

B. ENGLISH SCHOLARLY PROGRAM

Papers marked with ** are best paper award winners.

Day 1, June 14, 2018, Thursday

Session 02 Keynote Panel - Meeting Challenges of Continuous Transformation

Sponsored by Wuhan University, Economics and Management School

武汉大学经济与管理学院冠名赞助

Time: 08:30-10:30

Room: Jingchu Hall

Chair/Discussant:

Zhi-Xue Zhang, Peking University

Network Advantage in China versus the West

Ronald Burt, University of Chicago

Entrepreneurship Environments: Community Effects on Organizations

Henrich Greve, INSEAD

Micro Foundations for Meeting New Challenges in a New Era of Transformation: Insights from Creativity and Innovation Research

Jing Zhou, Rice University

Session 3A (Paper) - Inside the Executive Suite

Sponsored by Central China Normal University, School of Economics and Business Administration

华中师范大学经济与工商管理学院冠名赞助

Time: June 14, 2018, 10:45 - 12:15

Room: Wuhan

Chair/ Discussant: Carl F. Fey, Aalto University/
The Chinese University of Hong Kong

CEO International Work Experience and Firms' Temporal Orientation: From A Lens of Executive Job Demands

Cuili Qian, The University of Texas at Dallas

Gary Lipeng Ge, University of Groningen

Tianyu Gong, The Hong Kong University of Science and Technology

Giving Green an Office: The Effectiveness of Chief Sustainability Officer Presence

Yi Tang, Hong Kong Baptist University

Ruchunyi Fu, City University of Hong Kong

Guoli Chen, European Institute of Business Administration

Do Military CEOs Foster Corporate Innovation? Evidence from China

Dayuan Li, Central South University

Yini Zhao, Central South University

TMT Dispositional Optimism Composition and Firm Performance: The Mediating Role of Competitive Actions

Jianhong Chen, University of New Hampshire

Tianxu Chen, Portland State University

Ho Kwong Kwan, Tongji University

Sucheta Nadkarni, University of Cambridge

Session 3B (Paper) - Creativity

Time: June 14, 2018, 10:45 - 12:15

Room: Xiangyang

Chair/ Discussant: Yaping Gong, The Hong Kong University of Science and Technology

Female Businesspersons' Creativity Processes: The Impact of Gender-Professional Identity Integration (G-PII)

Chi-Ying Cheng, Singapore Management University

Yi-Wen Tan, Singapore Management University

Just Do It? Gender Dynamics in How Autonomous Idea Championing Influences Creativity Evaluations

Mengzi Jin, Singapore Management University

Roy Chua, Singapore Management University

Ronald Bledow, Singapore Management University

A Curvilinear Relationship between Vertical Task Conflict and Employee Creativity: The Moderating Role of Individual Power Distance Orientation

Ke Zhou, Shanghai Jiao Tong University

Xin-an Zhang, Shanghai Jiao Tong University

Perceived Dissimilarity and Individual Creativity in Diverse Team: A Cross-Level Model

Wang Chong, Northeast Electric Power University

Session 3C (Paper) - Abusive Supervision and Workplace Incivility

Time: June 14, 2018, 10:45 - 12:15

Room: Shiyuan

Chair/ Discussant: Yan Zhang, Peking University

The Devil Wears Prada: Dual-Tuning Effects of Abusive Supervision on Employee Objective Performance in Call Center Teams

Yonghong Liu, University of North Carolina at Greensboro

Chen Zhao, Beijing University of Posts and Telecommunications

Zhonghua Gao, Capital University of Economics and Business

Why Does Abusive Supervision Occur? The Perspective of Morality

Yujie Ma, Tongji University

An Identification-Based Model of Workplace Incivility and Employee Creativity: Evidence from China

Zhicheng Li, Sun Yat-sen University

Wenhao Luo, North China University of Technology

Xiaojun Zhan, Jiangxi University of Finance and Economics

Why Paternalistic Leadership Cannot Behave Ethically? The Mechanism of Abusive Supervision in Territorial Conflict between Leader and Subordinate

Lei Ju, Dongbei University of Finance and Economics

Haofan Li, Dongbei University of Finance and Economics

Wanyu Zhao, Dongbei University of Finance and Economics

Emad Elwakil, Purdue University

Session 3D (Symposium) - The Management Transformation of Huawei

Time: June 14, 2018, 10:45 - 12:15

Room: Suizhou

Chair:

Johann Peter Murmann, The University of New South Wales

Participants:

Xiaobo Wu, Zhejiang University

Bin Guo, Zhejiang University

Can Huang, Zhejiang University

The Management Transformation of Huawei

Johann Peter Murmann, UNSW Business School

Xiaobo Wu, Zhejiang University

Bin Guo, Zhejiang University

Can Huang, Zhejiang University

Session 3F (Paper) - Career Development

Time: June 14, 2018, 10:45 - 12:15

Room: Yichang

Chair/ Discussant: Jingjing Yao, IESEG School of Management

Managing One's Career: Joint Effects of Job Autonomy, Supervisor Support, and Calling

Jie Li, Shanghai University

Xue Han, Shanghai University

Jipeng Qi, Beijing Jiaotong University

Career Construction Model of Adaptation and Social Support: A Meta-Analytic Path Analysis

Haibo Yu, Beijing Normal University

Zhenhua Dong, Beijing Normal University

Long Cheng, Beijing Normal University

ChangLi Yan, Beijing Normal University

Yiming Dai, Beijing Normal University

A Humble Path to the Top: Preliminary Findings about Humility and Career Success

Yi Ou, National University of Singapore

Danni Wang, Rutgers University

Jiwen Song, Renmin University of China

Subra Tangirala, The University of Maryland

The Role of Gender in Career Mobility Preference: A Cross-Classified Model Considering Both Organizational and Occupational Contexts

Jiali Duan, The University of New South Wales

Sungboon Kim, The University of New South Wales

Session 3I (Paper) - Research and Development

Time: June 14, 2018, 10:45 - 12:15

Room: Tianmen

Chair/ Discussant: Di Fan, University of Western Australia

Institution Matters: Reexamining the Performance Feedback-R&D Expenditure Relationship in China

Shihao Zhou, Xi'an Jiaotong-Liverpool University

Xiaoping Zhao, Shanghai Jiao Tong University

When Tough Get Going: Performance of R&D in the Adverse Economic Conditions

Yiyi Su, Tongji University

Rekha Rao-Nicholson, Newcastle University London

Di Fan, Curtin University

The Effects of Slack Resource of R&D Professionals on Firm Performance: Evidence from Traditional Manufacturing Firms in an Emerging Economy

Ying Zhang, Hong Kong Baptist University

Ji Li, Hong Kong Baptist University

Chang Liu, Jilin University

Yanghong Hu, Hong Kong Baptist University

Wanxing Jiang, Hong Kong Baptist University

Session 3K-E01 (Roundtable) - Organizational Learning

Time: June 14, 2018, 10:45 - 12:15

Room: Qianjiang

Chair/ Discussant: Yifei Du, University of Electronic Science and Technology of China

Performance Feedback and Corporate Social Responsibility: A Perspective from the Behavioral Theory of the Firm

Bhagyavi Habaragoda, Huazhong University of Science and Technology

Zhi Yang, Huazhong University of Science and Technology

Managing Vendor's Project Uncertainty: A Cross-Levels Study on Roles of Organizational Learning and Entrepreneurial Orientation

Jia Pan, Xi'an Jiaotong University

Yi Liu, Shanghai Jiao Tong University

Liang Wang, China Europe International Business School

Aspiration Determination under Varying Environmental Conditions: An Attention-Based View

Lingli Luo, The University of New South Wales

George Shinkle, The University of New South Wales

Session 3K-E02 (Roundtable) - Internationalization

Time: June 14, 2018, 10:45 - 12:15

Room: Qianjiang

Chair/ Discussant: Shuo Zhang, Central University of Finance and Economics

Global Value Chain Participation and Upgrading of Emerging Market Firms: A Resource Dependence Logic

Ziyan Zhu, Renmin University of China

Ziliang Deng, Renmin University of China

Foreign Equity, Exporting and Firm Innovation

Jianghua Zhou, Beijing Normal University

Zixu Liu, Beijing Normal University

Jizhen Li, Tsinghua University

County Components, Firm Internationalization and Performance: A Comparative Meta-Analysis between Developing and Developed Countries

Xiaolong Chen, University of Southampton

What Drives Foreign Subsidiaries to Conduct Subsequent OFDI? A Behavioral Perspective

Tingting Li, Renmin University of China

Ziliang Deng, Renmin University of China

Session 3K-E03 (Roundtable) - Entrepreneurship

Time: June 14, 2018, 10:45 - 12:15

Room: Qianjiang

Chair/ Discussant: Haijian Liu, Nanjing University

Technology Entrepreneurship: A Systematic Review of Literature

Yunqing Liu, University of Electronic Science and Technology of China

Min Wang, University of Electronic Science and Technology of China

Lu Yin, University of Electronic Science and Technology of China

Strategic Thinking, Relational Capital and Migrant Entrepreneurs' Success

Na Zou, Goethe University Frankfurt am Main

The Expansion Habit: The Role of Resource Imprinting in IPO on the Diversification Strategy

Yanyu Wang, Beijing University of Posts and Telecommunications

Jianqiao Yu, Tsinghua University

Rui Wu, Tsinghua University

Moral Consistency or Moral Balance? A Test Using Entrepreneurs' Donations from Chinese Private Firms

Guangxi Zhang, Zhejiang University of Technology

Session 3K-E04 (Roundtable) - Psychological Well-Being

Time: June 14, 2018, 10:45 - 12:15

Room: Moli

Chair/ Discussant: Feng Bai, The Hong Kong Polytechnic University

A Study of Socially Dirty Work: A Conservation of Resource Framework

Shanshan Wen, Shenzhen University

Dora Chi-sun Lau, The Chinese University of Hong Kong

Is Employee's Job Crafting Related to Partner's Work Characteristics and Well-Being? A Curvilinear Examination

Xiaoxia Zhu, Central University of Finance and Economics

Lin Lin, Central University of Finance and Economics

Job Insecurity and Employee Performance and Well-being Outcomes: Organizational Identification as A Double-Edged Sword

Yan Tu, Huazhong University of Science and Technology

Haijiang Wang, Huazhong University of Science and Technology

Lirong Long, Huazhong University of Science and Technology

Session 3K-E05 (Roundtable) - Work-Life Integration

Time: June 14, 2018, 10:45 - 12:15

Room: Moli

Chair/ Discussant: Jia Lin, The Hong Kong Polytechnic University

When Does Employees' Gratitude Matter? Work-Family Segmentation and Family-Supportive Organization Perceptions as Boundary Conditions for Work-Family Conflict, OCB, and Turnover Intention

Ye Li, Peking University

Minya Xu, Peking University

How Family Support Influences Work Cynicism and Employee Silence: The Moderating Role of Gender

Shan Xu, Southwestern University of Finance and Economics

Long Zhang, Human University

The Crossover Effect of Work-Family Conflict between Supervisors and Subordinates

Su-Ying Pan, Macau University of Science and Technology

Session 4A (Paper) - Emerging Multinationals

Sponsored by China Europe International Business School

中欧国际工商学院冠名赞助

Time: June 14, 2018, 13:30 - 15:00

Room: Wuhan

Chair/ Discussant: Peter Ping Li, University of Nottingham Ningbo China

The Effects of Repetitive Momentum on Foreign Sequential Entry Mode Choice by Chinese MNEs: A Structural Inertia Perspective

Gangxiang Xu, Shaoxing University

Bin Guo, Zhejiang University

Wen Li, Zhejiang University

Residual Control and Emerging Multinationals

Mike Peng, The University of Texas at Dallas

En Xie, Xi'an Jiaotong University

Joyce Wang, The University of Texas at Dallas

Sergey Lebedev, San Francisco State University

Relational Competence vs. Local Isomorphism: Strategic Choices of EMNEs in Advanced Economies

Liang Wang, University of San Francisco

Hongjuan Zhang, Tianjin University

Xiaohua Yang, University of San Francisco

Justin Tan, York University

What Are the New Success Factors in the Management of Post-Acquisition Integration by Chinese MNCs in Europe?

Qi Ai, University of Northampton

Hui Tan, Royal Holloway University of London

Session 4B (Paper) - Expatriate Management

Time: June 14, 2018, 13:30 - 15:00

Room: Xiangyang

Chair/ Discussant: Jessica Yuk-Yee Kwong, The Chinese University of Hong Kong

"Pilgrims" from the East: Chinese Expatriate Scholars' Identity Strain and Embeddedness in the US

Jingqiu Chen, Shanghai Jiao Tong University

Lois Tetrick, George Mason University

Experience Profiles of Expatriates' Performance: Examining the Longitudinal Change Patterns of Expatriates' Work-Related Experiences

Riki Takeuchi, The University of Texas at Dallas

Yixuan Li, University of Florida

Mo Wang, University of Florida

Managing Expatriates of Chinese Multinationals: Toward an Institutional Work Perspective

Di Fan, Curtin University

Yiyi Su, Tongji University

Fang Lee Cooke, Monash University

Session 4C (Symposium) - Hidden Innovation Champions

Time: June 14, 2018, 13:30 - 15:00

Room: Shiyang

Keynote Speaker:

Danica Purg, President of IEDC-Bled School of Management, Slovenia

Panelists:

Xiaobo Wu, Zhejiang University

Linan Lei, Zhejiang University

Discussant:

Arie Y. Lewin, Editor in Chief MOR / Duke University

Hidden Innovation Champions in Transforming Economies: A New Pillar of Economic Development?

Arie Lewin, Duke University

Xiaobo Wu, Zhejiang University

Session 4E (Paper) - Empowering Leadership and Empowerment

Time: June 14, 2018, 13:30 - 15:00

Room: Xiaogan

Chair/ Discussant: Dora C. Lau, The Chinese University of Hong Kong

How Authentic Leadership Influences Employee Proactivity: The Sequential Mediating Effects of Psychological Empowerment and Core Self-Evaluations and the Moderating Role of Employee Political Skill

Jing Zhang, Renmin University of China

Yue Wang, Renmin University of China

Guangjian Liu, Renmin University of China

Beyond Empowerment: The Roles of Perceived Insider Status and Outcome Expectation

Qin Zhou, Durham University Business School

Linking Empowering Leadership and Employee Work Engagement: The Effects of Person-Job Fit, Person-Group Fit, and Proactive Personality

Yan Sun, Shandong University

Di Cai, Shandong University

Peng Ma, Shandong University

Hua Cai, Shanghai University of Finance and Economics

Session 4F (Paper) - HRM and Socialization

Time: June 14, 2018, 13:30 - 15:00

Room: Yichang

Chair/ Discussant: Kenneth Tai, Singapore Management University

A Qualitative Research on Information Seeking Behavior of New-Generation Newcomers in Socialization

Jing Zhong, Tongji university

Yiting Zhang, Tongji university

Jinlian Luo, Tongji university

Yue Wu, Tongji university

Guanxi HRM and Employee Well-Being in China

Li Liu, Université Toulouse 1 Capitole

Jacques Igalens, Université Toulouse 1 Capitole

Yu Jia, Wuhan University

Does Seeing "Eye to Eye" Matter? The Effects of Congruence between Managers' and Employees' Perceptions of HR Practices on Employees' Psychological Well-Being

Ying Wang, The University of New South Wales

Sunghoon Kim, The University of New South Wales

Alannah Rafferty, Griffith University

Taking Stock of Research on Green Human Resource Management

Shuang Ren, Deakin University

Guiyao Tang, Shandong University

Susan Jackson, Rutgers University

Session 4I (Paper) - Social Enterprises

Time: June 14, 2018, 13:30 - 15:00

Room: Tianmen

Chair/ Discussant: Ming Jia, Northwestern Polytechnical University

Institutional Logic Evolution with Entrepreneurs Identity in Hybrid: A Double Case Study in Aged-Care Social Enterprise

Tianli Feng, University of Electronic Science and Technology of China

Lu Bai, University of Electronic Science and Technology of China

Institutional Logics and Strategic Orientations in Firms: The Case of Social Enterprises

Yingzhao Xiao, The Chinese University of Hong Kong

Kevin Au, The Chinese University of Hong Kong

Zhen Liu, Qingdao University of Technology

Business Planning and the Sustainability of Social Enterprises: Evidence from Hong Kong

Thomas Wing Yan Man, Hang Seng Management College

Lei Li, Nottingham University Business School China

Legitimization of Social Enterprises across Developmental Stages: Two Case Studies

Yuanqiong He, Huazhong University of Science and Technology

Xin Chen, Huazhong University of Science and Technology

Lihua Wang, San Francisco State University

Session 4L-E01 (Roundtable) - Individual Creativity

Time: June 14, 2018, 13:30 - 15:00

Room: Moli

Chair/ Discussant: Jie Wang, University of Nottingham Ningbo China

Paternalistic Leadership and Employee Creativity: Influences of Voice Behavior and Power Distance Orientation

William Appienti, University of Electronic Science and Technology of China

Lu Chen, University of Electronic Science and Technology of China / Nankai University

The Necessity of Process Justice for Employee Creativity: An Uncertainty Management Perspective

Li-Yun Sun, Macau University of Science and Technology

Chenwei Li, San Francisco State University

Alicia S.M. Leung, Hong Kong Baptist University

A Social Exchange View on Individual Creativity: Team-Member Exchange, Psychological Safety, and Cognitive Mistrust in Supervisor as Predictors

Dejun Kong, University of Houston

Chris Chu, University of Surrey

Reuben Mondejar, City University of Hong Kong

David Allen, University of Exeter

Session 4L-E02 (Roundtable) - Team Performance

Time: June 14, 2018, 13:30 - 15:00

Room: Moli

Chair/ Discussant: Ning Li, University of Iowa

To Dedicate or Not, Efficacy Matters: The Role of Perceived Team- and Self-Efficacy in Determine Team Member's Effort via Team Identification

Linna Xu, Peking University

Zhi-Xue Zhang, Peking University

Collective Sorting Theory: How Team Reward Systems Influence Multiple Sorting Processes in Teams

Grace Ching Chi Ho, The Hong Kong Polytechnic University

David DeGeest, The Hong Kong Polytechnic University

Feng Bai, The Hong Kong Polytechnic University

Team Leader Emotional Intelligence and Team Performance—A Multilevel Study

Long Zhang, Hunan University

Chih-Hsing Liu, Ming Chuan University

Mengxi Yang, Tsinghua University

Jingtao Zhu, Erasmus Research Institute of Management

Jie Feng, Rutgers University

Miles M. Yang, Macquarie University

Session 4L-E03 (Roundtable) - Extra-Role Behaviors

Time: June 14, 2018, 13:30 - 15:00

Room: Moli

Chair/ Discussant: Wendong Li, The Chinese University of Hong Kong

Leader Emotional Intelligence Promotes Team Voice: Mechanism and Boundary Conditions

Yu Yu, Tsinghua University

Xiaoming Zheng, Tsinghua University

You Ask, I May Tell: Leaders' Feedback Seeking as A Mediator of the Relationship between Authentic Leadership and Employees' Voice Behavior

Jing Qian, Beijing Normal University

Baihe Song, Beijing Normal University

Bin Wang, Beijing Normal University

The Impact of Mentoring Quality on Protégés' Organization-Based Self-Esteem and Proactive Behavior: The Moderating Role of Traditionality

Xiangfan Wu, Xinjiang University of Finance and Economics

Yijing Lyu, Shanghai University of Finance and Economics

Ho Kwong Kwan, Tongji University

Haiyan Zhai, Shanghai Lixin University of Accounting and Finance

Session 5A (Paper) - Governance and Ownership

Time: June 14, 2018, 15:30 - 17:00

Room: Wuhan

Chair/ Discussant: David Hongquan Zhu, Arizona State University

The Governance Role of Business Entertainment:
Evidence from China

Francis Sun, Goodman School of Business

Escaping the Institutional Iron Cage: Competing
Institutional Logics and CEO Compensation of State
Owned Enterprises

Weixen Li, Sun Yat-sen University

Shanshan Lin, Sun Yat-sen University

Xinchun Li, Sun Yat-sen University

Jiaqi Liu, Sun Yat-sen University

Similarity-Attraction vs. Similarity-Competition: How
Board Chairs Select Independent Directors with
Background Similarity?

Renfei Gao, The University of Melbourne

Helen Hu, The University of Melbourne

Toru Yoshikawa, Singapore Management University

Change in Ownership Structure in A Transitional
Economy

Xuesong Geng, Singapore Management University

Jingyuan Li, Shanghai Jiao Tong University

*Daniel Han Ming Chng, China Europe International
Business School*

Long Su, China Europe International Business School

Session 5B (Paper) - Personality and
Individual Differences

Time: June 14, 2018, 15:30 - 17:00

Room: Xiangyang

Chair/ Discussant: Ellick K.F. Wong, The Hong
Kong University of Science and Technology

Seeking Structure in Organizations: Understanding the
Effect of Female Leaders' Personal Need for Structure
on Subordinates' Perceived Team Faultlines and Job

Ye Zhang, Peking University

Shengming Liu, Peking University

*Jib-Yu Mao, Southwestern University of Finance and
Economics*

When the Big Five Personality Traits Make Employees
Green? The Role of Green Climate

Yun Zhang, Xi'an Jiaotong University

I Serve, You Take Charge: When Proactive Employees
Are Prosocially Motivated

Angela Xu, Jinan University

Cheris Chow, University of Macau

Session 5C (Paper) - Cross-Cultural Research

Time: June 14, 2018, 15:30 - 17:00

Room: Shiyan

Chair/ Discussant: Zhaoli Song, National
University of Singapore

Chinese Acceptance of Mistreatment by In-Relation
Offenders, Neutralized by Triggering A "Group"
Collectivism Perspective

Shu-Cheng Chi, National Taiwan University

Raymond Friedman, Vanderbilt University

Chih-Chieh Chu, National Taiwan University

Huei-Lin Shih, Industrial Technology Research Institute

Collective Turnover and Team Performance: A Tale
of Two Cultures

Yusi Jiang, Shanghai Jiao Tong University

Longwei Tian, Shanghai Jiao Tong University

Session 5F (Paper) - Servant Leadership

Time: June 14, 2018, 15:30 - 17:00

Room: Yichang

Chair/ Discussant: Jing Zhu, The Hong Kong
University of Science and Technology

When Coworkers' Incompetence Accusations
Hinder my Psychological Safety and Creativity: The
Moderating Role of Servant Leadership

Ye Li, Peking University

Riyao Mao, Southwestern University of Finance and Economics

Jiang Wang, Peking University

How Does Servant Leadership Influence Employees' Subjective Well-Being: The Role of Leader-Member Exchange and Supervisor' s Organizational Embodiment

Yuying Lin, Tsinghua University

Collective and Individual Learning: The Effects of Servant Leadership by CEOs on Middle Managers' Work Outcomes

Wen Wu, Beijing Jiaotong University

Session 5I (Paper) - Corporate Social Responsibility

Time: June 14, 2018, 15:30 - 17:00

Room: Tianmen

Chair/ Discussant: Juelin Yin, Xi'an Jiaotong-Liverpool University

CSR Report Equals to CSR Substance? Corporate Social Responsibility Disclosure, Information Asymmetry and Firm-Idiosyncratic Risk in China

Haijian Liu, Nanjing University
Yixue Wu, Nanjing University

The Free-Riding Problem in Shareholder Engagement: What We Know and Don't Know

Shuping Li, The Hong Kong Polytechnic University
Jyun-Ying Trent Fu, National Chengchi University

Business Group Affiliation, CSR, and Reputational Benefits: The External Source of Competitive Advantages

Yalan Xu, The Chinese University of Hong Kong

Examining Corporate Social Responsibility Performance from the Perspective of Human Capital Management

Ya Hui Ling, I-Shou University

Session 5J (Symposium) - New Perspectives in Voice Research: Emerging Issues and Methods

Time: June 14, 2018, 15:30 - 17:00

Room: Xiantao

Chair:

Jian Liang, Tongji University

Presenters:

Mingyun Huai, The Hong Kong University of Science and Technology

Rui Shu, Shanghai Jiao Tong University

Fenghao (Andrew) Wang, The Hong Kong Polytechnic University

Xiaoshuang Lin, The Australian National University

Discussant:

Xu Huang, Hong Kong Baptist University

Participants:

Lingling Zhang, University of Macau

Gilad Feldman, Maastricht University

Zheng Xiong (George) Chen, The Australian National University

Rongwen (Tina) Jia, The Hong Kong Polytechnic University

Kaixian Mao, The Hong Kong University of Science and Technology

John Jamison, The Hong Kong University of Science and Technology

Chia-Huei Wu, The London School of Economics and Public Science
Wu Wei, Wuhan University

Wu Liu, The Hong Kong Polytechnic University

When Safety / Efficacy Is More Important in Predicting Employee Voice? A Meta-Analysis on the Moderating Effects of Cultural Factors and Voice Types

Mingyun Huai, The Hong Kong University of Science and Technology

Kaixian Mao, The Hong Kong University of Science and Technology

Lingling Zhang, University of Macau

John Jamison, The Hong Kong University of Science and Technology

Gilad Feldman, Maastricht University

How Should I Speak Up in Facilitating Leader Endorsement? Examining a Dual-Path Model

Rui Shu, Shanghai Jiao Tong University

Jian Liang, Tongji University

Voice towards Peers and Voice Endorsement: The Role of Moods of Both Parties

Fenghao (Andrew) Wang, The Hong Kong Polytechnic University

Wu Liu, The Hong Kong Polytechnic University

Rongwen (Tina) Jia, The Hong Kong Polytechnic University

Session 5L-E01 (Roundtable) - Alliances and Networks

Time: June 14, 2018, 15:30 - 17:00

Room: Qianjiang

Chair/ Discussant: Weiting Zheng, The University of New South Wales

How Environmental Damage Matters in Cross Sector Partnership Formation: A Legitimacy Perspective

Jiarwei Chen, Jinan University

Feng Zhang, South China University of Technology

The Effect of Alliance Experience on Alliance Formation and Alliance Governance Structure: A Meta-Analysis

Peng Wang, Xi'an Jiaotong University / City University of Hong Kong

Yongyuan Ma, Xi'an Jiaotong University

Zhongquan Hu, Xi'an Jiaotong University

Alliance Portfolio Partners Knowledge Complementarity and Breakthrough Technological Innovation: The Moderating Role of Knowledge Search and Process Dependence

Yanbo Wu, University of Electronic Science and Technology of China

Yunfei Shao, University of Electronic Science and Technology of China

State-Owned Enterprises (SOE) as A Prototype: The Influence of SOE Identification on Guanxi Behavior

Xi Chen, University of Nottingham Ningbo China

Session 5L-E02 (Roundtable) - External Environments

Time: June 14, 2018, 15:30 - 17:00

Room: Qianjiang

Chair/ Discussant: Xiaoping Zhao, Shanghai Jiao Tong University

Family Business Priorities: A Comparison of US and China

Xi Yang, University of Texas Rio Grande Valley

Sibin Wu, University of Texas Rio Grande Valley

Yuanqing Li, Dominican University

Social Entrepreneurship in Relation to Well-Being across Economies: The Configurational Impact of Institutions and Social Capital

Wei Deng, Xi'an Jiaotong University

Qiaozhuan Liang, Xi'an Jiaotong University

Peihua Fan, Shanghai International Studies University

Does Distance Matter? Firm-Government Geographic Proximity and Strategic Corporate Philanthropy

Wei Liu, The University of Sydney

Jing Yu Yang, The University of Sydney

Yameng Zhang, University of Glasgow

Session 5L-E03 (Roundtable) - Constraints and Interdependencies

Time: June 14, 2018, 15:30 - 17:00

Room: Qianjiang

Chair/ Discussant: Runtian Jing, Shanghai Jiao Tong University

An Extension of Lord, Dinh, and Hoffman's Quantum Approach to Change: Constraints on The Way to Planned Changes

Lin Shi, Macau University of Science and Technology

Alan Pan, University of Amsterdam

Gary Frazier, University of Southern California

Reexamine Fit in Activity Systems: A Social Entrainment Perspective

Fangmei Lu, University of Electronic Science and Technology of China

Runtian Jing, Shanghai Jiao Tong University

Session 5L-E04 (Roundtable) - Creativity and Innovative Behavior

Time: June 14, 2018, 15:30 - 17:00

Room: Moli

Chair/ Discussant: Chenwei Li, San Francisco State University

The Influence of Rewards on Creativity: The Role of Selectivity of the Rewards

Ranran Li, Soochow University

Chu-Yen Lin, Soochow University

Relational Power, Creative Self-Efficacy, Radical and Incremental Creativity

Jun Xu, Xi'an Jiaotong University

Yufan Shang, Xi'an Jiaotong University

Yuhui Jiang, Xi'an Jiaotong University

When Does Motivation to Learn Decrease Innovative Behavior? An Examination of Mediated-Moderation Model

Mingchuan Yu, Shanghai Normal University / Shanghai Jiao Tong University

Xiaotao Zheng, Shanghai Normal University

Dai Yi, Shanghai Dianji University

Session 5L-E05 (Roundtable) - Resources Theory and Resource Constraints

Time: June 14, 2018, 15:30 - 17:00

Room: Moli

Chair/ Discussant: Dennis Hsu, The University of Hong Kong

Should I Stay or Should I Go? The Cognition of Exploration and Exploitation

Sheen Levine, University of Texas / Columbia University

Job Insecurity and Job Performance: The Moderating Role of Job Embeddedness and the Mediating Role of Affective Commitment

Shan Qian, Nankai University

Qinghong Yuan, Nankai University

Wan Niu, Nankai University

CSR, Employee Exhaustion and Turnover Intention: The Perspective of the Conservation of Resources Theory

Shan Xue, Sun Yat-sen University

Lin Zhang, Sun Yat-sen University

Hong hui Chen, Sun Yat-sen University

Session 5L-E06 (Roundtable) - Behavioral Research

Sponsored by Hubei University, School of Business
湖北大学商学院冠名赞助

Time: June 14, 2018, 15:30 - 17:00

Room: Moli

Chair/ Discussant: Danni Wang, Rutgers University

Exploring Identity Paradox: How Individuals Enact Dual Identification to Career and Team

Yuban Zuo, Zhejiang University

Kun Luan, China University of Petroleum

Ciaoyun Xie, Zhejiang University

Linking Narcissistic Personality with Team Member Proactivity: The Role of OBSE and Shared Leadership

Zhibui Cheng, Hubei University of Economics

Wenxing Liu, Zhongnan University of Economics and Law

Kong Zhou, Huazhong University of Science and Technology

Yi Han, Zhongnan University of Economics and Law

How Do Customers Derive Enjoyable Experience in Online Brand Communities? The Role of Customer-to-Customer Interaction

Jifei Wu, Sun Yat-sen University

Rong Liu, Sun Yat-sen University

Hongyan Yu, Sun Yat-sen University

Day 2, June 15, 2018, Friday

Session 8A (Keynote Panel) - Strategy Research

Sponsored by Huazhong University of Science & Technology, School of Management
华中科技大学管理学院冠名赞助

Time: 09:15-10:45

Room: Qingchuan Hall

Chair/Discussant: Arie Lewin, Duke University

Implications of the Platform Economy: US, China, and ROW

Martin Kenney, University of California, Davis

Will China Become a Leading Innovation Economy by 2035?

Xiaolan Fu, University of Oxford

Potential Disruptive Technologies (EVs, 5G, AI) and Opportunities for Engaged Indigenous Scholarship in China

Johann Peter Murmann, The University of New South Wales

Session 8B (Keynote Panel) - Frontiers in Organizational Behavior Research

Sponsored by Shandong University, School of Management

山东大学管理学院冠名赞助

Time: 09:15-10:45

Room: Huanghe Hall

Chair/Discussant: Chao C. Chen, Rutgers University
Navigating Global Business: A cultural compass

Oded Shenkar, Ohio State University

The world is not flat: Toward a Better Understanding of Hierarchy

Yaru Chen, Cornell University

Hawthorne Revisited

Chen-Bo Zhong, University of Toronto

Session 9A (Paper) – Alliances, Acquisitions and Business Groups

Sponsored by Hubei University of Technology, School of Economics and Management

湖北工业大学经济与管理学院冠名赞助

Time: June 15, 2018, 11:00 - 12:30

Room: Wuhan

Chair/ Discussant: Zhenzhen Xie, Tsinghua University

Resource-at-a-Distance and International Joint Venture Takeover: The Moderating Role of Business Associations

Jun Xia, The University of Texas at Dallas

Jing Li, Simon Fraser University

Zhouyu Lin, Jinan University

The External Alliances of Japanese Keiretsu Member Firms

Tianyou Hu, King Fahd University of Petroleum and Minerals

Andrew Delios, National University of Singapore

Shu Yu, City University of Hong Kong

Stakeholder Preservation or Stakeholder

Appropriation? The Role of Target Social Performance in Acquisitions

Li Tong, Singapore Management University

Jun Xia, The University of Texas at Dallas

Heli Wang, Singapore Management University

Session 9B (Paper) - Leader Behavior and Work Outcomes

Time: June 15, 2018, 11:00 - 12:30

Room: Xiangyang

Chair/ Discussant: Leigh Anne Liu, Georgia State University

The Effect of CEO Authentic Leadership on Employee Turnover: A Human Capital Perspective

Xiaoyun Wang, Nanjing University

Meng Xi, Nanjing University

Shuming Zhao, Nanjing University

Hao Cheng, University of Strathclyde

Authoritarian Leadership and Employee Work Outcomes: Test of A Multilevel Moderated Mediation Model

Yimo Shen, Southwest University

Wan-Ju Chou, Chang Jung Christian University

John Schaubroeck, Michigan State University

Directive Leadership and Newcomer Socialization: A Dynamic Approach

Han Liu, Huazhong University of Science and Technology

Haijiang Wang, Huazhong University of Science and Technology

Jianqiao Liao, Huazhong University of Science and Technology

Trust Develops from Scratch: An Experience Sampling Study of the Impact of Leader Interactional Justice, Newcomer Agreeableness and Anxiety

Serena Lyu, Shanghai University of Finance and Economics

Don Ferrin, Singapore Management University

Ronald Bledow, Singapore Management University

Devasheesh Bhave, Singapore Management University

Session 9C (Paper) - Identity and Identification

Sponsored by Harbin Institute of Technology,
School of Management
哈尔滨工业大学管理学院冠名赞助

Time: June 15, 2018, 11:00 - 12:30

Room: Shiyan

Chair/ Discussant: Chi-Ying Cheng, Singapore
Management University

Academic Entrepreneur' s Paradox: Social Identification in Entrepreneurial Transition

Bo Zou, Harbin Institute of Technology

Jinyu Guo, Harbin Institute of Technology

Sunny Li Sun, University of Massachusetts Lowell

Feng Guo, Harbin Institute of Technology

Is Stretch Goal Always A Good Thing? From the Perspective of Organizational Identification Theory

Chang Chen, Xi'an Jiaotong University

What Determines Entrepreneurial Success of Academics? A Multiple Social Identity Perspective

Bo Zou, Harbin Institute of Technology

Feng Guo, Harbin Institute of Technology

Lin Cui, The Australian National University

Simon Restubog, The Australian National University

Unfold Formation Process of Strategic Consensus: The Effects of Task-Relevant Information' s Elaboration and Collective Team Identification

Yi Liu, Xi'an Jiaotong University

Yaqun Yi, Xi'an Jiaotong University

Session 9D (Symposium) - Leading through Actions: How Leadership Behaviors Influence Employees and Organizations

Time: June 15, 2018, 11:00 - 12:30

Room: Suizhou

Chairs:

Emma Y. Zhao, Carnegie Mellon University

Hun Whee Lee, Michigan State University

Discussant:

Russell E. Johnson, Michigan State University

Presenters:

Zhenyu Liao, Washington University in St. Louis

Ann C. Peng, Western University

Hun Whee Lee, Michigan State University

Lingling Pan, Michigan State University

Tell Me Good but Tell Me Bad As Well: A Dynamic Shift Perspective on Leader Feedback

Qin Su, The Chinese University of Hong Kong

Zhenyu Liao, Washington University in St. Louis

Yucheng Zhang, Hebei University of Technology

Dora C. Lau, The Chinese University of Hong Kong

Wansi Chen, East China University of Science and Technology

Leader Discipline, Learning from Mistakes, and Follower Performance

Ann C. Peng, Western University

Wei Zeng, Hunan University

What Does It Take for Voice Behavior to Lead to Creative Performance? Supervisor Listening as A Boundary Condition

Hun Whee Lee, Michigan State University

Joanna Lin, University of Massachusetts Amherst

Emma Zhao, Carnegie Mellon University

Jo K. Oh, Michigan State University

Money Buys Time, Really? A Contingency View of TMT-CEO Pay Gap and Competitive Response Speed

Tianxu Chen, Portland State University

Mark Simon, University of Michigan

Hong Qian, Oakland University

John Kim, Oakland University

Lingling Pan, Michigan State University

Session 9E (Symposium) - Strategic Leadership in China's Transformational Environment

Time: June 15, 2018, 11:00 - 12:30

Room: Xiaogan

Chairs:

David Hongquan Zhu, Arizona State University

Jane Yan Jiang, Nanjing University

Participants:

Xuhong Li, Fudan University
Liangding Jia, Nanjing University
Runtian Jing, Shanghai Jiao Tong University
Zhi-Xue Zhang, Peking University

The Evolution of Chinese Business Leadership

Zhi-Xue Zhang, Peking University

Strategic Leadership from A Momentum Management Perspective

Runtian Jing, Shanghai Jiao Tong University

Self-Transcendence and Self-Enhancement Values of CEOs and Corporate Innovation Strategy: Evidence from China

Xuhong Li, Fudan University

CEO Humility and Firm Resource Orchestration: The Moderating Role of Environment Uncertainty

Liangding Jia, Nanjing University

Peng Ning, Nanjing University

Five-Factor Model of Top Executives' Personality and Competitive Dynamics

Jane Yan Jiang, Nanjing University

Session 9F (Paper) - Volunteering and Performance

Time: June 15, 2018, 11:00 - 12:30

Room: Yichang

Chair/ Discussant: Su-Ying Pan, Macau University of Science and Technology

Industrial Relations Climate, Union Instrumentality and Employee Performance

Qing Miao, Zhejiang University

Alexander Newman, Deakin University

Brian Cooper, Monash Business School

Peter Holland, Monash Business School

Julian Teicher, Central Queensland University

Volunteering Meaningfulness and Skills Acquired from Volunteering

Xing Li, University of Electronic Science and Technology of China

Tianli Feng, University of Electronic Science and Technology of China
Xinxin He, University of Electronic Science and Technology of China
Shuran Gu, University of Electronic Science and Technology of China

Dynamics of Volunteer Performance: Developing and Testing A Moderated Mediation Model

Xueqing Fan, Renmin University of China

Jinlong Zhu, Renmin University of China

Zhaoli Song, Renmin University of China

Kan Shi, Renmin University of China

Session 9I (Paper) - Gender and Inequality

Time: June 15, 2018, 11:00 - 12:30

Room: Tianmen

Chair/ Discussant: Zhi Huang, University of Kentucky

** Women Hold Up Half the Sky? The Enduring Gender Gap in the Performance of Chinese Privately Owned Ventures

Eric Yanfei Zhao, Indiana University

Effects of Gender-Based Faultline Strength in Corporate Boards: An Optimal Distinctiveness Theory Approach

Jie Wu, University of Macau

Xinhe Zhang, University of Macau

Orlando Richard, The University of Texas at Dallas

Maria Triana, University of Wisconsin

Top Management Team Gender Equality and Firm Performance

Jing Cao, Peking University

Wei Zheng, University of Wisconsin - River Falls

Leaving Footprint in the Society: The Role of Organizational Pay Inequality

Kaifeng Jiang, The Ohio State University

Yingya Jia, Fudan University

Anne Tsui, University of Notre Dame

Session 9J (Paper) - Institutions and Institutional Change

Time: June 15, 2018, 11:00 - 12:30

Room: Xiantao

Chair/ Discussant: Chenjian Zhang, University of Bath

Taking History to Heart: How Sensemaking Mediates between Institutional Change and Entrepreneurial Networking

Chenjian Zhang, University of Bath

Tao Wang, Grenoble Ecole de Management

Regional Culture, Entrepreneurial Talent, and Institutional Change: Evidence from Private Firm Allocation in China

Sonja Opper, Lund University

Fredrik Andersson, Lund University

Institutional Quality and Internationalization of Emerging Market Firms: Focusing on Chinese SMEs

Shuo Zhang, Central University of Finance and Economics

Ping Deng, Cleveland State University

Local Legal System Quality and Syndication Strategy: Cross-Border Venture Capital Investments in China

Jing Zhang, Old Dominion University

Wei Zhang, Tsinghua University

Session 9L-E01 (Roundtable) - Corporate Social Responsibility

Time: June 15, 2018, 11:00 - 12:30

Room: Qianjiang

Chair/ Discussant: Zheng Cheng, University of Wisconsin Milwaukee

Does Sound Corporate Social Responsibility Mitigate the Negative Intra-Industry Contagion Effects? Investor's Perception of Financial Scandal

Haijian Liu, Nanjing University

Yusen Dong, Nanjing University

Organizational Structure, Slack Resources, and Corporate Social Performance

Ying Zhang, Hong Kong Baptist University

Lan Liang, Stony Brook University

Wenwen Song, China Construction Bank (Asia)

Herly Yang, Les vergers Boiron

Ji Li, Hong Kong Baptist University

Integrating Corporate Social and Corporate Political Strategies: Performance Effects and Institutional Contingencies in China

Tao Bai, Xi'an Jiaotong-Liverpool University

Jialin Du, Renmin University of China

Stephen Chen, University of Newcastle

Paradox Strategic Cognition and ECSR: A Three-Tripod Perspective

Xi Song, Xi'an Jiaotong University

Zelong Wei, Xi'an Jiaotong University

Session 9L-E02 (Roundtable) - Corporate Political Activity

Time: June 15, 2018, 11:00 - 12:30

Room: Qianjiang

Chair/ Discussant: Qi Li, Cornell University

Organizational Slack, Entrepreneurial Orientation, and Corporate Political Activity

Yanyan Li, Xi'an Jiaotong University

Shanxing Gao, Xi'an Jiaotong University

Yu Gao, Xi'an Jiaotong University

Individual and Collective Engagement in Political Strategy: The Evidence from China

Xinming Deng, Wuhan University

Zhen Ye, Wuhan University

Session 9L-E03 (Roundtable) - Governance and Ownership

Time: June 15, 2018, 11:00 - 12:30

Room: Qianjiang

Chair/ Discussant: Shuping Li, The Hong Kong Polytechnic University

Quest for Status: TMT Status Hierarchy, Status Inequality, and Executive Turnovers

Zhi Huang, University of Kentucky

Wei Chi, Tsinghua University

Rui Wu, Tsinghua University

Xiruo Wang, Tsinghua University

Do Critical Mass of Females on Bods Engage More in Corporate Environmental Responsibility Disclosure? Evidence from China

Mijia Gong, Xi'an Jiaotong University

Session 9L-E04 (Roundtable) - Cultural Roots of Managerial Behavior

Time: June 15, 2018, 11:00 - 12:30

Room: Moli

Chair/ Discussant: Zhi Liu, Peking University

Job Crafting between Generations X and Y: A Cross-Cultural Study of Iran and China

Amir Hossein Emamizadeh, Nottingham University Business School China

Alim Beveridge, Nottingham University Business School China

Predictors of Employee Attitudes toward Strikes in Multinational Corporations in China: A Multilevel Relational Model

Ying Chen, University of Illinois at Urbana-Champaign

Session 9L-E05 (Roundtable) - Managerial Behavior

Time: June 15, 2018, 11:00 - 12:30

Room: Moli

Chair/ Discussant: Christy Zhou Koval, The Hong Kong University of Science and Technology

Turn the Devil into An Angel: Moral Balance and Leader Attribution Perspectives of Employee Time Theft

Xi Zou, Wuhun University

Yan Liu, Wuhun University

Julie Zhu, University of Macau

The Double-Edged Sword Effect of Managerial Coaching Behavior for Actors: An Investigation of Personal Accomplishment and Work Overload

Zhuolin She, Tsinghua University

Quan Li, Tsinghua University

Yanan Dong, Tsinghua University

Qinqin Li, Lanzhou University

Baiyin Yang, Tsinghua University

Bin Yang, Tsinghua University

Wensheng He, Lanzhou University

Session 11A (Paper) - Strategy and Competition

Time: June 15, 2018, 16:00 - 17:30

Room: Wuhan

Chair/ Discussant: Weiwen Li, Sun Yat-sen University

Good? Bad? Why So Diversified? A Study of Internationalization-Performance Relationship by Combining Meta-Analysis and Meta-Regression Approaches

Limin Chen, Wuhun University

Xiaoxia Wang, Wuhun University

Intra-Organizational Coopetition as the Micro-Foundation of Evolutionary Processes: Evidence from the Instant Messaging Service Sector

Zhijing Zhu, University of Nottingham Ningbo China

Johann Murmann, The University of New South Wales

Polychronicity in Managing Multiple Goals: The Effect of Control Formalization and Control Flexibility

Feifei Yang, East China Normal University

George Shinkle, The University of New South Wales

Hang Zhao, The University of New South Wales

Lingli Luo, The University of New South Wales

Session 11B (Paper) - Chinese Management

Time: June 15, 2018, 16:00 - 17:30

Room: Xiangyang

Chair/ Discussant: Jianjun Zhang, Peking University

Relationship between Union Instrumentality, Union Commitment and Job Involvement in the Chinese Context: A Moderated Mediation Model

Wenyuan Huang, South China University of Technology

Min Li, South China University of Technology

Mengtao Wu, South China University of Technology

When My Subordinate Is My Boss' Close Pal:
The Role of Indirect Guanxi in Manager Personnel
Decision Making in Chinese Organizations

Han Ren, Sichuan University

Xiaoping Chen, University of Washington

Weizheng Chen, Sichuan university

How Buddhism Affects Time Allocation of Chinese
Entrepreneurs in New Ventures

Zuhui Xu, Shanghai University of Finance and Economics

Zhiyang Liu, Shanghai University of Finance and Economics

Yi Tang, Hong Kong Baptist University

**Session 11E (Paper) - Ethical Leadership
and Morality**

Time: June 15, 2018, 16:00 - 17:30

Room: Xiaogan

Chair/ Discussant: Jingqiu Chen, Shanghai Jiao
Tong University

Ethical Leadership and Followership Behavior: A
Moderated Mediation Model

Wei Fan, East China Normal University

The Influence of Senior Management' s Ethical
Leadership on Employees' Community Citizenship
Behaviors: The Mediating Role of Prosocial
Motivation

Abby Zhou, University of Nottingham Ningbo China

Alexander Newman, Deakin University

Steven Zhou, University of Nottingham Ningbo China

Nathan Eva, Monash University

An Empirical Test of the Moral Virtue Theory of
Status Attainment

Feng Bai, The Hong Kong Polytechnic University

Grace Ho, The Hong Kong Polytechnic University

Haoyi Tan, The Hong Kong Polytechnic University

**Session 11F (Paper) - Service Context
Research**

Time: June 15, 2018, 16:00 - 17:30

Room: Yichang

Chair/ Discussant: Ho Kwong Kwan, Tongji University

The Effects of Leader and Member Daily Exercises
on Customer Daily Helping Behavior: A Multilevel
Moderated Mediation Model

Yucheng Zhang, Hebei University of Technology

Yuyan Zheng, London School of Economics and Political Science

Yuan Li, Hebei University of Technology

Bing Xu, Southwestern University of Finance and Economics

How Customer-Initiated Positive Interactions
Influence Service Providers' Proactive Service and
Life Satisfaction: An Experience Sampling Study

Nan Wang, Lingnan University (Hong Kong)

Zhaoli Song, National University of Singapore

Jinlong Zhu, Renmin University of China

Wendong Li, The Chinese University of Hong Kong

Whether and When Employees Will Respond
Properly toward Customer Mistreatment: The Role of
Psychological Capital and Service Climate

Phoenix H. H. Chan, University of Macau

Julie N. Y. Zhu, University of Macau

Long W. Lam, University of Macau

Cheris W. C. Chow, University of Macau

Ling Z. Zhang, University of Macau

Linking Customer Participation to Employee Work-to-
Family Enrichment: The Role of Job Crafting and OBSE

Raymond Loi, University of Macau

Angela Xu, Jinan University

Cheris Chow, University of Macau

Wilco Chan, The Hong Kong Polytechnic University

Session 11H (Paper) - Internationalization

Time: June 15, 2018, 16:00 - 17:30

Room: Jingzhou

Chair/ Discussant: Ping Deng, Cleveland State
University

Outward FDI from Emerging Economies: A Social
Relational Perspective

Ping Deng, Cleveland State University

The Coevolution of State-Owned Enterprises'
Internationalization and State Ownership Reduction

Joyce Wang, *The University of Texas at Dallas*

Mike Peng, *The University of Texas at Dallas*

Cross-Border Status Attainment of Chinese Actors

Andrew Shipilov, *European Institute of Business Administration*

Stan Xiao Li, *Xi'an Jiaotong University / York University*

Wan Li, *University of Saskatchewan*

Internationalization of State-Owned Multinationals:
The Role of the Home Country Political Regime

Hinrich Voss, *University of Leeds*

Jeremy Clegg, *University of Leeds*

Janja Tardios, *King's College London*

**Session 11I (Symposium) - Intellectual
Property and Innovation Strategy**

Time: June 15, 2018, 16:00 - 17:30

Room: Tianmen

Chair:

Can Huang, *Zhejiang University*

Participants:

Frans Greidanus, *Zhejiang University*

Tony Tong, *Purdue University*

Kenneth G. Huang, *National University of Singapore*

Intellectual Property and Innovation Strategy

Can Huang, *Zhejiang University*

Frans Greidanus, *Zhejiang University*

Tony Tong, *Purdue University*

Kenneth Huang, *National University of Singapore*

**Session 11L-E01 (Roundtable) - Research
and Development**

Time: June 15, 2018, 16:00 - 17:30

Room: Qianjiang

Chair/ Discussant: Jialin Du, *Renmin University of China*

CEO Self-Regarding Value and Firm's R&D
Investment: The Contingent Effects of Internal
Interest Alignment and External Environmental
Uncertainty

Rui Shen, *Peking University*

Wei Zheng, *Peking University*

Does R&D Spending Respond to CSR? Evidence
from Chinese Manufacturers Based on A Perspective
of Idiosyncratic Risk

Dong Huo, *Nanjing University*

Yixue Wu, *Nanjing University*

**Session 11L-E02 (Roundtable) - Technology
and Innovation**

Time: June 15, 2018, 16:00 - 17:30

Room: Qianjiang

Chair/ Discussant: Abby Jingzi Zhou, *University of Nottingham Ningbo China*

A SAT View on Technological Capability Structure of
China's Automobile Firm: The Case Study of GAC Group

Man Huang, *Guangzhou University*

Fang Liu, *Guangzhou University*

Service Innovation Strategy of Manufacturing Firms: A
Contingent Perspective

Haina Zhang, *Lancaster University*

Feng Zhang, *Nankai University*

David Brown, *Lancaster University*

**Session 11L-E03 (Roundtable) - Leadership
and Work Outcomes**

Time: June 15, 2018, 16:00 - 17:30

Room: Moli

Chair/ Discussant: Pervez Ghauri, *University of Birmingham*

Serving Employee Life: When and How Servant
Leadership Influences Employee Life Satisfaction

Yan Li, *Wuhan University*

Diwan Li, *Wuhan University*

Yidong Tu, *Wuhan University*

Jie Liu, Nanjing University

The Influence of Knowledge Governance and Transformational Leadership on Green Innovation: The Mediation Role of Knowledge Sharing

Roulin Chen, Jilin University

Hong Tian, Jilin University

Is Authoritarian Leadership Challenge or Hindrance in Nature? It Depends on the Relationship with Supervisor

Ying Xia, Harbin Institute of Technology

Li Zhang, Harbin Institute of Technology

Yanhong Chen, Harbin Institute of Technology

What Drives Ambidexterity? The Role of CEO Calling in Firm Innovation

Jingzhou Pan, Tianjin University

Bin Ma, City University of New York

Xu Huang, Hong Kong Baptist University

Ziyang Tang, Tianjin University

Session 11L-E04 (Roundtable) - Big Data and Longitudinal Data

Time: June 15, 2018, 16:00 - 17:30

Room: Moli

Chair/ Discussant: Kawon Kim, The Hong Kong Polytechnic University

Big Data Approach and Human Resource Management Research: An Integrative Review and New Directions for Future Research

Yucheng Zhang, Hebei University of Technology

Shan Xu, Southwestern University of Finance and Economics

Long Zhang, Hunan University

Mengxi Yang, Tsinghua University

Miles M. Yang, Macquarie University

Jie Feng, Rutgers University

Can Shareholders Benefit from Domestic-Geographic Diversification Strategy: An Analysis Based on Typical Case Study and Empirical Work

Xueliang Han, Henan University of Finance and Law

Xuefeng Wang, Ecole Supérieure de Commerce de Toulouse

A Stumble May Prevent A Fall: The Relationship between Workplace Ostracism and Unethical Decision Making

Lei Qi, Shandong University

Di Cai, Shandong University

Bing Liu, Shandong University

Song Chang, Hong Kong Baptist University

Session 11L-E05 (Roundtable) - Chinese Contextual Management

Time: June 15, 2018, 16:00 - 17:30

Room: Moli

Chair/ Discussant: Wan-Ju Chou, Chung Yuan Christian University

An Exploration of the Relationship between Confucianism Humanism and Chinese Humanistic Management

Pingping Fu, University of Nottingham Ningbo China

Qing Qu, Tsinghua University

Bo Yang, University of Nottingham Ningbo China

Jiangyiqi as An Attitude: An Exploratory Research into Its Measure and Examination of Construct Validity

Wu Wei, Wuban University

Xin Liang, University of Minnesota Duluth

Jianyou Wang, Nankai University

Impact of Internship Quality on Entrepreneurial Intentions among Graduating Engineering Students of Research Universities in China

Gaofeng Yi, Yancheng Normal University

Day 3, June 16, 2018, Saturday

Session 12A (Keynote Panel) - Responsible Research for a Better World

Sponsored by Zhejiang University, School of Management

浙江大学管理学院冠名赞助

Time: 08:00-10:30

Room: Qingchuan Hall

Chair:

Anne S. Tsui, *University of Notre Dame and Peking University*

Speakers:

Michael Frese, *National University of Singapore*

Heli Wang, *Singapore Management University*

Markus Taussig, *Rutgers University*

Jianjun Zhang, *Peking University*

Eric Zhao, *Indiana University*

Discussant:

Henrich Greve, *INSEAD; Editor, ASQ*

Moderator:

Chris Marquis, *Harvard University and Cornell University*

Session 13A (Paper) - Networks and Social Capital

Time: June 16, 2018, 10: 45 - 12: 15

Room: Wuhan

Chair/ Discussant: Chi-Nien Chung, National University of Singapore

Intermediary Relational Governance, Organizational Engagement and Service Innovation Network Performance

Ou Bai, *Zhejiang Agriculture and Forestry University*

Jiang Wei, *Zhejiang University*

Xiaohua Yang, *University of San Francisco*

Roger Chen, *University of San Francisco*

Depth vs. Breadth: Network Strategy in Emerging Markets

Shameen Prashantham, *China Europe International Business School*

Abby Zhou, *University of Nottingham Ningbo China*

Charles Dhanaraj, *Temple University*

The Influence of Immigrant Social Capital on Foreign Direct Investment in the Presence of Institutional Risks

Chengguang Li, *Paderborn University*

Session 13B (Paper) - Leadership and Creativity

Time: June 16, 2018, 10: 45 - 12: 15

Room: Xiangyang

Chair/ Discussant: Yuan Jiang, Shanghai Jiao Tong University

Empowering Leadership and Creativity: Personal and Task Constraints

Wei Zheng, *University of Wisconsin - River Falls*

Jun Wei, *University of Science and Technology Beijing*

Mian Zhang, *Tsinghua University*

Paternalistic Leadership and Employee Creativity: The Role of Meaning of Work and Perspective Taking

Jinyun Duan, *Soochow University*

Lifeng Han, *Macau University of Science and Technology*

Jonathan Kwok, *The Hong Kong Polytechnic University*

Does Subjective Ambivalence Mediates Paradoxical Leadership Behavior-Employee Creativity Relationship? The Role of Holistic Thinking

Ying Zhang, *Peking University*

Yan Zhang, *Peking University*

Session 13E (Paper) - Cognition and Decision Making

Time: June 16, 2018, 10: 45 - 12: 15

Room: Xiaogan

Chair/ Discussant: Qin Zhou, Durham University Business School

Can Team Boundary Spanning Activity Bring Team Creativity? An Interactive Team Cognition Perspective

Mingze Li, *Wuhan University of Technology*

Pengcheng Zhang, *Huazhong University of Science and Technology*

Fang Qian, *University of Macau*

Pathways to Ambidexterity in Exploration-Exploitation

Sheen Levine, *University of Texas / Columbia University*

Reflection in A Complex Decision-Making Task: Initial Capability and Primed Learning Goals as Boundary Conditions

Miles Yang, *Macquarie University*

Yucheng Zhang, *Hebei University of Technology*

Feifei Yang, *East China Normal University*

Cognitive Appraisal and Pay Fairness Perception: The Moderating Effects of Preference for Consistency and the Merit Principle

Tae-Yeol Kim, China Europe International Business School

Jie Wang, University of Nottingham Ningbo China

Tingting Chen, Lingnan University

Yue Zhu, Zhejiang Gongshang University

Rui Sun, China Europe International Business School

Session 13F (Paper) - Leadership

Time: June 16, 2018, 10: 45 - 12: 15

Room: Yichang

Chair/ Discussant: Wu Liu, The Hong Kong Polytechnic University

Supervisor Inclusiveness and Subordinates' Team Role Performance and Turnover: The Mediating Role of Perceived Group Insider Status

Yumei Wang, Shanghai Jiao Tong University

Ningyu Tang, Shanghai Jiao Tong University

Chiyin Chen, Shanghai Jiao Tong University

A Meta-analytic Path Analysis Review of Leader Humility and Its Consequences: The Mediating Role of Psychological Safety

Tao Su, South China University of Technology

Zhenyu Liao, Washington University in St. Louis

Zhaoli Song, National University of Singapore

Chunhua Chen, Peking University

Experiencing Meaningfulness Climate in Teams: How Spiritual Leadership Enhances Team Effectiveness When Facing Uncertain Tasks

Fu Yang, Southwestern University of Finance and Economics

Ethical Leadership and Unethical Employee Behavior: A Moderated Mediation Model of Moral Justification and Moral Identity

Chenjing Gan, Ningbo University

Duanxu Wang, Zhejiang University

Session 13H (Paper) - Political Processes

Time: June 16, 2018, 10: 45 - 12: 15

Room: Jingzhou

Chair/ Discussant: Pei Sun, Fudan University

Selection and Learning: Asymmetric Impact of Political Ties on Firm Performance and Efficiency in Competition

Weiting Zheng, The University of New South Wales

Institutional Legacies: Explaining the Uneven Landscape of Corporate Political Activity across Chinese Cities

Cuifen Weng, Peking University

Peter Sheldon, The University of New South Wales

David Morgan, The University of New South Wales

Measurement of Corporate Political Connection and Its Effects on Entrepreneur International Trade Preferences

Yilang Feng, University of Michigan

A Political Cycle of FDI Spillovers in Emerging Market: Evidence from China

Can Li, Peking University

Danxue Gao, Central University of Finance and Economics

Weiguo Zhong, Peking University

Session 13I (Paper) - Culture Processes in Diverse Settings

Time: June 16, 2018, 10: 45 - 12: 15

Room: Tianmen

Chair/ Discussant: Eric Yanfei Zhao, Indiana University

Consumption of Cultural Products in Transitional Markets: Korean Drama Consumption in China

Chi-Nien Chung, National University of Singapore

Yun Hou, National University of Singapore

Heeyom Kim, National University of Singapore

How Stable is Regional Cultural Variability in Human Cooperation? Evidence from China since the Holocene

Sonja Opper, Lund University

Fredrik Andersson, Lund University

Chinese Organizational Culture via Value Statements: An Emic-Etic Yin-Yang Approach

Bradley Koch, Grand Valley State University

Yiheng Deng, Southwest University of Finance and Economics

Pamela Koch, Grand Valley State University

Session 13J (Symposium) - Intercultural Communication, Negotiation, and Adaptation

Time: June 16, 2018, 10: 45 - 12:15

Room: Xiantao

Chairs:

Yen-Hung Steven Liu, Georgia State University

Leigh Anne Liu, Georgia State University

Discussant:

Chao C. Chen, Rutgers Business School-Newark and New Brunswick

Dynamic Relationality in Intercultural Negotiations: A Mixed-Strategy Approach

Junjun Cheng, Sungkyunkwan University

Yong Su, Fudan University

Yimin Huang, Macquarie University

Zhan Wu, The University of Sydney

Ambassadors or Traitors? Attitudinal Roots of Trust in In-Group Members Who Accommodate Their Behavior to Foreign Norms

Jae-e Cho, The Hong Kong University of Science and Technology

Michael W. Morris, Columbia University

Zhi Liu, Peking University

Cross-cultural Dialogue: The Co-Sensemaking and Co-Sensegiving Process

Chang Chang Liu, Jiangsu Maritime Institute

Liang Ding Jia, Nanjing University;

Internationalisation through Social Entrepreneurship: MNEs in Emerging Markets

Pervez N. Ghauri, University of Birmingham

Forming Dynamic Capability beyond Cross-Border Incongruences: A Global Identity Perspective

Yen-Hung Steven Liu, Georgia State University

Leigh Anne Liu, Georgia State University

Jing Betty Feng, SUNY Farmingdale State College

Session 14A (Paper) - Innovation Processes

Sponsored by Shandong University, School of
Management

山东大学管理学院冠名赞助

Time: June 16, 2018, 13:30 - 15:00

Room: Wuhan

Chair/ Discussant: Xiaotao Yao, Xi' an Jiaotong
University

The Cultural Roots of Compositional Innovation in China

Abby Zhou, University of Nottingham Ningbo China

Peter Li, University of Nottingham Ningbo China

Steven Zhou, University of Nottingham Ningbo China

*Shameen Prashantham, China Europe International Business
School*

The Decision of Eco-Innovation Scope in Service Sector: The Effects of Market Demand, Environmental Proactivity, and Technology Competency

Yi-Chuan Liao, Shandong University

Kuen-Hung Tsai, National Taipei University

** Antecedents of Chinese New-to-the-World Innovations: Evidence from International Patent Statistics

Zhijing Zhu, University of Nottingham Ningbo China

Johann Murmann, The University of New South Wales

Status Seeking and Boundary Breaking: Why Middle- Status Universities Commercialize Less in China?

Xirong Shen, Cornell University

Zhi Huang, University of Kentucky

Session 14B (Paper) - Voice Behavior

Time: June 16, 2018, 13:30 - 15:00

Room: Xiangyang

Chair/ Discussant: Long W. Lam, University of Macau

Could You Transfer My Voice to Our Leader? -Transit Voice, Status, and Leader' s Endorsement

Rongwen Jia, The Hong Kong Polytechnic University

Wu Liu, The Hong Kong Polytechnic University

I Am Full of Energy to Speak Up When You Are Humble: Examining Leader Humility in Organizations from the Theory of Relational Energy

Chao Ma, The Australian National University

Chia-Huei Wu, London School of Economics and Political Science

Zhen Xiong Chen, The Australian National University

Wu Wei, Wuhan University

Session 14D (Paper) - Job Crafting

Time: June 16, 2018, 13:30 - 15:00

Room: Suizhou

Chair/ Discussant: Yi Amy Ou, National University of Singapore

Job Satisfaction and Union Participation in China:

Developing and Testing A Mediated Moderation Model

Enhua Hu, Nanjing University of Aeronautics and Astronautics

Maolong Zhang, Nanjing University of Aeronautics and Astronautics

Hongmei Shan, Nanjing University of Posts and Telecommunications

Long Zhang, Nanjing University of Aeronautics and Astronautics

Yaqing Yue, Nanjing University of Aeronautics and Astronautics

Can Embedded Employees Be Satisfied? The Role of Job Crafting and Goal-Striving Orientations

Iris D. Zhang, University of Macau

Long W. Lam, University of Macau

Julie N. Y. Zhu, University of Macau

Powered to Craft? The Roles of Flexibility and Perceived Organizational Support

Raymond Loi, University of Macau

Xiaowan Lin, University of Macau

Alice Tan, University of Macau

Session 14E (Symposium) - Unethical Pro-Organizational Behavior in Chinese Society

Time: June 16, 2018, 13:30 - 15:00

Room: Xiaogan

Chair:

Mo Chen, University of Science and Technology of China

Participants:

Zhi Liu, Peking University

Wen Zhang, Xiamen University

Chao C. Chen, Rutgers University

Michael W. Morris, Columbia University

Mingyun Huai, The Hong Kong University of Science and Technology

Bad Apple or Bad Barrel? Condoning of Managers' Pro-Organizational Bribery as a Function of Implicit Theories of Agency

Zhi Liu, Peking University

Michael W. Morris, Columbia University

For the Sake of Organization: How Collectivism Relates to Workplace Unethical Behaviors

Mo Chen, University of Science and Technology of China

Chao C. Chen, Rutgers University

An Exploration of the Business Amoral Belief and Unethical Pro-Organizational Behavior

Wen Zhang, Xiamen University

Interteam Competition and Team Members' Pro-Team Unethical Behaviors: A Social Identity Threat Perspective

Mingyun Huai, The Hong Kong University of Science and Technology

Mo Chen, University of Science and Technology of China

Chao C. Chen, Rutgers University

Session 14F (Paper) - Emotion and Work Outcomes

Time: June 16, 2018, 13:30 - 15:00

Room: Yichang

Chair/ Discussant: Bonnie Cheng, The Hong Kong Polytechnic University

Supervisor Negative Emotions and Subordinate Work and Family Outcomes: A Chain Mediation Model

Xi Wen (Carys) Chan, The Australian National University

Thomas Kalliath, The Australian National University

David Cheng, The Australian National University

Work Connectivity, Emotional Exhaustion and Turnover Intention: The Moderating Role of Work-Life Balance

Shuo Yuan, Shandong University

Jian Wu, Shandong University

The Nonlinear Relationship between Political Skill and In-Role Performance: The Effects of Job Control and Emotional Engagement

Zhenduo Zhang, Harbin Institute of Technology

Yang Qiu, Harbin Institute of Technology

Long Chen, Harbin Institute of Technology

Anger and Entrepreneurial Persistence: The Mediating Role of the Tendency to Taking Risks

Guifeng Ding, Henan university

Ning Chen, Clarion University of Pennsylvania

Li Zhang, Henan University

Xixi Gu, Hofstra University

Session 14H (Symposium) - Corporate Governance in East Asia

Time: June 16, 2018, 13:30 - 15:00

Room: Jingzhou

Chairs:

David Hongquan Zhu, Arizona State University

Shihua Chen, Dongbei University of Finance and Economics

Participants:

Sun Hyun Park, Seoul National University

Lidong Wu, Nankai University

Yaowei Zhang, Nankai University

Chinese Traditional Values and Chinese Corporate Governance

Xuhong Li, Fudan University

David Hongquan Zhu, Arizona State University

Yuejun Tang, Fudan University

Xuan Feng, Fudan University

Political Promotion and Stock Price Crash Risk: Evidence from Chinese State-Owned Enterprises

Shihua Chen, Dongbei University of Finance and Economics

The Impact of Board Informal Hierarchy on Decision-Making Processes: Political Behavior or Procedural Rationality

Lidong Wu, Nankai University

Harmony but Not Sameness: Joint Effects of Board Faultiness and Integrative Complexity on Decision Quality

Yao-wei Zhang, Nankai University

Wei-an Li, Tianjin University of Finance and Economics / Nankai University

Shi-shan Chen, Nankai University

Governance Innovations in East Asia

Sun Hyun Park, Seoul National University

Yanlong Zhang, Peking University

Lisa A. Keister, Duke University

Session 14I (Paper) - Nonprofit and Social Organizations

Time: June 16, 2018, 13:30 - 15:00

Room: Tianmen

Chair/ Discussant: Tianli Feng, University of Electronic Science and Technology of China

Collide or Collaborate: The Interplay of Competing Logics and Institutional Work in Cross-Sector Social Partnerships

Juelin Yin, Xi'an Jiaotong-Liverpool University

Dima Jamali, American University of Beirut

International NGO's Organizational Change in China Transitional Institutional Environment: A Case Study on Heifer China

Bingjie Wang, University of Electronic Science and Technology of China

Tianli Feng, University of Electronic Science and Technology of China

Cross-sector Agents and Rationalization of Nonprofit Organizations: The Case from Zhejiang Province

Chengcheng Song, East China Normal University

Juelin Yin, Xi'an Jiaotong-Liverpool University

Session 15A (Paper) - Innovation and Performance

Sponsored by Shenzhen University, College of Management

深圳大学管理学院冠名赞助

Time: June 16, 2018, 15:30 - 17:00

Room: Wuhan

Chair/ Discussant: Jun Xia, The University of Texas at Dallas

Market Dissimilarity, Technology Complementarity and Collaborative Innovation Performance: The Moderating Effects of IT Adoption

Jianghua Zhou, Beijing Normal University

Jizhen Li, Tsinghua University

Zixu Liu, Beijing Normal University

Hao Jiao, Beijing Normal University

National Power Equality and Innovation Performance – The Moderating Role of Societal Tightness

Chenchen Li, Southwestern University of Finance and Economics

Chi-yue Chiu, The Chinese University of Hong Kong

The Innovation Performance of Chinese Firms' Global R&D Strategies

Zhibin Lin, Durham University

Xianming Wu, Wuhan University

Kefei You, University of Greenwich

Yuanyuan Xiang, Wuhan University

Infantilisation and "Tough Love" in the Chinese Workplace: Towards A New Form of Paternalism?

Jingqi Zhu, Newcastle University

Rick Delbridge, Cardiff University

Session 15B (Paper) - Phenomenon-based Research

Time: June 16, 2018, 15:30 - 17:00

Room: Xiangyang

Chair/ Discussant: Helen Hailin Zhao, The University of Hong Kong

One or Many? Why More Apologizers Hinder Apology Effectiveness

Yaxuan Ran, Zhongnan University of Economics and Law

Haiying Wei, Jinan University

The Influence of Different Phrasings on Negotiators' Competitiveness

Jingjing Yao, IESEG School of Management

Zhi-Xue Zhang, Peking University

Li Ma, Peking University

Zhe Shang, Peking University

Improving Doctor-Patient Relationships in Mobile Healthcare Service: Evidences from the Remote Consultation Process in China

Mengling Yan, Beijing University of Posts and Telecommunications

Hongying Tan, Beijing University of Posts and Telecommunications

Jingshuang Zhang, Beijing University of Posts and Telecommunications

Rou Wen, Xinyu University

Managers' Affective Attachment Toward Change-Support: A Moderated Mediation Model

Xueliang Han, Henan University of Finance and Law

Session 15C (Paper) - Leadership and Performance

Time: June 16, 2018, 15:30 - 17:00

Room: Shiyan

Chair/ Discussant: Wei Chi, Tsinghua University

A Diligent General Brings Lazy Soldiers: The Dark Side of Leader Self-sacrifice

Shengming Liu, Peking University

Minya Xu, Peking University

Leader-Subordinate Regulatory Fit and Organizational Citizenship Behavior: Polynomial Regression and Response Surface Analysis

Li-Fang Chou, National Cheng Kung University
Chiab-Chiang Lim, National Cheng Kung University
Chun-Jung Tseng, National Sun Yat-sen University

Explaining Supervisor-Subordinate Guanxi and Subordinate Performance through A Conservation of Resources Lens

Xiaoyu Guan, Beijing Normal University
Stephen Frenkel, The University of New South Wales

** Follow the Leader? Initial and Longer-Term Effects of Mid-Level Leader Succession on Unit-Level Turnover Rates

Huisi (Jessica) Li, Cornell University
John Hausknecht, Cornell University
Lisa Dragoni, Wake Forest University

Session 15E (Paper) - Entrepreneurship

Time: June 16, 2018, 15:30 - 17:00
Room: Yichang
Chair/ Discussant: Xin Liang, University of Minnesota Duluth

Narcissism and Learning from Entrepreneurial Failure

Yiran Liu, Tianjin University
Yong Li, State University of New York at Buffalo
Xiling Hao, Anhui University of Finance and Economics
Yuli Zhang, Nankai University

Faultline and Entrepreneurial Passion in Start-up Teams

Qin Su, The Chinese University of Hong Kong
Lingli Luo, UNSW Business School
Dora Lau, The Chinese University of Hong Kong

Entrepreneurial Alertness and Business Model Innovation: the Role of Entrepreneurial Learning and Risk Perception

Wenhong Zhao, Xi'an Jiaotong University
Te Yang, Xi'an Jiaotong University

What Makes Entrepreneurs Happy in An Emerging Economy? Analyzing Informal Institutions

Rui Li, Peking university
Di Fan, Curtin University

Session 15H (Paper) - CSR and Political Strategy

Time: June 16, 2018, 15:30 - 17:00
Room: Tianmen
Chair/ Discussant: Cuili Qian, The University of Texas at Dallas

The Impact of Transactional and Relational Corporate Political Strategies on Charitable Donations

Qi Li, Cornell University

A Behavioral Theory of Nonmarket Strategy: The Case of CSR Reporting in China

Xiaoping Zhao, Shanghai Jiao Tong University
Audrey J. Murrell, University of Pittsburgh
Shouming Chen, Tongji University

The Contingent Impacts of Political Competition on Corporate Social Responsibility: Evidence from Chinese Public Firms

Shuping Li, The Hong Kong Polytechnic University
Jane Lu, China Europe International Business School