-Öry, Lina; Ghazzawi, Rawan; Bender, Michael; Chasiotis, Athanasios

The Relationship between Sociocultural orientation, Basic Need Satisfaction, and Jobcrafting among Nurses (597)

Ghazzawi, Rawan; Daouk-Öry, Lina; Bender, Michael; Chasiotis, Athanasios

Creating Change in Health Practice: Situating the PARIHS Framework in Theory and Evidence. (911)  
Wilson-Evered, Elisabeth; Moberley, Benjamin

The Impact of Specifically Designed HR Interventions on Levels of Employee Engagement: An Analysis of Pharmaceutical Companies in Lebanon (984)  
Abdallah, Fatima Ahmad

**THURS 14:00 – 15:30 | Humanities 5.45, Humanities Building**

Full Papers

Theme: Identity

**Session Chair: Karen Maher**

Vocalising the Experience of Misfit: A Netnographic Study (368)  
Hollyoak, Brenda; Billsberry, Jon; Talbot, Danielle; Pyper, Neil

Unveiling the Effects of Social Identity, Personal Relationship, Psychological Contract Fulfilment on Community Citizenship Behaviour in Social Media (432)

Shi, Xinping; Sun, Yan

Is it fair to receive more support than the others? Integrating fairness evaluations into social comparison processes (787)

Tsachouridi, Irene; Nikandrou, Irene

## **Organizational Studies**

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

**WED 09:00 – 10:30 | WBS 2.003, Warwick Business School**

Full Papers

**Session Chair: David Weir**

The Paradox of NGO Accountability: Outcomes on the Ground (621)  
Lupson, Jonathan Mark; Beattie, Karyn; Pilbeam, Colin

How Do Companies Resolve The Tensions Created By Introducing Environmental And Social Sustainability To Their Decision-Making? (796)  
Tilley, Catherine; Evans, Steve

Alas poor expert..... The erosion of trust in expertise and the emergence of alternative facts. (767)  
Fischbacher-Smith, Denis

**WED 09:00 – 10:30 | WBS 2.007, Warwick Business School**  
Developmental Papers

**Session Chair: Denis Fischbacher-Smith**

Investigating the Impact of Work Ethics on Job Satisfaction, Employee Commitment and Performance in Banking Sector (73)  
Ali, Ashique; Abro, Qurat ul Ain

Organizational Resilience: Dimensions, Measurement and Validation (870)  
Edafioghor, Tinkuma Ejovi

Systematic review: Evidence-based decision making by managers in hospital settings (381)  
Daouk-Öyry, Lina; Sahakian, Tina; Karam, Charlotte; van de Vijver, Fons

Still Legal, But Not As Legitimate: A Conceptual Model of Changing Status Hierarchies among Skilled Migrants in the UK (858)  
Joy, Simy; Game, Annilee

**WED 11:00 – 12:30 | WBS 2.007, Warwick Business School**  
Developmental Papers

**Session Chair: David Weir**

Institutional logics and regulatory changes: A case study of new entrants in the UK's management education field (306)  
Alajoutsijärvi, Kimmo; Davies, Julie; Kettunen, Kerttu

Uniform Anti Money Laundering Policy and Laundering Process Eradication (316)  
AlJawder, Ali Abdulla; Kamal, Muhammad Mustafa

Trust and Personal Data (789)  
Kharlamov, Alexander; Parry, Glenn; Hohmann, Roland

Evidence-based management in hospital settings in Lebanon (384)  
Sahakian, Tina; Daouk-Öyry, Lina; Karam, Charlotte; van de Vijver, Fons

**WED 14:00 – 15:30 | WBS 2.003, Warwick Business School**  
Full Papers

**Session Chair: Robert Price**

A Study of Attitudes towards Threat in the United Kingdom Ministry of Defence Commercial Function (456) Allen, Robert Anthony; White, Gareth R T

Restructuring services, restructuring space: how consultancy PowerPoints legitimate policy ideas (237)

Van Elk, Sam Beaumont

Bourdieuian Symbolic Violence and Confucian Harmony: the Generality and Particularity of Domination and Struggles in Organisational Life (990)

Cai, Minjie

**WED 16:00 – 17:00 | WBS 2.003, Warwick Business School**

Full Papers

**Session Chair: David Bamber**

Organizational crisis & Decision-making: A Literature Review (1028)

Shaffakat, Saba; Snell, Darryn; Heffernan, Margaret

Greek brain drain brilliant minds seeking better tomorrow: A critical investigation (1046)

Fragouli, Evangelia; Fara, Sami

**THURS 09:00 – 10:30 | Humanities 0.60, Humanities Building**

Full Papers

**Session Chair: Denis Fischbacher-Smith**

Investigating the Influence of Extrinsic and Intrinsic Motivation on Work Performance: Study of Bank Officers (72)

Khokhar, Sameena; Kalhor, Maryam; Jhatial, Ashique Ali; Shaikh, Khalid Hussain

A Theory of Freedom and Agency: Empirical Development (647)

Ghalamchi, Parastoo; Ashkanasy, Neal

A Conceptual paper on The Impact of Corporate Culture on Social Media Usage within Public and Private organizations – Mediating role of Technology Acceptance Model. (539)

Ali, Rana Mohsin

**THURS 11:00 – 13:00 | WBS 2.007, Warwick Business School**

Developmental Papers

**Session Chair: Robert Price**

Determined by Environmental Context or by Management Action: Organisational Failure and the Voluntary Sector (702)

Hemmings, Michael Francis

The Manager's Perception and Its Implication of the Work-Family Balance Practices (WFBCPs) Notion amongst Malaysian Oil and Gas Organisation (399)

Ismail, Noorhasyimah; Valsecchi, Raffaella

Exploring Socio - Cultural Implications on Employee Intrinsic Motivated Reward Systems (564)  
Usmani, Sana; Sharif, Amir M.; Kamal, Muhammad

Privatization and Organizations: A Review and Research Agenda (874)  
Radic, Mislav; Tipuric, Darko

Get Your Stories Straight - A Comparative Analysis Of Organisational Stories And Brand Narratives (729)  
Zinkstein, Katja Iris

**THURS 14:00 – 15:30 | Humanities 0.60, Humanities Building**  
Full Papers

**Session Chair: David Bamber**

A Longitudinal Study of Change and Relationship Development in Home Care (153)  
Breslin, Dermot

Theoretical Underpinnings of Semi-Autonomous Revenue Authority Model: Which Theory? (287)  
Khurram, Sobia

A Non-Managerialist Conceptualization of Positive Deviance: New Definition and Scale of Positive Deviance (876)  
Unlu, Onur; Heckert, Alex

## **Organizational Transformation, Change and Development**

**Track Chairs: Richard Jefferies and John Mendy**

**WED 09:00 – 10:30 | Arts Centre Ensemble, Arts Centre**  
Full Papers

**Session Chair: Patrick Dawson**

Meeting the Transformational Change Challenge: An Absorptive Capacity Perspective (883)  
Sockalingam, Siva

‘Organisational Change Research: Challenges and Assumptions. What about Possibilities?’ (604)  
Mendy, John

Development and Validation of an instrument to measure employee readiness to support Lean Implementation: the Lean Readiness Questionnaire (527)  
McMackin, John Francis; Freeney, Yseult; Murtagh, Michael

**WED 11:00 – 12:30 | Arts Centre Ensemble, Arts Centre**  
Full Papers

**Session Chair: Joanne Murphy**

We Proceed With An Assumption That Leaders Have A Significant Influence On Organizational Change - That’s Interesting! (87)



Hughes, Mark

Time and Shadows of Temporality in Theorizing Organizational Transformation, Change and Development (299)

Dawson, Patrick Mark

The Secret Life of Business Models: How Market Devices Frame Action in Practice (331)

Mason, Katy; Palo, Teea

**WED 14:00 – 15:30 | WBS 2.007, Warwick Business School**

Developmental Papers

**Session Chair: Mark Hughes**

Towards an Understanding of System Wide Change (326)

Pettigrew, Andrew; Denyer, David; Murphy, Joanne

Theorizing the Role of Ideas in Managing Public Service Transformation (481)

Enang, Iniobong; Asenova, Darinka; Bailey, Stephen

Change readiness and socially constructed manoeuvring space: Dilemmas police leaders encounter as change agents (583)

Filstad, Cathrine; Olsen, Trude Hogvold

Factors Affecting the Progression of Knowledge Evolution (666)

Braganza, Ashley; Alyaseen, Nouf M B

**WED 16:00 – 17:30 | WBS 2.007, Warwick Business School**

Developmental Papers

**Session Chair: Siva Sockalingham**

Securitising Uncertainty: Change Agents' Constructions of Readiness (55)

Bryant, Melanie; Higgins, Vaughan

Keeping up with the changes: Perceptions, paradigms and pedagogy (125)

Jones, Jenni; Firth, Janet; Hannibal, Claire

"When Non-strategic Involvement is not an option" (182)

Michalsen, Anita; Nilsen, Elin Anita

The impact of acculturation on management dynamics within UK small and medium-sized enterprises (SMEs) (928)

Oduro, Bentil; Alhassan, Abdul-Razak

**THURS 09:00 – 10:30 | WBS 2.003, Warwick Business School**

Full Papers

**Session Chair: Ashley Braganza**

The Politics of Markets in Practice: Performing Reform in the English National Health Service (346)  
Araujo, Luis; Mason, Katy

Making Sense of Work Role Transitions in Health and Social Care (551)  
Chen, Yaru; Currie, Graeme; McGivern, Gerry

Projects as Tools for Organizational Change in the Public Sector (585)  
Hagebakken, Grete; Olsen, Trude Hogvold; Solstad, Elsa

**THURS 11:00 – 12:30 | WBS 2.003, Warwick Business School**

Full Papers

**Session Chair: Patricia Hind**

Assessing E-business technology impact: how companies are transforming their supply chain through utilizing e-business technologies (119)

Bak, Ozlem

Learnings Are Relatively Managed in CoPS Innovations: the Case of SKT and KTF DRM Innovation (276)

Kim, Jong-Seok

The Behavioural Model of Homo Cooperativus and its Value for Understanding Intrapreneurship (363)

Reuther, Kevin; Schumann, Christian-Andreas; Strobel, Anne

**THURS 14:00 – 15:30 | WBS 2.007, Warwick Business School**

Developmental Papers

**Session Chair: Alessia D'Amato**

Growing and Developing People through a Values Driven Approach To Improve Meaning in Internal Communication (170)

Taubner-Ragg, Judith Ann; Gapp, Rod; Shaw, Amie

Exploring the Corporate Heritage on Organizational Transformation: Brand Equity of Time-Honored Firms (518)

Yan, Yanni; Lu, Pierre Xiao; Xiao, Xie; Rui, Mingjie

The Recursive Relationship of Dynamic Capabilities and Organizational Identity (709)

Engelmann, Alexander

Relational rents and risk considerations in ICT technological strategic alliances: Lessons from a Chinese case (42)

Zhang, Huayao; Wen, Jing; Wu, Junjie; Lodorfos, George

## **Performance Management**

**Track Chair: Vinh Chau and Luisa Huaccho Huatuco**

**TUES 15:30 – 17:00 | Oculus OC0.02, Oculus Building**

Workshop

### **Session Chair: Martin Spring**

Productivity – Exploring Multi-disciplinary Perspectives for Practice, Policy and Research (780)  
Spring, Martin; Johnes, Geraint; Hald, Kim Sundtoft

Productivity is a hot topic, with Research Councils and with Governments: the UK Government's February 2017 policy paper ('green paper') on industrial strategy (BEIS, 2017), refers to productivity over ninety times. Yet, to date, such agencies have turned predominantly to the economics discipline to frame and analyse the problem, which we suggest may be limiting. In this workshop, participants will develop a multi-disciplinary perspective on productivity, combining views from economics, operations management, and management accounting & control. It will explore connections and disconnections between these views, and between policy and management. It will also explore emerging challenges to productivity measurement and management such as: the networked nature of business activity, the predominance of services, the blurring of boundaries between manufacturing and services ("servitization"), and digital products and services. As such, it may be of interest to other SIGs such as Inter-Organisational Collaboration; Operations, Logistics & Supply Chain Management; and Innovation.

**WED 09:00 – 10:30 | Oculus OC0.02, Oculus Building**

Full Papers

### **Session Chair: Vinh Chau**

Managing the Project Processes through tailored Project Management Methodologies (614)  
Bal, Menoka; Olomolaiye, Anthony

Performance Management Systems: A framework to review their impact on strategy and resource allocation decisions in the UK University sector (56)  
Bridge, Carl Anthony

Performance Management and the Emergent Public Sector Accountability and Governance Theory in Local Government of Nigeria (667)  
Ojeme, Chukwuka Emmanuel

**WED 11:00 – 12:30 | Oculus OC1.09, Oculus Building**

Developmental Papers

### **Session Chair: Luisa Huaccho-Huatuco**

Productivity: Multi-disciplinary Perspectives for Policy and Management (946)  
Spring, Martin; Johnes, Geraint; Hald, Kim Sundtoft

Performance measurement as intervention: Stages and characteristics (823)  
Armstrong, Ryan Christopher

The Moderating Effect of Digital Fluency on the Relationship of Intra-Group Conflict and Employees Performance (53)  
Ebrahim, Ismaeel Naji; Irani, Zahir; Sharif, Amir; Kamal, Muhammad

Impact of Personality and Employee Engagement on Individual Work Performance (582)  
Moeen, Amna

**WED 16:00 – 17:30 | Oculus OC1.09, Oculus Building**

Developmental Papers

**Session Chair: Vinh Chau**

Supply Chain Complexity Management and Performance: The Role of Contextual Factors (431)  
Fernandez Campos, Pablo; Huaccho Huatuco, Luisa; Trucco, Paolo

A System Approach to Evaluating Regional Industrial Performance (1076)  
Ye, Fangyu; Shan, Miyuan; Zhang, Lihong

State-of-the-art Lean Six Sigma (LSS) Practices (955)  
Almutairi, Abdulaziz Marzouq; Xu, Yuchun; Salonitis, Konstantinos

Supply chain management and firm performance: An analysis of the literature (448)  
Huaccho Huatuco, Luisa Delfa; Vlahos, Ilias; Atkinson, Adriana

**THURS 11:00 – 13:00 | Oculus OC0.02, Oculus Building**

Full Papers

**Session Chair: Luisa Huaccho-Huatuco**

Something Fishy about IUU Regulations in Thailand! Using Configuration Theory to understand Stakeholder Disconnect for reducing Business Failures (588)  
Chau, Vinh Sum; Bunsiri, Montita

Resolving Major Tension in Contemporary Global Performance Management (175)  
Maley, Jane

Amoeba Management and Organizational Ambidexterity: Similarities, Differences, and Implications for organizational fit and success (1059)  
Adler, Ralph W; Hiromoto, Toshiro; Suzuki, Hiroyuki

Impact of country governance on international trade performance: An apparel industry case study. (616)  
Saha, Krishnendu; Paladini, Stefania

## **Public Management and Governance**

**Track Chair: Peter Murphy**

**TUES 15:30 – 17:00 | Oculus OC1.04, Oculus Building**

Workshop

**Session Chair: Rachel Ashworth and Martin Kitchener**

Inter-disciplinary perspectives on public management research: Reflections from three case studies of public service innovation (574)  
Ashworth, Rachel Elizabeth; Downe, James; Kitchener, Martin; McDermott, Aoife

Our traditional understanding of the design, organization and delivery of public services has been theoretically informed by a range of social science perspectives that include organization and management theory, political science, public management, sociology and policy studies (Ashworth et al. 2013). However, there remains a persistent perception that management and organization theory, most of which is derived from research on private firms, has become a particularly dominant influence on public services research in recent years.

Some have attributed this dominance to a tendency within public management research to prioritise empirical accounts and policy impact ahead of theoretical contribution (Ferlie et al. 2003). Others challenge the original perception, highlighting that whilst public management researchers continue to draw on management studies, management theorists seem to have lost interest in public organizations (Andrews and Esteve, 2015). Certainly, it seems that when management journals publish research on public organizations, those articles tend not to be informed by a public management perspective (Ashworth et al. 2013). Andrews and Esteve suggest that this has led to the emergence of a 'dimly lit one-way street', which could potentially lead to the ghettoization of public management research (2015: 48).

This symposium reviews the range of theoretical influences on public management research and explores the extent of inter-disciplinarity within the field, with particular emphasis on the role and influence of management and organization studies. It illustrates these themes through a series of case study papers, each of which draws on a different mix of social science perspectives in order to interrogate a public service innovation. Following the presentation of the papers, the symposium will generate a wider discussion on disciplinary influences on public management research in order to identify opportunities for new and future collaborations between disciplines.

**WED 11:00 – 12:30 | Oculus OC0.01, Oculus Building**

Developmental Papers

**Session Chair: Peter Murphy**

Negotiating accountabilities: unpacking civic accountability in UK local government (720)  
Glennon, Russell James; Radnor, Zoe; Bateman, Nicola

How and why institutions matter: An interinstitutional analysis of transformation in Local Government. (451)  
Gannon, Damian Michael

A Narrative Approach to Knowledge and Communication in Multi-Level Governance Structures in the Public Services: The Case of Education. (181)  
Baxter, Jacqueline Aundree

Social Housing Homeownership Sustainability Policy Formation in the Context of Local Government (190)  
Sadiqi, Jawed; Irani, Zahir; Kamal, Muhammad

**WED 14:00 – 15:30 | Arts Centre Ensemble, Arts Centre**

Full Papers

**Session Chair: Russell Glennon**

Australian University Business Schools: In Search of Public Value (517)  
Hogan, Owen; Brunetto, Yvonne

A Conceptual and Empirical Reflection on the Application of a Variant Approach to 'Lean' Implementation within a UK Business School (519)  
Barton, Harry; Yazdani, Baback

Enhancing Employees' Work Effort through Distributive Justice in the Era of Economic Crisis. A Study of the Greek Public Sector (710)  
Mylona, Evangelia; Mihail, Dimitrios

**WED 16:00 – 17:00 | Arts Centre National Grid Room, Arts Centre**  
Developmental Papers

**Session Chair: Peter Murphy**

E-government projects implementation in Ghana: success factors and challenges (219)  
Damoah, Isaac Sakyi; Akwei, Cynthia A.; Botchie, David

Strategic financial planning, formal scrutiny and performance management in central government resource allocation: the case of Single Departmental Plans in England. (750)  
Murphy, Peter; Glennon, Russ

It can't happen here: Australian Bureau of Statistics (ABS) census debacle (150)  
Ceric, Arnela; Holland, Peter

A Cross-Country Examination of the Effect of Corruption Perception on Reporting Quality Development among Developed, Emerging and Frontier Markets (1070)  
Ibrahim, Masud Usman; Kazmouz, Bassam; Omoteso, Kamil

**THURS 09:00 – 10:30 | Oculus OC0.01, Oculus Building**  
Developmental Papers

**Session Chair: Russell Glennon**

Motivation in Non-Profit Corporate Governance: A Constructivist Grounded Theory Approach (76)  
Dexter, George Herbert

Mission Statements of Sport England funded National Governing bodies of sport: An exploratory study as to whether strategy and governance appears to be aligned? (979)  
Taylor, Marc Colin

Co-producing Healthcare: The Case of the Patient Buddying System (831)  
Williams, Sharon; Radnor, Zoe

The Business of Practice: Examining GP Training (838)  
Dyerson, Romano

**THURS 11:00 – 12:30 | Arts Centre Ensemble, Arts Centre**  
Full Papers

**Session Chair: Peter Murphy**

To trust or to control? A question of uncertainty (1004)  
Kominis, Georgios; Dudau, Adina

Unfolding hazards and cascading risks. Issues around resilience, perturbations, and the management of crisis (818)

Fischbacher-Smith, Denis

Doing network governance through procedural justice: A focus upon fairness not facts? (208)

Litchfield-Cant, Brian; Currie, Graeme

**THURS 14:00 – 15:00 | Arts Centre Ensemble, Arts Centre**

Full Papers

**Session Chair: Peter Murphy and Russell Glennon**

Lean: A logical problem for public hospital doctors and managers? (547)

Ivcovici, Adamina; Bamber, Greg J; Bartram, Timothy; Leggat, Sandra; Stanton, Pauline; Gough, Richard

Exploiting Space and Place: Reconfiguring Management-Led Innovation in Primary Health Care (887)

Windrum, Paul; Timmons, Stephen; Hyytinen, Kirsi; Maatta, Hannamaija; Toivonen, Marja

## Research Methodology

**Track Chairs: Gail Clarkson and Murray Clark**

**WED 09:00 – 10:30 | Oculus OC1.04, Oculus Building**

Workshop

Management Practice

**Session Chair: Sally Eaves**

Explorations of Methodological Challenges in Management Practice Fields (230)

Narayanan, V.K. ; Clarkson, Gail; Messikomer, Carla; Dalcher, Darren

For more than a decade, the ideas of “engaged scholarship” and “useful research” have gained traction, particularly in the areas of management studies. To move toward fuller engagement with practice and produce “useful” research, however, requires access to organizations and practitioners who can partner with academics in the research enterprise as co-creators of knowledge, sources of data, and sites for beta testing. Creating such partnerships demands time and effort at the “front end” of research, prior to the initiation of the project. In this session we will explore both the opportunities and challenges associated with planning, executing and disseminating “useful research” for both academics and practitioners and their organizations.

**WED 11:00 – 13:00 | Oculus OC1.03, Oculus Building**

Developmental Papers

Theoretical and Methodological Perspectives

**Session Chair: Amanda Lee**

Studying Reflecting On Becoming: Some Philosophical Reference Points (60)

Dörfler, Viktor; Stierand, Marc Benjamin; Zizka, Laura

Towards a Forensic Accounting Paradigm: A Neo-empiricist Research Agenda (659)

Awolowo, Ifedapo Francis; Clark, Murray C

Small Business Social Responsibility: An Action Research Perspective (909)

Fonseca, Ana-Paula; Lewitt, Moira

Delphi Methodology: From Nuclear Science to Humanitarian Disaster Management (989)

Massiah, Paul; Harrison, Christian; Odibo, Edward; McTavish, Anne-Marie; Jones, Matt

Methodological Concerns in Researching Internationally: Evidence from Libya (1052)

Elgareidi, Adel

**WED 14:00 – 15:30 | Oculus OC0.04, Oculus Building**

Full Papers

Research Methods Reviews

**Session Chair: David Coldwell**

Studies of Strategic Alliance Knowledge Transfer from 1990 to 2016: A Review of Research Methodology (107)

He, Qile; Ghobadian, Abby; Gallear, David

Using the Follow-up Sequential Mixed-Method for International Trade Research: A reflective account. (202)

Saha, Krishnendu; Bancroft, John

Uncovering Adaptive Expertise: An Interpretive Synthesis Review (567)

Gore, Julie; Ward, Paul; Hutton, Rob; Hoffman, Robert; Anderson, Tyrone; Leggatt, Andrew; Conway, Gareth

**WED 16:00 – 17:30 | Oculus OC0.04, Oculus Building**

Workshop

Big Data

**Session Chair: V K Narayanan**

A Workshop on Big Data with Emphasis on Latent Semantic Analysis (59)

Narayanan, V.K.; Gefen, David; Fresneda, Jorge; Miller, Jake

The Internet has opened up vast troves of data not only to the general public, but also to the research focused academic community. In one sense, this is a continuation of the trend toward publically available data, which have resulted in numerous seminal academic publications in economics, finance and management. The proposed workshop is designed to meet three objectives:

- 1) To discuss the opportunities for research opened up by Big Data
- 2) To outline a specific approach, Latent Semantic Analysis (LSA) that has very high promise for social scientists, and demonstrate the software associated with it.
- 3) To illustrate LSA step by step with an actual example.

**WED 16:00 – 17:30 | Oculus OC1.03, Oculus Building**

Developmental Papers

Developing Research Potential



**Session Chair: Mark Saunders**

The 'University Teacher as Guide' metaphor in developing the research potential of Masters students (840)

Gallagher, Kevin

Qualitative Research Methodology Review: A Systematic Review (846)

Stoyneva, Irina Kirilova

Research Populations in Management Studies (954)

Aboutalebi, Reza

Revisiting a Mixed Methods Analysis of Undergraduate Management Students' Perceptions of Feedback: A Structural Equation Modelling Perspective (983)

Cavana, Robert Y.; Woods, Lisa R.; Ahimbisibwe, Arthur; Retna, Kala S.

**THURS 09:00 – 10:30 | Oculus OC1.03, Oculus Building**

Developmental Papers

Engaging with Research Design

**Session Chair: Gail Clarkson**

A Text-mediated Micro-diary Research Approach: What Do We Learn? (191)

Robinson, Jennifer Llewellyn

The Participant/Researcher Relationship in a Qualitative Longitudinal Multi-Case Study (282)

Setten, Caroline Jane

Location Independent Working: An Ethnographic Study (443)

Lee, Amanda; Di Domenico, Maria Laura; Saunders, Mark N.K.

Framework for Constructing A Target Population In A Nascent Field Of Study And Under Researched Region: The Case Of Social Enterprise In Sub Saharan Africa (704)

Chilufya, Rosemary; Mswaka, Walter; Meaton, Julia

**THURS 11:00 – 12:30 | Oculus OC1.04, Oculus Building**

Full Papers

Methodological Challenges

**Session Chair: Murray Clark**

Connecting large data sets with multidisciplinary, multinational collaborative research: Towards a new management research agenda (285)

Coldwell, David, Alastair

Considerations and Complexities when Contemplating the Choice of a Design Science Approach for Management Research (623)

van Niekerk, Cordi; Schörger, Daniel; Sprackett, Derek; McDonogh, Jennifer; Sewchurran, Kosheek

Conducting a practice-based study in a novel context: Methodological challenges (937)

Bond, Angela; Pilbeam, Colin; Turner, Neil

**THURS 14:00 – 15:30 | Oculus OC1.04, Oculus Building**

Full Papers  
Research Practice

**Session Chair: Angela Bond**

Will anyone read my paper? Privilege and disadvantage in the production of academic writings. (479)  
Lee, Bill; Aslam, Usman

Reflecting On Our Unsettling Inter-Disciplinary Research as We Explore a New Field: Enabling  
Research Practice and Developing Insight Through Co-created Autoethnography (560)  
Warwick, Robert James; McCray, Janet; Palmer, Adam

Visual Methods for Researching Embeddedness and Network Governance (620)  
Kruckenberg, Lena Johanna; Stein, Christian

## **Strategy**

**Track Chairs: Efthimios Poulis, Konstantinos Poulis and Ioannis Christodoulou**

**TUES 15:30 – 17:00 | Oculus OC1.01, Oculus Building**

Workshop

**Session Chair: Joseph Lampel**

Project as a Building Block for Strategy Execution (229)  
Narayanan, V.K.; O'Regan, Nicholas; Ghobadian, Abby; Dalcher, Darren; Messikomer, Carla

The primary goal of the PDW is to construct a dialogue between strategy scholars and scholars and scholar-practitioners in related disciplines and applied fields (e.g., logistics, supply chain, change management, innovation) to deepen strategists' awareness of the role of projects in strategy execution; and to chart a future agenda highlighting projects as a critical building block of strategy execution.

**WED 09:00 – 10:30 | Oculus OC1.01, Oculus Building**

Full Papers

**Session Chair: Carrie-Ann Bruehlmann**

The Effects of Governance Modes of Offshore and Domestic R&D Sourcing on Explorative and  
Exploitative R&D (11)  
Ozturk, Ebru

Strategy Processes in Indian High-Tech Firm: An Empirical Examination (243)  
Qaiyum, Sameer; Wang, Catherine

Cultural Heterogeneity and Managerial Discretion: An Empirical Investigation (78)  
Haj Youssef, Moustafa; Christodoulou, Ioannis

**WED 09:00 – 10:30 | Oculus OC1.02, Oculus Building**

Developmental Papers

**Session Chair: David John Mackay**

Strategic Management- A Tri-Perspective Bibliometric Analysis (22)  
Jaffery, Hina; Islam, Azmat

Competitiveness -The disconnect between policy and practice (562)  
Qazi, Kamal; Chinta, Alfred; McClelland, Zoe

Organisational Capabilities for Effective Utilization of Big Data (593)  
Grishikashvili, Ketty

How Extended Resource-Based Theory explains Technology transfer's strategy and performance (1010)  
Chiang, Yiteng

**WED 11:00 – 12:30 | Oculus OC1.01, Oculus Building**

Full Papers

**Session Chair: Ebru Ozturk**

Mutual Forbearance Breaking: Reactivating Competitive Attacks in Multimarket Competition (21)  
Nakagawa, Mariko; Mitsuhashi, Hitoshi

Policy Implementation for Heritage Attractions in an Eastern European City (324)  
Bruehlmann, Carrie-Ann; Hassanien, Ahmed

Category Non-Conformity and Reputation Risk Taking in the Scotch Whisky Industry (577)  
Lampel, Joseph; Ronen, Daniel; Banerjee, Aneesh

**WED 11:00 – 12:30 | Oculus OC1.02, Oculus Building**

Developmental Papers

**Session Chair: Neil Pyper**

Investigating Strategic-Implementation Relative to Organisational-Commitment, Within Sheffield City Region's SMEs. (84)  
Duffy, Marc O

Place and Strategic Management: A Qualitative Study of Financial Services in Edinburgh and Glasgow (239)  
Spigel, Ben; Riddle, Philip

A Resource-based View of the State: A Case Study of the Indian State (427)  
George, Suresh; Amayo, Andrew; Urwin, Gerry

Value sustenance through Business Model lenses: A study of an Emerging Economy FMCG firm- Dabur. (500)  
Salwan, Prashant; Arora, Rameshwar

**WED 14:00 – 15:30 | Oculus OC1.01, Oculus Building**

Full Papers

**Session Chair: Charles Baden-Fuller**

“Forced” Entry: Unavoidable technology adoption, transformational experience and industry leadership persistence (23)

Paraskevopoulou, Evita; Asimakopoulos, Grigorios

On The Origins of International Business Failure: Deficits, Misfits and Misalignments (24)

Amankwah-Amoah, Joseph

Toward an Integrative Approach to Knowledge-Based Theorizing (255)

Li, Shenxue; Clark, Timothy

**WED 14:00 – 15:30 | Oculus OC1.04, Oculus Building**

Full Papers

**Session Chair: Evita Paraskevopoulou**

Business Model and the Value Theory: A critical review of the literature (488)

Jiang, Fengyang; Ates, Aylin

Business Models of the Quantified Self: Exploring the Monetisation of Personal Health Data (553)

Hatzakis, Tally; Meadows, Maureen; Ball, Kirstie; Price, Blaine; Bandara, Arosha; Nuseibeh, Bashar; Hutton, Luke; McCormick, Ciaran

Business Models: A Routine Dynamics Reconceptualization (281)

Nair, Anup Karath; D'Adderio, Luciana; Corney, Jonathan

**WED 16:00 – 17:30 | Oculus OC1.01, Oculus Building**

Full Papers

**Session Chair: Anup Karath Nair**

Business Models and Value: Analytical comparisons of scalable solutions and digital platforms (566)

Baden-Fuller, Charles; Giudici, Alessandro; Haefliger, Stefan; Morgan, Mary

1 Social Capital, Knowledge Exchange and the Moderating Impact of Business Group Affiliation (86)

Ozen, Ozlem

The Behavioral and Evolutionary Roots of Dynamic Capabilities (843)

Arndt, Felix; Pierce, Lamar; Teece, David

**WED 16:00 – 17:30 | Oculus OC1.02, Oculus Building**

Developmental Papers

**Session Chair: Gerry Urwin**

Exploring the Disruptive Capabilities of Born Global Firms & Platform Ecosystem Companies (177)

Walton, Nigel; Pyper, Neil

In Search of Status: Exploring Niche-Players' Strategies in Entrepreneurial Ecosystems (467)  
Tavalaei, M. Mahdi; Cennamo, Carmelo

Strategic Tolerance towards a Parasitic Business Model: A Strategy Absence Perspective (439)  
Park, Hyunkyung; Minshall, Tim; Velu, Chander

Going Against the Grain: Examining Negative Capability as an Antecedent of Dynamic Capability in the Scotch Whisky Industry, 1960-85 (599)  
Mackay, David John; Perchard, Andrew; MacKenzie, Niall; Burt, George

**THURS 09:00 – 10:30 | Oculus OC1.01, Oculus Building**  
Full Papers

**Session Chair: John A. Parnell**

Sustainability and Green Differentiation Strategy: Rebranding (198)  
Fragouli, Evangelia; Korona, Veronica

Competitive dynamics and acquisitions – How do firm-specific characteristics matter? (1008)  
Degischer, Daniel

Corporate Political Activity in Mergers and Acquisitions: A Systematic Review of Literature (1030)  
Cheng, Yunlin; Rajwani, Tazeeb; Pilbeam, Colin

**THURS 09:00 – 10:30 | Oculus OC1.02, Oculus Building**  
Developmental Papers

**Session Chair: John Robert Anchor**

Evaluating the Performance of Higher Education Institutions in the Context of Means-End Theory Approach (205)  
Mohamed, Ali Mohamed; Irani, Zahir; Kamal, Muhammad

Knowledge Synergy: A Case of Research in Universities (231)  
Nizam, Nuha; Smith, Chris; Daniel, Lisa

Exploring the Role and Function of Trade Associations in the Aerospace Industry (805)  
Di Bona, Alessandro Stuart

Strategic Management in Irish Construction Professional Service Firms: A Comparative Study across Professions (906)  
Seriki, Oluwasegun Oluwaseyi; Murphy, Róisín

**THURS 11:00 – 12:30 | Oculus OC1.01, Oculus Building**  
Full Papers

**Session Chair: Evangelia Fragouli**

Nonmarket Strategy, Marketing Capabilities, and Marketing Strategy in Turkey (225)  
Parnell, John A.; Acikdilli, Gaye; Doyle, James

International Strategic Management in English Universities: Formulation and Implementation (749)  
Soliman, Samar; Anchor, John Robert; Taylor, David

Exploring Antecedents of Impact in Business and Management: An Analysis of Structural Characteristics of Successful REF Impact Case Studies (594)  
Backhaus, Christof; Evanschitzky, Heiner; Jaakkola, Matti; Pitsis, Tyrone S.

**THURS 11:00 – 12:30 | Oculus OC1.02 Oculus Building**

Developmental Papers

**Session Chair: Sameer Qaiyum**

An Empirical Study of Learning Scenario Planning and of Carrying out Scenario Planning Interventions (536)

Bhatti, Yasser; Mueller, Johannes; Ramirez, Rafael; Tapinos, Efstathios

Guanxi as New Force in Porter's Five Forces Strategy (734)

Xu, Bo; Teng, Weili; Samra, Dalvir

ROOTS - Road of Organisation Thinking Strategically: A Conceptual Framework for Strategic Thinking (736)

Ganem, Ali

Marketing your country: Categorical imperative vs Captive Marketing? (868)

Tarim, Emre; Mouzas, Stefanos

**THURS 14:00 – 15:30 | Oculus OC1.01, Oculus Building**

Full Papers

**Session Chair: Christof Backhaus**

Middle Manager Strategic Autonomy and Firm Performance (233)

Christie, Annabel Hana

Strategic Change Management in Public Sector Transformation: The Case of Middle Manager Leadership in Greece (409)

Kitsios, Fotis; Kamariotou, Maria

Exploring the Role of Sensegiving and Sense-receiving in Avoiding Strategy Execution Failure (603)

Mackay, David John; McKiernan, Peter

Strategy Implementation and Communication Challenges: Exploring the Perspective of Kuwaiti Middle Managers (891)

Almansour, Jarrah; Obembe, Demola

**THURS 14:00 – 15:30 | Oculus OC1.02, Oculus Building**

Developmental Papers

**Session Chair: Maureen Meadows**

The role of industrial policy in firm level strategy – a comparative study in the European ceramics industry (756)

Holstein, Jeannie; Wild, Andrew

Exploration of Strategic Resources Availability And Utilisation In Projects: Resource-Based Perspective (311)

Alhanshi, Moosa Ali

RBV in context of the circular economy (1060)

Gabbur, Anisuddin; Nunes, Breno

Strategies of small and medium size hotels (SMHs) in times of crisis: Impact on growth, competitiveness and survival (995)

Akwei, Cynthia; Petrie, Louise

## **Strategy as Practice**

**Track Chairs: Muhammad Amjad and Nicholas Burton**

**WED 11:00 – 12:30 | Oculus OC1.04, Oculus Building**

Full Papers

**Session Chair: Muhammad Amjad**

Strategy Implementation Failures - How Resource Weaknesses Compare for Foreign Multinationals and Indigenous Firms (978)

Amjad, Muhammad

The Harder Firms Practice Strategic Management, the Better They Are (128)

Elbanna, Said; Al Katheeri, Bakheet; Colak, Mustafa

Maps' Meaning is in the Making: How Developing Artifacts Helps Making Collective Decisions (958)

Arevuo, Mikko; Reinmoeller, Patrick; Huff, Anne

**WED 14:00 – 15:00 | Oculus OC1.02, Oculus Building**

Developmental Papers

**Session Chair: Muhammad Amjad**

The Strategic Role of Middle Managers: A Case of Institutional Work Upwards? (100)

Cooper, Simon

National Culture Impacts on Middle Managers' Behavior and Selection of Influence Tactics (102)

Halawani, Fayez Othman; Brady, Malcolm

Indian IT Service Providers, sustaining their competitive advantage: A Business Model Perspective (296)

Salwan, Prashant; Mahaboob, Habeeb

Strategy as Practice: A View from the Top (1011)

Maritz, Rachel

**THURS 09:30 – 10:30 | Oculus OC1.04, Oculus Building**

Full Papers

**Session Chair: Nicholas Burton**

Identifying the Blind Spots in M&A Process Research (763)

Enang, Etieno Sharon; Rosile, Grace Ann; Boje, David M; Sminia, Harry

Diagnosing Strategic Capabilities: Value Chains and Networks of Nigerian Retail Banks (608)

Osseo-Asare, Augustus; Origho, Oghenetega

**THURS 11:00 – 12:30 | Panorama 1, Rootes Building**

Developmental Papers

**Session Chair: Nicholas Burton**

Contagious ideas and cognitive artefacts: The SWOT analysis evolution in business (351)

Puyt, Richard Willem; Lie, Finn B.; de Graaf, Frank Jan

Temporal Capabilities: Exploring the Construct in Corporate Political Strategies (873)

John, Anna; Lawton, Thomas

A Good Strategy is Hard to Find (902)

Karjalainen, Niko Johannes

Strategizing-As-Competing: A Conceptual Review and Call for an Interdisciplinary Approach to Further Studies in Strategizing-As-Competing (925)

Jalili Tanha, Thomas; Mason, Katy J

## **Sustainable and Responsible Business**

**Track Chairs: Helen Goworek and Konstantina Skritsovali**

**WED 09:00 – 10:30 | Arts Centre Studio, Arts Centre**

Full Papers

**Session Chair: Konstantina Skritsovali**

Toward a Human-Centred Outcome Assessment of Corporate Social Performance (252)

Malik, Fareesa; Nicholson, Brian; Morgan, Sharon

Effect of Business Group Affiliation on Social and Environmental Performance: A Comparison of China, Hong Kong and Taiwan (241)

Zhang, Jintao; Chen, Stephen; Tan, Hao

Greening the Organisation: An Institutional Logics Approach to Corporate Pro-environmentalism (565)

Seidler, Anna-Raissa; Henkel, Christopher; Fiedler, Marina; Kranz, Johann

**WED 09:00 – 10:30 | Oculus OC0.01, Oculus Building**

Developmental Papers



**Session Chair: TBC**

Overcoming Supply Chain Inaction On Climate Change Mitigation (131)  
Dahlmann, Frederik; Roehrich, Jens

Sustainable Clothing Supply Network: Investigating the Stakeholder Relationship Using Social Network Analysis (378)  
Wu, Belinda; Dadd, Deneise; Roby, Helen

An Investigation of Internal Corporate Social Responsibility (CSR) Practices of Companies within the Oil sector in Nigeria (410)  
Ojei, IWE; Frost, Adam; O'brien, Seamus; Gallagher, Emer

Corporate Social Performance, Corporate Reputation and the Prism of the Culture (561)  
Perez Cornejo, Clara; de Quevedo Puente, Esther; Delgado García, Juan Bautista

**WED 11:00 – 12:30 | Arts Centre Studio, Arts Centre**

Full Papers

**Session Chair: Konstantina Skritsovali**

The Role of Perceived and Actual Proximity in Stakeholders' Moral Recognition of Corporate Social Responsibility (57)  
Puncheva-Michelotti, Petya; Hudson, Sarah; Michelotti, Marco

The Materiality of Environmental and Social Shareholder Activism – Who cares?! (646)  
Schopohl, Lisa

Key Issues Affecting Sustainability: The Perspectives Of Selected Construction Project Delivery Stakeholders (899)  
Zuofa, Tarila; Ochieng, Edward G; Bal, Menoka

**WED 11:00 – 12:30 | Oculus OC0.02, Oculus Building**

Full Papers

**Session Chair: TBC**

Economic Sustainability: Defining a Neglected Dimension of Sustainability and Why it Matters (528)  
Ivory, Sarah MB; Alexander, Anthony

Corporate Social Responsibilities of Mining Multinational Corporations in Least Developed Countries: Achieving Sustainable Development or Legitimacy? (931)  
Nana, Rabake Hermelline Kinba Mathilde; Beddewela, Eshani

Relationship between Corporate Social Responsibility Disclosure and Corporate Characteristics: Insights and Empirical Evidence from the Libyan Extractive Sector (2009-2014) (110)  
Mahmes, Kamal Abdusalam

**WED 14:00 – 15:30 | Arts Centre Studio, Arts Centre**

Full Papers

**Session Chair: Helen Goworek**

The Nexus between Corporate Social Responsibility and Brand Reputation: Evidence from Etisalat Nigeria (605)

Achi, Francis Chukwuedo; Osei, Collins; Omar, Makotba

For Humanistic Management and Against Economics (134)

Wagner-Tsukamoto, Sigmund

Progression models of CSR – between the paradigms of moral and economic value creation (587)

Witek-Crabb, Anna

**WED 14:00 – 15:30 | Oculus OC0.02, Oculus Building**

Full Papers

**Session Chair: TBC**

Lessons Learnt from Development of Sustainable Behaviour Personas for Business Model Innovation (917)

Miller, Karen Barbara; Park, Curie; Bocken, Nancy; Evans, Steve

Towards Ecocentric Visionary Leadership for Sustainability and Climate Change. (769)

Borland, Helen; Ambrosini, Veronique

Institutional Complexity and Alternative Organizations: An Exploratory Study (703)

Subramanian, Balaji; Chatterjee, Debabrata; Jacob, Merin

**WED 16:00 – 17:30 | Arts Centre Studio, Arts Centre**

Full Papers

**Session Chair: TBC**

Event sustainable development in Thailand: 360 degree perspectives on industrial, academic and governmental sector (151)

Buathong, Kantapop; Lai, Pei-Chun

Construction Sustainability: A Content Analysis of Integrated Project Management (853)

Bal, Menoka; Zuofa, Tarila

Controlling for Sustainability Strategies: A Systematic Review of Sustainability Strategy and Management Control Literature (880)

Ghosh, Biswaraj; Herzig, Christian; Mangena, Musa

**WED 16:00 – 17:30 | Oculus OC0.01, Oculus Building**

Developmental Papers

**Session Chair: Helen Goworek**

Implementation of the Circular Economy: A Case Study of Public Sector Procurement (970)

Brooks, Simon Bentley; Rich, Nick; Walpole, Gary

The Challenges of Leveraging Social Value through Public Sector Procurement (1054)  
Daly, John Michael; McCabe, Steven; Taeed, Olinga

Social and Environmental Accounting in Nigeria: Industry and Community Subaltern Perspectives (694)  
Akpotozor, Solomon Odafe

Hi-ho it's off to work we go: Do employees working for companies with active CSR programs volunteer more often as a result? (760)  
Costello, Joyce

**THURS 09:00 – 10:30 | Arts Centre Studio, Arts Centre**  
Full Papers

**Session Chair: Konstantina Skritsovali**

Strategic Levers of Corporate Social Responsibility: A Supply-Demand Mapping Analysis (278)  
Sun, William; Kuokkanen, Henri

CSR, Positive Affect, and Organizational identification (401)  
Lythreatis, Sophie; Mostafa, Ahmed; Wang, Xiaojun

Mountains or Molehills? An Empirical Investigation of the Relationship between Corporate Irresponsibility and Reputation Penalties (476)  
Nardella, Giulio; Brammer, Stephen

**THURS 11:00 – 12:30 | Arts Centre Studio, Arts Centre**  
Full Papers

**Session Chair: TBC**

Ethics and Corporate Social Responsibility (CSR) - identifying the relationship through the lens of the CSR practitioner (43)  
McGeough, Blath

CSR, Financial Performance and Risk: does it add up for mid-caps? (1003)  
Conway, Elaine

Corporate Social Responsibility, Liability of Foreignness and Foreign Direct Investment Decisions (697)  
Liu, Mei; Marshall, Andrew; McColgan, Patrick

**THURS 11:00 – 13:00 | Oculus OC0.01, Oculus Building**  
Developmental Papers

**Session Chair: TBC**

Facilitating Sustainable Management via the Development of New Business Models: The Case of the Clothing Industry (1045)  
Goworek, Helen; Oxborrow, Lynn; Claxton, Stella; Cooper, Tim; Hill, Helen; McLaren, Angharad

Sustainability: Exploring Gaps in Higher Education (30)  
Zizka, Laura; McGunagle, Doreen

Fostering Sustainable Business in the Coffee Shop Industry (414)  
Ferreira, Jennifer

Controlling for Sustainability Strategies: Empirical Evidence from the UK (900)  
Ghosh, Biswaraj; Herzig, Christian; Mangena, Musa

A Conceptual Framework for Sustainable Re-distributed Manufacturing Business Models based on Data-driven Decision Making (216)  
Vladimirova, Doroteya; Geissdoerfer, Martin; Yang, Miying; Zaki, Mohamed; Turner, Christopher; Tiwari, Ashutosh

**THURS 14:00 – 15:30 | Arts Centre Studio, Arts Centre**

Full Papers

**Session Chair: Helen Goworek**

Consumer Usage of Plastic Product & Awareness towards Green Consumerism in Muscat, Sultanate of Oman (270)  
Al Haziazi, Mohammed; Muthuraman, Subrahmanian

Corporate Social Irresponsibility and Paradoxes of MNC Social Coordination (392)  
Hu, Yanfei

A Water Resource Based View: A Tale of Corporate Brewing (875)  
McGuinness, Martina; Morris, Jonathan

**THURS 14:00 – 15:30 | Oculus OC0.02, Oculus Building**

Full Papers

**Session Chair: TBC**

Environmental Capability of SMEs: Capability Building towards a Low Carbon Economy (461)  
Baranova, Polina

Moral proximity and small business social responsibility: An exploratory study of small and medium sized enterprises. (692)  
Davies, Fern Briony

Understanding and Implementing Corporate Responsibility from an SME Perspective (791)  
Ortiz, Daniela; Kronenberg, Christopher; Domnanovich, Julia