



## **BAM2021 Paper Presentation Times**

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### **African Studies**

**Track Chairs: Christian Harrison and Kingsley Omeihe**

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1AA**

**09:00 – 10:30**

**FULL PAPERS**

**Session Chair: Kingsley Omeihe**

The influence of environment on hybrid organizations: Empirical study of inter-organizational partnership between social enterprise impact investing in Nigeria (258) Irimiya Emmanuel, Ramanie Samaratunge, Daniel Prajogo

Narratives of entrepreneurial courage: An Aristotelian virtue perspective (36) David Sarpong, Amit Rawal, David Botchie, Chima Mordi

Chinese in Africa: A review of the evolving labour perspectives (187) George Ofosu, David Sarpong

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1B**

**13:00 – 14:00**

**FULL PAPERS**

**Session Chair: Christian Harrison**

Cultural Integration: Implications for business leadership and service productivity in sub-Saharan Africa (121) Obafemi Olekanma, Enis Elezi

A Study of Agricultural Companies Development in Nigeria: A Systematic Literature Review (506) Ayodele Adetuyi, Christian Harrison, Heather Tarbert

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1C**

**08:45 – 10:15**

#### **FULL PAPERS**

#### **Session Chair: Ibiyemi Omeihe**

A Film-Based Case Study of Family Business in an African Polygamous Context (124) Natasha Katuta Mwila

The Relationship between High Involvement Work System and Innovative Work Behavior: The Mediating Role of Need for Cognition (418) Amira Mirghani

The nature of social relations: Exploring norms, trust and market relations in SME internationalisation (396) Kingsley Omeihe, Ibiyemi Omeihe

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 1F**

**11:00 – 12:30**

#### **Developmental Papers**

#### **Session Chair: David Sarpong**

Assessing the role of education as a tool for Nigeria's Sustainable economic growth (169) Uchechi Ordu, Karen Maher

Innovativeness and performances of African firms (524) Mary Leung, Anup Chowdhury

Technology Implementation in a Nigerian Context (268) Iniobong Usoro, Ali Rostron

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

### **SESSION**

**15:15 – 16:15**

#### **Developmental Papers**

#### **Session Chair: Christian Harrison**

Why they came, and why they might want to return home: Findings from a study of Nigerian doctors working in the UK (351) Mohammed Abdullahi

Authentic leadership skills withing a developing economy context (341) Ibiyemi Omeihe, Christian Harrison, Kingsley Omeihe

# Corporate Governance

Track Chairs: Jia Liu and Oliver Marnet

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1A**

**09:00 – 10:30**

**FULL PAPERS**

**Session Chair: Yanni Yan**

Governance-Based View of Corporate Brand Equity: An Empirical Study of Long Lifespan Firms (586) Yanni Yan, Tingting Xie

The Effects of Ownership Structure of Business Groups' Financing Decisions (607) Suhee Kim

(Over-) busyness among directors: Perceived contributors and impact on accountability processes within the boardroom (533) Sneh Bhardwaj

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1B**

**13:00 – 14:30**

**FULL PAPERS**

**Session Chair: David Sarpong**

Filling empty vessels: Accountability, responsibility, and corporate governance (12) Donald Nordberg

The impacts of digital technologies on board of directors' meanings, motivations, and mechanisms of work (147) Fabio Oliviera, Nada Kakabadse, Nadeem Khan

Board Diverstiy and ESG Practices: Sustainability and Stakeholder Learning from the COVID-19 crisis (319) Asma Alawadi, Nada Kakabadse, Nadeem Khan

**WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 1C**

**08:45 – 10:15**

**FULL PAPERS**

**Session Chair: Sneh Bhardwaj**

Antecedents of "First" Appointment of Women in Executive Team: Insights from a Punctuated Equilibrium Model (257) Tomohiko Tanikawa, Yuhee Jung - **Asynchronous Presentation**

Organizational Corporate Social Responsibility Decisions and Performance: Does Board Gender Diversity Matter? (105) Ranjita Islam, Erica French, Muhammad Ali

Narratives of Corporate Elits Implicated in Scandals: An Economies of Worth Perspective (102) Mabel Torbor, David Sarpong, Chima Mordi

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1D**

**15:35 – 17:05**

#### **FULL PAPERS**

**Session Chair: Donald Nordberg**

Board Committees and the Nomination Committee Chair: Lessons from Research (30)  
Jennifer Simnett

Communication and Loyalty as Strategies of the Cooperative Governance System in a Dairy Milk Cooperative (204) Ana Maria Machado Toaldo, Simone Regina Didonet, Clea Macagnan, Marcelo Ferreira

Corporate social responsibility and politics: empirical evidence from Chinese listed firms (553) Xihui Chen, Kienpin Tee, Chee-Wooi Hooy

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 1F**

**11:00 – 12:30**

#### **FULL PAPERS**

**Session Chair: Xihui Chen**

Are Chairmen who are ex-CEO economically justified? Evidence from the UK listed companies (50) Saadia Irfan – **Asynchronous Presentation**

Entrepreneurial Bankruptcies and Moral Hazards at the times of prosperity and Crisis: AN Artificial Intelligence Model Application to PLS and Debt Financing (136) Adil El Fakir, Youssef Lamrani, Mohamad Tkiouat

The effects of material CSP contracting on corporate social performance and corporate financial performance (593) Etienne Develay, Stephanie Giamporcaro, Yan Wang

# Critical Management Studies

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

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1B**

**13:00 – 14:30**

**DEVELOPMENTAL PAPERS**

**Session Chair: Ron Kerr**

A call for responsible management and compassionate leadership for building a sustainable post-pandemic higher education system (350) Victoria Jackson

Hope labour in the gig economy: a follow-up study (558) Bianca-Ioanidia Mirea

Strategising repair in times of Volatility, Uncertainty, Complexity and Ambiguity (630) Bob Townley

**THURSDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 1F**

**11:00 – 13:00**

**FULL PAPERS**

**Session Chair: Sylwia Ciuk**

Employee Engagement in a Crisis Situation: The case of Greece (17) Evangelia Fragouli, Xenia Louka

Liminality and organisational anomie: UK supermarket frontline work and employment relations during the COVID-19 pandemic (442) Minjie Cai, Safak Tartanoglu, Alex Stroleny, Scott Tindal

Toxic intersections: an intersectional exploration of women's decision to opt-out of high-tech careers (536) Aparna Venkatesan

Wages for Homeschooling? Contesting Unpaid Labour as Recovery (557) Kate Seymour

# Cultural and Creative Industries

Track Chairs: Aneesh Banerjee and Marta Bernal

THURSDAY 2<sup>ND</sup> SEPTEMBER

SESSION 1E

09:15 – 10:15

**Developmental Papers**

**Session Chair: Holly Patrick-Thomson**

Exploring Value Co-Creation and Value Co-Destruction: Managing Competing Logic in Creative Professional Service Firms (335) Stephen Cho, Antonius Van Den Broek, Ksenija Kuzmina, Laura Santamaria

How Creative Freelancers Organised using Online Occupational Communities in the Wake of COVID-19 (370) Holly Patrick

THURSDAY 2<sup>ND</sup> SEPTEMBER

SESSION 1F

11:00 – 13:00

**FULL PAPERS**

**Session Chair: Kadja Manninen**

“The evolving place of the Cultural and Creative Industries in the public policy orientation: What can we learn from the Communications of the European Commission?” (32) Elisa Salvador, Pierre-Jean Benghozi

Features of the development of creative industries in Kazakhstan (250) Aziza Zhuparova, Gulim Ismail

Aesthetic Entrepreneurship in Arts and Cultural Entrepreneurship (284) Simony Marins, Eduardo Davel, Samantha Warren

Digital Business Models for Performing Arts (447) Kadja Manninen, Chris James Carter, Andrew Leyshon, Sarah Martindale

## **Decision-Making Under Uncertainty**

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

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1B**

**13:00 – 14:30**

**DEVELOPMENTAL PAPERS**

**Session Chair: Denis Fischbacher-Smith**

Project Managers' Front-End Decision Making (493) Ama Lawani, Rhona Flin, Racheal Adedokun

The role of business model innovation in small enterprises resilience during COVID-19 crisis (95) Gabriel Martinez, Suresh Renukappa, Subashini Suresh

Understanding Unethical Choice in Organization From Individual Predisposition (394) Billel Ferhani

**WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 1C**

**08:45 – 10:15**

**FULL PAPERS**

**Session Chair: Denis Fischbacher-Smith**

VUCA Environment and its Relationship with Management: A Systematic Literature Review (104) Vicente Woltes, Anabel Fernandez-Mesa

'Agility' for a post-covid world – a continuation of diffusion of agile practices or management fad? A review using argument mapping to examine the possibilities of applying agile strategies as a countermeasure to COVID-19 pandemic (492) Fangyuan Shen, Ian Stewart

On skewness and prudence (264) Michael Bord, Volker Seiler, Markus Rudolf

**THURSDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 1F**

**11:00 – 12:00**

**DEVELOPMENTAL PAPERS**

**Session Chair: Denis Fischbacher-Smith**

Exploring willingness to travel during the COVID-19 pandemic through the lenses of protection motivation and attribution theory (48) Villy Abraham, Kerstin Bremser, Maria Moreno, Mercedes Carreno

The role of leadership for resilience: challenges of sensegiving and sensemaking across organisational levels (388) Natalia Jubault Krasnopevtseva, Catherine Thomas, Renata Kaminska

## **e-Business and e-Government**

**Track Chairs: Thanos Papadopoulos, Ilias Pappas, Nisreen Ameen and Sankar Sivarajah**

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1B**

**13:00 – 14:30**

**Developmental Papers**

**Session Chair: Thanos Papadopoulos**

How the UK Gambling Industry Bets on Digital Transformation through the lens of Business Model Innovation (203) Dimi Ntounis

The Digital Transformation Paradox in the Gambling Industry (330) Konstantina Spanaki, Dimitris Zissis, Thanos Papadopoulos, Feng Li

The dynamics of entrepreneurship in the digital era: A Digital Entrepreneurial Orientation (DEO) Framework (331) Yiwen Hong

**WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 1C**

**08:45 – 10:15**

**Developmental Papers**

**Session Chair: Davit Marikyan**

The Relationship Between Employee Value Propositions, Psychological Contract, and Employee Engagement in Align With Artificial Intelligence Strategy Adoption-Conceptual Framework (56) Yasmine Afifi

(Mis)Matching The Value Proposition: A Typology of Digital Platform Complementors (167) Thu Nguyen



E-Government Adoption: Determining the relative effect of individual and Technology Characteristics (564) Shahid Nishat, Keith Thomas

#### **SESSION 1D**

**15:35 – 16:35**

#### **Developmental Papers**

**Session Chair: Ijaz Qureshi**

New Development: Digital technologies responding to public health crises – realising value from the NHS Covid-19 contract tracing App (436) Rebecca Casey

Impact of e-commerce on Business Performance in the face of COVID-19 pandemic (509) Sharmin Naahar, Md Tarikul Islam

#### **THURSDAY 2<sup>ND</sup> SEPTEMBER**

#### **SESSION 1E**

**09:15 – 10:15**

#### **Developmental Papers**

**Session Chair: Thanos Papadopoulos**

Impact of Artificial Intelligence (AI) on SME Sector: A Case Study of Sports Industry of Pakistan (184) Ijaz Qureshi, Donna Schaeffer, Mike Whitty, Razia Ghulam Rasool

Technology Induced FinTech on Banking Industry in Bangladesh (410) Naheed Roni

#### **SESSION 1F**

**11:00 – 13:00**

#### **FULL PAPERS**

**Session Chair: Thanos Papadopoulos**

The Use of Smart Home Technologies: Cognitive Dissonance Perspective (25) Davit Marikyan, Savvas Papagiannidis, Eleftherios Alamanos

UK's Human Cloud SMEs' Imbrication: Unravelling Sociomaterial New Routines (299) Mohammed Ali, Farag Edghiem, Moheeb Abualqumboz

A Review of Contemporary Practical Applications of Cyber Security in Cloud Computing Service Models (498) Mohammed Ali, Farag Edghiem

STRATEGY-AS-PRACTICE APPROACH IN MANAGEMENT OF IT COMPANIES (627) Elena Serova, Oleg Kalmykov

# Entrepreneurship

Track Chairs: Wilson Ng

TUESDAY 31<sup>ST</sup> AUGUST

## SESSION 1A

09:00 – 10:00

### FULL PAPERS

Session Chair: Shazia Naumann

Entrepreneurial Orientation, Dynamic Capabilities, and Business Processes Performance (222) Reda Abdelkareem, Mohamed Battour

Contented Family Business: The Case of 'Soaked Meatball' in Turkey (345) Erhan Atay, Serkan Bayraktaroglu, Habibe Ilhan

## SESSION 2A

09:00 – 10:30

### FULL PAPERS

Session Chair: Ufuk Cullen

Impact of Covid-19: Recovery through Lean Startup and Business Model Shifts (527) Motamid Ghulam Hamid Shaikh, I Han

Entrepreneurship for Differently Abled People: An Approach to create Sustainable Economy (540) Simran Sodhi, Amit Dwivedi

Investigating the impact of entrepreneurial ecosystem factors on SME's financial performance: A Multi-group analysis of business location (67) Sumedha Weerasekara, Ramudu Bhanugopan

## SESSION 3A

09:00 – 10:30

### DEVELOPMENTAL PAPERS

Session Chair: Muhibul Haq

Effectual Mode of Action and Dynamic Capabilities of a Firm (616) Rai Siddhant Sinha, Nandakumar Mankavil Kovil Veetil

Characteristics of the entrepreneurial university : The Colombian case (48) Carlos Plata, Laurent Giraud

Student managed venture fund (SMVFs): An innovative pedagogy of entrepreneurship education (354) Joanne Zhang

### **SESSION 1B**

**13:00 – 14:30**

#### **FULL PAPERS**

**Session Chair: Wilson Ng**

Exit from Sustainable Business: An Exploratory Study (272) Subhan Shahid, Emmanuelle Reynaud

When there is a crisis, there is an opportunity? SMEs' resources for durability and opportunity confidence (91) Argyro (Iro) Nikiforou, Irini Voudouris, Spyros Lioukas

Managerial Political Ties in Emerging Markets: A Systematic Review of the Literature (348) Ahmed Adel Tantawy, Joseph Amankwah-Amoah, Pushyarag Puthusserry

### **SESSION 2B**

**13:00 – 14:30**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Saadat Saeed**

Circular Business Model from The Institutional Theory Perspective (99) Ufuk Cullen

How Do Social Media Activities Affect Crowdfunding Success? (236) Christian Johannes Huening, Fatima-Zahra Aamer

Gone with the Wind. Entrepreneurial Founder Turnover and Firm Performance (404) Zhaoyu Zhang, Shi Ha, Mengyue Li, Xiangming Tao

### **SESSION 3B**

**13:00 – 14:30**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Roopa Nagaraju**

Attaining and maintaining legitimacy in entrepreneurial networks in the context of institutional voids (115) Sergey Portyanko, Ibrat Djabbarov, Stephanie Hussels

An entrepreneur's mindset and the firm readiness for adopting a long-term sustainable business strategy (132) Laura Salciuviene, Claudio De Mattos

Financing Small and Medium Scale Enterprises in Developing Economies: A Case Study of SMEs in Nigeria (451) Chikodi Uche-Ugwu

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1C**

**08:45 – 10:15**

#### **FULL PAPERS**

**Session Chair: Simon O’Leary**

Understanding Philanthropy in Pakistan (329) Muhammad Khan, Michael Price

Narratives of entrepreneurship: a video-game rhetorical epic? (470) Selen Kars, Hugo Gaggiotti, Carol Jarvis

A Critical Investigation into the Changing Nature of Angel Investment: Business Angel Groups (483) Federico Moro, Carmel McGowan

### **SESSION 2C**

**08:45 – 10:15**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Tribikram Budhathoki**

Bourdieuian and Resource-Based Perspectives on Ethnic Minority Micro-Businesses: A Culture-Induced Entrepreneurship Model (89) Muhibul Haq, Martin Johnson, Julie Davies, Leo-Paul Dana

The Longevity of Multigenerational Family Firms (96) Nehad Ali, Mathew Hughes

Entrepreneurial Motivation of Growth-Oriented Microentrepreneurs (405) Anneli Manninen

### **SESSION 1D**

**15:35 – 17:05**

#### **FULL PAPERS**

**Session Chair: Isaac Amoako**

What are the most appropriate measurements of growth for a contemporary context? A review of the small firm growth literature through a post-growth lens (247) Richael Connolly, Joe Bogue, Lana Repar

It’s good to be unsure: Vacillating between paradoxical opportunity approaches to generate balanced definitive stakeholder collaborations (214) Aparna Venugopal

Entrepreneurship Spatial Dimension and the Effect of Public R&D Policy (440) Juan Climent, Anabel Fernandez

## **SESSION 2D**

**15:35 – 17:05**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Felix Arndt**

Vietnamese women-owned micro and small enterprises in Danang city, case insights on social identity, entrepreneurial marketing behaviour and intersectionality (555) Minh Tran, Gunhan Saxena

Succession effectiveness in UK retail small family businesses: An exploratory investigation (563) Onyebuchi Onukwugha, Ali Mahmoud, Olusoyi Ashaye

Dynamic managerial capabilities of managers in micro and small enterprises in developing countries: The case of Peru (608) Maricela Arellano, Oliver Flaeschner, Torbjorn Netland

## **SESSION 3D**

**15:35 – 17:05**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Ufuk Cullen**

Critical Success Factors for Effective People Management in Increasing Productivity of The SMEs in the UK: A Review of Empirical Evidence Published from 2014 to 2020 (438) Favour Orji, Rom Okeke, Mandy Parkinson

A conceptual model to analyse favourable rural locations for entrepreneurship (172) David Bozward

Growth-oriented micro-enterprises' entrepreneurial ecosystem in peripheral regions (82) Anneli Manninen

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 1E**

**09:15 – 10:45**

### **FULL PAPERS**

**Session Chair: Julie Davies**

Entrepreneurial journey of nascent entrepreneurs in developing country, Pakistan (333) Muhammad Nawaz Tunio, Erum Shaikh, Syed Mir Muhammed Shah, Muhammad Asif Qureshi

Part-time Work Experience and Entrepreneurial Exit: Evidence from the German Socio-Economic Panel (109) Subhan Shahid, Mei Maggie-Qiuzhu, Procher Vivien

Entrepreneurship as social change: Enacting emancipatory entrepreneurship among a precarious community in Kosovo (113) Dillon Berjani, Elco Van Burg, Karen Verduijn

## **SESSION 2E**

**09:15 – 10:45**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Saadat Saeed**

Developing an entrepreneurial rural community that can thrive and survive (589) Mulkie Al-Hashemi

The influence of organizational tenure, teams diversity of educational background and level on the decision-making process of pre-startups (471) Gilda Antonelli, Aizhan Tursunbayeva, Biagio Simonetti

The Role of Business Coaching for New Venture Performance: An Investigation of Effectiveness and Effects (199) Kevin Reuther, Christina Ungerer, Guido Baltes

## **SESSION 1F**

**11:00 – 12:30**

### **FULL PAPERS**

**Session Chair: Aqueel Wahga**

Entrepreneurship Education and its Impact on Enhancing Entrepreneurial Intention and Innovative Behaviour (125) Syed Mohsin Ali Shah, Hatem El-Gohary, Syed Haider Khalil, Sangeen Khan

Do-It-Yourself laboratories, communities of practice, and open innovation in a digitalized environment (43) Felix Arndt, Wilson Ng, Tori Huang

Classifying resources for disabled entrepreneurs (406) Naheed Roni

## **SESSION 2F**

**11:00 – 13:00**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Simon O'Leary**

The founder as the microfoundation of slack resource and firm performance (211) Da Teng

An in-depth study of actual practices in entrepreneurship classrooms in Omani HEIs (42) Buthiana Al Kharusi

Institutional Theory and Social Entrepreneurship in Africa (98) Stephanie Slater, Rebecca Namatovu

Socioemotional wealth and performance: The mediating role of brand orientation in family firms (460) Victor Temprano-Garcia, Hector Perez-Fernandez, Ana I. Rodriguez-Escudero, Javier Rodriguez-Pinto, Ismael Barros-Contreras

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

### **SESSION**

**15:15 – 16:45**

#### **FULL PAPERS**

**Session Chair: Wilson Ng**

Why Employees quit Work in Family Firms: Antecedents and Consequences Intra-Family Conflict (110) Andreas Strobl, Giovanna Campopiano, Martin Friesl

Employee welfare, social capital, and IPO survival (196) Shima Amini, Sofia Johan, Eilnaz Kashefi, Abdul Mohamed

Entrepreneurial Exits: Weak Ties and Financial Harvests (621) Matthew Pauley

### **SESSION**

**15:15 – 16:15**

#### **FULL PAPERS**

**Session Chair: Muhibul Haq**

Externalizing the Locus of Control: Entrepreneurship and Religion (477) Shannon Harris, Niall MacKenzie, Colin Mason

Reciprocal impact of family and business for internally displaced female entrepreneurs (511) Wojdan Omran-Farraj, Shumaila Yousafzai, Haya Al-Dajani

## **Financial Management**

**Track Chairs: Raphael Markellos, Konstantinos Bozos and Geoffrey Wood**

## **TUESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1A**

**09:00 – 10:30**

#### **FULL PAPERS**

**Session Chair: Dimitrios Psychoyios**

**Understanding the firm**

A Real Options Asset Pricing Model with Seasonal Demand and Inventory Building (641) Kevin Aretz, Hening Liu, Kevin Schneider

The effect of Credit Rating on Dividend Smoothing (653) Constantinos Kakouris, Dimitris Psychoyios, Evangelos Charalampakis

The Impact of Corporate Sustainability Performance on Corporate Risk-Taking: Evidence from the Tourism Industry (476) Omneya Abdelsalam, Antonios Chantziaris, Stergios Leventis, Nikolaos Tsileponis

## **SESSION 2A**

**09:00 – 10:30**

### **FULL PAPERS**

**Session Chair: Laima Spokeviciute**

#### **Banking**

Impact of regulation on competition and cooperation in the European Banking Industry (197) Sameer Chinchankar, Sascha Albers, Johanna Vanderstraeten

Audit Committee Focus and Bank Financial Reporting Quality (644) Dimitris K. Chronopoulos, LEMONIA M. REMPOTSIKA, John O.S. Wilson

Bank and Micro Finance Institution: An empirical analysis of core functional elements (349) Md Hamid Uddin, Shabiha Akhter, Sabur Mollah

## **SESSION 1B**

**13:00 – 14:30**

### **FULL PAPERS**

**Session Chair: Moshfique Uddin**

#### **Behavioural**

Overconfidence gets you noticed: CEO Overconfidence and IRS Attention (650) Theophilus Lartey, Moshfique Uddin, Albert Danso, Geoffrey Wood

Does corporate tax avoidance affect firm productivity? (254) Spyridon Gkikopoulos, Edward Lee, Konstantinos Stathopoulos

Death, Destruction, and Manipulation (304) Maimuna Akter, Douglas Cumming, Shan Ji

## **SESSION 2B**

**13:00 – 14:30**

### **FULL PAPERS**

**Session Chair: Lucia Murgia**

#### **The Macroeconomy**



Oil Price Uncertainty and the Macroeconomy (651) Athanasios Triantafyllou, Nikolaos Vlastakis, Neil Kellard

China-to-FOB Price Transmission in the Rare Earth Elements Market and the End of Chinese Export Restrictions (267) Volker Seiler

The rumors of the demise of the Phillips curve are.....what would Mark Twain Say? (256) Mohsin Hafeez, Daniel Tirado

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1C**

**08:45 – 10:15**

#### **FULL PAPERS**

**Session Chair: Raphael Markellos**

**Interconnected financial markets**

Interconnected Market Hypothesis: Presenting a Conceptual Bowtie Model of Individualistic, Information-Based Interconnectedness (515) James Kinsella, Richard Fairchild, Emmanouil Platanakis, Dimitrios Gounopoulos

Systemic properties of corporate ecosystems – Case of FTSE 250 companies 2000 – 2017 (294) Ya Ping Yin, George Katechos

Skilled Labour Risk: US and International Evidence (24) Chieh Lin, Iain Clacher, Steven Toms

### **SESSION 2C**

**08:45 – 09:45**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Hossein Jahanshaloo**

**Information issues, biases, regulation and risk**

Does financial innovation reduce information asymmetry problem in credit contracts in frontier economies in Africa? (645) James Obuobie

CRA regulation and rating inflation in European securitisation market (654) Nodirbek Karimov

### **SESSION 1D**

**15:35 – 17:05**

#### **FULL PAPERS**

**Session Chair: Geoffrey Wood**

**IPOs and SEOs**

The Impact of Information Uncertainty and Asymmetry on IPO Underpricing (647) Raphael Markellos

The Dark Side of Corporate Political Activity: Evidence from the SEC's Oversight Role in the IPO Process (146) Dimitris Gounopoulos, Georgios Loukopoulos, Panagiotis Loukopoulos, Geoffrey Wood

Cash-rich seasoned equity issuers (652) Mengqian Chen, Marie Dutordoir, Norman Strong

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**11:00 – 12:30**

#### **FULL PAPERS**

**Session Chair: Larisa Yarovaya**

**Financial Markets and Asset Pricing**

The Impact of the Higher Moment Risk on Stock Return Under the Effect of Market Liquidity: A Case of Vietnam Stock Market (302) Hoang Oanh Vo, Thi Lanh Le, Phan Thi Dieu Thao Le

What Happens When Equity Investors Disagree with the FOMC? (649) Lucia Murgia

"I Just Like the Stock" versus "Fear and Loathing on Main Street": The Role of Reddit Sentiment in the GameStop Short Squeeze (687) Cheng Long, Brian Lucey, Larisa Yarovaya

### **SESSION 6**

**11:00 – 12:30**

#### **FULL PAPERS**

**Session Chair: Konstantinos Bozos**

**M&A**

Cultural and Geographic Distance Effects of Cross Border Mergers: An Inter-Temporal Perspective (576) Vasiliki Bamiatzi, Konstantinos Bozos, Seyda Deligonul

Overinvestment and Stock Price Crashes: Evidence from Mergers and Acquisitions (648) Panayiotis Andreou, Konstantinos Bozos, Evridiki Panayi

Market-timing and synergy motives for mergers and acquisitions: The influence of social norms on sin and non-sin acquirers (657) Quyen Van, Darren Duxbury, Yousry Ahmed, Dimitrios Gounopoulos

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

## **SESSION 7**

**15:15 – 16:45**

### **FULL PAPERS**

**Session Chair: Yifan Chen**

**Fintech and Modern Finance**

COVID-19 Bust, Policy Response, and Rebound: P2P vs Banks (170) Douglas Cumming, Andrea Martinez-Salgueiro, Ahmed Sewaid

Acceptance of Digital Investment Solutions (266) Volker Seiler, Katharine Fanenbruck

Dow Theory and Modern Finance (646) Raphael Markellos, Yifan Chen, Karen Won

## **SESSION 7**

**15:15 – 16:45**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Tim King**

**Governance and regulation**

Rising from the flames? How board and organizational designs shape emerging market digital firms' COVID-19 response strategies (642) Zaheer Khan, Timothy King, Pushyarag Puthussery, Kristel Miller

Behavioral Biases versus Investment Decision Making: Qualitative study (387) Nada el Birji, Ahlam Qafas

Regulatory Governance for Innovation: A Tale of Sandboxes, Treasures and Walled Gardens (656) Sean Ennis, Raphael Markellos

## **Gender in Management**

**Track Chairs: Adelina Broadbridge and Andrie Michaelides**

**TUESDAY 31<sup>st</sup> AUGUST**

## **SESSION 1A**

**09:00 – 10:30**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Andrie Michaelides**

Overcoming woman/ leader identity conflict in a low gender egalitarian culture: A study of female leaders in the corporate sector of Pakistan (467) Ayesha Bano, Sadia Nadeem

Living with Exclusion: An Autoethnography of Women Working in Pakistani Universities (588) Sunbal Taj, Fatima Junaid, Mian Shakeel

What Drives Women Success: How Did Some Women Prevail In The Face Of Adversity And Poverty To Achieve Success In Small And Medium Enterprises (375) Hanh Tran, Andre Perketi

### **SESSION 1B**

**13:00 – 14:30**

#### **Developmental Papers**

**Session Chair: Gary Powell**

Think Manager, Think Male - Think Again: Investigating changing implicit leadership theories and resulting role stereotypes in a longitudinal study (372) Elaine Berkery, Nuala Ryan

Gender in Pandemic Times: (Re)thinking the Ivory's "Rules of the Game"? (205) Amal Abdellatif

Gender Inequality in Managing Discrimination And Harassment At Workplace (582) Fatma Zragua

### **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

#### **SESSION 1C**

**08:45 – 10:15**

#### **FULL PAPERS**

**Session Chair: Adelina Broadbridge**

COVID-19, Gender Prejudice, and the Psychological Well-being of Female Employees in Jordan (126) Tala Abuhusseini

Short-term international assignments for Indian women professionals: A joyride or a roller coaster ride (181) Santoshi Sengupta, Deeksha Tewari, Syed Mohyuddin, Parth Patel, Verma Prikshat

Exploring the construction of the surgical glass ceiling for diverse groups: a quantitative analysis (458) Carole Woodhams, Ira Parnerkar, Mukunda Sharma

#### **SESSION 1D**

**15:35 – 16:35**

#### **FULL PAPERS**

**Session Chair: Andrie Michaelides**

Towards an effective leadership practice within UK business: An investigation of the effect of Glass ceiling on gender differences post Brexit referendum (23) Claudia Gallardo, Yehia Sabri Nawar

The “Good Manager” Over Five Decades: Towards an Androgynous Profile? (66) Gary Powell, D. Anthony Butterfield, Xueting Jiang

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 1E**

**09:15 – 10:45**

#### **FULL PAPERS**

#### **Session Chair: Adelina Broadbridge**

Women Managers career transition during expatriate assignments: Social capital in senior management networks for progression to global partner positions (567) Christina Mary MacNeil

The impact of CEO tenure and female board representation on environmental, social and governance disclosures of healthcare multinational corporations in OECD countries (526) Kweku Adams, Rexford Attah-Boakye, Deborah Adekemi

An Integrative Review of UK Based Research into Black African Migrant Women Entrepreneurs Access to Leadership Development Skills (605) Amina Chitembo, Ngosa Kambashi, Seun Kolade, Amarachi Amaugo

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 1F**

**11:00 – 12:30**

#### **FULL PAPERS**

#### **Session Chair: Andrie Michaelides**

“It’s Not the Same for Mom and Dad” – Work-life Integration of Indian Dual Working Parents in Covid19 Impact of Self-Esteem and Role Conflict on Life Satisfaction – the Mediating Role of Enrichment and Conflict (403) Munmun Goswani

Improving Workplace Access for Women Seeking to Re-enter the Workforce after a Break: Evidence from Two Experimental Studies (437) Chetan Joshi, Pavni Kaushiva

Unintended Consequences of Strong Preferences: Women and Spatial Entrapment in High-Tech Jobs (26) Annu Mathew, Anita Sarkar

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

## **SESSION 7**

**15:15 – 16:15**

### **Developmental Papers**

**Session Chair: Adelina Broadbridge**

Will Gender and Dark Triad Shed Light on the Relationship Between Behavioral Logic and Firm Performance? (584) Aleksandra Bordunos, Louisa Selivivanovskikh, Galina Shirokova

Aspirations to Top Management Over Five Decades: Does Gender Still Matter? (252) Gary Powell, D. Anthony Butterfield

## **Human Resource Management**

**Track Chairs: Laurent Giraud and Joshua Haist**

**TUESDAY 31<sup>st</sup> AUGUST**

### **SESSION 1A**

**09:00 – 10:00**

#### **FULL PAPERS**

**Session Chair: Yehuda Baruch**

Career Ambition, Competence Development Practice and Change (18) Shandana Shoaib

Career Self-Management Strategies in Extreme Work Contexts: A Qualitative Study of Seafarers (128) Shahrzad Nayyeri, Hamid Roodbari, Masoud Shadnam

### **SESSION 2A**

**09:00 – 10:30**

#### **FULL PAPERS**

**Session Chair: Minjie Cai**

Why does abusive supervision influence employee performance? Testing the mediation model of job satisfaction and extrinsic motivation (38) Saeed Siyal

Diverging Perspectives on the Chief Information Officer Role: A Study of UK CIO Job Adverts (293) David Harding, Ip-Shing Fan

Leadership and digital transformation during the crisis of Covid-19 and frontline worker's in-role performance through psychological conditions (79) Naveed Iqbal, Fatima Afzal

### **SESSION 3A**

**09:00 – 10:30**

#### **FULL PAPERS**

**Session Chair: Stephen Procter**

To telework or not telework: Does the macro context matter? A signalling theory analysis of employee interpretations of telework in times of turbulence (62) Almudena Canibano, Argyro Avgoustaki

A Systematic Review of Technology-Enabled Remote Work (694) Tahrira Ferdous, Kevin Desouza, Muhammad Ali, Erica French

Flexible working during the Covid-19 pandemic: gains and strains in a Chinese stated-owned organisation (111) Xiaoni Ren, Hanlin Xu

**SESSION 4A**

**09:00 – 10:30**

**DEVELOPMENTAL PAPERS**

**Session Chair: Stewart Johnstone**

Unionised and Non-Unionised Workplaces- a Bangladeshi Context (103) Sajjad Hossain

Regulation of work and employment: Reflections on the HRM challenges for a post-Covid19 future (618) Jenny Rodriguez, Stewart Johnstone, Stephen Procter

Reimagining the future of HR in the post pandemic world (535) Tanvi Mankodi, Prantika Ray

**SESSION 1B**

**13:00 – 14:30**

**FULL PAPERS**

**Session Chair: Helen Shipton**

Some antecedents of the innovative behavior: An empirical approach (88) Alvaro Nicolas-Agustin, Daniel Jimenez-Jimenez, Francisco Maeso-Fernandez

Impact of Authentic Leadership on Employees' Creative Work Behavior: A Mediated Model (321) Noman Rafique

Examining the Impact of HRM System Strength and Organizational Climate on Firm Performance (193) Radwa Hazem, Ahmed Amin, Mentallah Darrag

**SESSION 2B**

**13:00 – 14:00**

**FULL PAPERS**

**Session Chair: Smirti Kutaula**

Investigating the Impact of COVID-19 on Human Resource Issues (411) Yifan Zhong, Yameng Li, Jian Ding, Yiyi Liao

COVID-19, The Great Recession and Economic Recovery (339) Hilary Ingham

## **SESSION 2C**

**13:00 – 14:30**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Mengyi Xu**

Leveraging people analytics adoption for Performance Outcomes in The Health Care Industry (39) Yasmine Afifi

How does job embeddedness influence their performance: the roles of organisational commitment and urban identity of migrant workers in China (223) Xiaoying Li, Qihai Huang, Yu Fu

The roles of high-performance work system in establishing employees' learning agility in response to pandemic-related organisational challenges (459) Alvin Hadiono, Sabina Siebert, Belgin Okay-Somerville

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1C**

**08:45 – 10:15**

### **SYMPOSIUM**

**Session Chair: Margarita Nyfoudi**

Employee Voice after Covid (288) Tony Dundon, Adrian Wilkinson, Michael Knoll, Paula K. Mowbray; Nadia Kougiannou, Peter Holland; Helen Shipton, Amirali Minbashian, Daniel King, Nik Pautz; Sarah Pass, Nadia Kougiannou, Maranda Ridgway; Bernadine Van Gramberg, Julian Teicher, Greg J. Bamber

Understanding the impact of Covid on new working arrangements is paramount to kick starting the economy and adjusting to daily work life. The pandemic has demonstrated that the economy relies on workers and businesses; one cannot function without the other. Furthermore, the achievement of quality outputs/service and productivity is dependent on the effort and commitment of workers and the quality of workers' voice as an important part of the human capital contribution. Although voice has been seen as an instrument for mutual gain, it is also integral to employee attitudes and feelings at work. As employees adapt to change and uncertainty, including working from home, new technologies, redundancy and downsizing, giving voice to employees is central to their recovery and that of their organisations.



This symposium offers presentations from five papers, which discuss the above considerations and challenges for employee voice after Covid. The first paper discusses new directions and challenges in worker voice; the second paper focuses on the new terrain of technologically enabled voice in the context of working from home; the third paper presents findings of voice at work from employees' perspectives; the fourth paper offers initial analysis of the impact of Covid on the role of line managers in facilitating employee voice and the last paper discusses the implications of Covid for voice, specifically dispute settlement, while re-considering the frames of reference for analysing employment relations.

### **SESSION 1D**

**15:35 – 17:05**

#### **FULL PAPERS**

##### **Session Chair: Yehuda Baruch**

The impact of the COVID-19 pandemic on the recruitment of early careers talent: evolution or revolution? (11) William Donald, Yehuda Baruch, Melanie Ashleigh

Drivers to improve talent management in the age of COVID-19: The case of UK construction industry (174) Mark Stride, Suresh Renukappa, Subashini Suresh

A transdisciplinary model on workaholism within Higher Education (143) Jennifer Hynes, Sarah-Jane Cullinane

### **SESSION 2D**

**15:35 – 17:05**

#### **FULL PAPERS**

##### **Session Chair: Stewart Johnstone**

Does Work from Home during COVID-19 Enhance Individual Productivity? A Predictive Analytics Using Machine Learning Towards Well-Being, Work -Life Balance, Technological and Organizational Support (137) Amy Mardhatillah, Irfan Aulia Syaiful, Suni Widiyanto

Work from Where: Organizational Adaptation Perspective of Evolving Work Location Choice of Indian Firms Pre- and Post-COVID (180) Navya Kumar, Swati Alok

Investigating the mediating role of perceived organizational support in the relationship of cognitive dissonance and employees' burnout (424) Javaid Ali Shah, Delphine Lacaze -

**Asynchronous Presentation**

### **SESSION 3D**

**15:35 – 16:35**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Joshua Haist**

Role of spillover effects between work and family and coping strategies in well-being: Russian context (523) Aleksandra Bordunos, Sofia Kosheleva

Sources of imbalance and coping strategies: the case of construction workers in Nigeria (59) Moses Dang, Roseline Wanjiru, Russell Warhurst

### **THURSDAY 2<sup>ND</sup> SEPTEMBER**

#### **SESSION 5**

**09:15 – 10:45**

#### **FULL PAPERS**

**Session Chair: Stephen Procter**

Talent Management in Vietnam: Significant Multi-Level Challenges in the Context of Extended Covid-19 Pandemic (168) Nhan Dang, Trung Nguyen, Kok Seng

Talent management: Is the deeply rooted paternalism culture in South Korea to the Millennial workforce? (346) Ying Teng Elaine Chew, Erhan Atay

A multilevel view of employability and work related issues facing individuals with schizophrenia (260) Afaf Khalid, Jawad Syed

#### **SESSION 5**

**09:15 – 10:45**

#### **FULL PAPERS**

**Session Chair: Joshua Haist**

COVID-19 Pandemic disruptions to working lives: Examining Job Satisfaction, Stress and Burnout Across Life Stages (314) Christina Butler, Audra Mockaitis

Trickle-down effect of managers' stress over subordinates' unethical behavior: Moderating role of despotic leadership (542) Samar Batool, Gul Afshan

Employee Voice and Social Media during COVID-19: Amplified or Muted? (177) Maria Khan, Paula K. Mowbray, Adrian Wilkinson

## **SESSION 5**

**09:15 – 10:45**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Margarita Nyfoudi**

Ethical Leadership in AI enabled organisations: Perspectives of managing people and business (537) Kaushik Chaudhuri, Arup Varma

ABOUT TO BINGE ? STOP. Testing a model of Over-Eating Behavior and Abusive Supervision (505) Najla Zaman, Muhammad Naseer Akhtar, Hussain Tariq

Understanding Generation Z's Psychological Contract Expectations: How work experience leads to adjusted job expectations (94) Annica Lau

## **SESSION 5**

**09:15 – 10:45**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Minjie Cai**

Serving time and doing work: An inquiry into how prisoners experience work (135) Eunice Aidoo, Davis Sarpong, Chima Mordi

Group dynamics in bubbles: a conceptual research model of military conscripts during a pandemic (140) Rasa Smaliukiene, Ramute Vaicaitiene, Svajone Bekesiene

Measuring Perceived Social Media Monitoring by Workplace Contacts: Scale Development and Validation (623) Hamnah Rahat, Sadia Nadeem

## **SESSION 6**

**11:00 – 12:30**

### **FULL PAPERS**

**Session Chair: Katie Sinclair**

Employer Branding as Identity Work: Employee Perspectives (512) Katie Sinclair, Graeme Martin, Stacey Bushfield

Person-Environment fit, Organizational Commitment, and retirement intentions: a serial mediation model (359) Khaled Lahlouh, Aicha Oumessaoud, Moustafa Abdelmotaleb

Networking behaviours and employee outcomes: Do political skills matter? (108) Saroja Kumari Wanigasekara, Muhammad Ali, Erica French

## **SESSION 6**

**11:00 – 12:30**

### **FULL PAPERS**

**Session Chair: Mengyi Xu**

Context matters: decipher work-life balance in China (213) Mengyi Xu, Wen Wang

Too Exhausted to Cope: Examining the Impact of Patient Incivility on Employees' Psychological Well-being and Work-family Conflict (489) Farman Ali, Ata ul Musawir

Unpacking how Job insecurity translates to Turnover intention through Work alienation and Perceived organizational politics (243) Zain Tahir, Ayesha Sarwar, Shazia Nauman

## **SESSION 6**

**11:00 – 12:30**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Helen Shipton**

Technology and Change Nature of Work; Impacts on HR Practices, Protean Career and Boundary-Less Career (378) Fatima Shaikh, Gul Afshan, Khalil Channa

Employee creativity and organizational identification: Role of personal and contextual factors (499) Muhammad Mehmood Aslam, Muhammad Naseer Akhtar, Asfia Obaid

I feel like a really diluted version of me: exploring workplace relationships and engagement in a time of Covid (525) Ann Parkinson

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16:15**

#### **FULL PAPERS**

**Session Chair: Joshua Haist**

Formal reward practices and employee outcomes in SMEs: An investigation using psychological contract theory (487) Neda Salahisanadaj, Alma McCarthy, Maura Sheehan

Employee's Emotion and AI-Driven Management (265) Kirk Chang, Kuo-Tai Cheng

### **SESSION 2G**

**15:15 – 16:45**

#### **FULL PAPERS**

**Session Chair: Stewart Johnstone**

A Critical Review of Talent Management in a Local Context: A Case Study (87) Masoud Alhaider, Evangelia Fragouli

Managing police officers: Are the present management practices ideal for promoting high engagement? (142) Paresh Wankhade, Ben Farr-Wharton, Yvonne Brunetto, Matthew Xerri, Chiara Saccon

Examining employees' perceptions towards work engagement and the feeling of being engaged: A study among private and public Universities in Nigeria (390) Adesina Ajulo

## **Identity**

**Track Chairs: Ali Rostron and Anastasia Naranova-Nassauer**

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1B**

**13:00 – 14:30**

**Developmental Papers**

**Session Chair: Anastasia Naranova-Nassauer**

Being a Teacher during Covid-19 (207) Katy Marsh-Davies, Cathy Burnett

The Working Mothers' Shift: identity transitions and balancing identities during the COVID-19 pandemic (238) Carina Schofield, Lee Waller

Creative Identity Struggles within an Organisational Context (210) Heather Round

**WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 1C**

**08:45 – 09:45**

**Full Papers**

**Session Chair: Kate Black**

Crossing the Border for Work: Borderwork and Identification Processes of Cross-Border Commuters (85) Ingo Winkler, Dorte Jagetic

A Theoretical Framework for Unpacking Capital and Identity in Career in Career Transitions Across Time and Space (503) Kim Coogan, Marian Crowley-Henry, Jean Cushen

**THURSDAY 2<sup>ND</sup> SEPTEMBER**

## **SESSION 6**

**11:00 – 12:00**

### **Full Papers**

**Session Chair: Ingo Winkler**

Working In Two Worlds: First Peoples Enterprises Leadership and Identity (400) Mark Jones, Pauline Stanton, Mark Rose

Getting back up! Managing the Relationship between Technology and Organizational Identity (517) Bareerah Hafeez Hoorani, Michael Gibbert, Nelson Phillips

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16:45**

### **Developmental Papers**

**Session Chair: Ali Rostron**

Leader Identity Construction and Perceptions of Organizational Control (80) Evelyn Lanka

A pragmatic turn to military migrant career and identities (188) Adejumoke Adeoti, David Sarpong, Chima Mordi

‘To be or not to be’: identity and perceived early career success within the Business School (311) Kate Black, Russell Warhurst

## **Innovation**

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

## **TUESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1A**

**09:00 – 10:30**

### **FULL PAPERS**

**Session Chair: Lawrence Dooley**

Regulatory review of new product innovation: A systematic literature review and research directions (119) Derrick Boakye, David Sarpong, Chima Mordi

Are consumers craving for products that deliver Novelty and Fun post pandemic? (161) Mansi Gupta, Rakesh Mohan Joshi

“Beyond Pathologies” in New Product Development (200) Giacomo Marzi

## **SESSION 1B**

**13:00 – 14:00**

### **FULL PAPERS**

**Session Chair: George Tsekouras**

BEYOND PRODUCT-CENTERED REVERSE INNOVATION NARRATIVES: A QUALITATIVE CONCEPTUAL EXPLORATION OF REVERSE PROCESS INNOVATION (106) Lucia Lopez-Otal, John McCarthy

Intrinsic and strategic complementarity of research and knowledge transfer activities as determinants of knowledge transfer governance: evidence from public research organizations (206) Maryam Ghobankhani, Federica Rossi

## **SESSION 2B**

**13:00 – 14:00**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Aline Figlioli**

Innovative growth policies and firm performance under the Covid-19 pandemic (220) Young-Ah Kim, Kyung-Ah Kim, Jung-Ho Kim, Keum-Ha Kim

Engage Business Model Innovation: a method for buoyant companies (473) Odysseas Bassioulas, Dimitrios N Koufopoulos

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1C**

**08:45 – 09.45**

#### **FULL PAPERS**

**Session Chair: Gillian Barrett**

DIGITAL READINESS PULSE: MEASURING THE POTENTIAL OF DIGITALIZATION AND FOSTERING ORGANIZATIONAL CAPABILITIES IN SMEs (423) Flavia Sanchez

The Influence of Artificial Intelligence on the Business Model Innovation of Chinese Wind power Enterprises (285) Zhaoxing Wang, Senmao Xia, Esin Yoruk, Gideon Mass

### **SESSION 2C**

**08:45 – 10:15**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Julian Pineres**

Unburdening a forgotten healthcare system: How team cognition facilitates innovation adoption? (129) Rani Shahwan, Tabish Zaman, Maryam Samara

Information sharing and firm innovation within multiple embeddedness contexts: An embeddedness perspective (138) Yanghong Hu, Fanghong Liu, Jiangwang Wang

How AI may successfully impact society through innovation? A Revisitation of Systems Theory (609) Gisele Simoes, Milan Radosavljevic, James B Johnston

## **SESSION 1D**

**15:35 – 17:05**

### **SYMPOSIUM**

#### **Session Chair: Ming Dong**

Innovation Collaboration Patterns of Businesses: An East Asian Perspective (337) Hsing-Fen Lee, James Derbyshire, Yuan-Chieh Chang, Min-Nan Chen, Xiaoshen Yang, Yan Jiang, Fu Jia, Xiaowei Chen, Min-Jun Teng

Innovation process has become increasingly open (Chesbrough, 2003). Businesses pursue more innovation collaboration with partners outside their organizational boundaries. Such “open innovation” phenomenon has sparked extensive attentions and research among academics and practitioners. Most of the existing literature, nonetheless, is primarily European centered. Research on the nature of the open innovation activities and the dynamics of knowledge/value co-creation within the network of collaborators outside the European context remains under-represented (Obradović et al., forthcoming). The objective of this symposium is to offer insights into these under-studied areas through the lens of innovation collaboration patterns of businesses in East Asian economies of China and Taiwan. We invite intellectual discussions on the field.

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 5**

**09:15 – 10:45**

### **FULL PAPERS**

#### **Session Chair: Nick Marshall**

Outreach and Financial Performance of the Microfinance Institutions in Nigeria: Does Business Model Innovation Matters? (452) Mohammed Aliyu Dantsoho, Mohammed Ibrahim Aminu, Nasiru Abdullahi, Kabiru Jinjiri Ringim, Yazeed Muhammad, Amadu Ado Abubaker

Unravelling the social innovation construct: research propositions and implications (519) Awele Achi, Gordon Liu, Fiona Harris



Enhancing Ecological and Economic Performance through Frugal Innovation and Entrepreneurial Proactiveness (622) Mir Dost

## **SESSION 5**

**09:15 – 10:45**

### **FULL PAPERS**

**Session Chair: David Francis**

Managers' Happiness, Innovation and Involvement: Learning behavior and Cognitive Style (269) Ming-Huei Chen, Shwetha Krishna

Why Some Breakthrough Innovations Successfully Diffuse Beyond the Formative Phase: Innovation-Engaged Entrepreneurs and R&D Executives Perceptions (317) Abby Ghobadian, Irene Talavera

Exploring an inverted U-Shape relationship between Entrepreneurial Orientation and Innovation: an analysis of the mediating role of Organizational Learning. (474) Jose Luis Ferreras-Mendez, Anabel Fernandes-Mesa, Ana Garcia-Granero, Joaquin Alegre

## **SESSION 6**

**11:00 – 12:00**

### **FULL PAPERS**

**Session Chair: Sunil Sahadev**

Collaboration for Complex Products and Systems Innovation: A Systematic Literature Review (478) Eyyub Can Odacioglu, Lihong Zhang, Peter Hollingsworth

A Taxonomy of Technological Integration and Diversification of Multinational Enterprises from Emerging and Advanced Markets (484) Elizabeth Yi Wang, Jiahui Cheng, Jeremy Clegg

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

## **SESSION 7**

**15:15 – 16:15**

### **FULL PAPERS**

**Session Chair: Antonis Livieratos**

Hybrid Business Model and Sharing-Economy Platforms Intersections: A review and future research directions (84) Samar Abdalla, Joseph Amankwah-Amoah, Mohamed Sobhy Temerak

Managerial Innovation as an Approach for Optimising Business Performance (486) Abdulaziz Aldaremi, Jonathan D Owens, Marie Griffiths

# International Business and International Management

Track Chairs: Marianna Marra

TUESDAY 31<sup>ST</sup> AUGUST

## SESSION 1A

09:00 – 10:30

### DEVELOPMENTAL PAPERS

Session Chair: Sandor Talas

Multiple Ways Emotions Make Post-Merger Integration Less Predictable (176) Sandor Talas, Pekerti Andre, Neal Ashkanasy

The internationalisation of owner-managed firms: an exploration of owner-manager experiences and strategies in the German Mittelstand (21) Andreas Schoenbauer

Experience of work, stress and support of low status expatriates during the corona pandemic in Germany (595) Joshua Haist, Philipp Kurth

## SESSION 1B

13:00 – 14:30

### FULL PAPERS

Session Chair: Farzana Chowdhury

Effect of Digitalization, Corruption, and Internationalization (20) Farzana Chowdhury, David Audretsch, Maksim Belitski

Subsidiary impression management: Subsidiary managers guiding headquarters' impressions of the subsidiary (571) Deborah Mireles, Josephine Igoe, Pamela Sharkey

The more, the better? Examining international involvement and innovation in German SMEs (202) Jill Juergensen, Rajneesh Narula, Irina Surdu

## SESSION 2B

13:00 – 14:00

### DEVELOPMENTAL PAPERS

Session Chair: Christina Butler

Career capital and job performance in international careers: A comparative study of Self-Initiated, Assigned and Local-Plus Expatriates (570) Acil Abdul Hadi

New Ways of Working and the Illusion of Flexibility: The Impact of Temporal Schemata, Role Conflict and Overload on the Wellbeing of Global Virtual Team Members (31) Christina Butler, Audra Mockaitis

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1C**

**08:45 – 10:15**

#### **FULL PAPERS**

#### **Session Chair: Anita Tibrewal**

Export Opportunity Exploration of SME Owners in Sri Lanka: A Behavioral Approach (261) Chanaka Wijewardena, Ramanie Samaratunge, Daniel Prajogo

Expatriate job embeddedness in Bangladesh (565) SK Tasthekur Hossain Kowshik, Elaine Yin Teng Chew

Language Operating Capacity: Developing a measurement scale (74) Ankita Tibrewal, Ad de Jong, Geoff Parkes

### **SESSION 1C**

**08:45 – 09:45**

#### **DEVELOPMENTAL PAPERS**

#### **Session Chair: Cyntia Vilasboas Calixto**

An exploratory discussion of the global expansion strategy of a health sector business during the COVID-19 pandemic: A case of Holland and Barrett (249) Hiroko Oe, Yan Liang, Sonia Sharma, Yasuyuki Yamaoka and Takashi Kubota

The More, The Merrier! The Effects of Proactive Relationship with Stakeholders before COVID-19 (435) Marina Gama, Cyntia Vilasboas Calixto, Mariana Suter

### **SESSION 1D**

**15:35 – 17:05**

#### **FULL PAPERS**

#### **Session Chair: Namporn Thantetsunthorn**

An Enterprise Risk Management approach to International Business: evidence from Brazil (397) Jefferson Luiz Bution, Fabio Lotti

The emotional dimension of psychic distance in the context of MNE knowledge transfer (546) Qiu Wang, Jeremy Clegg, Hanna Gajewska-De Mattos, Peter Buckley

Country Risk and Social Trust (490) Namporn Thanetsunthorn, Rattaphon Wuthisatian

**THURSDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 6**

**11:00 – 12:30**

**SYMPOSIUM**

**Session Chair: Haina Zhang and Emmanuella Plakoyiannaki**

Leveraging International Business and International Management Research: An Interdisciplinary Perspective (IBIM SYMPOSIUM) Haina Zhang, Emmanuella Plakoyiannaki, Marianna Marra, Vassiliki Bamiatzi

The central focus of this symposium is to address the pressing needs for and issues of interdisciplinary research in terms of theoretical lens and methodological approaches that are adopted in IB/IM field. Therefore the symposium will offer a critical reflection on the IB/IM research from an interdisciplinary perspective while highlighting challenges in the interdisciplinary approaches. Specifically, this symposium has the following objectives:

- to rethink the dominant theoretical lens adopted in IB/IM research and the associated challenges
- to reflect on how interdisciplinary research can help to shape the development of the research design
- to reflect on how an interdisciplinary lens contributes to theory development in IB/IM field
- to re-examine the dominant methodological approaches in the IB/IM field and the associated challenges
- to facilitate a dialogue between academics in IB and IM field
- to take forward the aforementioned points to the publications and grant applications

The structure of the symposium revolves around three key presentations associated with the topic of interdisciplinary perspectives and approaches in IB and IM research. The presenters will be prolific scholars in the topic of this Symposium. The Symposium offers an

opportunity to discuss and advance understanding of theories in IB and IM fields, and is open to those planning on or already engaging in relevant research projects.

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16:45**

#### **FULL PAPERS**

**Session Chair: Victor Atiase**

Revisiting Nelson's Moon and the Ghetto Conversation: The Wicked Problem of Research Failure in the Wake of the COVID-19 Pandemic (594) Chris Callaghan, Suvera Boodhoo

Institutions and FDI Export Spillover: Evidence From Africa (547) Obiora Okechukwu, Roseline Wanjiru

The value creation process and governance of the African Non-Traditional Export Sector (178) Victor Atiase, Senyo Agbanyo, Johnson Ameh, Robert Sambian, Patronella Ganza, Zephaniah Chukwunalu

## **Inter-Organisational Collaboration: Partnerships, Alliances and Networks**

**Track Chairs: Sanne Bor and Elizabeth Alexander**

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1C**

**08:45 – 10:15**

#### **Developmental Papers**

**Session Chair: Swetketu Patnaik**

Network Capital in Post-Covid Recovery: Can SMEs exploit their networks for internationalisation? (198) Philip Briggs

Using a value chain approach for impact assessment of collaborative knowledge transfer in the heritage sector: Initial outcomes for post-Covid 19 recovery (320) James Pickering, Melanie Powell

Collaborating during an exogenous shock: How the Covid-19 pandemic affects alliances in the formation phase (566) Ann-Kathrin Herfield

## **SESSION 1D**

**15:35 – 16:35**

### **Developmental Papers**

**Session Chair: Elizabeth Alexander**

How brief encounters bring social value: exploring transient organisational collaborations around a common cause (355) Sarah-Louise Mitchell

Description of a network using the 'Resource-Competences, Organizations, Value' Business Model (393) Margaux Vales

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 5**

**09:15 – 10:15**

### **Developmental Papers**

**Session Chair: Sanne Bor**

One Takes on the Color on One's Company: Firm Growth within Coopetition Networks (307) Meng-Hsien Yen

'Doing good' for the families? An ethnographic study of everyday ethics and social innovations in a cross-sectoral social partnerships in the Finnish LAPE programme (251) Marja Sillanpaa, Suvi Satama, Hannele Seeck

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**11:00 – 12:30**

### **FULL PAPERS**

**Session Chair: Elizabeth Alexander**

An exploratory study of sustainability-driven co-opetition in supply chains (46) Vahid Mirzabeiki, Qile He, David Sarpong

Empirical analysis of mechanisms in building alliance capabilities (127) Hiroshi Yasuda

Intra-organisational Dynamics as 'dark side' in Business to Business Relationships: A Longitudinal Investigation (560) Swetketu Patnaik, Vijay Pereira, Yama Temouri

## **Knowledge and Learning**

**Track Chairs: Daniel Degischer, Alexander Kofinas and Svetlana Warhurst**

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1A**

**09:00 – 10:30**

**FULL PAPERS**

**Session Chair: Svetlana Warhurst**  
**Pedagogies of Management Learning**

Changes and Possibilities of Problem Based Learning Education in COVID-19: A Case Study of Business Administration Education in Japanese Universities (286) Miyoko Suzumura, Toshio Takagi, Tenta Okada

Reflective Essays as a Learning Process: Pedagogy for Management Education for a Business School in India (569) Santana Pathak, Sujata Mukherjee

Reflective Essays: A Pedagogical Case Study for Management Education for a Business School in India (696) Santana Pathak, Sujata Mukherjee

**SESSION 2A**

**09:00 – 10:00**

**FULL PAPERS**

**Session Chair: Christine Rivers**  
**Learning & the Workplace**

A multilevel transdisciplinary exploration of the cognitive, emotional, motivational, and behavioural elements of workaholism in Higher Education (281) Jennifer Hynes, Sarah-Jane Cullinane

Employability Attributes in Jordan (362) Amneh Aljaber, Alexander Kofinas

**SESSION 1B**

**13:00 – 14:30**

**FULL PAPERS**

**Session Chair: Svetlana Warhurst**  
**Organisational Learning**

Stimulators and Organisational Support for E Learning: Analysing the perception of officers from the Mauritian public sector during unprecedented times (454) Soolakshna Bhiwajee, Durbarry Ramesh

The Extensions in Community Healthcare Outcomes (ECHO) model in healthcare management: understanding its value beyond education (282) Christina Kenny, Geraldine Doyle, Anushree Priyadarshini

The realities of e-retailing in a pandemic world – using data-driven training and awareness programmes to rethink e-retail fraud prevention strategies (384) Chiwuokem Nwoko, Maureen Meadows, Alexeis Garcia-Perez, Justin Okoli

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1C**

**08:45 – 10:15**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Daniel Degischer**

#### **Developing skills through business education**

Levelling the playing field: Enhancing capstone provision for greater opportunity (195) Stefanie Reissner, Susan Addison, Angela Mazzetti

Teaching-focussed Academics in Business and Management Schools; Defining Scholarship in the Modern University (323) Lisa Anderson, Claire Mallanaphy

Examining the opportunities and challenges of using online flipped classrooms in Degree Apprenticeships (149) Eleni Dermentzi, Maria Athanasiou

### **SESSION 1D**

**15:35 – 17:05**

#### **FULL PAPERS**

**Session Chair: Daniel Degischer**

#### **Technology & Organisational Learning**

Stakeholder engagement a way toward improvement in stakeholder performance with mediating effect of learning technology adoption (201) Huma Ali, Mishal Jaffar, Tooba Shahid

Technological Innovation in Manufacturing Companies: The Interplay Between IT Capabilities and Knowledge Management—An Empirical Study (13) Farhan Khan, Kashif Ullah Khan, Fouzia Atlas

Evaluation of managing knowledge related to COVID-19 from a smart cities perspective (340) Wala Abdalla, Suresh Renukappa, Subashini Suresh, Saeed Al Nabt

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 5**

**09:15 – 12:15**

#### **SYMPOSIUM**



**Session Chair: Lisa Anderson, Christian Harrison, Mike Kennard and Efrosyini Konstantinou**  
**Post-Experience Education**

“A man’s got to know his limitations...” An autoethnography of success and failure in post-experience education, Ian Stewart

Storytelling and dialogue providing insight into gendering and its intersection with professional identity in post experience education. Lizana Oberholzer, Rebecca Page-Tickell, Tracy Part

“You what?!” – the impact of a relational approach to launching an Executive MBA in the midst of a Global Pandemic, Lucy Hatt and Jenny Davidson

With or without you: MBA students and their career resource development experiences, Elizabeth Houldsworth, Tatiana Rowson and Andrea Tresidder

**FRIDAY 3<sup>RD</sup> SEPTEMBER**

**SESSION 7**

**15:15 – 16:15**

**FULL PAPERS**

**Session Chair: Christine Rivers**

**Knowledge and Learning in Organisations**

Exploring the effect of a cultural gap on the process of absorbing business knowledge: a case study of Japanese traditional organizations which aimed to absorb Anglo-American business knowledge (160) Yayoi Hirose

Self-leadership: A Study on How to Rely on Both Exploitative and Explorative Activities Without “Classic” Leader’s Ubiquity (455) Kevin Sevag Kertechian

**SESSION 7**

**15:15 – 16:45**

**DEVELOPMENTAL PAPERS**

**Session Chair: Efrosyni Konstantinou**

**Challenges in the Business Curriculum**

The world is literally on fire, so why are we so slow to react? Implementing Responsible Business in curricula. Giving students a voice in Sheffield Business School (49) Marc O Duffy, Jo Watts

Zooming Out Inter-Cultural Communication in Global Virtual Teams via Video Calls (391) Jeffrey Slater

Team ePortfolios in Management Education: Developing 21st Century Skills (14) Maureen Andrade

## **Leadership and Leadership Development**

**Track Chairs: Catherine Butcher and Eleni Karamali**

**TUESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1A**

**09:00 – 10:30**

**FULL PAPERS**

**Session Chair: Eleni Karamali**

Unpacking the links of Despotic leadership and Work-Family Conflict through Surface Acting, Job Insecurity, and Emotional Exhaustion (166) Shazia Nauman, Hassan Imam, Sania Zahra Malik

Using Safety-Specific Transformational Leadership in Fostering Contextual Performance Amid COVID-19: The Key Role of Psychological Contract fulfilment (325) Muhammad Usman, Khurram Shahzad

Are you Ready for a Change? Instrumental Leadership Through Positive Affect and Thriving in Organisations (531) Ridwan Saptoto, Desiree H. Van Dun, Celeste P.M. Wilderom

### **SESSION 1B**

**13:00 – 14:00**

**FULL PAPERS**

**Session Chair: Will Foster**

Capturing the Unobservable: Uncovering Mechanisms of Leadership as Influence Process through a Critical Realist Lens (233) Natalia Jubault Krasnopevtseva, Catherine Thomas, Renata Kaminska

Going Deep Into Leader's Integrity: A Systematic Review and the Way Forward (494) Asif Nawaz, Faheem G. Gilak, Khalil A. Channa, Ghulam Abbas

**WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1C**

**08:45 – 10:15**

**DEVELOPMENTAL PAPERS**

**Session Chair: Zoe Morrison**

Leading During Crisis: A Scottish Higher Education Perspective (522) Christian Harrison

From a Crisis of Leadership to Leadership in a Crisis: leading sudden critical care teams in response to COVID-19 (443) Zoe Morrison, Stefan Shilling, Martin Bricknell, Paul Carding, Vince Connelly

Leveraging VCSE resilience and its consequences through crisis leadership, VCSE capacity and social network (228) Hoa Do, Helen Shipton, Adam Kitt, Daniel King, Nene Ibokessien, Ghazal Vahidi, Sarah Smith

## **SESSION 1D**

**15:35 – 16:35**

### **FULL PAPERS**

**Session Chair: Eleni Karamali**

Leadership and the Consequences of Morality (152) Katie Mcquade, Christian Harrison, Heather Tarbert

The Perception of Ethical Leadership in Vietnamese Managers Working In MNC Subsidiaries in Vietnam (158) Truc Ha Thanh Nguyen, Joseph Amankwah-Amoah, Soo Hee Lee

## **SESSION 1D**

**15:35 – 17:05**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Christian Harrison**

To explore how corporate psychopathic leaders undertake their role of leadership and the implications for their leadership practice (171) Nick Lawrence

When do Leader Characteristics Affect Leadership Outcomes? A Status Perspective (297) Theano Lianidou, Wei Zhang

The Professionalization of Medical Leadership: from where to what next? (144) Simon Moralee

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 5**

**09:15 – 10:45**

### **FULL PAPERS**

**Session Chair: Sara Bonesso**

Authentic Leadership: A Systematic Literature Review (357) Ibiyemi Omeihe, Christian Harrison, Kingsley Omeihe

Women, Leadership and Covid-19: Reiterating Glass Cliffs or Reshaping Organizations (120)  
Jouharah Abalkhail

Emotional empathy of postgraduate students (53) Nikolaos Dimitriadis, Steve Lambert,  
Michael Taylor, Matteo Venerucci

## **SESSION 5**

**09:15 – 10:45**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Simon Moralee**

Rethinking Leadership Ethics: What We « Should » Know About Ethical Leadership Style?  
(392) Billel Ferhani

Leading through a trilateral lens: Adaptive leadership response to the wicked problem and  
challenges of decent work in Covid recovery (344) William Foster, Xuebing (Jack) Cao, Tony  
Dobbins, Paul Johnstone

Knife Crimes as a Leadership Challenge of Churches: A Narrative Approach (241) Phillip  
Oyetunji, Simon Carmel, Noelia-Sarah Reynolds

## **SESSION 6**

**11:00 – 12:00**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Hassan Iman**

Distributed Leadership in SMEs: A Review, Critique and New Directions (491) John Mendy,  
Christian Harrison

Entrepreneurial Leadership (EL): An Investigation of Entrepreneurial Competition on EL's  
Competencies Development (164) Fida Ahmed, Christian Harrison

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

## **SESSION 7**

**15:15 – 16:45**

### **FULL PAPERS**

**Session Chair: Catherine Butcher**

Distributed Leadership in The Tourism Industry: A Study of Dubai (347) Bilal Zaghmout,  
Christian Harrison

A literature review on women's experience in their leadership careers (382) Sara Bonesso, Laura Cortellazzo

Pragmatic Optimism, Crisis Leadership, and Contingency Theory: A View from the C-Suite (60) Monehin Daniel, Audra Diers-Lawson

## **Management and Business History**

**Track Chairs: James Fowler and Roy Edwards**

**WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 1D**

**15:35 – 16:35**

**DEVELOPMENTAL PAPERS**

**Session Chair: James Fowler**

In Times of Crisis: Historical Interpretations of the Covid-19 Pandemic in the SME Sector in Northwest (360) Sue Smith, Adrian Wright, Kostas Amiridis, Bogdan Costea, Yvonne Latham

Artificial intelligence and asset manager capitalism (369) Andrea Lagna

**THURSDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 6**

**11:00 – 12:00**

**DEVELOPMENTAL PAPERS**

**Session Chair: James Fowler**

Evolution of Public Services: UK Leisure Centres in the Late 20th Century (318) Alex Gillett, Kevin Tennent

Shifting operating and financial priorities in transport provision: London Transport and the market for Transportation 1977-84 (65) Roy Edwards, James Fowler

**FRIDAY 3<sup>RD</sup> SEPTEMBER**

**SESSION 7**

**15:15 – 16:45**

**FULL PAPERS**

**Session Chair: James Fowler**

A historical analysis of how entrants gain favorable evaluations by regulators (596) Rasmus Nykvist, Robert Demir, Mirko Ernkvist, Katy Mason

Identity in War: Napoleon's Russia Campaign (246) Charles Keim, Masoud Shadnam

Politics and Policy Making at Transport for London 2004-19 (22) James Fowler

## **Management Consultancy**

**Track Chairs: Calvert Markham**

**THURSDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 6**

**11:00 – 12:00**

**FULL PAPERS**

**Session Chair: Calvert Markham**

How universal is WMS? A contextual analysis of the relationship between people management practices and labour productivity (76) Eda Aral, Harry Garretsen, Janka I. Stoker

Exploring the Liminal Experiences of Management Consultants (332) Jeanette Hartley, Richard Holti, Giacomo Carli

## **Marketing and Retail**

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

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1A**

**09:00 – 10:30**

**FULL PAPERS**

**Session Chair: Carley Foster**

Impact of customer co-creation behaviour, customer response and customer experiential values on customer journey satisfaction (159) Yanika Tueanrat, Savvas Papagiannidis, Eleftherios Alamanos

Green Marketing and Ingredient Branding: The Influence of Green Marketing Practices on Consumer Purchase Intentions in the Fast-Moving Consumer Goods Industry during the Covid-19 Pandemic (122) Johanna Bennemann, Elham Javaherizadeh, Helem Ismael, Yehia Nawar

Personality as a driver of consumer fair trade engagement and ethically-minded behavior (409) Smirti Kutaula, Alvina Gillani, Leonidas C Leonidou, Paul Christodoulides

## **SESSION 1A**

**09:00 – 10:30**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Anthony Kent**

Marketing into the Future: Assessing Online Information Privacy Concerns Evoked by Social Distancing Practices -Insights from Consumers and Implications for Marketers (41) Ibrahim Al Sahouly

Moral Brand Machines: Towards A Conceptual Framework (28) Khaled Ibrahim, Mathew Parackal, Paul Hansen, Damien Mather

Disrupting the fashion retail journey: social media and GenZ fashion consumption (453) Yuri Siregard, Anthony Kent, Anne Perison-Smith, Congying Guang, Mary-Anne Ball

## **SESSION 1B**

**13:00 – 14:30**

### **WORKSHOP**

**Session Chair: Adam Poole**

Getting Published in Marketing and Retail: Help Towards that all Important First Article (633)

Against a background of academic success often being judged by an individual's track record of publishing in high quality journals, this workshop aims to provide guidance and practical advice primarily to late-stage PhD students and early career academics looking to publish in marketing, retail and marketing and retail related journals.

The workshop will include an overview of marketing and retail journals and other journals that may accept marketing or retail related articles, and presentations from the perspective of a writer, an editor and a reviewer before concluding with a question and answer session.

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1C**

**08:45 – 10:15**

### **FULL PAPERS**

**Session Chair: Keith Glanfield**

The impact of involved parent's campus site visits on children's university enrolment (242)  
Ahmed ElDegwy, Tamer H. Elsharnouby, Wael Kortam

Consumer's behavior towards online purchasing during COVID-19 Pandemic: A developing country's perspective (312) Madiha Bint e Riaz, Hina Yaqub Bhatti

What are the impacts of weather-induced mood in the retail activity in Brazil? (514) Natale Papa Junior

#### **SESSION 1D**

**15:35 - 17:05**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Keith Glanfield**

E-commerce before, during and after confinement: consumer tendencies in three countries (283) Ana Sousa, Elvira Vieira, Paula Rodrigues, Ana Pinto

Ethical Consumption through Brand Avoidance of Ethical Brands (225) MinHye Lee

Marketing-as-Practice: Unpacking diversity in marketing practice and the role of the marketer (361) Keith Glanfield, Gary Burke, Carola Wolfe

#### **THURSDAY 2<sup>ND</sup> SEPTEMBER**

#### **SESSION 5**

**09:15 – 10:15**

#### **FULL PAPERS**

**Session Chair: Christian Veasey**

Managing strategic accounts with empowerment and management support for co-creation of value (496) Christian Veasey, Alison Lawson, Yasuhiro Kotera

Marketing department capabilities and organizational performance; The role of power interactions (681) Mehdi Kadem

#### **SESSION 5**

**09:15 – 10:15**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Nicola Williams-Burnett**

Identifying predictors of gratuity purchasing behaviour in non-leisure service settings: A research agenda (513) Balkrushna Potdar, Joseph (Shijiao) Chen, Donia Waseem



The Value of 'Free' Understanding the value of taster sessions in a physical activity setting (613) Nicola Williams-Burnett, Paula Kearns

## **SESSION 6**

**11:00 – 13:00**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Keith Glanfield and Carley Foster**

#### **Special Issue Session**

Covid and Online Shopping: Were Consumers Forced to Compromise on Ethics? (690) Adam Poole, Keith Glanfield, Carley Foster

Co-creating value in independent retail: are pop-ups the solution to post-covid retail recovery (691) Clare Brindley, Carley Foster, Lynn Oxborrow, Guja Armannsdottir

Queuing and crowding: a case study of Primark retail experience using ZMET (692) Lee Miller, Charles Hancock, Alison Lawson

Investigating the application of Service Dominant Logic to Retail Category Management: The modern day relevance of the Category Captain? (693) Michael Benson, Keith Glanfield

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16:15**

#### **FULL PAPERS**

**Session Chair: Adam Poole**

The Effect of Ethical and Sustainability Issues on Consumer Use of Digital Technology to Effect Purchases (72) Adam Poole

The Correlation Between eWOM Initiatives and Employee Brand Advocacy (342) Aisling Kennan Gaylard, Ann M. Torres

### **SESSION 7**

**15:15 – 16:15**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Michael Benson**

How Artificial Intelligence Solutions Facilitate Salespeople's Service-Sales Ambidexterity (248) William Shiue, Aybars Tuncdogan, Stuart Barnes

Value Co-Creation in Social Services (100) Eleftherios Alamanos, Gu Pang, Georgia Lagun

# Operations, Logistics and Supply Chain Management

Track Chairs: Kate McLoughlin and Anna-Maria Nitsche

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1B**

**13:00 – 14:00**

**DEVELOPMENTAL PAPERS**

**Session Chair: Kate McLoughlin**

**Mapping & Decision-Making**

TOCI3 – A Comprehensive Approach Towards Readiness in the Age of Data-Driven Decision Making (162) Anna-Maria Nitsche, Olga Matthias, Christoph Laroque, Christian-Andreas Schumann

Supply Chain Mapping and Visualisation of UK Rail Sector (698) Rohit Rajeev, Jay Daniel

**WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 1D**

**15:35 – 16:35**

**DEVELOPMENTAL PAPERS**

**Session Chair: Nicola Bateman**

**Healthcare Operations Management**

Managing lean healthcare in an emergency department during COVID-19 pandemic (488) Higor Leite

Healthcare Improvement: What do we know and how it will help post Covid-19? (585) Zoe Radnor, Sharon Williams

**THURSDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 6**

**11:00 – 12:00**

**DEVELOPMENTAL PAPERS**

**Session Chair: Kate McLoughlin**

**Disruption Operations & and Supply Chain Management**

An Operations Management perspective on the effectiveness of homeworkers (216) Nicola Bateman, Gail Kinman, Cheryl Travers, Karen Maher

Supply chain and consumer confidence during a disruption: a sentiment analysis approach (275) Emilia Vann Yaroson, Kamran Mahroof, Takao Maruyama

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16:45**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Anna Maria Nitsche**

**Ethical Operations Management**

Impact of Green Production Practices on Production Performance with Moderating Role of Lean Practices: An Evidence From Emerging Economy (598) Hassam Imam, Rizwan Ahmed, Muhammad Junaid

Civil-Military Coordination in Humanitarian Logistics Responses to Natural Disasters (313) Claire Lindsay, Sebastian Myklebost, Sarah Schiffing

Beneath the Halo: Sustainable Operations and Digital Technologies in Luxury Fashion Brands (562) Jennifer Davies, Iain Stalker, Nikolai Kazantsev

## **Organisational Psychology**

**Track Chairs: Gamze Arman and Oluwatomi Adedeji**

## **TUESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1A**

**09:00 – 10:30**

#### **FULL PAPERS**

**Session Chair: Rahman Khan**

Resilience and Work Reorganization during the Covid-19 lockdown (34) Viktoriia Pisotska, Luca Giustiniano

Chinese Teacher Sources of Stress: Development and Validation of the CT-SOS Scale (432) Jean Wei

Impact of Work-Study Conflict on Workplace Outcomes: Supervisor Support for Juggling Many Balls (93) Khurram Shahzad, Rimsha Iqbal, Basharat Javed, Danial Hashmi

## **SESSION 1B**

**13:00 – 14:30**

### **Full Papers**

**Session Chair: Sania Moazzam**

Unobstrusive Measures of Organizational Culture: Associations with Company Performance (61) Tom Reader, Alex Gillespie

Developing a New Concept in Contextualised Organizational Study: A case in Japan (510) Soyeon Kim, Yuhee Jung

Surface Acting in Organizational Context: A Systematic Literature Review (24) Sania Moazzam

## **SESSION 2B**

**13:00 – 14:30**

### **Developmental Papers**

**Session Chair: Corina Musetescu**

The Effect of Technostress on Learning-oriented Employees' Technostress Appraisal, Coping and Job Engagement in a Full-time Remote Work Setting (235) Reika Igarashi, James Adeniji, Merve Vardarsuyu

Attention-deficit/ Hyperactive disorder and Individual Entrepreneurial orientation; The mediating role of Entrepreneurial resilience and Impulsivity among Pakistani entrepreneurs (464) Zubaa Akhtar

Understanding the role of different foci of commitment to organizational outcomes in a teleworking environment (401) Shravya Darba, Jimoh Fatoki, Ji-Yeon Seok, James Bishop

## **WEDNESDAY 1<sup>ST</sup> SEPTMBER**

### **SESSION 1C**

**08:45 – 09:45**

### **Full Papers**

**Session Chair: Ali Haider**

Understanding employees' green behavior through the lens of theory of planned behavior (209) Bial Khalid, Khurram Shahzad

Self-efficacy Development in Academics: A New Insight (543) Ali Haider, Arezou Pour Mirza

## **WEDNESDAY 1<sup>ST</sup> SEPTMBER**

## **SESSION 1D**

**15:35 – 17:05**

### **Full Papers**

#### **Session Chair: Tom Reader**

Morally-Informed Interventions and the Four Component Model of Morality (521) Mariana Aylmer, Roberto Aylmer

Sick and dealing with customer complaints: The effects of sickness and customer incivility on hotel employees' emotion regulation strategies (472) Catarina Correia Leal, Aristides I. Ferreira

Distinguishing meaningful work from enjoyable or ethical work: the importance of worker commitment (52) Samuel Mortimer

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 5**

**09:15 – 10:45**

### **Full Papers**

#### **Session Chair: Lauren Machon**

Explaining Innovative Work Behavior through Self and Job Characteristics: The Mediating Role of Job Engagement (610) Umber Kazi, Zaki Rashidi, Farhan Khan, Rahman Khan

Accountants' Whistleblowing Behaviours: The Macro, Meso, and Micro Analysis in Indonesian Context (316) Sarah Melati Fu, Ali Intezari Harsini, Victor Callan

Unpacking the Missing Links of Abusive Supervision through Retaliatory behavior, Faith and Machiavellianism Personality (226) Hina Yaqub Bhatti, Ayesha Zahid Shazia Nauman

### **SESSION 5**

**09:15 – 10:45**

### **Developmental Papers**

#### **Session Chair: Reika Igarashi**

Can Strategic Mindset Unlock Successful Leadership Careers and Build Organisational Resilience During Global Disruption? (306) Corina Musetescu

Workplace Flexibility Bias: In search of conceptual clarity and theoretical grounding (412) Swati Singh, Sita Vanka

Does Curiosity Trigger Positive Psychological Capital? Investigating the Moderating Role of Imagination (419) Yu-Yu Chang, Huei-Ying Chen, Chia-Pin Kao, Kuen-Yi Lin

## **SESSION 6**

**11:00 – 12:30**

### **Full Papers**

#### **Session Chair: Soyeon Kim**

The role of perceived organizational cultural values and moral disengagement on workplace incivility: Empirical evidence from the BPM industry (528) Deepika Wijesingha, harshani Thennakoon

Does downsizing promote interpersonal conflict among survivors? The mediating role of workload and moderating role of organizational restructuring (277) Rahman Ullah, Florent Noel

When Winning Is Everything – The Maladaptive Motivational Process Towards Reduced Professional Efficacy (219) Christina Nerstad, Marjolein Caniels, Astrid Richardsen, Glyn Roberts

## **SESSION 6**

**11:00 – 12:30**

### **Developmental Papers**

#### **Session Chair: Zubaa Akhtar**

Leading by hubris: Storytelling and mythmaking (123) Donald Nordberg, Fabian Homberg, Hossam Zeitoun

An Event Systems Paradigm of Investigation into Sensemaking During Innovation Implementation (274) Lauren Machon, Kerrie Unsworth, Helen Hughes

Problematic substance use, health outcomes, work engagement, and leaving intentions: An exploratory study of UK Midwives (31) Sally Pezaro, Karen Maher

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

## **SESSION 7**

**15:15 – 16:15**

### **Full Papers**

#### **Session Chair: Rico Kremer**

Do employer branding, job satisfaction, supervisor support, and openness toward organizational change impact employees' quit intentions? A study among the IT sector in Portugal (301) Jorge Sinval, Joao Sinval, Paulo Almeida, Aristides Ferreira

A question of communication: influencing media reactions on downsizing announcements (68) Rico Kremer

# Organisational Studies

Track Chairs: Robert Price and David Weir

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1B**

**13:00 – 14:30**

**Full Papers**

**Session Chair: Robert Price**

The influence of crisis on employee performance: a case study (16) Georgia Georgiou, Evangelia Fragouli

Co-working spaces and cultural differences (365) Aristides Ferreira, Henrique Duarte, Nadia Pereira

Temporal Focus and Linguistics Features: Analyzing Press Releases of Eighteen Clean Technology Companies (572) Jing-Ting Huang, Yen-Chen Ho

**WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 1C**

**08:45 – 10:15**

**Full Papers**

**Session Chair: Robert Price**

Investigating the moderating role of national culture in the relationship of cognitive dissonance and employees' voice behaviour (426) Javaid Shah, Delphine Lacaze -

**Asynchronous Presentation**

Saving Face: Does organisational embarrassment lead to neo-prosociality? (575) Shibashish Mukherjee, Yasemin Karaibrahimoglu

Understanding the essence of Spirituality at Work: Subtle interactions (427) Gaurav Tiwari, Prachi Pathak

**SESSION 1D**

**15:35 – 17:05**

**Developmental Papers**

**Session Chair: Robert Price**

Liminal Experiences: How Business Schools Function in Times of Crisis (468) Jade Brooks, Alex Wilson

The impact of informal social capital on the success of female entrepreneurship in the Gaza Strip (612) Nahed Ahmed, David Weir

The Double Capture or Nomadic Traverse of Transformation: Reimagining the Relationship of Theory and Practice (500) Harkaitz Ibaiondo, Lucas Introna, Martin Brigham

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**11:00 – 13:00**

#### **Developmental Papers**

**Session Chair: David Weir**

Cybershaming: Theorizing organizational shame in the digital age (309) Ramesh Krishnan

Trust dynamics and dialogue interactions: a conceptual model for intense teleworking (58) Margarita Nyfoudi

The Effect Work-life balance and female leadership effectiveness on the financial performance of Listed hotels in the MENA region (77) Yehia Nawar, May Elariny

Institutional Logic Shifts and Employee Perceptions: The Role of Decoupling (278) Theano Lianidou, Di Zhu

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16:15**

#### **Full Papers**

**Session Chair: David Weir**

The Poetics of a Pandemic: Learning from Viral Verses (433) Stephen Linstead

Corporate social performance: An organizational cognitions perspective (407) Felix Martin

## **Organisational Transformation, Change and Development**

**Track Chairs: John Mendy and Ashley Braganza**

## **TUESDAY 31<sup>ST</sup> AUGUST**



## **SESSION 1A**

**09:00 – 10:30**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Joanne Murphy**

Managerial and teaching challenges during COVID 19 in a North African College (580) Assia Houfah Khoufah

Beyond Business: Management in Environments of Conflicts (227) Joanne Murphy, Shirley Ann Hazlett

Exploring the process and managerial capability required to implement strategic and transformative change (381) Tracey Penington, Keith Thomas

## **SESSION 1B**

**13:00 – 14:00**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Ashley Braganza**

Leading Organisational Change: The Case of Tokenism (379) Yazeed Alhezzani, Ashley Braganza

The relationship of technology and professional identity in health and social care (334) Sharon Williams, Christian Beech, Ann Dadich, Stephanie Best

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1C**

**08:45 – 10:15**

### **FULL PAPERS**

**Session Chair: Zequn Cui**

Reacting to Inconsistent Performance Feedback: The Role of Temporal Focus of Decision-Makers (305) Yue Zhong

Post-Pandemic Prosperity through Business Model Innovation and Productivity Growth (255) Chander Velu, Yifeng Chen

Unravelling the knots of AI research and its application in the field of business and management: a systematic literature review based on bibliometric and topic modelling (402) Zequn Cui, Xiaoqing Li, Andreas Robotis, Georgios Batsakis

## **SESSION 1D**

**15:35 – 16:35**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Sharon Williams**

The dynamicity in dynamic capabilities: a complexity perspective (389) Oladiran Oladosu, Jane McKenzie

Managing from home (MFH) during COVID-19 – The key advantages and disadvantages for Danish and German managers (534) Christine Ipsen, Kathrin Kirchner

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 5**

**09:15 – 10:15**

#### **FULL PAPERS**

**Session Chair: David Sarpong**

Workplace Environmental Change to Facilitate Flexible Practices in the Face of Covid-19 Fallot and How that has impacted the Work Environment Itself (576) Jacqueline Hiddlestone-Mumford

Entering business awards: Means, mentalities and motivations (37) Shadrack Asante, David Sarpong

### **SESSION 6**

**11:00 – 12:30**

#### **FULL PAPERS**

**Session Chair: John Mendy**

Organizational Change Management: An Integrative Framework (163) Shivin Tikoo

Sustainable transformation of Qatar oil and gas industry: An organisational cultural perspective (326) Reddouane Sarrakh, Suresh Renukappa, Susbashini Suresh

Achieiving fit: An incumbent's transformation towards organizational agility (296) Ferry-Michael Brendgens, Katja Hutter, Sebastian Gauster

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16:15**

#### **FULL PAPERS**

**Session Chair: John Mendy**

A review of SMEs' Covid Theorised Challenges: New Directions for Managing Recovery-Oriented Organisational Change (548) John Mendy

Employee responses to a change intervention: Episodic power in sensemaking (273) Robert Kihlberg

## **Performance Management**

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

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1A**

**09:00 – 10:30**

**FULL PAPERS**

**Session Chair: Jane Maley**

Horenso – Wholly Solved or Horrendous Souls? Tasteful Communication Resolution Strategy and Grievances in a Japanese-owned Subsidiary in Thailand (165) Vinh Sum Chau, Thunijra Nacharoenkul

When it is not OK: Performance Management impacting Employee Acceptability and Psychological Contract in MNCs (262) Alain Neher, Jane Maley, Lucia Wuersch, Branka Krivokapic-Skoko

Industry 4.0: A Competitive Differentiator for Performance Management Practitioners – An Integrated Management Systems Perspective (449) Kaitlyn Jean Smith, Kamal Qazi

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 2B**

**13:00 – 14:30**

**DEVELOPMENTAL PAPERS**

**Session Chair: Jonathan Liu**

Understanding the Effect of COVID-19 on Audit Routines (450) Sung Hwan Chai, Brian Nicholson, George Salijeni

The Effect of the COVID-19 Pandemic on Performance Management in the UK (322) Jean Egbegi

Identifying themes in an NHS hospital that influence continued affective organisational commitment and engagement Post COVID-19 (561) Jane Smith, Moataz Alhilou

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1D**

**15:35 – 17:05**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Luisa Huatuco**

The dark side of ceremonial adaptations to loosely coupled performance management practices: Exploring the case of deceptive employees' performance evaluations through a pragmatist micro-level perspective (434) Muntaser Melhem, M May Seitanidi, Abdullah Iqbal

Performance Measurement in Healthcare: Applying ROI to Human Capital Investments (141) Deneise Dadd, Matthew Hinton

Risk-informed delay analysis: the need to reconsider project delay analysis techniques (545) Grzegorz Grzeszczyk

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**11:00 – 12:30**

#### **FULL PAPERS**

**Session Chair: Vinh Chau**

Parcel delivery service in UK under supply chain disruption caused by COVID-19 from customers' perspective (179) Mingyang Huang, Luisa Huaccho Huatuco

Measuring artificial intelligence development and its strategic alignment in five types of industry AI-strategy settings (300) Kaisa Kukkonen

Austerity and public service performance frameworks in England (634) Russ Glennon

## **Project Experiences**

**Track Chairs: Christine Unterhitzenberger and Naomi Brookes**

## **TUESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1A**

**09:00 – 10:30**

#### **WORKSHOP**

**Session Chair: Christine Unterhitzenberger and Naomi Brookes**

Track Welcome and Meet the Editors: Developing your Conference Paper into a Journal Paper (364) Christine Unterhitzberger, Naomi Brookes

### **SESSION 1B**

**13:00 – 14:30**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Nicholas Dacre**

#### **Change Management and Systems Thinking**

TOWARDS A FRAMEWORK FOR THE MANAGEMENT OF SCOPE CHANGE DURING THE EXECUTION PHASE OF UK CONSTRUCTION PROJECTS (441) Faraz Ali Memon, Jasmine Hajreza Tehran, Diane Richardson

Integrating Interface Management with Change Management to Improve Project Performance in a Railway Project (583) Norfahan Ghani, Tristano Sainati

Systems thinking applied to project delivery: A critical review (538) Elaine Falconer, Naomi Brookes

### **SESSION 1C**

**14:45 – 15:45**

#### **FULL PAPERS**

**Session Chair: Tristano Sainati**

#### **Wellbeing and Leadership**

Wellbeing in project-based organisations: The experience of project workers (363) Rea Prouska, Sara Hajikazemi

Transformational Leadership and Project Success: Examining the Roles of Self-Efficacy and Social Capital (457) Madiha Bint e Riaz, Ata ul Musawir

### **SESSION 1D**

**16:00 – 17:00**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Elaine Falconer**

#### **Blockchain and AI**

Utilising the Principles of Blockchain Technology in the field of Information Exchange Theory for Managing Road Infrastructure Projects (263) Lena Pauli, David Bryde, Hans-Peter Schelkle

Identifying Inter-Project Relationships with Recurrent Neural Networks: Towards an AI Framework of Project Success Prediction (529) Ming-Wei Hsu, Nicholad Dacre, PK Senyo

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**08:45 – 10:15**

#### **FULL PAPERS**

**Session Chair: Sarah Coleman**

#### **Planning, Investing and Project Customisation**

The risk of investing in unsustainable projects: The case of the “Dos Bocas Refinery” (148) Rodrigo Juarez, Tristano Sainati, Giorgio Locatelli

Planning MegaProjects using Scenario Planning and Future Perfect Planning (69) Rodney Turner, Nathalie Drouin

ES (Enterprise System) Project Customisation – start as you mean to go on (234) Anthony J Bridger

### **SESSION 6**

**14:20 – 15:20**

#### **FULL PAPERS**

**Session Chair: Rehab Iftikhar**

#### **Organisational context and Interorganisational Project Settings**

Organizational Context classification in Project-Based Organizations (59) Alfonso Bucero, Ralf Muller

Multi-level Governance in Inter-organizational Project Settings (271) Saulius Simkonis, Ralf Muller, Raimonda Alonderienė, Alfredas Chmieliauskas, Margarita Pilkiene

### **SESSION 7**

**15:35 – 17:05**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Sara Hajikazemi**

#### **Project Evaluation, Benefits Management and Governance**

Post-project evaluation: Challenges, Benefits and Approaches (292) Sarah Coleman

Take care of what’s yours: organizational enablers to the project owner role for benefits realization management (295) Alejandro Romero-Torres

Getting Back to Basics: Divergent Perspectives on the Fundamental Aspects of Project Governance (395) Ata ul Musawir, Mohd Suhaimi Mohd-Danuri

## THURSDAY 2<sup>ND</sup> SEPTEMBER

### SESSION 8

09:15 – 10:15

#### DEVELOPMENTAL PAPERS

**Session Chair: Jane Dowson**

#### Transformational Projects

The End of the Beginning: Achieving Value for Money from Government Digital Transformation Projects (117) Jonghyuk Cha, Michael Dzandu, Graham Winch

WHEN BOTH HANDS ARE TIED: ORGANIZATIONAL AMBIDEXTERITY, NEGATIVE SOCIAL CAPITAL AND THE CRM TRANSFORMATION PROJECT (579) Maged Shoukry, Carole Tansley, Gwen Chen

### SESSION 9

11:00 – 12:30

#### FULL PAPERS

**Session Chair: Alejandro Romero-Torres**

#### Project Learning and Knowledge Management

Interorganizational knowledge sharing barriers and enablers (78) Rehab Iftikhar, Catherine Lions

Exploring characteristics of project learning in an environment underpinned by lean principles (194) Jane Dowson, Christine Unterhitzenberger, David Bryde

Facilitating Learning in and from Infrastructure Development Projects: a Cross-case Analysis (480) Yan Liu, Erik-Jan Houwing, Marcel Hertogh, Hans Bakker

### SESSION 1A0

16:45 – 18:15

#### FULL PAPERS

**Session Chair: Saulius Simkonis**

#### COVID-19 and Project Work

Adapting to a changing work environment: Individual and project team challenges during the Covid-19 pandemic (290) Alejandro Romero-Torres, Julie Delisle, Marie-Pierre Leroux, Thibat Coulon, Marie-Douce Primeau

Operation Warp Speed: Projects Responding to the COVID-19 Pandemic (416) Graham Winch, Dongping Cao, Eunice Maytorena, Natalya Sergeeva, Sujuan Zhang

Exploring the motivation of young project professionals to work and engage in project work: The case of a Hi-Tech company (577) Anna Megawati, Martina Huemann

**FRIDAY 3<sup>RD</sup> SEPTEMBER**

**SESSION 10**

**11:30 – 13:00**

**DEVELOPMENTAL PAPERS**

**Session Chair: Yixue Shen**

**Agile Projects**

Sustainability in Complex Agriculture Projects: A Study of Agile Agricultural Co-operative Institutions (437) Hao Dong, Nicholas Dacre, Adrian Bailey

Exploring Risk Management practices within Agile Projects (597) Tyough Beetseh

Homeworking Project Management & Agility as the New Normal in a Covid-19 World (428) Patcharin Sonjit, Nicholas Dacre, David Baxter

**SESSION 11**

**15:15 – 16:45**

**FULL PAPERS**

**Session Chair: Jose Juarez Cornelio**

**Systematic literature reviews**

Unpacking stakeholder integration strands: A systematic review viewpoint (315) Diana Ominde, Edward Ochieng, Vincent Omwenga

The Organizational context in the realm of projects: A literature review (373) Alfonso Bucero, Ralf Muller

Using Machine Learning to Predict Project Performance: A Systematic Literature Review (217) Yixue Shen, Naomi Brookes

## **Public Management and Governance**

**Track Chairs: Ian Hodgkinson and Russ Glennon**

**TUESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1A**

**09:00 – 10:00**

**Developmental Papers**

**Session Chair: Ian Hodgkinson**



Infographics related to Covid-19 cases and their economic impacts on businesses in New Zealand (157) Ram Roy

Organisational Performance Measurement As An Ecosystem: A Shifting Paradigm for the Third Sector? (659) Laura Lebec

## **SESSION 1B**

**13:00 – 14:30**

### **Developmental Papers**

**Session Chair: Ian Hodgkinson**

Blurred lines: Exploring the impact of change complexity on role clarity in the public sector (356) Stephanie Verlinden, Jan Wynen, Bjorn Kleizen, Koen Verhoest

Adaptation from Government to Governance (439) William Nti Marfo

Effects of power and trust on megaproject performance: A conceptual framework of hybrid governance (544) Binchao Deng, Lihong Zhang, Xiaoyu Li

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 5**

**09:15 – 10:45**

### **Full Papers**

**Session Chair: Russ Glennon**

Developing a framework for innovation capabilities and circular economy engagement in the public sector (239) Gary Walpole, Emily Bacon, Katie Beverley, Jennifer Rudd

City reputation and the role of sustainability in cities (343) Clara Pérez-Cornejo, Pablo Rodríguez-Gutiérrez, Esther de Quevedo-Puente

COVID19, the emergence of medical populism, and the erosion of expertise (502) Denis Fischbacher-Smith

## **Research Methodology**

**Track Chairs: Sophie Mills and Amanda Lee**

## **TUESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1A**

**09:00 – 10:30**

### **Full Papers**

**Session Chair: Amanda Lee**

Not now: Negotiating research access during phases of crisis (75) Martin Friesl, Erik Hanek, Vivienne Konuk

Inside-out: Cultural insiders as informants in outsider qualitative fieldwork (414) Lorraine Cowley, Felicity Kelliher

You scratch my back, and I scratch yours: Bartering for qualitative data (415) Iuliana Chitac, Deborah Knowles, Spinder Dhaliwal

**SESSION 1B**

**13:00 – 14:30**

**DEVELOPMENTAL PAPERS**

**Session Chair: Yan Wang**

Building Bridges – Sense-making and Opinion Dynamics (425) Magnus Yngvi Josefsson

Intuition in Digital Ethics (559) Giles Cuthbert

Academic writing does not reflect research practice and it's a problem (581) Josiane Fernandes

**WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 1C**

**08:45 – 10:15**

**Full Papers**

**Session Chair: Juliet Kele**

The “What” and “So What” of Transparent Reporting: Exploring 20 Years of Quantitative Field Studies in Management (270) Matthias Weiss, Lakshmi B. Nair, Michael Gibbert, Martin Hoegl, Bareerah Hoorani

Historiography in Management Research: Studying the German Shipbuilding Industry from Below (131) Katharina Bothe, Carolin Decker-Lange

The Forgotten Role of Time in Qualitative Theorizing for International Business Research (64) Bareerah Hafeez Hoorani, Emmanuella Plakoyiannaki, Michael Gibbert

**SESSION 1D**

**15:35 – 16:35**

**DEVELOPMENTAL PAPERS**

**Session Chair: Sophie Mills**

Generating insights with conference data: a review and proposed guidelines (185) Aizhan Tursunbayeva, Tanya Bondarouk

Conducting research after the trauma of the COVID 19 pandemic: Towards the development of guidance for qualitative researchers (232) Megane Miralles, Bill Lee, Marc Stierand

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**11:00 – 12:30**

#### **Full Papers**

#### **Session Chair: Viktor Dorfler**

Science has a crush on data: where is the information we have lost in the data? (420) Mark Henderson, Viktor Dorfler

Identifying Behavioral Correlates and Pathways for Elderly Wellbeing During the Pandemic (324) Shreyash Arya, Arnab Chatterjee, Mayuri Duggirala

Recognising Threshold Concept Experiences Through Network Analysis (380) Susan Harrington, Viktor Dorfler

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16:45**

#### **Full Papers**

#### **Session Chair: Amanda Lee and Sophie Mills**

The rationality and utility of Mill's methods for drawing causal inferences from small sample qualitative research: An empirical case study example (133) David Alistair Coldwell

The case for taking a process perspective in career transition research (507) Kim Coogan, Marian Crowley-Henry, Jean Cushen

Researching professional emotional labour: capturing the gap between emotions felt and emotions expressed (35) Marian Iszatt-White

## **Strategy**

**Track Chairs: Anna John and Charles Thornton**

## **TUESDAY 31<sup>ST</sup> AUGUST**

## **SESSION 1A**

**09:00 – 10:30**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Anna John**

Strategic approaches to institutional resilience to natural disasters: a research synthesis approach (614) Anna John

Strategy Implementation by Making Performance Public (97) Biagio Ciao

Financial bootstrapping and survivability in family firms: A resource-based perspective (303) Johnson Ameh, Victor Atiase, Dennis Dzansi, Senyo Agbanyo, Robert Sambian, Patronella Ganza, Zephaniah Chukwunalu

## **SESSION 2B**

**09:00 – 10:30**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Inge Hill**

Corporate strategic challenges and opportunities facing the Chinese video game industry after COVID-19 (417) Qingchen Tian, Nikolaos Stylos, Dimos Andronoudis

Transforming Intangible Resources into Tangible Results: The Choice between Partial and Full Divestiture Alternative (479) Oleksandra Kochura

Navigating the post-merger competitive environment: Moderating firm-level properties (568) Daniel Degischer -

## **SESSION 1B**

**13:00 – 14:30**

### **Full Papers**

**Session Chair: Florian Bauer**

Practice implications as heuristics: The case of Acquisition Research (116) Svante Schriber, David King, Florian Bauer

Activity Based View of Organizational Capabilities (353) Munish Thakur, Eswaran MB

What shall we do with the hoarded labor? Strategic reallocations in economic downturns (298) Rujuta Vaidya, Eirik Sjaholm Knudsen

**WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

## **SESSION 1C**

**08:45 – 10:15**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Anna John**

Does heterogeneity have an impact on the level of importance of critical success factors when considering micro, small and medium sized enterprises in a North West of England context(59) Andrew Wilson

Using organizational ambidexterity to bounce back (617) Latasri Hazarika, Nandakumar Mankavil Kovil Veettil

A transaction costs story on labor redeployment across European corporate groups (221) Pablo Doucet, Ignacio Requejo, Isael Suarez-Gonzalez

## **WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 1D**

**15:35 – 17:05**

#### **Full Papers**

**Session Chair: Maureen Meadows**

The Creation of a Corporate Logic in Mega Events: The Case of Rio 2016 (377) Alessandro Merendino, Maureen Meadows

Unpacking the Airbus Bribery Scandal: A Collective Myopia Perspective (118) Derrick Boakye, Daniel Slaw, David Sarpong

The effect of Top Management Teams in the implementation of Work-Life Balance initiatives after the pandemic (153) Ana Garcia-Granero, Anabel Fernandez, Julia Olmos-Penuela, Joaquin Alegre

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**11:00 – 12:30**

#### **Full Papers**

**Session Chair: Charles Thornton**

Knowledge Diffusion from Academia to Industry (336) Bou-Wen Lin, Hui-Yu Shih, Yu-Yu Chang

Navigating in disruption with inclusive 'Strategic Continuum' (182) Neeraj Kumar Kesharbani, Rohit Kumar, Manash Jyoti Borah

How to get back on track – The role of M&A specialists and M&A generalists in managing delays during acquisition integration (421) Yves-Martin Felker, Florian Bauer, Martin Friesl, Duncan Angwin, Maureen Meadows

## **SESSION 6**

**11:00 – 12:30**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Inge Hill**

Strategising the performance of ethnic belonging – German expatriate businesses (688) Inge Hill

Gibrat's Law is an Industry Dependent on a Resource in Decline (86) Pablo Colman, Jan Harwell, Nathan Zhang

Forming an Ecosystem through an Incumbent's Strategic Transformation (611) Alberto Nucciarelli, Valentina Garbin, Erica Santini

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16:45**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Charles Thornton**

Open Strategy and Open Foresight: Conceptual position and directions for research (504) Gohan Gokmen, Akwal Sunner, Vivek Venugopal

SMART Decision Analysis for Choosing Optimum Business Intelligence Tool for SMEs (276) Shakil Ahmed, Marco Gilardi, Keshav Dahal

Influence of non-obvious stakeholders on competitive dynamics – systematic literature review (445) Klaudia Bracio, Marek Szarucki, Jun-Su Kang

## **Strategy-as-Practice**

**Track Chairs: Jacqueline Hiddlestone-Mumford**

## **TUESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1A**

**09:00 – 10:00**

### **Full Papers**

**Session Chair: Jacqueline Hiddlestone-Mumford**

Strategy Implementation Process Mistakes That Foster Obstruction by Middle Managers: An Inductive Grounded Theory-Building Approach (632) Annabel Christie

The impact of Covid-19 on the use of strategic and business planning to improve the viability of a business (574) Jacqueline Hiddlestone-Mumford

**WEDNESDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 1C**

**08:45 – 10:15**

**DEVELOPMENTAL PAPERS**

**Session Chair: Jacqueline Hiddlestone-Mumford**

Evaluation of the role of smart city technologies to combat COVID-19 pandemic (358) Nisha Shetty, Suresh Renukappa, Subashini Suresh, Khaled Algahtani

Do I actually want this? Impeding strategic renewal through managerial role identity work (367) Vivienne Konuk

Impact of COVID-19 on UK energy sector (624) Alhaji Bangura, Suresh Renukappa

**THURSDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 5**

**09:15 – 10:15**

**Full Papers**

**Session Chair: Andreas Meiszner**

Dynamic Managerial Capabilities: the case of UK Higher Educations Institutions' Internationalisation (606) Imran Akhtar

Renewable Energy (625) Alhaji Bangura

**Sustainable and Responsible Business**

**Track Chairs: Simon Adderley, Simon Smith, Ann-Mari Lilleløykken, Yipeng Liu, Costantinos Leonidou, Julian Riano and Sabur Mollah**

**TUESDAY 31<sup>ST</sup> AUGUST**

## **SESSION 1A**

**09:00 – 10:00**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Simon Smith**

#### **SMEs, social enterprise and family business**

Impact of Culture and Leadership on Employee Wellbeing in Small-sized health services: an examination of four cases of Traditional Chinese Medicine (TCM) in the United Kingdom and China (287) Xuehan Du, Weili Teng, Shaun Gordon

Which stakeholders do family firms prioritise? Dealing with the trade-off between economic and non-economic goals (444) Piar Rivera-Franco, Ignacio Requejo, Isabel Suarez-Gonzalez

## **SESSION 1B**

**13:00 – 14:30**

### **FULL PAPERS**

**Session Chair: Sabur Mollah**

#### **Researching ethics and sustainability**

Marketing Ethics and the Measurement of Consumer Autonomy (73) Robert Barlow, Matt Johnson

Researching grand challenges in business and management: challenging discipline norms (92) Jan Bebbington, Madlen Sobkowiak, Shona Russell, Robert Blasiak, Henrik Osterblom

CAUSAL MECHANISM BETWEEN BUSINESS AND PEACE: AN OVERVIEW OF THE LITERATURE (186) Diana Madibekova

## **SESSION 2B**

**13:00 – 14:30**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Ann-Mari Lilleløykken**

#### **Sustainability in tourism and hospitality**

Overtourism and Tourismphobia: Understanding and addressing paradoxical tensions in creating and maintaining Sustainable Cities and Communities (SDG 11) (280) Simon Smith, Hugues Seraphin

Perception of Sustainability in Hospitality Sector in Thailand (70) Pattraporn Manchan

Sustainability Reporting on Dublin Airport: A Case Study (29) Laura Zizka, Doreen McGunagle, Patti Clark



## **WEDNESDAY 1<sup>st</sup> SEPTEMBER**

### **SESSION 1C**

**08:45 – 10:15**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Costantinos Leonidou**

#### **COVID-19 and compassionate entrepreneurship**

Responsible Management in the Post COVID-19 Era: Promoting Work-Life Balance through Social Sustainability and Green HRM (327) Olatann-munji Adekoya, Toyin Adisa

COVID-19 and RMG Sector Workers in Bangladesh: Impact, Vulnerability and Ethical Issues (501) Israt Jahan, Iain Stalker

Compassionate Entrepreneurship: what is new, what is different and why it matters? (573) Sherine Mohamed, Henry Eze

### **SESSION 1C**

**08:45 – 10:15**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Sabur Mollah**

#### **The circular economy**

Is the circular economy the answer to creating responsible and productive firms? Evidence from remanufacturing businesses (279) Melissa Marques, Umit Bititci, Amos Haniff

Circular business model innovation frameworks to foster consumer acceptance: A review (291) Christian Bucker, Marin Geissdoerfer, Dai Morgan, Mukesh Kumar

Integrating fair trade and circular economy: An in-depth qualitative study (408) Smirti Kutaula, Alvina Gillani

### **SESSION 1D**

**15:35 – 17:05**

#### **FULL PAPERS**

**Session Chair: Constantinos Leonidou**

#### **Sustainable manufacturing**

The way of manufacturing organizations towards circular economy: drivers and decision-making logics (71) Justina Banioniene, Lina Dagilience, Viktorija Varaniute

Social Manufacturing: Fulfilling the promise for economic and social upliftment at the BoP (518) Sujit Sur

Moving to Sustainable Food Packaging: The actions of the food industry (539) Sanne Bor, Greg O'Shea, Henna Sundqvist-Andberg, Maria Akerman

## **SESSION 1D**

**15:35 – 17:05**

### **DEVELOPMENTAL PAPERS**

**Session Chair: Simon Adderley**

**Policy and smart specialisation**

Using foresight to explore the role of Smart Specialization in driving the European Green Deal (383) Leonardo Piccinetti, Mohamed Ramadan Rezk, Trevor Omoruyi

AN EXPLORATION OF THE IMPACT OF UK'S CHANGING SOCIAL ECONOMIC POLICIES ON LOCAL COMMUNITY RESILIENCE TO NATURAL HAZARDS (430) Martha Nasike

Sustainable Banking: organisational transformation in developing countries (485) Zeynep Kacmaz Milne

## **THURSDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 5**

**09:15 – 10:45**

#### **FULL PAPERS**

**Session Chair: Simon Adderley**

**Sustainability and responsibility at work**

Playing the Part and Owning It Too: The Process of Internalising Prosocial Motivation at Work (374) Ann-Mari Lilleløyken

Exploring barriers to carbon management in UK universities (463) Muhammad Usman Mazhar, Hassan Amar, Richard Bull, Mark Lemon, Piyya Muhammad Rafi-ul-Shan

THE IMPACT OF INBOUND TOURISM ON THE ECONOMY OF A CITY (189) Raigul Doszhan, Leila Gamidullaeva, Yelena Korostyshevskaya, Saltanat Khudaibergenova

### **SESSION 6**

**11:00 – 12:00**

#### **FULL PAPERS**

**Session Chair: Simon Smith**

**Emerging issues in sustainable and responsible business**

Circularity of resources in the craft brewery segment: an analysis supported by innovation (600) Simone Sehnem, Dulcimar Julkovsky, Ana Beatriz Jabbour, Maria da Conceicao Ramos, Roberto Hermann

B Corporations: and analysis about Finance Sustainable Supply Chain and Agency Theory (603) Carlos Eduardo de Morais, Waldemir Paschiotto, Leandro dos Santos

## **FRIDAY 3<sup>RD</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16:45**

#### **DEVELOPMENTAL PAPERS**

**Session Chair: Sabur Mollah**

**Sustainable enterprise, technology and banking**

Securing green gains through enterprise support: supporting post-COVID recovery (155)  
Polina Baranova, Heather Stewart

Organisational Responsibility and Sustainable Technology Adoption in the Food Packaging Industry (366) Alina Greene

Engaging social enterprises with the sustainable development goals (SDGs) (338) Barbara Tomasella