



中国管理研究国际学会
International Association for
Chinese Management Research



光华管理学院
Guanghua School of Management



西安交通大学管理学院
THE SCHOOL OF MANAGEMENT
XI'AN JIAOTONG UNIVERSITY

The Ninth IACMR Biennial Conference Program

中国管理研究国际学会第九届会议

大会议程

(2021.6.12 版)



Times mentioned in the program are based on Beijing Time

UTC/GMT+08:00

WebEx page with all the program will be provided soon

WEBEX

June 16-20, 2021

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33. Katherine Xin, China Europe International Business School
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35. Xiaohua Yang, University of San Francisco
36. Qingyuan (Lori) Yue, University of Southern California
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38. Zhen Zhang, Arizona State University
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40. Yue Maggie Zhou, University of Michigan

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20. Wei Zhang (张玮), IACMR
21. Xiao Zhao (赵晓), IACMR

Day 0 June 16, 2021, Wednesday

2021年6月16日, 星期三

Pre-Conference (PC) Sessions

大会前夕主要活动

Session PC 1A (TLC)- Keynote Speech: Learning to Become an Inclusive Teacher

Time: June 16, 2021, 9: 00-10: 00

Location: WebEx04

Speaker:

Andy Van de Ven, University of Minnesota

Break

10:00- 10:10

Session PC 1B(TLC)-教师生涯反思 主题 (1): 如何扮演多重角色而激情不减 主题 (2): 我对教师角色的理解

时间: 2021年6月16日, 10: 10-12: 10

地点: WebEx03

演讲人:

陈晓萍, 华盛顿大学

黄钰昌, 中欧国际工商学院

Lunch Break

12:10-13:30

Session PC 1C-01 (TLC)-一个管理学教授 挂职副市长的实践与启示

时间: 2021年6月16日, 13: 30-14: 30

地点: WebEx04

演讲人:

李燕萍, 武汉大学

Session PC 1C-02 (TLC)-战略管理教学线 上线下模式的探索与教训 (模拟课堂活动)

时间: 2021年6月16日, 13: 30-14: 30

地点: WebEx16

演讲人:

孙金云, 复旦大学

Break

14:30- 14:40

Session PC 1D-01 (TLC)-管理教学中视频 材料的开发与使用

时间: 2021年6月16日, 14: 40-15: 40

地点: WebEx04

演讲人:

唐宁玉, 上海交通大学

Session PC 1D-02 (TLC)-

主题 (1): 入乎其中, 出乎其外: 中欧得 大奖、最热门案例分析

主题 (2): 三生三世, 十里芳菲: 从最佳 案例到高管训战营的探索

时间: 2021年6月16日, 14: 40-15: 40

地点: WebEx16

演讲人:

梁能, 中欧国际工商学院

陈威如, 中欧国际工商学院

Break

15: 40- 15:50

Session PC 1E(TLC)-圆桌: 管理教学论坛

时间: 2021年6月16日, 15:50-17: 10

地点: WebEx04

主持人:

李绪红, 复旦大学

演讲嘉宾:

陈威如, 中欧国际工商学院

李燕萍, 武汉大学

梁能, 中欧国际工商学院

唐宁玉, 上海交通大学

孙金云, 复旦大学

Session PC2-《管理视野》沙龙

时间：2021年6月16日，13:00-15:30

地点：WebEx03

主持人：

程亚婷，《管理视野》常务副主编

演讲嘉宾：

陈晓萍，华盛顿大学教授-《管理视野》执行主编

张维迎，北京大学国家发展研究院教授、《管理视野》专栏作者

黄旭，香港浸会大学-《管理视野》新知栏目作者

Authors marked with * in Paper and Roundtable sessions are presenters
论文宣讲和圆桌讨论环节中*的作者为演讲人
Papers marked with ** are conference best paper award winners
论文题目前标**的为大会获奖论文

Day 1, June 17, 2021, Thursday

2021年6月17日，星期四

Session 1 Opening Ceremony 开幕式

Time: June 17, 2021, 8:00-8:30

Location: WebEx 01

Break

10:30-11:10

Session 2 (Conference Theme Keynote Panel)- Cultivating Entrepreneurship in China

大会主题报告：培育中国的企业家精神

Time: June 17, 2021, 8:30-10:30

Location: WebEx 01

Chair/Discussant:

Shuming Zhao (赵曙明), Nanjing University

Panelists:

Daniel Levinthal, University of Pennsylvania
Michael A. Hitt, Texas A&M University
Shaker A. Zahra, University of Minnesota

Mendel in the Board Room: An Evolutionary Perspective on Organizational Change

Daniel Levinthal, University of Pennsylvania

Complex Institutional Environments and Entrepreneurial Strategies and Actions

Michael A. Hitt, Texas A&M University

Digital Technology and Changing Global Competitive Dynamics: Implications for Business and Entrepreneurial Ecosystems

Shaker A. Zahra, University of Minnesota

Session 3A (Paper)-Mergers, Acquisitions, and Alliances

Time: June 17, 2021, 11:10-12:40

Location: WebEx05

Chair/Discussant: Hong Zhu, Peking University

Invisible-touch Model: Mechanisms for An Integrative Framework of PMI

Monsol Zhengyin Yang, University of Nottingham Ningbo China

**Peter Ping Li, University of Nottingham Ningbo China*

Dina Chimenson, Stockholm University

Tony Fang, Stockholm University

****When Experience Eclipses Dependence: Host Country Experience, International Joint Venture Dissolution, and the Moderating Role of Host Country Institutions**

**Peng Wang, BNU-HKBU United*

International College

Bin Liu, Xiamen University

Shige Makino, The Chinese University of Hong Kong

Formation of International Joint

Ventures at Home and Emerging-market Corporations' Entries into Developed Countries: A Resource Dependence Approach

Jiang Wei, Zhejiang University

**Yan Zuo, Zhejiang University*

Shiqiong Yin, Zhejiang University

Invisible-touch Model: An Integrative Framework of PMI

Monsol Zhengyin Yang, University of Nottingham Ningbo China

**Peter Ping Li, University of Nottingham Ningbo China*

Session 3B (Paper)-Corporate and International Strategies

Time: June 17, 2021, 11:10-12:40

Location: WebEx06

Chair/Discussant: Luqun Xie, Shanghai Jiao Tong University

Organizational Spatial Momentum and Market Entry Choices: Empirical Studies in the Context of Chinese Real Estate Industry

**Yunan Zhao, Shanghai Jiao Tong University*

Runtian Jing, Shanghai Jiao Tong University

Juncong Guo, Shanghai Jiao Tong University

Conational Agglomeration and Location Choice of MNEs in an Emerging Market

**Peng Zhang, Simon Fraser University*

Jing Li, Simon Fraser University

Yong Li, University of Nevada, Las Vegas

Gwon Sunhwan, Korea University

Why Investors Rationalize Their Interpretations Over Time: The Case of Cross-border Acquisitions

**Rong Zeng, University of Manitoba*

Pengcheng Zhu, University of San Diego

Session 3C (Paper)-Organizational Learning

Time: June 17, 2021, 11:10-12:40

Location: WebEx07

Chair/Discussant: Cindy Zhang, Singapore Management University

Risk, Loss, and Corporate Entrepreneurs' Learning from Project Failure

Xiaoyu Yu, Shanghai University

**Yida Tao, Shanghai University*

Hughes Mathew, Loughborough University

Xiaotong Meng, Shanghai University

Xiaomin Liu, Shanghai University

A Behavioral Interpretation of New Practice Adoption During Institutional Change

**Jun Li, Metropolitan State University*

Pat Borchert, Metropolitan State University

Session 3D (Paper)- Supervisor-subordinate Relationship

Time: June 17, 2021, 11:10-12:40

Location: WebEx08

Chair/Discussant: Tingting Chen, Lingnan University

**** My Boss is Younger, Less Educated, and Has a Shorter Tenure: Status (In)congruence and Supervisor Competence Influence Subordinates' Fairness Perceptions and Work Motivation**

**Huisi (Jessica) Li, Georgia Institute of Technology*

Xiaoyu Wang, Tongji University;

Michele Williams, University of Iowa

Ya-Ru Chen, Cornell University

Joel Brockner, Columbia University

Is Supervisor Subordinate Guanxi Always

**Good for Subordinate Commitment?
An Inverted U-shaped Perspective**

*Jie Zhong, Harbin Institute of Technology
Guang Xu, Harbin Normal University
Ming Lou, Harbin Institute of Technology

**The Less-educated Leading the More-
educated: Educational Status
Incongruence in Teams and Outsiders'
Perceptions and Investment**

*Huisi (Jessica) Li, Georgia Institute of
Technology
Xirong Shen, Cornell University
Jizhen Li, Tsinghua University

**Session 3E (Paper)- Leader Status and
Competence**

Time: June 17, 2021, 11:10-12:40

Location: WebEx09

Chair/Discussant: Jinlong Zhu, Renmin
University of China

**Employees' Matching Process on Leader
Work Competence: The Impact of Match
and Mismatch Driven Contempt on
Leader-Directed Behavior**

*Siting Wang, Hong Kong Baptist University
Donald Kluemper, The University of Illinois
at Chicago

**Differences in the Preferred
Trustworthiness of High/Low-Level
Leaders**

*Shimei Yan, Zhejiang University
Lizhe Chen, Zhejiang University
Gang Zhang, Zhejiang University

Session 3F (论文宣讲)-持续创新管理

时间: 2021年6月17日, 11:10-12:40

地点: WebEx15

主持人/评议人: 黄灿, 浙江大学

市场与技术双重机会窗口下的创新赶超:
以中国风电产业的后发企业为例

*周江华, 北京师范大学
刘子譞, 清华大学
李纪珍, 清华大学

**企业二元创新驱动机制研究——基于 32 家
上市公司的模糊集定性比较分析
(fsQCA)**

吴建祖, 兰州大学
*华欣意, 兰州大学

**中国企业研发国际化与创新绩效的倒 U 型
关系**

李梅, 武汉大学
卢程, 武汉大学
李竹波, 武汉大学
*演讲人: 朱韵, 武汉大学

Session 3G(论文宣讲)-制度创业

时间: 2021年6月17日, 11:10- 12:40

地点: WebEx14

主持人/评议人: 乔晗, 中国科学院大学

**创业企业社会创新实现路径研究 ——基于
制度理论的多案例探索**

姚凯, 复旦大学
*李晓琳, 复旦大学

**什么样的营商环境生态产生城市高创业活
跃度? ——基于制度多元性框架的组态分
析**

*杜运周, 东南大学
刘秋辰, 东南大学
程建青, 同济大学

**公司政治治理影响企业资本性创新投入吗?
——兼论与新时代国家创新与治理的关系**

*雷海民, 西华师范大学、西安交通大学
徐细雄, 重庆大学
张楠, 西安交通大学

Session 3H (论文宣讲)-本土文化研究

时间: 2021年6月17日, 11:10-12:40

地点: WebEx16

主持人/评议人: 梁建, 同济大学

**金钱激励、自豪情绪与合作决策：基于南
稻北麦的实验研究**

*吴伟炯, 广东工业大学
赵霞, 广东工业大学

**中国情理文化下工作场所人情感知和规则
感知的实证研究**

*任晗, 四川大学
陈维政, 四川大学

**熙宁变法中群体断层激活及演进机制的质
性研究**

*李永瑞, 北京师范大学
王铭, 北京师范大学
宋佳渝, 北京师范大学

**Session 3I (Symposium)-CSR and the
Internationalization of Chinese Firms**

Time: June 17, 2021, 11:10-12:40

Room: WebEx03

Chairs:

Ming Jia, Northwestern Polytechnical
University

Christopher Marquis, Cornell University

Discussant:

Eric Yanfei Zhao, Indiana University

Participants:

Jun Xia, University of Texas at Dallas

*Heli Wang, Singapore Management
University*

*Jiatao Li, Hong Kong University of Science
and Technology*

Contents:

**Why Overseas CSR? A Study of Chinese
Multinational Firms in Belt and Road
Countries**

Christopher Marquis, Cornell University

Kunyuan Qiao, Cornell University

*Yichen Wang, University of Electronic
Science and Technology of China*

**Who Wants to Talk Politics? The Belt and
Road Initiative and Firm Response**

*Jing Li, Beedie School of Business Simon
Fraser University;*

Jun Xia, University of Texas at Dallas

Edward J. Zajac, Northwestern University

Zhouyu Lin, Jinan University

**Foreign Subsidiary CSR as a Buffer
against Parent Firm Reputation Risk**

*Nan Zhou, Carl H. Lindner College of
Business*

*Heli Wang, Singapore Management
University*

**Re-Examining the Relationship between
Internationalization and CSR in An
Emerging Economy: Theoretical
Perspectives and Boundary Conditions**

*Jiatao Li, Hong Kong University of Science
and Technology*

*Weiping Liu, Shanghai University of Finance
and Economics*

*Jessie Zhou, Technical University of
Denmark*

**Peer Pressure and The Chinese Collective
OFDI**

*Ming Jia, Northwestern Polytechnical
University*

*Yi Xiang, Northwestern Polytechnical
University*

Zhe Zhang, Xi'an Jiaotong University

**Session 3J (Symposium)-Embracing
Paradoxes of Chinese MNCs in an Era of
Neo-globalization**

Time: June 17, 2021, 11:10-12:40

Room: WebEx04

Chair:

Ping Deng, Cleveland State University

Discussant:

Xufei Ma, Tsinghua University

Participants:

Xin Li, Copenhagen Business School
Peter Ping Li, Nottingham University
Sunny Li Sun, University of Massachusetts Lowell
Ping Deng, Cleveland State University

Contents:

A Strategic Theory of Internalization: A Yin-Yang Perspective

Xin Li, Copenhagen Business School

MNCs' Global Strategy with Two Homes: The Perspective of Yin-Yang Balancing for a Dual-Core Model

Peter Ping Li, Nottingham University

Tackling Institutional Complexity: The Paradox Management in Huawei

Sunny Li Sun, University of Massachusetts Lowell

Research on Chinese Multinationals: Towards a Paradox Process Perspective

Ping Deng, Cleveland State University

Session 3K01 (Roundtable)-Alliances and Partnerships

Time: June 17, 2021, 11:10-12:40

Location: WebEx10

Chair/Discussant: Xuanli Xie, Peking University

CEO Career Variety and Public-Private Partnership Formation: An Institutional Knowledge Perspective

**Anni Chen, Peking University*
Lizhen Wang, Peking University

Homophily or Complementarity? The Effect of Founders on Alliance Formation and Performance

**Rui Shen, Zhejiang University*
Gina Dokko, University of California, Davis

Fairness Asymmetry and Changes of Trust and Explicit Contracts in Buyer-Supplier Exchanges

**Mengyang Wang, Huazhong University of Science and Technology*
Kevin Zhou, The University of Hong Kong

Session 3K02 (Roundtable)-Behavioral Perspectives of Innovations

Time: June 17, 2021, 11:10-12:40

Location: WebEx11

Chair/Discussant: Qi Zhu, Hong Kong Polytechnic University

Stable or Innovative? The Impact of Member Diversity on Organizational Stability and Organizational Innovation

Lin Deng, Hebei University of Economics & Business

Hongmei Qi, Hebei University of Economics & Business

**Yuanqing Li, Dominican University*
Liang Zhao, University of Agder

Influence Processes and Transformational Forces of Transformational Leadership: A Case Study on Virtual Team Collaboration in the Translation of the PMBOK® Guide-Chinese Edition

**Lunghung Chou, Sun Yat-sen University*
Hsin Ping PAO, FlySheet Technologies Co.,Ltd

Session 3K03 (Roundtable)-Recruitment and Newcomer Management

Time: June 17, 2021, 11:10-12:40

Location: WebEx12

Chair/Discussant: Yan Jiang, Nanjing University

A Signal of Opportunity or Threat in Colleagues' Eyes? -- The Influence of Newcomers' High-Status Ties on Their

Social Relationship Development and Innovation

*Hongyue Wang, China Europe International Business School
Yan Jiang, Nanjing University

Examining the Effects of Several Pre-warning Messages on Applicant Faking and Perceptions

*Lu Zheng, Huazhong University of Science and Technology
Jinyan Fan, Auburn University

Session 3K04 (Roundtable)-Abusive Supervision

Time: June 17, 2021, 11:10-12:40

Location: WebEx13

Chair/Discussant: Erica Xu, the Hong Kong Baptist University

A Social Identity Threat Framework Explains the Destructive and Productive Behavioral Reactions of Abusive Supervision

*Yongyi Liang, Jinan University
Ming Yan, Jinan University
Jun Xie, Guangdong University of Foreign Studies
Chunchun Miao, Jinan University

The Effects of Abusive Supervision, Chinese Loyalty to Supervisor for Perceived Organizational Justice on Workplace Deviant Behavior: A Moderated Mediation Examination

*Tsang-Kai Hung, Changhua University of Education
Shih-Liang Lee, Changhua University of Education
Shu-Huei Liou, Changhua University of Education

Abusive Supervision in Teams: The Role of Employee Positive Affectivity in

Shaping Attributions of Performance Promotion Motives

*Yuanmei Qu, Rowan University
Marie Dasborough, University of Miami
Gergana Todorova, California State University-Fullerton
Chester Schriesheim, University of Miami

Session 3K05 (圆桌讨论)-教练型领导、家长式领导与包容型领导

时间: 2021年6月17日, 11:10-12:40

地点: WebEx18

主持人/评议人: 贾建锋, 东北大学

凝聚的力量: 企业CEO教练行为与组织绩效

吴湘繁, 新疆财经大学
*向毅, 新疆财经大学
王永伟, 河南财经政法大学
关浩光, 中欧国际工商学院

家长式领导对员工离职意愿作用机制的新发现——一项跨层次研究

*王甲乐, 中山大学
赵新元, 中山大学
Santjoko Melisa, 中山大学

高管的包容性领导对员工幸福感的影响——三层链式中介模型

*曹曼, 东南大学
赵宜萱, 南京大学
赵曙明, 南京大学

Session 3K06 (圆桌讨论)-新型领导与领导力

时间: 2021年6月17日, 11:10-12:40

地点: WebEx19

主持人/评议人: 杜旌, 武汉大学

得人心者得天下: 政治技能对非正式领导力的影响

*刘圣明, 复旦大学
王颖, 北京大学
陈力凡, 中国人民大学

郭宁, 北京大学

辩证领导行为的前因及结果：环境动态性的调节作用

*纪铭, 北京大学

王辉, 北京大学

王颖, 北京大学

郎艺, 北京外国语大学

任人唯亲还是任人唯贤？——亲贤兼顾型领导行为的构建及其对领导地位的影响

*张亮花, 兰州大学

卫旭华, 兰州大学

杨焕, 兰州大学

Lunch Break

12:40-14:00

Session 4 MOR Session: Meet New

Editors & MOR Awarding Ceremony

《组织管理研究》专题-对谈新编委&颁奖仪式

Time: June 17, 2021, 13:00-14:30

Location: WebEx04

Chair:

Xiao-Ping Chen (陈晓萍), University of Washington, Incoming Editor in Chief of MOR

Panelists:

Xiao-Ping Chen, University of Washington

Jianjun Zhang, Peking University

Tian Wei, Fudan University

Can Huang, Zhejiang University

Session 5A (Paper)- Abusive and

Autocratic Leadership

Time: June 17, 2021, 14:00-15:30

Location: WebEx05

Chair/Discussant: Erica Xu, Hong Kong Baptist University

The Differentiation of Abusive Supervision's Effect in Groups: A Multi-

level Study

*Huan Xiao, Harbin Institute of Technology

Li Zhang, Harbin Institute of Technology

Miaomiao Li, Harbin Institute of Technology

Do Your Supervisors Really Abuse You? An Investigation on the Relationship between Negative Feedback and Abusive Supervision

*Haizhen Wang, Lanzhou University

Angela J. Xu, Jinan University

Wenjing Guo, Shanghai Jiao Tong University

Session 5B (Paper)-Managerial Cognition and Strategic Decisions

Time: June 17, 2021, 14:00-15:30

Location: WebEx06

Chair/Discussant: Qiang Li, Hong Kong University of Science and Technology

TMT Transactive Memory System, Strategic Orientation, and Business Model Design

*Yu Chen, Xi'an Jiaotong University

TMT Cognitive Diversity, TMT Innovativeness and The Speed of Strategic Change: The Moderating Effects of TMT Integration Mechanisms

*Meng Gu, Communication University of China

Yaqun Yi, Xi'an Jiaotong University

Donghan Wang, Communication University of China

Managerial Cognition and CSR Strategy

*Binqi Tang, Nanjing University

Alan Muller, University of Groningen

Session 5C (Paper)-Entrepreneurship and Business Ecosystems in Merging Markets

Time: June 17, 2021, 14:00-15:30

Location: WebEx07

**Chair/Discussant: Kenneth Huang,
National University of Singapore**

Competition Network and Competitive Advantage: The Moderating Role of Information Search and Evidence from China

Yan Gao, National University of Defense Technology

**Liang (Lucas) Wang, Nottingham University Ningbo China*

Exploring the Process of Business Ecosystem Emergence from Value Chains: Insights from the Chinese Mobile Phone Industry

**Xianwei Shi, Shanghai Jiao Tong University
Ke Rong, Tsinghua University*

Yongjiang Shi, University of Cambridge

How Do Foreign Entrepreneurs' Network Structures Influence Venture Performance in an Emerging Market?

The Role of Social Network Diversity

**Ali Ahmad Bodla, Tongji University
Awan Sajid, The University of Lahore,
Islamabad, Pakistan*

Kaili Zhang, East China University of Science and Technology

Entrepreneurial Orientation and Green Management: Lessons from an Emerging Market Economy

**Xi Li, University of Jinan*

Jing Yang, South China Institute of Environmental Sciences

Heng Liu, Sun Yat-Sen University

Session 5D (Paper)-Creativity and Innovative Behavior

Time: June 17, 2021, 14:00-15:30

Location: WebEx08

Chair/Discussant: Fuli Li, Xi'an Jiaotong

University

Resource Unavailable to Create: the Curvilinear Effect of Job Crafting on Creativity

**Yangxin Wang, The Chinese University of Hong Kong*

Creative Identity Asymmetry: When and How It Impacts Psychological Strain and Creative Performance

**Yangxin Wang, The Chinese University of Hong Kong*

Birth Order as an Ascribed Status and Its Impact on Workplace Innovative Behavior: Evidence from China

**Liling Chen, Huazhong University of Science and Technology*

Miao Yan, Huazhong University of Science and Technology

Zhiqiang Liu, Huazhong University of Science and Technology

Session 5E (Paper)-Customer Behavior, Cognition and Service

Time: June 17, 2021, 14:00-15:30

Location: WebEx09

Chair/Discussant: Xuhong Li, Fudan University

How Can Sharing Platforms in Collaborative Tourism Redefine Customer Engagement?

**Yuan Russa, Nottingham University Business School China*

Martin Liu, University of Nottingham Ningbo China

Jun Luo, University of Nottingham Ningbo China

Customer-Contacted Employees' Emotional Intelligence, Attitude toward Change and Service Creative

Performance

*Lei Qi, Shandong University of Finance and Economics
Song Chang, Hong Kong Baptist University
Bing Liu, Shandong University

Is Service a Remedy for Unsatisfactory Product? Interaction between Service Climate and Product Quality Climate on Customer Satisfaction

*Bin Ding, Xi'an Jiaotong-Liverpool University

Session 5F (论文宣讲)-本土文化与制度

时间: 2021年6月17日, 14:00- 15:30

地点: WebEx15

主持人/评议人: 舒成利, 西安交通大学

全心心学- 试解中国本土社会科学之黄光国难题

*李鑫, 哥本哈根商学院

实地调研与“脱虚返实”——来自机构投资者咨询和监督的证据

孙澜澜, 中山大学
*周梓洵, 北京大学

经济压力还是社会压力——数字金融发展与商业银行创新

*王诗卉, 北京大学
谢绚丽, 北京大学

利益相关者参与控制权争夺的动因研究: 经济依赖与社会认同——基于宝万控制权之争的案例分析

*罗肖依, 兰州大学
周建, 南开大学

Session 5G (论文宣讲)-战略领导力

时间: 2021年6月17日, 14:00- 15:30

地点: WebEx14

主持人/评议人: 吴建祖, 兰州大学

萧规曹随还是弃旧图新: 前任 CEO 离职去

向对国有企业战略变革的影响

*王凯, 首都经济贸易大学
薛佳安, 首都经济贸易大学
薛坤坤, 南开大学

互联网平台企业 CEO 行业经历: 如何影响战略变革及其绩效——管理自主权及组织情景的联合调节作用

陈爽英, 电子科技大学
*傅锋, 电子科技大学
李启月, 电子科技大学
雷波, 电子科技大学

军人 CEO 可以促进企业社会责任履行吗? ——基于中国 A 股上市公司的经验证据

*蒋佳霖, 中南大学
李大元, 中南大学

Session 5H (论文宣讲)-领导有效性与上下级关系

时间: 2021年6月17日, 14:00-15:30

地点: WebEx16

主持人/评议人: 张燕, 北京大学

非工作时间电子沟通对领导有效性的影响: 基于社会信息加工理论的研究

张光磊, 武汉理工大学
*郑维丽, 武汉理工大学

谦卑领导有效性的边界条件研究: 领导胜任能力的调节作用

*王颖, 北京大学
黄倩瑶, 北京大学
王辉, 北京大学
郭理, 北京大学

“一厢情愿”还是“两情相悦”: 下属默契一致性的效应机制

*张琦, 上海交通大学
郑兴山, 上海交通大学
杨丽倩, 中国人民大学

领导下属权力距离导向一致性对员工工作投入的影响及作用机制研究

*包艳, 西安交通大学
韩平, 西安交通大学
廖建桥, 华中科技大学
廖书迪, 湖北大学

Session 5I (专题讨论)- 中国企业的组织变革

时间: 2021年6月17日, 14:00-15:30

地点: WebEx03

主持人/评议人:

田也壮, 哈尔滨工业大学

演讲者:

田也壮, 哈尔滨工业大学

贾良定, 南京大学

张志学, 北京大学

樊景立, 中欧国际工商学院

演讲内容:

居安思危、趁胜追击: 陕鼓的变革

张志学, 北京大学

高管的恩威并济管理风格与企业变革绩效的案例探讨

樊景立, 中欧国际工商学院

陈娇, 中欧国际工商学院

改制企业成长中的障碍及其克服机制——N院所企业55年发展的案例研究

贾良定, 南京大学

肖咪咪, 南京大学

职业经理人组织变革的上层阻力与破局之道——基于万达长白山度假区的案例研究

田也壮, 哈尔滨工业大学

杨洋, 哈尔滨工业大学

田谷阳, 长白山万达度假区管理公司

马春野, 长白山万达度假区管理公司

Session 5K01 (Roundtable)- New Perspectives on Management

Time: June 17, 2021, 14:00-15:30

Location: WebEx10

Chair/Discussant: Weiguo Zhong, Peking

University

Ground down before Fitting in "A Granularity Approach for Practice Adoption in Opaque Fields"

*Ruiqian Xu, Peking University

Dongning Yang, Peking University

Wanjun Jiang, Peking University

Oneness of the Yin and Yang Interactive Evolution

*Heng Liang, Tsinghua University

Xudong Jia, Lanzhou University

Does the Social Capital Drive Knowledge Transfer in Innovative Ecosystem? - A View from Digital Economic Landscape

*Yanyan Xi, Renmin University of China

Ermeng Xu, Renmin University of China

Session 5K02 (Roundtable)- Corporate Social Responsibility (CSR)

Time: June 17, 2021, 14:00-15:30

Location: WebEx11

Chair/Discussant: Zhe Zhang, Xi'an

Jiaotong University

Corporate Social Responsibility and Subsidiary Agency in Conflicting Institutional Environments: Evidence from Chinese MNEs in Australia

*Wei Li, The University of Sydney

Hans Hendrischke, The University of Sydney

Does Business-Group Affiliation Promote Public Welfare Participation?

*Lanzhu Sun, Shandong University

Pengcheng Ma, Tsinghua University

Zhijun Chen, Shandong University

Influence Mechanism of Employees' Perceived Corporate Social Responsibility on Their Voice Behavior: The Mediating Role of Organizational Identity and

Psychological Safety

Shangkun Yao, China University of

Petroleum (East China)

Haidong Zheng, China University of
Petroleum

Yin Zhang, China University of Petroleum
(East China)

**Na Wang, China University of Petroleum*
(East China)

**Qiao Wang, Nanjing University of Science*
and Technology

Fangyuan Li, Nanjing University of Science
and Technology

Yan Zhang, Nanjing University of Science
and Technology

Wei Ju, Nanjing University of Science and
Technology

Chen Lin, Nanjing University of Science and
Technology

Session 5K03 (Roundtable)-Stress, Risk and Safety

Time: June 17, 2021, 14:00-15:30

Location: WebEx12

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

Is Perceived Task Demand a Challenge Stressor or a Hindrance Stressor?

**Zhenduo Zhang, Harbin Institute of*
Technology

Junwei Zheng, Kunming University of
Science and Technology

Jing Xiu, University of Chinese Academy of
Social Sciences

Zhigang Li, Beijing Polytechnic

How and When Transformational Leadership Reduces Employees' Unethical Pro-group Behaviors: A Social Cognitive Perspective

Mingyun Huai, Tongji University

**Xingyu Pang, Tongji University*

Daokui Jiang, Shandong Normal University

A Pro-social Perspective on Work Meaningfulness: Compensatory Mechanisms Leading to Meaningful Work

**Alim Beveridge, University of Nottingham*
Ningbo China

Pablo Cardona, Universidad Internacional
de la Rioja (UNIR)

Interactional Injustice and Safety

Performance: The Mechanism of Heart Rate Variability (HRV) and Role of Safety Climate

**Yuting Feng, Institute of Psychology, CAS*

Yaoshan Xu, Chinese Academy of Sciences

Unethical on Whose Account? A Dual Accountability Framework of Ethical Decision-Making in Organization

**Yin Yu, NEOMA Business School*

Jennifer Harrison, NEOMA Business School

Carlos Lo, The Chinese University of Hong
Kong

Session 5K04 (Roundtable)-Ethical Leadership and Employee Ethics

Time: June 17, 2021, 14:00-15:30

Location: WebEx13

Chair/Discussant: Ningyu Tang, Shanghai
Jiao Tong University

How Is Ethical Leadership Linked to Subordinate Taking Charge? A Mediated Moderation Model

Session 5K05 (圆桌讨论)-上下级关系：原 因和效果

时间: 2021年6月17日, 14:00-15:30

地点: WebEx18

主持人/评议人: 谢小云, 浙江大学

感知到领导忙碌如何影响员工行为及领导 评价: 基于意义建构视角

*张凯丽, 华东理工大学
唐宁玉, 上海交通大学
尹奎, 北京科技大学

士为知己者用? 领导-员工交换一致性对员工组织公民行为的影响机理研究

*蔡萌, 北京工业大学
牛雄鹰, 对外经济贸易大学
董玉杰, 北京工业大学
杨早立, 北京工业大学

Session 5K06 (圆桌讨论)-越轨创新

时间: 2021年6月17日, 14:00-15:30

地点: WebEx19

主持人/评议人: 王海江, 华中科技大学

领导幽默与员工的越轨创新行为: 能量和结构的视角

姜平, 中国人民大学
张丽华, 中国人民大学
*屈金照, 中国人民大学

教练式领导对员工越轨创新行为的双路径影响 ——“领导对我越好, 我越可能背着领导做好事”

李玲玲, 郑州升达经贸管理学院
*黄桂, 中山大学管理学院、中山大学新华学院
闫艳玲, 郑州轻工业大学
欧霞, 中山大学

Session 5K07 (圆桌讨论)-新技术与创新创业

时间: 2021年6月17日, 14:00-15:30

地点: WebEx17

主持人/评议人: 李雪灵, 吉林大学

创新融合制度: 新生市场中创业企业如何建立创新产品正当性?

张栾, 清华大学
赵永屹, 清华大学
*王荔妍, 清华大学

如何提高激励的有效性? 基于过程视角的

科技成果转化收益分配案例研究

*龚敏, 西安交通大学
江旭, 西安交通大学
王勇, 西安交通大学

Break

15:30-15:50

Session 6A (Paper)-Entrepreneur and Entrepreneurship

Time: June 17, 2021, 15:50-17:20

Location: WebEx05

Chair/Discussant: Liqun Wei, Hong Kong Baptist University

Entrepreneur's Face Influences the Evaluation of a New Venture

*Luhua Wang, University of New South Wales

Christopher Jackson, University of New South Wales

How Does Entrepreneurs' Empathy Affect Firm Performance: an Entrepreneurial Orientation Perspective

*Siyao Lyu, Xi'an Jiaotong University
Wenhong Zhao, Xi'an Jiaotong University
Te Yang, Xi'an Jiaotong University

Could PSM Activate Public Entrepreneurship? A Pilot Study in Chinese Context

*Bangcheng Liu, Shanghai Jiao Tong University
Ying Zhang, Shanghai Jiao Tong University

Session 6B (Paper)-Institution, Innovation, and Performance in Emerging Markets

Time: June 17, 2021, 15:50-17:20

Location: WebEx06

Chair/Discussant: Qinqin Zheng, Fudan University

Within-Industry Diversification and Regional Firm Performance: A Perspective of Subnational Institutions

*Yanghong Hu, University of Aberdeen
Ji Li, The Hong Kong Baptist University

A Dynamic Institution-Based View of University Technology Transfer in Emerging Economies

Yang Li, Henan University of Technology
*Yujie Tang, Zhengzhou University of Light Industry

Heterogeneity-Creating Government Intervention and Technological Catch-up of Complex Product Systems: The Case of Chinese High-Speed Train Industry

*Zhijing Zhu, University of Nottingham China
Hong Jiang, Chinese Academy of Social Sciences

Session 6C (Paper)-Chinese Management: Busting the Myth

Time: June 17, 2021, 15:50-17:20

Location: WebEx07

Chair/Discussant: Ningyu Tang, Shanghai Jiao Tong University

Does Leader Humor Work in the Chinese Context? A Test Based on AET Model

Ping Jiang, Renmin University of China
*Jinzha0 Qu, Renmin University of China

Disentangling Stereotypes from Social Reality: Astrological Stereotypes and Discrimination in China

Jackson Lu, MIT Sloan School of Management
*Xin Lucy Liu, Columbia Business School
Hui Liao, University of Maryland
Lei Wang, Peking University

Can Contingency Theory Help to

Highlight the Uniqueness of Chinese Management? A Conceptual Paper

Balazs Vaszku, Corvinus University of Budapest

*Sara Koczka, Corvinus University of Budapest

Gyula Krajczar, Corvinus University of Budapest

Session 6D (Paper)-Voice and Leadership

Time: June 17, 2021, 15:50-17:20

Location: WebEx08

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

Inclusive Leadership and Group Voice Behavior: The Moderating Role of Group Faultlines

*Hui Chen, Xi'an Jiaotong University
Qiaozhuan Liang, Xi'an Jiaotong University
Yue Zhang, Northwestern Polytechnical University
Chao Feng, Xi'an Jiaotong University

Voice Form, Frame Valence, and Leader Voice Endorsement

*Fangzhou Liu, Shanghai Jiao Tong University
Jian Liang, Tongji University
Jing Zhou, Rice University
Rui Shu, Shanghai University of Finance and Economics

Session 6E (Paper)-Work Performance

Time: June 17, 2021, 15:50-17:20

Location: WebEx09

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

Ego-Threatened? How Does Employee's Proactive Personality Influences Supervisor's Performance Evaluation

*Ruixue Zhang, Rennes School of Business
Mingjian Zhou, Harbin Institute of

Technology at Shenzhen

How Task Performance Translates into Change-Oriented Behaviors: The Role of Role Breadth Self-Efficacy and Negative Interpersonal Environment

*Yue Zhu, Zhejiang Gongshang University
Jie Wang, University of Nottingham Ningbo China

Tingting Chen, Lingnan University
Yongyue Wang, Zhejiang Gongshang University
Yanghua Jin, Zhejiang Gongshang University

Session 6F (论文宣讲)-企业社会责任

时间: 2021年6月17日, 15:50-17:20
地点: WebEx15
主持人/评议人: 贾明, 西北工业大学

更好还是更强: 制度距离与跨国公司在华非伦理行为研究

*刘海建, 南京大学
施浩, 南京大学

论企业社会责任与企业伦理的关系

*周祖城, 上海交通大学

Session 6G (论文宣讲)-创业行为的心理分析

时间: 2021年6月17日, 15:50-17:20
地点: WebEx14
主持人/评议人: 张玉利, 南开大学

创业机会识别、评估与开发: 创业者情绪的阶段性作用

蔡佳艳, 南京大学
*苏湘, 南京大学
龙静, 南京大学
文秋香, 南京大学

创业激情在家庭和社区的积极溢出效应研究: 来自中国的理论和证据

*肖雄辉, 中山大学

傅慧, 中山大学

投资环境视角下中国移动支付企业海外市场进入模式研究 ——以蚂蚁金服进入“一带一路”沿线国家为例

*冯乾彬, 浙江大学
向姝婷, 西南财经大学

创业故事的修辞策略对投资者评价的影响机制研究

张泽宇, 南京大学
龙静, 南京大学
*柳汝泓, 南京大学

Session 6H (论文宣讲)-领导与创新及绩效

时间: 2021年6月17日, 15:50-17:20
地点: WebEx16
主持人/评议人: 罗瑾琰, 同济大学

工作狂领导对下属绩效的影响机制研究

*余卓霖, 清华大学
李全, 南开大学
杨百寅, 清华大学
杨斌, 清华大学

基于矛盾视角研究悖论式领导对员工适应性绩效的跨层影响机制

*谭乐, 西北大学
叶欣鸽, 西北大学
蒿坡, 西北大学
杨晓, 西北大学
宋合义, 西安交通大学

领导差异化授权对团队成员间帮助行为的负面影响研究

*孙芳, 武汉大学

Session 6I (Symposium)- Growth Models of China's Western Regions

Time: June 17, 2021, 15:50-17:20
Room: WebEx03
Language: Chinese
Chairs:
Wanjun Jiang, Peking University

Yanlong Zhang, Peking University

Participants:

Li-An Zhou, Peking University
Ting Xiao, Peking University
Xinhuan Yao, Huaqing Palace Tourism Company Ltd.
Yifan Wang, Qujiang New Area Investment Attraction Bureau

Contents:

The Rise of Helan Mountain East Foothill Wine Making Region

Presenter:
Li-An Zhou, Peking University

The Song of Ever-lasting Sorrow

Presenters:
Ting Xiao, Peking University
Xinhuan Yao, General Manager of Huaqing Palace

Xi'an Qujiang New Area

Presenters:
Yanlong Zhang, Peking University
Yifan Wang, Director, Qujiang New Area Investment Attraction Bureau

Session 6J (专题讨论)- 定性研究学者职业生涯的惑与解

时间: 2021年6月17日, 15:50-17:20
地点: WebEx04
主持人/评议人: 卫田, 复旦大学

演讲者:

万倩雯, 华东理工大学
吴瑶, 中山大学
卫田, 复旦大学
房晓辉 (Tony FANG), 斯德哥尔摩大学

演讲内容:

如何顺利获得博士学位
如何找到心仪的学术类工作
如何在第一份工作中快速成长

如何发表第一篇论文
如何获得晋升
如何在学术界有“一席之地”

Session 6K01 (Roundtable)-MNEs, EMNEs, and ESMES

Time: June 17, 2021, 15:50-17:20

Location: WebEx10

Chair/Discussant: Haibin Yang, City University of Hong Kong

Institutional Escapism of Emerging Market SMEs

Bing Wu, East China University of Science and Technology
**Ping Deng, Cleveland State University*
Ying Gao, Cleveland State University

Relational Embeddedness and EMNEs' Post-Entry Growth: The Mediating Role of Knowledge Acquisition

**Xuanya Shi, University of Electronic Science and Technology of China*
Yifei Du, University of Electronic Science and Technology of China
Wenlong He, University of International Business and Economics

Location Choice of State-Owned Multinational Companies: A Review and Research Agenda

Dongfang Zhang, Peking University
**Bin Zhang, Beijing University of Posts and Telecommunications*
Changqi Wu, Peking University

Session 6K02 (Roundtable)-Work-Family Conflict and Enrichment

Time: June 17, 2021, 15:50-17:20

Location: WebEx12

Chair/Discussant: Xuhong Li, Fudan University

Helping Neighbors and Enhancing

Yourselves: A Spillover Effect on Work-Family Conflict and Thriving at Work

*Zhenduo Zhang, Harbin Institute of Technology
Li Zhang, Harbin Institute of Technology
Qin Chen, Harbin Institute of Technology
Yang Qiu, Harbin Institute of Technology

Family Role Commitment Moderating LMX's Effects on Work-family Conflict and Enrichment

*Qinyun Zhang, Beijing Normal University
Xiaohua Wang, Beijing Normal University
Ran Bian, Beijing Normal University

Session 6K03 (Roundtable)-Narcissism in the Workplace

Time: June 17, 2021, 15:50-17:20
Location: WebEx13
Chair/Discussant: Xu Huang, Hong Kong Baptist University

Owner CEOs' Narcissism and Export Expansion Strategy: A Moderated Mediation Model of Asset-Specific Investments in Products and Institutional Distance

*Xiaoxuan Li, Macquarie University
Yue Wang, Macquarie University
Miles Yang, Macquarie University
Yanzhao Tang, Xiamen University

How and When Leader Narcissism Impacts Employee Voice Behavior: A Social Exchange Perspective

*Ming Lou, Harbin Institute of Technology
Li Zhang, Harbin Institute of Technology
Eryue Teng, The Hong Kong Polytechnic University

Session 6K04 (圆桌讨论)-大众创业

时间: 2021年6月17日, 15:50-17:20
地点: WebEx17
主持人/评议人: 于晓宇, 上海大学

社会创业者的个人网络、资源拼凑与关系强度 ——基于社会资本视角的实证研究

*刘振, 山东大学
肖应钊, 天津大学
姜诗尧, 南开大学
胡爽, 山东大学

社会保障、创业与区域经济增长的关系研究

*蒋小仙, 西安交通大学

Session 6K05 (圆桌讨论)-创新与创造力

时间: 2021年6月17日, 15:50-17:20
地点: WebEx18
主持人/评议人: 李福荔, 西安交通大学

高绩效工作系统对创新绩效的影响机制研究——基于情绪和归因视角

*张敏, 南京大学
蔡静雯, 南京大学
赵曙明, 南京大学

领导者创造力角色认同对员工创造力的影响

林裘绪, 湘潭大学
*龙果坚, 湘潭大学
刘宇, 台湾国立中山大学;
肖然, 湘潭大学

Session 6K06 (圆桌讨论)-高绩效工作系统与人力资源管理政策

时间: 2021年6月17日, 15:50-17:20
地点: WebEx19
主持人/评议人: 李燕萍, 武汉大学

高绩效工作系统对组织公民行为的双刃剑效应: 基于自我调节理论的研究

陈丝璐, 华中师范大学
车文, 武汉科技大学
*演讲人: 祝吟, 武汉理工大学

从一维到三维: 人力资源实践模式评述与构建

*曲庆, 清华大学
胡倩倩, 清华大学

**Session 7A 院校招聘会-天津大学管理与
经济学部**

Time: June 17, 2021, 18:30-20:30
地点: WebEx 19

**Session 7B 院校招聘会-电子科技大学经
济与管理学院**

时间: June 17, 2021, 18:30-20:30
地点: WebEx15

**Session 7C 院校招聘会-上海外国语大学
国际工商学院**

Time: June 17, 2021, 18:30-20:30
Location: WebEx13

**Session 7D 院校招聘会-西南交通大学经
济管理学院**

Time: June 17, 2021, 18:30-20:30

地点: WebEx 02

**Session 7E 院校招聘会-香港浸会大学商学
院**

Time: June 17, 2021, 18:30-20:30
地点: WebEx01

**Session 7F 出版单位宣讲会- SAGE 出版公
司**

Time: June 17, 2021, 18:30-20:30
地点: WebEx08

**Session 7G 院校招聘会-西安交通大学管
理学院**

Time: June 17, 2021, 18:30-20:30
地点: WebEx09

**Session 7H 院校招聘会-西北工业大学管
理学院**

Time: June 17, 2021, 18:30-20:30
地点: WebEx10

Day 2, June 18, 2021, Friday

2021年6月18日, 星期五

**Session 8 Appreciation, Awards and
Presidential Speech**

学会主席演讲、答谢及颁奖典礼
Time: June 18, 2021, 8:30-9:30
Location: WebEx01

**Session 9A (Keynote Panel)-Strategy
Research**

主题报告会: 战略研究
Time: June 18, 2021, 9:40-11:10
Location: WebEx02
Chair/Discussant:
Wei Shen, Arizona State University
Co- Chair:

Jianjun Zhang, Peking University

Panelists:

Christopher Marquis, Cornell University
*Heli Wang, Singapore Management
University*
*Minyuan Zhao, Washington University in St.
Louis*

Past Dependence and Firm Strategy

Christopher Marquis, Cornell University

**Global Strategy and Institutional
Arbitrage**

Minyuan Zhao, Washington University in St.

Louis

Corporate Social Responsibility

Heli Wang, Singapore Management University

Session 9B (Keynote Panel)- Organizational Behavior Research

Time: June 18, 2021, 9:40-11:25

Location: WebEx01

Chair/Discussant:

Xiao-Ping Chen, University of Washington

Co- Chair: Wei He, Nanjing University

Panelists:

Christopher K. Hsee, University of Chicago

Peter A. Bamberger, Tel Aviv University

Xiao-Ping Chen, University of Washington

How Evaluation Sequence Influences Discrimination

Christopher K. Hsee, University of Chicago

Beyond Reflective Action: The Benefits of Infusing Insights from Cognitive Science into OB/HR Research

Peter A. Bamberger, Tel Aviv University

The Paradox of Constraints: Greater Rule-Breaking in Tight Versus Loose Cultures

Xiao-Ping Chen, University of Washington

Break

11:10-11:30

Session 10A (Paper)-Adaptation, Capabilities, and Performance

Time: June 18, 2021, 11:30-13:00

Location: WebEx05

Chair/Discussant: Cindy Zhang,
Singapore Management University

Do Attention Focus and Stability Matter? Attention Allocation and Firm Performance

**Lin Shi, Huaqiao University*

Haibin Yang, City University of Hong Kong

The Influence Mechanism of Performance Aspiration Gap on Servitization

**Jinghua Li, Zhejiang Gongshang University*

Jianglu Ma, Zhejiang Gongshang University

Weijiao Wang, Central South University

Qingyun Qu, Zhejiang University

Dynamic Capabilities – A Structuration Theory Perspective

**Simon Norheim Colclough, Zhejiang University*

Jun Jin, Zhejiang University

Towards Continuous Innovation: Conceptualizing Generative Capability

**Jinyu Guo, Harbin Institute of Technology*

Lin Cui, Australian National University

Bo Zou, Sun Yat-sen University

Session 10B (Paper)-Strategic Leadership and Entrepreneurship

Time: June 18, 2021, 11:30-13:00

Location: WebEx06

Chair/Discussant: Amy Ou, Hong Kong
Polytechnic University

TMT Collective Team Identification, CEO Leadership and Strategic Decision Comprehensiveness: Evidence from China

Yaqun Yi, Xi'an Jiaotong University

**Yu Chen, Xi'an Jiaotong University*

The Power of “Unrequited love”: The Parasocial Relationship, Trust, and Organizational Identification between Middle Managers and CEOs

Xi Yang, East Stroudsburg University of Pennsylvania & University of Texas Rio Grande Valley

**Youliang Liao, Sun Yat-Sen University
Leiqing Peng, Guangdong University of Finance and Economics*

Bin Lin, Sun Yat-Sen University

A Relational Approach to Entrepreneurial Opportunity Identification/ Development and Leadership Styles: A Case Study in China

Jingjiang Liu, Zhejiang University

**Ying Zhang, University of Strathclyde*

Yifan Peng, Zhejiang University

The Synergistic Formation Mechanism of Entrepreneurial Capacity: Based on fsQCA Analysis

**Yuhua Cao, Suzhou Institute of Trade and Commerce*

Juan Chen, Soochow University

Shubei Wang, Xi'an Jiaotong University

Jing Li, Soochow University

Session 10C (Paper)-How Managers and Inventors Influence Firm Innovation

Time: June 18, 2021, 11:30-13:00

Location: WebEx07

Chair/Discussant: Qi Zhu, Hong Kong Polytechnic University

How Knowledge Affects Breakthrough Innovation: Knowledge Network and Innovation Through Knowledge Recombination

**Hongjuan Zhang, Tianjin University*

Zhiling Mao, Tianjin University

Runhui Lin, Nankai University

Building Trust in Inter-Organizational Product Development Teams: Based the Iceberg Model of Knowledge

**Yawen Li, Beijing University of Posts and Telecommunications*

Jinyi Zhou, University of Science and Technology Beijing

Pay-for-Performance Incentives and Inventor's Productivity: The Contingent Effects of Inventor's Characteristics

**Wenlong He, University of International Business and Economics*

Nianchen Han, University of Colorado Boulder

Session 10D (Paper)-Deviance and Morality

Time: June 18, 2021, 11:30-13:00

Location: WebEx08

Chair/Discussant: Tingting Chen, Lingnan University

Helping the Organization but Harming Yourself: How Unethical Pro-Organizational Behavior Relates to Work-to-Nonwork Conflict

**Xin Lucy Liu, Columbia Business School*

Jackson Lu, MIT Sloan School of Management

Hongyu Zhang, Central University of Finance and Economics

Yahua Cai, Shanghai University of Finance and Economics

A Deep Acting Perspective Generation Y Hotel Employees' Workplace Deviance

**Yanping Yu, Qingdao University*

Session 10E (Paper)-Corporate Social Responsibility

Time: June 18, 2021, 11:30-13:00

Location: WebEx09

Chair/Discussant: Zhe Zhang, Xi'an Jiaotong University

Successful Implementation of Corporate

Social Responsibility in China Using a Harmony Model: The Case of Shoetown

*Lei Huang, Guangdong University of Foreign Studies

Alicia Hennig, Southeast University

Ian McGregor, UTS Sydney

Suzanne Benn, UTS Sydney

A Model of Corporate Green Policy Perception and Employee Green Behavior: The Influence of Proactive Personality and Moral Reflectiveness

*Liyang Yang, Shanghai Jiao Tong University

Yuan Jiang, Harbin Institute of University

Wei Zhang, Central China Normal University

Hao Gong, Rutgers University

Qian Zhang, University of Toronto

How Corporate Social Responsibility (CSR) Attribution Is Formed and Modified: The Roles of Relational Models and CSR Cues

*Naidan Zhang, University of Nottingham Ningbo China

Alim Beveridge, University of Nottingham Ningbo China

Session 10F (论文宣讲)-领导行为与效果

时间: 2021年6月18日, 11:30-13:00

地点: WebEx14

主持人/评议人: 胡恩华, 南京航空航天大学

管好自己, 带好队伍: 领导自我管理对员工组织公民行为影响的跨层次实证研究

*陈赞, 新疆财经大学

吴湘繁, 新疆财经大学

努尔古丽卡地尔, 新疆财经大学

关浩光, 中欧国际工商学院

公私权魅力领导对员工组织公民行为疲劳的影响机制研究

刘小禹, 对外经济贸易大学

*付静宇, 对外经济贸易大学

Session 10G (论文宣讲)- 创新与越轨创新

时间: 2021年6月18日, 11:30-13:00

地点: WebEx16

主持人/评议人: 陈志俊, 上海财经大学

权力感对越轨创新的影响机制研究——基于权力认知视角

王弘钰, 吉林大学

*于佳利, 吉林大学

共时性二元领导对突破性创新的转换边界与路径

*李树文, 同济大学

贾瑞乾, 同济大学

汪小滢, 同济大学

胡文安, 同济大学

罗瑾琰, 同济大学

郭利敏, 同济大学

Session 10H (专题讨论)-平台经济: 竞争, 治理与生态

时间: 2021年6月18日, 11:30-13:00

地点: WebEx03

主持人/评议人:

陈亮 (Liang Chen), 墨尔本大学

演讲者:

戎珂, 清华大学

童文峰 (Tony W Tong), 科罗拉多大学

易靖韬, 中国人民大学

评议人:

姜飞飞, 西安交通大学

演讲内容:

社交关系对交易关系的影响: 基于一个电子商务平台的大型实验

演讲人: 戎珂, 清华大学

平台治理与设计: 一个综合分析框架

演讲人: 童文峰, 美国科罗拉多大学

数字经济与生态竞争

演讲人：易靖韬，中国人民大学

Session 10I (Symposium)- Colluders of Bad Leaders: Why and When do Chinese Employees Tolerate their Destructive Leaders?

Time: June 18, 2021, 11:30-13:00

Room: WebEx04

Chair:

Xu Huang, Hong Kong Baptist University

Discussants:

Chao C. Chen, Rutgers Business School

Xiao-Ping Chen, University of Washington

Presenters:

Lingtao Yu, University of British Columbia

An-Chih Wang, China Europe International Business School

Leni Chen, Hong Kong Baptist University

Contents:

High-Performing-but-Abusive Bosses: A Moral Licensing Perspective of Abusive Supervision and Career Consequences

Lingtao Yu (Presenter), University of British Columbia

Michelle K. Duffy, University of Minnesota

Elizabeth Campbell, University of Minnesota

Why can Tough Coaches be Tolerated? The Role of Coaches' Life Consideration Behaviors

An-Chih Wang (Presenter), China Europe International Business School

Chuan-Yu Tseng, Sun Yat-sen University

Roots Run Deep: How Parental Styles Influence Employees' Acceptance of Different Leadership Styles

Leni Chen (Presenter), Hong Kong Baptist University

Xu Huang, Hong Kong Baptist University

Session 10K01 (Roundtable)- Entrepreneurship: Entry, Funding, And Roadshow

Time: June 18, 2021, 11:30-13:00

Location: WebEx10

Chair/Discussant: Xiaocong Tian, Shandong University

The Secret Behind A Successful Roadshow: A fNIRS Study

*He Lin, Zhejiang University

Tao Liu, Zhejiang University

Wenhuan Yu, Zhejiang University

How Venture Capital Firms Choose Syndication Partners: The Moderating Effects of Institutional Uncertainty and Investment Preference

Lu Zheng, Tsinghua University

Likun Cao, University of Chicago

*Jie Ren, Tsinghua University

Xibao Li, Tsinghua University

Ximing Yin, Tsinghua University

Jin Chen, Tsinghua University

Session 10K02 (Roundtable)- Determinants of Innovation Performance

Time: June 18, 2021, 11:30-13:00

Location: WebEx11

Chair/Discussant: Qiang Li, Hong Kong University of Science and Technology

Political Connections and Firm Innovation: An Investigation of Privately-controlled Publicly-listed Firms in China

*Jieyu Zhou, Xiamen University

Cuili Qian, University of Texas at Dallas

Technological Objective Dimensions, Business Groups, and Innovation Performance in Developing Economies: Evidence from Kenya

*David Njuguna, Harbin Institute of Technology
Jinyu Guo, Harbin Institute of Technology
Bo Zou, Sun Yat-sen University
Maurice Akech, National Construction Authority (Kenya)

Session 10K03 (Roundtable)- Servant Leadership

Time: June 18, 2021, 11:30-13:00

Location: WebEx12

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

A Cross-Cultural Meta-Analysis of the Relationship between Emotional Intelligence and Servant Leadership

*Chao Miao, Salisbury University
Ronald Humphrey, Lancaster University
Shanshan Qian, Towson University

A Social Context Model of Servant Leadership and Organizational Citizenship Behavior: The Mediating Roles of Felt Obligation and Psychological Entitlement

*Wei Si, Tongji University
Shuisheng Shi, The Hong Kong Polytechnic University
Mingjian Zhou, Harbin Institute of Technology at Shenzhen

Session 10K04 (Roundtable)- Creativity and Power in Teams

Time: June 18, 2021, 11:30-13:00

Location: WebEx13

Chair/Discussant: Jian Liang, Tongji University

Laissez-faire Leadership, Team Knowledge Exchange, and Team Performance

* Ying Zhang, The University of Hong Kong
Yiwen Zhang, University of Hong Kong

Yue Zhu, Zhejiang Gongshang University
Yanghua Jin, Zhejiang Gongshang University

Power Difference and Subgroup Formation in Work Teams

*Qin Su, Sun Yat-Sen University
Dora C. Lau, The Chinese University of Hong Kong
Ningyi Zhu, University of Macau
Erzhuo Wang, University of Buffalo

Session 10K05 (圆桌讨论)- 工作家庭关系

时间: 2021年6月18日, 11:30-13:00

地点: WebEx18

主持人/评议人: 赵新元, 中山大学

身份切换的隐患: 工作-家庭地位一致性对员工偏差行为的影响研究

*王子婧, 中南大学
李铭泽, 武汉理工大学
朱宁奕, 澳门大学
叶慧莉, 武汉理工大学

工作家庭关系影响员工创造力的作用机制

*刘永强, 南京财经大学
吕文潇, 南京财经大学

从回归家庭到回归职场? ——阶段性就业女性的身份构建过程研究

*许姜, 北京大学
张烨, 北京大学

Session 10K06 (圆桌讨论)- 中国情境与行为

时间: 2021年6月18日, 11:30-13:00

地点: WebEx19

主持人/评议人: 卫旭华, 兰州大学

“道德”不是道德! 道德经观点下的领导行为对组织绩效与创新行为的影响

黄增添, 澳门科技大学;
李宜燕, 高雄市立凯旋医院
黄良志, 中正大学

*许建彬, 中山大学

领导-成员交换影响员工创新绩效的中国情境化机理：以员工传统性为边界

耿紫珍, 西安外国语大学

张昕, 西安外国语大学

周怡欣, 西安外国语大学;

郭晓庆, 西安外国语大学

*演讲人: 王艳粉, 西安外国语大学

Lunch Break

13:00-14:00

Session 11A (Paper)-Voice and Overqualification

Time: June 18, 2021, 14:00-15:30

Location: WebEx05

Chair/Discussant: Jian Liang, Tongji University

Give Full Play to the Talent: Exploring When Perceived Overqualification Leads to More Altruistic Helping Behavior Through Extra Efforts

Chao Ma, Australian National University

George Zhen Xiong Chen, Australian National University

*Xinhui Jiang, Yunnan University of Finance and Economics

A Dual-Process Model of Voice Endorsement

*Jinyun Duan, East China Normal University

Abby Jingzi Zhou, The University of Nottingham Ningbo China

Linhan Yu, Soochow University

Session 11B (Paper)-Innovation and Knowledge Management

Time: June 18, 2021, 14:00-15:30

Location: WebEx06

Chair/Discussant: Weiguo Zhong, Peking University

Strategies of Knowledge-based New Ventures in term of Patent Uncertainty

*Qinghai Li, Tongji University

Deli Yang, Trinity University

How Invention Patent Portfolios' Concentration Influence on Firm Market Value: Moderating Effect of Institutional Contingency

*Feng Fu, University of Electronic Science and Technology of China

Shuangying Chen, University of Electronic Science and Technology of China

Qiyue Li, University of Electronic Science and Technology of China

Yi Jin, University of Electronic Science and Technology of China

Getting Seduced or Repulsed by the Hype: Status and Digital Innovation

Yang Liu, Zhejiang University

*Jiuyu Dong, Zhejiang University

Ying Ying, Zhejiang University of Finance & Economics

Demand Heterogeneity on Latecomer Firm Technological Capability Accumulation

*Danwei (Marian) Wen, Guilin University of Electronic Technology

Session 11C (Paper)-Turnover Intention and Emotion

Time: June 18, 2021, 14:00-15:30

Location: WebEx07

Chair/Discussant: Yan Jiang, Nanjing University

Investigating Job Attribute Preference, Career Adaptation and Turnover Intention: The Distinction between Organizational and Professional Turnover Intention in the Healthcare Sector

Long Zhang, Hunan University
*Xiaoxiao Jiang, Hunan University
Miles Yang, Macquarie University

How Challenge Demands Have the Offsetting Effects on Job Performance: Through the Positive and Negative Emotions

Aijing Xia, Beijing Normal University
Jing Qian, Beijing Normal University
*Speaker: Wei Zhang, Beijing Normal University

Session 11D (Paper)-Human Resource Management

Time: June 18, 2021, 14:00-15:30

Location: WebEx08

Chair/Discussant: Song Chang, Hong Kong Baptist University

The Influence of HPWS on Employee Thriving

Shuang Ren, Deakin University
*Zhining Wang, China University of Mining and Technology
Lijun Meng, China University of Mining and Technology

How and When LMX Influences Employee Career Satisfaction: The Mediation of Professional Identification and Moderation of Job Autonomy

*Yidong Tu, Wuhan University
Xinxin Lu, University of Illinois at Chicago
Shuoli Wang, Hubei University of Economics
Yun Liu, Henan University of Economics and Law

Session 11E (Paper)-Humble Leadership

Time: June 18, 2021, 14:00-15:30

Location: WebEx09

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

Leader Humility and Team Creativity: The Role of Team Creative Efficacy and Task Interdependence

*Ran Li, Hitotsubashi University
Siting Wang, Hong Kong Baptist University
Hui Wang, Peking University

How Humble Leaders Foster Employee Creativity: A Cross-Level Path Model

*Chun Yang Lee, Xiamen University Tan Kah Kee College
Aichia Chuang, University of North Carolina at Greensboro
Jing Zhou, Rice University

Session 11F (论文宣讲)- 创业机会与行动

时间: 2021年6月18日, 14:00-15:30

地点: WebEx15

主持人/评议人: 蔡莉, 吉林大学

创业行动学习概念开发与影响因素研究——以新兴产业为研究情境

*陈燕妮, 华侨大学
王重鸣, 浙江大学
凌斌, 河海大学

网络演化视角下企业持续释放机会过程机制研究

*张国建, 电子科技大学
史轩亚, 电子科技大学
杜义飞, 电子科技大学

基于组合视角的制度对公司创业的作用机制研究

高辉, 天津财经大学
*演讲人: 李倩, 长春大学

Session 11G (论文宣讲)-灵感与创造力

时间: 2021年6月18日, 14:00-15:30

地点: WebEx14

主持人/评议人: 赵富强, 武汉理工大学

目标导向如何影响员工创造力——基于创

造力要素理论视角的分类研究

*王明旋, 重庆大学

张勇, 重庆大学

马艳茹, 华中农业大学

刘海全, 华中农业大学

集体心理所有权、组织中地位与突破性创

造力：和谐工作激情视角

刘智强, 华中科技大学

卫利华, 华中科技大学

*潘晓庆, 华中科技大学

灵感从哪里来？人际好奇的影响作用与社会联结的内在机制 ——来自经验取样法的证据

陈凤玲, 暨南大学

*陈晓曦, 暨南大学

黄秋玲, 暨南大学

邹小蕾, 暨南大学

冯庆庆, 暨南大学

Session 11H (论文宣讲)-谦卑型领导与家长式领导

时间: 2021年6月18日, 14:00-15:30

地点: WebEx16

主持人/评议人: 贺伟, 南京大学

劳谦虚己，附之者众：身份认同理论视角下的谦卑型领导对员工主动行为的影响

陈力凡, 中国人民大学

刘圣明, 复旦大学

*胡小丽, 中国科学技术大学

张山杉, 中国人民大学

CEO 谦卑型领导、任务分配对创业企业绩效的影响：领导-成员交换的中介作用

魏峰, 同济大学

*王艺霏, 同济大学

袁欣欣, 普华永道管理咨询(上海)有限公司

威严并济领导对于任务绩效的联合效果：员工自我效能的调节作用

*胡宛仙, 盐城师范学院

林家五, 东华大学

Session 11I (专题讨论)-管理理论构建：管理者与研究者的对话

时间: 2021年6月18日, 14:00-15:30

地点: WebEx03

组织人/评议人:

武亚军, 北京大学

吴建祖, 兰州大学

张英俊, PSL·巴黎第九大学

演讲人:

李章溢, 深圳市欣旺达综合能源服务有限公司

李亚平, 河北大旗光电科技有限公司

龚檠钦, 广州极飞科技有限公司

演讲内容:

企业互补性机制的形成过程——基于协同演化过程视角的企业相关多元化发展研究

李章溢, 深圳市欣旺达综合能源服务有限公司

动态环境下企业高管心智模式对企业战略变革影响的案例研究

李亚平, 河北大旗光电科技有限公司

中国农业数字化发展模型研究——宏观乡村振兴下数字农业技术的微观载体

龚檠钦, 广州极飞科技有限公司

Session 11K01 (Roundtable)- Knowledge Management and Firm Performance

Time: June 18, 2021, 14:00-15:30

Location: WebEx10

Chair/Discussant: Kenneth Huang, National University of Singapore

Uncertainty and Management:

Inspirations from Quantum Mechanics

*Xin Li, Newcastle University

Does Patent Abandonment Weaken Performance Persistence? The Analysis

through Real Option Perspective

*Ying Zheng, Nanjing Tech University
Junwei Huang, Southeast University

Recombinant Capabilities and Technological Catch-up in Open Innovation Context: An Empirical Study of China's Telecommunication Industry

*Yanting Guo, Xiamen University
Gang Zheng, Zhejiang University

Session 11K02 (Roundtable)-Creativity

Time: June 18, 2021, 14:00-15:30

Location: WebEx11

Chair/Discussant: Liqun Wei, Hong Kong Baptist University

Newcomer Innovative Behavior: The Effects of Supervisory Expectations for Creativity, Self-Efficacy and Job Autonomy

*Jie Chen, University of The West of England
Helena Cooper-Thomas, Auckland University of Technology

The Effects of Negative Mentoring Experiences on Mentor Creativity: The Roles of Mentor Ego Depletion and Traditionality

*Zhonghui Hu, Shanghai University of Finance and Economics
Jinsong Li, Shanghai University of Finance and Economics
Ho Kwong Kwan, China Europe International Business School

Session 11K03 (Roundtable)-Top Leader Influence

Time: June 18, 2021, 14:00-15:30

Location: WebEx12

Chair/Discussant: Run Ren, Peking University

How Does CEO Transformational Leadership Promote Firm Innovation By Motivating the Rank and File? An Investigation from a Micro-Process Perspective

*Wenwen Zhao, Shaanxi University of Science and Technology
Dan Wang, Research Center for Development and Strategy of China Electronics Technology Group Corporation
Runna Wang, Beijing Institute of Fashion Technology

CEO Dialectical Leadership Behavior, TMT Decision Quality, and Firm Outcomes: Examining CEO-TMT Interface

*Ying Wang, Peking University
Hui Wang, Peking University
Ming Ji, Peking University
Yi Lang, Beijing Foreign Studies University

Can Top Leader Influence Subordinates Response to Direct Leader's Paternalistic Leadership?

*Shuaijiao Bai, Chengdu University of Technology

Session 11K04 (圆桌讨论)-公司治理

时间: 2021年6月18日, 14:00-15:30

地点: WebEx17

主持人/评议人: 陈爽英, 电子科技大学

董事会资本、CEO 权力与企业国际化战略——基于 RDT 和 AT 的整合视角

*周常宝, 郑州航空工业管理学院

信息还是噪音: 互动式信息能减少公司传闻吗?

*阮宏飞, 西北工业大学
贾明, 西北工业大学

股权激励情境下高管社会网络与企业绩效的关系研究

刘松博, 中国人民大学
*程进凯, 中国人民大学

Session 11K05 (圆桌讨论)-负面行为

时间: 2021年6月18日, 14:00-15:30

地点: WebEx18

主持人/评议人: 魏峰, 同济大学

无德便是无才? 下属非伦理行为如何影响
上级对下级的绩效和晋升评价

毛江华, 中南财经政法大学

*洪贝尔, 中南财经政法大学

意见领袖会促进组织污名化吗? ——对道
德情绪和影响力作用的考量

*吴华, 内蒙古财经大学

经理无礼行为对团队工作结果的链式中介
涓滴效应研究

袁潇, 湖南工商大学

*刘嫦娥, 湖南工商大学

玉胜贤, 湖南商学院

谢玮, 湖南工商大学

胡陈红, 湖南工商大学

Session 11K06 (圆桌讨论)-员工激励

时间: 2021年6月18日, 14:00-15:30

地点: WebEx19

主持人/评议人: 张勇, 重庆大学

持股能够提升幸福感吗——对新时代员工
的实证分析

朱仁宏, 中山大学

*周琦, 中山大学

王雅渲, 中山大学

精神型领导对员工职业发展的影响: 基于
内在激励与不确定管理理论视角

*章璐璐, 重庆邮电大学

市场稀缺型知识员工主动离职的内在激励
模型研究

顾洁, 中国微软

谢子情, 上海交通大学

*路琳, 上海交通大学

Break

15:30-15:50

Session 12A (Paper)-Culture, Networks, and Organizational Innovation

Time: June 18, 2021, 15:50-17:20

Location: WebEx06

Chair/Discussant: Sissi Li, Chinese
University of Hong Kong

The Side Effect of Business Group
Membership: How Do Business Group
Isomorphic Pressures Affect
Organizational Innovation in Affiliated
Firms

*Yijie Min, Peking university

Ziyi Li, University of International Business
and Economics

Nanxuan Wang, University of International
Business and Economics

Yichuan Liao, Shandong University

Culture Differences Across China, India,
and Singapore and How They Affect
Exploration, Exploitation, and Innovation

*Sylvia Hubner, Free University of Bozen-
Bolzano

Neha Tripathi, National University of
Singapore

Michael Frese, Leuphana University of
Lueneburg

Zhaoli Song, National University of
Singapore

Xingle Kong, National University of
Singapore

Tamara Kaschner, Altran

How Do Political Connections Affect Firm
Innovation? An Examination of Resource
Acquisition and Resource Utilization

*Qiao Wei, University of New South Wales

Weiting Zheng, University of New South

Wales

Session 12B (Paper)-Leader Influence

Time: June 18, 2021, 15:50-17:20

Location: WebEx07

Chair/Discussant: Run Ren, Peking University

Learning from Your Leaders and Helping Your Coworkers: The Trickle-Down Effect of Leader Helping Behavior

**Zhenduo Zhang, Harbin Institute of Technology*

Yang Qiu, Harbin Institute of Technology

Honglei Zhao, Harbin Institute of Technology

Miaomiao Li, Harbin Institute of Technology

To Empower or Not to Empower? Multilevel Effects of Empowering Leadership on Knowledge Hiding

**Meizhen Lin, Huaqiao University*

Xiujuan Zhang, Sun Yat-Sen University

Serene Ng, Nanyang Technological University

Lirong Zhong, Huaqiao University

How Status Diversity Fosters Team Innovation? The Role of Behavior Integration and Empowering Leadership

**Chunyan Yuan, Huazhong University of Science and Technology*

Kong Zhou, Huazhong University of Science and Technology

Zhiqiang Liu, Huazhong University of Science and Technology

Session 12C (Paper)-Leadership and Employee Creativity

Time: June 18, 2021, 15:50-17:20

Location: WebEx08

Chair/Discussant: Wei He, Nanjing University

How Does Inclusive Leadership Prompt Change-Supportive Behavior? The Mediating Roles of Team Psychological Safety and Affective Commitment

Yanfei Wang, South China University of Technology

**Lixun Zheng, South China University of Technology*

Zisheng Guo, South China University of Technology

Yu Zhu, Jinan University

A Cross-Level Perspective of Employee Creativity: Empowering Leadership and Team Learning Climate

**Yating Wang, National University of Singapore*

Hairong Lu, Chinese Academy of Sciences

Session 12D (Paper)-Work Engagement and Initiative

Time: June 18, 2021, 15:50-17:20

Location: WebEx09

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

Substitution Between Challenge Job Demands and Relational Job Resources: A Multilevel Model of Work Engagement

**Bin Ding, Xi'an Jiaotong-Liverpool University*

Personal Initiatives Captured by MIS: Untacking the Relationship between Work Behaviors and Sales Performance

**Minya Xu, Peking University*

Zhixue Zhang, Peking University

Li Ma, Peking University

Ren Fei, Peking University

Hanqing Wu, Cornell University

Session 12E (论文宣讲)- 继任管理与企业可持续发展

时间: 2021年6月18日, 15:50-17:20

地点: WebEx15

主持人/评议人: 陈凌, 浙江大学

“扶上马, 自己走”——家族代际创业的过程机理研究

*陈士慧, 宁波大学

吴炳德, 福州大学

张聪群, 宁波大学

家族二代的接班意愿从何而来? 一项基于家族系统理论的定性比较分析

*陈士慧, 宁波大学

王爽, 宁波大学

张聪群, 宁波大学

吴炳德, 福州大学

创新意义资本: 打造卓越创新企业持续竞争优势的高阶资源

*曲冠楠, 清华大学

王璐瑶, 清华大学

陈劲, 清华大学

李习保, 清华大学

Session 12F (论文宣讲)-工作不安全感与压力

时间: 2021年6月18日, 15:50-17:20

地点: WebEx14

主持人/评议人: 陆昌勤, 北京大学

绩效压力对员工创新行为的影响: 一个条件过程模型

尤丽娇, 南京财经大学

张文勤, 南京财经大学

*朱飞蓉, 南京财经大学

日常绩效压力对员工投入的影响: 工作自主权和目标取向的跨层次调节作用

*张文勤, 南京财经大学

罗素颖, 南京财经大学

保障型和发展型工作不安全感对员工工作行为的差异化影响: 调节焦点理论视角

王海江, 华中科技大学

*涂艳, 华中师范大学

龙立荣, 华中科技大学

Session 12G (论文宣讲)-挑战和阻碍性压力

时间: 2021年6月18日, 15:50-17:20

地点: WebEx16

主持人/评议人: 孙健敏, 中国人民大学

时间社会比较对员工行为的影响研究: 基于挑战性-阻碍性压力框架

*周金帆, 南京大学

张光磊, 武汉理工大学

个体内层面挑战性需求/阻碍性需求对认知幸福感的影响: 工作-家庭增益的中介作用以及资质过剩感的跨层有调节的中介作用

徐姗, 西南财经大学

*张冰然, 西南财经大学

袁梦莎, 西南科技大学

王延玲, 云南财经大学

调节焦点理论视角下挑战性—阻碍性压力源对工作重塑的影响机制研究——一个被调节的中介模型

尚玉钊, 西安交通大学

*赵若男, 西安交通大学

Session 12H (论文宣讲)-创业者的社会关系

时间: 2021年6月18日, 15:50-17:20

地点: WebEx03

主持人/评议人: 李新春, 中山大学

打虎真要亲兄弟吗? 创业者与创业成员关系强度对其解释水平的影响

*杨治, 华中科技大学

杨敬岚, 华中科技大学

坚持还是退出? 家庭支持对创业者压力评价及其退出意向的影响机制——一个被调节的中介模型

刘容志, 中南财经政法大学

*韩耀辉, 中南财经政法大学

陈丽帆, 中南财经政法大学

弱势企业家创业行业选择机制 ——来自中国劳动力动态跟踪调查的证据

*朱虹明, 厦门大学
唐炎钊, 厦门大学

Session 12I (Paper)-Organizations and Society

Time: June 18, 2021, 15:50-17:20

Location: WebEx04

Chair/Discussant: Danqing Wang, Hong Kong University of Science and Technology

Conflicting Stakeholder Pressure and Concrete Reporting of Corporate Social Responsibility: The Moderating Role of Managerial Perceived Salience of Stakeholder Claims

*Wei Deng, Northwestern Polytechnical University
Ming Jia, Northwestern Polytechnical University
Zhe Zhang, Xi'an Jiaotong University

Repression or Indulgence? Distinctive Government Influence on Firm Financial and Environmental Misconduct in China

*Yusi Jiang, Donghua University
Tianyu Gong, Tongji University
Wan Cheng, Shanghai Jiao Tong University
Yapu Zhao, Nanjing University of Aeronautics and Astronautics

Quenching One's Thirst with Poison: Does Private Firms' Corruption Help Earn Bank Credit in China?

Jin Liu, Central South University of Forestry and Technology
*Sanbao Zhang, Wuhan University
Liqian Liu, Wuhan University

Session 12K01 (Roundtable)-Frontiers of

Research on Strategic Leadership

Time: June 18, 2021, 15:50-17:20

Location: WebEx10

Chair/Discussant: Yingya Jia, Shanghai University

Top Management Team's Participative Decision-making, Heterogeneity, and Management Innovation: An Information Processing Perspective

Zhongfeng Su, Xi'an Jiaotong University
*Jie Chen, Xi'an Jiaotong University
Zhan Wu, The University of Sydney

The Effects of Executives' Time Horizons on CSR Disclosures

*Binqi Tang, Nanjing University
Alan Muller, University of Groningen
Shouming Chen, Tongji University
Yuan Hu, Tongji University

How and When Do Military Executives Affect Firm Environmental Strategies? Evidence from Heavily Polluting Industries in China

*Bingkun Zhang, Xi'an Jiaotong University
Zhe Zhang, Xi'an Jiaotong University
Ming Jia, Northwestern Polytechnical University

Session 12K02 (Roundtable)-Stakeholder Relations and CSR

Time: June 18, 2021, 15:50-17:20

Location: WebEx11

Chair/Discussant: Shuping Li, Hong Kong Polytechnic University

How Does Entrepreneurship Contribute to Poverty Reduction? A Systematic Review and Directions for Future Studies

Yu Chang, The Chinese University of Hong Kong
*Yalan Xu, South China University of Technology

David Ahlstrom, The Chinese University of Hong Kong

Singapore

Jingxian Yao, National University of Singapore

Does Product Market Competition Promote or Reduce Firms' Corporate Social Responsibility Behavior? How Firm Visibility Shapes Responsiveness to Stakeholders

*Yichen Wang, University of Electronic Science and Technology of China
Christopher Marquis, Cornell University
Tianli Feng, University of Electronic Science and Technology of China

Session 12K04 (圆桌讨论)-家族企业

时间: 2021年6月18日, 15:50-17:20

地点: WebEx17

主持人/评议人: 朱沅, 中山大学

代际传承与企业绩效-基于“制度工作-权威模式”互动过程的案例研究

*李婵, 西安交通大学
葛京, 西安交通大学

Session 12K03 (Roundtable)-Cross-Cultural Management in the Smart Era

Time: June 18, 2021, 15:50-17:20

Location: WebEx12

Chair/Discussant: Yanjun Guan, Durham University

家族企业主家长主义和职业经理人工作投入

*张驰, 同济大学
梁建, 同济大学

Using MNC-tone in China: Explaining Attitudes Towards Hybrid Language Use

*Shuojia Zhang, Australian National University
Yaxi Shen, Australian National University
Sarbari Bordia, Australian National University
Prashant Bordia, Australian National University

中国传统文化对复合式创新的影响: 知己知彼、扬长避短与和而不同 ——以方太集团为例

*竺家哲, 宁波诺丁汉大学
李平, 宁波诺丁汉大学
周是今, 宁波诺丁汉大学
周静子, 宁波诺丁汉大学

Measurement Invariance of Work Autonomy Scale- Result from Eleven Countries across Five Continents

*Jianwu Zhou, Renmin University of China
Jianmin Sun, Renmin University of China

Session 12K05 (圆桌讨论)-案例研究

时间: 2021年6月18日, 15:50-17:20

地点: WebEx18

主持人/评议人: 章凯, 中国人民大学

业务智能化情境下的员工任务认知模糊性: 对华为技术服务团队员工传记的扎根研究

*蒋路远, 中山大学

Perceived AI Functions, AI Appraisals, and Related Outcomes- Moderating Role of Learning Orientation and Self-Efficacy

*Jieqiong Cao, National University of Singapore
Zhaoli Song, National University of

领导风格组合和演变的嵌入性混合研究-基于《尼希米记》的研究启示

*刘洋, 沈阳师范大学
闫俊, 沈阳师范大学
马钦海, 东北大学
程刘洋, 东北大学

Day 3, June 19, 2021, Saturday

2021年6月19日，星期六

Session 13A (Keynote Panel)- Responsible Research for a Better World

Time: June 19, 2021, 8:30-10:30

Location: WebEx02

Chair:

Anne S. Tsui, University of Notre Dame/
Peking University

Co- Chair: Xuhong Li, Fudan University

Presenters:

Wendy Smith, University of Delaware

Yong Hyun Kim, Hong Kong University of
Science and Technology

Editor Discussants:

Henrich Greve, *Administrative Science
Quarterly*

Laszlo Tihanyi, *Academy of Management
Journal*

Executive Discussants:

Jianwen Liao, *JD.com*

Jun Zhou, *Shanghai Industrial Investment
(Holdings) Corporation*

Session 13B (Keynote Panel)- China

Forum: Chinese Entrepreneurs Today

主题报告会：中国论坛-今日中国企业家

Time: June 19, 2021, 8:30-10:30

Location: WebEx04

Language: Chinese

Chair/Discussant:

Yanjie Bian, University of

Minnesota/Xi'an Jiaotong University

Keynote speakers:

Man Shuai, Xi'an Jiaotong University

Peng Lv, Chinese Academy of Social
Sciences

Xiaoguang Fan, Zhejiang University

Tony Tong, University of Colorado

Guanxi Circles as Governance Structure in China's Private Firms

Man Shuai, Xi'an Jiaotong University

The Great Transformation of Corporate Elite in China

Peng Lv, Chinese Academy of Social
Sciences

Xiaoguang Fan, Zhejiang University

China's Digital Entrepreneurs in a VUCA World

Tony Tong, University of Colorado

Break

10:30- 10:50

Session 14A (Paper)-Social Processes in Entrepreneurship

Time: June 19, 2021, 10:50-12:20

Location: WebEx05

Chair/Discussant: Yingya Jia, Shanghai
University

The Direct and Indirect Impact of Buddhist Entrepreneurs on Social Entrepreneurship: Evidence from Different Regions of China

*Zuhui Xu, Nanjing University of Finance
and Economics

Zhiyang Liu, Shanghai University of Finance
and Economics

High-Status Non-Conformity Revisited:

**Status Competition and University
Technology Licensing in China: 2009-
2016**

**Xirong Shen, Cornell University
Ximing Yin, Tsinghua University
Wesley Sine, Cornell University
Jizhen Li, Tsinghua University
Jin Chen, Tsinghua University*

**** Converging Tides Lift All Boats: The
Impact of Consensus in Evaluation
Criteria on Investments in an Emerging
Technology Field**

** Xirong Shen, Cornell University
Huisi (Jessica) Li, Georgia Institute of
Technology
Pamela Tolbert, Cornell University*

**What Happen After a Peer's Success?
Industry Competitors' Entrepreneurial
Outcomes Post a Peer Firm's IPO Event**

**Jiacheng Ni, Nanjing University of Finance
and Economics
Qian (Cecilia) Gu, Georgia State University*

**Session 14B (Paper)-Organizational
Network and Relationship**

Time: June 19, 2021, 10:50-12:20

Location: WebEx07

**Chair/Discussant: Wei Chi, Tsinghua
University**

**When Independent Goal
Interdependence Doesn't Hurt Dynamic
Capability: The Role of Supplier
Integration and Internal Integration**

**Linbo Yang, Ningbo University
Joo Seng Tan, Nanyang Technological
University
Chenjing Gan, Ningbo University*

**Optimal Profit Allocation and Leadership
Assignment of Collaborative R&D in
Supply Chain Networks**

**Changfeng Wang, Zhejiang Normal
University
Wenbo Li, Zhejiang Normal University
Zongguo Ma, Shandong Normal University*

**Combining Guanxi with Relationship
Marketing: The Exploration of Defining
Quan He in Vietnam**

*Ngoc Cindy Pham, CUNY – Brooklyn
College
* Yuanqing Li, Dominican University
Sibin Wu, University of Texas Rio Grande
Valley*

**Session 14C (Paper)-Sleep Deprivation
and Social Connection**

Time: June 19, 2021, 10:50-12:20

Location: WebEx08

**Chair/Discussant: Sooyeol Kim, National
University of Singapore**

**The Effect of Employee's Sleep
Deprivation on Their Conflict
Management Styles —Based on the
Conservation of Resources Theory**

** Chenjie Xiao, Hunan First Normal
University
Liu Pei, Jinan University
Zhao-Hui Wang, Hunan First Normal
University
Guanxing Xiong, South China Normal
University
Haixia Wang, Jinan University
Aimei Li, Jinan University*

**Social Dominance Orientation and
Workplace Ostracism: A Moderated
Mediation Model of Territoriality and
Perception of Threat**

**Yuchuan Liu, Singapore Management
University
Qiqi Wang, Renmin University of China*

Growth Mixture Modeling Analysis of

Insomnia

*Riki Takeuchi, The University of Texas at Dallas

Nan Guo, The University of Texas at Dallas

Oliver Dorian Boncoeur, The University of Texas at Dallas

Chunjiang Yang, Yanshan University

Session 14D (Paper)-MNE Management

Time: June 19, 2021, 10:50-12:20

Location: WebEx09

Chair/Discussant: Qinqin Zheng, Fudan University

Regulatory Arbitrage and Overseas Operation of Multinational Firms

* Yilang Feng, University of Illinois at Urbana-Champaign

Should I Go Home If I am Not Welcome Here? Host Country Nationals' Social Categorization and Expatriate Premature Return Intention

* Jie Shen, Shenzhen University

Haiying Kang, Rmit University

Quan Jin, Shanghai University of International Business & Economics

Why do Platform Multinationals Struggle Abroad? A Multi-Method Study of the Role of Informal Institutions

*Ke Rong, Tsinghua University

Di Zhou, Tsinghua University

Ronaldo Parente, Florida International University

Stav Fainshmidt, Florida International University

Session 14E (论文宣讲)-组织研究

时间: 2021年6月19日, 10:50-12:20

地点: WebEx14

主持人/评议人: 魏昕, 对外经贸大学

组织管理中感恩研究述评: 一个多层次的

理论模型

*郭一蓉, 清华大学

宋继文, 利兹大学

郑晓明, 清华大学

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组织中人际冲突与工作满意度: 基于工作要求-资源模型的调节中介模型

竺姝, 北京师范大学

周诗怡, 北京师范大学

张西超, 北京师范大学

吴玉琄, 北京师范大学

*侯俊彦, 北京师范大学

组织政治知觉对知识分享和知识隐藏的影响机制研究 ——情感与主动性人格的作用

*张娇娇, 中国人民大学

刘艳, 武汉大学

Session 14F (论文宣讲)-职场负面行为与肮脏工作

时间: 2021年6月19日, 10:50-12:20

地点: WebEx16

主持人/评议人: 张鹏程, 华中科技大学

职场排斥对员工家庭生活的溢出效应: 归属需求和工作家庭区隔偏好的作用

孟洪林, 上海大学

*邓昕才, 贵州师范大学

职场负面八卦的动机-功能理论: 模型构建与元分析检验

*卫旭华, 兰州大学

李黎飞, 兰州大学

宁愿一人脏, 换来他人净: 自我决定理论视角下的肮脏工作研究

陈丝璐, 华中师范大学

范铭钰, 武汉科技大学

*演讲人: 黄婷, 武汉理工大学

脏工作感知及其作用机制研究——双重职业认同的视角

*王玉梅, 西南财经大学

唐宁玉, 上海交通大学

Session 14G (Symposium)-Corporate Responsibility for Wealth Creation and Human Rights - New Perspectives for Cultivating Entrepreneurship in China

Time: June 19, 2021, 10:50-12:20

Room: WebEx03

Chair/ Discussant:

Georges Enderle, University of Notre Dame

Participants:

Qibin Niu, China University of Petroleum

Xiaojun (June) Qian, Tsinghua University

Zucheng Zhou, Shanghai Jiao Tong

University

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Presenter: Georges Enderle, University of Notre Dame

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Presenter: Xiaojun (June) Qian, Tsinghua University

What the other five features of wealth creation can mean for Chinese companies at home and abroad

Presenter: Zucheng Zhou, Shanghai Jiao Tong University

What “respecting human rights” in the sense of the UN Guiding Principles on Business and Human Rights can mean for Chinese companies at home and abroad

Presenter: Qibin Niu, China University of Petroleum

Session 14H (Paper)-Entrepreneurship and Performance

Time: June 19, 2021, 10:50-12:20

Location: WebEx04

Chair/Discussant: Xiaocong Tian, Shandong University

When do Entrepreneurs Network? The Effects of Failure Threat and Self-Efficacy on Entrepreneurs' Social Networks

**Bat Batjargal, Oklahoma State University*

Xi Chen, University of Nottingham Ningbo China

Trust Repair Mechanism of Venture Capitals' Trust to Start-Ups: An Interactive Perspective

Ping Han, Xi'an Jiaotong University

**Shuwei Hao, Xi'an Jiaotong University*

Bingqing Luo, Xi'an Jiaotong University

Pride Goes Before a Fall? Venture Capital Investment, Entrepreneurs' Overconfidence and Entrepreneurial Performance

**Wenting Chen, Dongbei University of*

Finance and Economics

Mandi Er, Dongbei University of Finance and Economics

Quihe Wang, China Hualu Group Co., LTD

Fubin Jiang, Dongbei University of Finance and Economics

Session 14K01 (Roundtable)-Impacts of Governments on Businesses

Time: June 19, 2021, 10:50-12:20

Location: WebEx10

Chair/Discussant: Danqing Wang, Hong Kong University of Science and Technology

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Joyce Wang, St. Cloud State University

Mike Peng, University of Texas at Dallas
**Jingtao Yi, Renmin University of China*
Xiuping Zhang, University of International Business and Economics

Government's Dilemma in Managing Innovation: A Firm-Stakeholder Fit Perspective

**Shihao Zhou, Nanjing University*
Rui Li, University of Electronic Science and Technology of China
Tony Tong, University of Colorado at Boulder

Ownership Structure, Perceived Identity and Strategic Behavior: A View of Institutional Logic

**Junjie Yang, Xiamen University Malaysia*
Zhenyu Wang, Beijing University of Technology

Financial Slack and Firm Performance of SMMEs in China: Moderating Effects of Government Subsidies and Market-supporting Institutions

**Feng Guo, Tianjin University*
Bo Zou, Sun Yat-sen University
Xiaofei Zhang, Nankai University
Qingwen Bo, Harbin Institute of Technology

Session 14K02 (Roundtable)-Ups and Downs of Strategic Leadership: CEO Succession, Promotion, Dismissal, and Misconduct

Time: June 19, 2021, 10:50-12:20

Location: WebEx11

Chair/Discussant: Shuping Li, Hong Kong Polytechnic University

The Performance Effects of Outside CEOs in Globalizing Chinese Firms: Market Characteristics, Legitimacy, and Political Embeddedness

**Dongdong Huang, Nankai University*
Lai Si TSUI-AUCH, Nanyang Technological University

An Institutional Approach to the She'-E-O Plight: Evidence from Organizational Legitimacy and She'-E-O Dismissal

**Ying Zhang, Northwestern Polytechnical University*
Li Tong, Singapore Management University

The Heir Is Dead, Long Live the Heir: Dual Entrepreneurship in Family Business Succession Turnaround

**Shihui Chen, Ningbo University*
Hanqing Fang, Missouri University of Science and Technology
Zhenyu Wu, University of Manitoba, Canada
Alfredo De Massis, Free University of Bolzano, Italy & Lancaster University Management School
Ling Chen, Zhejiang University

Session 14K03 (Roundtable)-Job Demand, Resources and Change

Time: June 19, 2021, 10:50-12:20

Location: WebEx12

Chair/Discussant: Shuhua Sun, Tulane University

Does Approach Crafting Always Benefit? The Moderating Role of Job Insecurity

** Eryue Teng, The Hong Kong Polytechnic University*
Ming Lou, Harbin Institute of Technology
Yang Qiu, Harbin Institute of Technology

How Job Insecurity Inhibits Resistance to Change? -From a Perspective of JD-R Model

**Caifeng Feng, Nanjing Agricultural University*
Fan Lisan, Shandong Technology and

Session 14K04 (Roundtable)-Non-Market Strategies

Time: June 19, 2021, 10:50-12:20

Location: WebEx13

Chair/Discussant: Xuanli Xie, Peking University

Revisiting the Relationship Between Corporate Philanthropy and Corporate Financial Performance in China: A Replication Study

*Kaixian Mao, The Hong Kong University of Science and Technology

Firm Attention Allocation, Main Stakeholders' Interests, and Firm Strategy Making —An Investigation Based Upon Multiple Stream Approach

*Jiang Xu, Peking University

Loss of Morality and Later Benevolence? Corporate Violation and Philanthropic Donation

*Zixun Zhou, Peking University

Session 14K06 (圆桌讨论)-网络、变革与性格

时间: 2021年6月19日, 10:50-12:20

地点: WebEx18

主持人/评议人: 吕鸿江, 东南大学

网络位置对组织承诺的作用机制研究 —— 基于社会比较的视角

王菲, 江南大学

*黄昱方, 江南大学

性格决定命运——咨询连带中介作用研究

李景理, 北京大学

韩志勇, 安徽财经大学

*凌斌, 河海大学

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Session 15A (Keynote Panel)-Deans Forum

院长论坛

时间: 2021年6月19日, 12:30-14:00

地点: WebEx04

主持人: 李纪珍, 清华大学

演讲人:

霍宝锋, 天津大学

冯耕中, 西安交通大学

魏江, 浙江大学

陈晓萍, 华盛顿大学

Session 15B (专题讨论)-《管理学季刊》

专题研讨: 数字时代的平台化战略

时间: 2021年6月19日, 12:30-14:00

地点: WebEx02

主持人/评议人:

李海洋, 莱斯大学

张玉利, 南开大学

演讲者:

魏江, 浙江大学

戎珂, 清华大学

杜国臣, 商务部国际贸易经济合作研究院

陈威如, 中欧国际工商学院

演讲内容:

数字组织创新

魏江, 浙江大学

数字经济与创新生态

戎珂, 清华大学

数字时代的国际商务竞争

杜国臣, 商务部国际贸易经济合作研究院

数字化时代的管理平台化

陈威如, 中欧国际工商学院

Session 16A (Paper)-Psychology of CEOs' Leadership

Time: June 19, 2021, 14:00-15:30

Location: WebEx05

Chair/Discussant: Qi Zhu, Hong Kong Polytechnic University

Rate and Rhythm: How CEO Hubris Affects the Frequency and Regularity of Alliance Formation

**Fen Zhang, Xi'an Jiaotong University*

Yi Tang, University of Hong Kong

Yuan Changhong, Xi'an Jiaotong University

Yongchuan Bao, University of Alabama Huntsville

****Red Heart to the Party? CEO Oversea Education Experience and Corporate Response to The Belt and Road Initiative**

Yishu Cai, City University of Hong Kong

**Peng Wang, BNU-HKBU United International College*

CEO Publicly Responding to Organizational Crisis? Crisis Characteristics, External Stakeholders' Perception, and CEO Post-Crisis Media Reputation

**Ao Wang, University of Science and Technology of China*

Xiao-Ping Chen, University of Washington

Jiuchang Wei, University of Science and Technology of China

In Pursuit of Speediness: CEO Narcissism, Internationalization Entrepreneurial Orientation, and Initial-entry as well as Post-entry Speed of Internationalization

**Xiaoxuan Li, Macquarie University*

Miles Yang, Macquarie University

Yanzhao Tang, Xiamen University

Yue Wang, Macquarie University

Session 16B (Paper)-Political Perception and Adaptation

Time: June 19, 2021, 14:00-15:30

Location: WebEx07

Chair/Discussant: Wei He, Nanjing University

I Believe I Can Fly: A Social Cognitive Perspective Investigation of Leader Political Mentoring's Effects on Follower Political Adaptation

**Zhonghua Gao, Capital University of Economics and Business*

Chen Zhao, Beijing University of Posts and Telecommunications

Yonghong Liu, University of North Carolina at Greensboro

A Self-protective Perspective Exploration between Perceived Organizational Politics and Self-interested Voice

Jinyun Duan, East China Normal University

**Yue Xu, Xi'an Jiaotong-Liverpool University*

Xiaotian Wang, East China Normal University

Chiahuei Wu, University of Western Australia

Why and When Will Political Perception of Employee Increase OCB? A Three-way Interacted Mediation Model Based on the Perspective of Impression Management Theory Integrating Self-monitoring and Organizational Tenure

Jiaojiao Qu, Taiyuan University of Technology

**Yongxing Guo, Hebei University of Technology*

Xia Cao, Shanxi University of Finance and Economics

Session 16C (Paper)-Innovation in Teams and Firms

Time: June 19, 2021, 14:00-15:30

Location: WebEx08

Chair/Discussant: Shuhua Sun, Tulane

University

The Effect of an Enterprise's Innovation Ecosystem Strategy on Competitive Advantage: A Case Study of Haier Group

*Di He, Liaoning University

Chunhui Huo, Liaoning University

Xiaorui Wang, Liaoning University

Unpacking the Black Box of Ambidextrous Leadership Influences Radical Innovative Capability: The Importance of Leader Support, Emotional and Learning Capability

Shuwen Li, Tongji University

*Ruiqian Jia, Tongji University

Xiaoying Wang, Tongji University

Wenan Hu, Tongji University

Jinlian Luo, Tongji University

Limin Guo, Tongji University

Session 16D (Paper)-Darkside and Ambidexterity of Leadership

Time: June 19, 2021, 14:00-15:30

Location: WebEx09

Chair/Discussant: Xu Huang, Hong Kong Baptist University

Pretend to Smile? The Effects of Leader Failed Humor on Subordinates' Surface Acting, and Proactive Behavior

*Xiaode Ji, Peking University

Shengming Liu, Fudan University

Linna Xu, Beihang University

When and How Autocratic Leadership Brings Good Performance in Chinese Workplace: The Roles of Follower Ingratiation and Procedural Justice Climate

Hui Zhang, University of Macau

Xiaowan Lin, University of Macau

Lingzi Zhang, University of Macau

*Shanshan Gao, University of Macau

Session 16E (论文宣讲)-柔性行为演化

时间: 2021年6月19日, 14:00-15:30

地点: WebEx14

主持人/评议人: 杜运周, 东南大学

并购整合中身份凸显性转化以及对离职意愿的影响: 多案例研究

*颜士梅, 浙江大学

张刚, 浙江大学

组织变革情境中团队柔性的前因与结果研究

*凌斌, 河海大学;

陈笃升, 海康威视数字技术股份有限公司

领导风格演变与组合的作用机理: 嵌入性多案例研究

*刘洋, 沈阳师范大学

闫俊, 沈阳师范大学

马钦海, 东北大学

程刘洋, 东北大学

Session 16F (Symposium)-Understanding Innovation in China: A Multilevel and Multi-method Examination

Time: June 19, 2021, 14:00-15:30

Room: WebEx03

Language: Chinese

Chair/ Discussant:

Zhi-Xue Zhang, Peking University

Participants:

Xin Wei, University of International Business and Economics

Linna Xu, Peking University

Weiguo Zhong, Peking University

Sanbao Zhang, Wuhan University

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Slashing and Innovation Facilitated by the Platform Economy in China

Xin Wei, University of International Business and Economics

Qing Qu, Tsinghua University

Team Interaction Patterns and Innovation: A Case Study of Chinese Research Teams

Linna Xu, Peking University

CEO Negotiable Fate Belief and Its Functioning in Firm Innovation

Zhi-Xue Zhang, Peking University

Weiguo Zhong, Peking University

A Life-Cycle Perspective on the Collaborative Innovation of China Mobile Communication Technical Standards

Sanbao Zhang, Wuhan University

Session 16K01 (Roundtable)-Leadership, Public service, and Education

Time: June 19, 2021, 14:00-15:30

Location: WebEx10

Chair/Discussant: Weiguo Zhong, Peking University

Can the RBV Unpack the 'International Education' in China

**Jia Jia, Royal Holloway, University of London*

Jos Gamble, Royal Holloway, University of London

Yu Zheng, Royal Holloway, University of London

Turning Social Resource Consumers into Public Service Providers: A Social Ecological Model of Employment for People with IDD

Kit Shun Ng, University of Nottingham Ningbo China

**Pingping Fu, University of Nottingham Ningbo China*

Xiji Zhu, Central University of Finance and Economics

Bilkisu Hadejia, University of Nottingham Ningbo China

Session 16K02 (Roundtable)-HR Policies

Time: June 19, 2021, 14:00-15:30

Location: WebEx12

Chair/Discussant: Song Chang, Hong Kong Baptist University

Opportunity or Challenge? A Self-Regulation Perspective on the Double-Edged Sword Effect of the Performance-Oriented Human Resource System

Guanglei Zhang, Wuhan University of Technology

Rong Ma, Wuhan University of Technology

Mingze Li, Wuhan University of Technology

**Speaker: Kun Peng, Wuhan University of Technology*

Does Beauty Help: Gender Differences in the Influence of Physical Attractiveness on Recruiting Evaluations

Ann Peng, University of Missouri

**Wei Zeng, Hunan University*

John Schaubroeck, University of Missouri

Dong Pei, University of Missouri

Session 16K03 (Roundtable)-Interperson Influence in Teams

Time: June 19, 2021, 14:00-15:30

Location: WebEx13

Chair/Discussant: Zhijun Chen, Shanghai University of Finance and Economics

For Your Bad or Mine? How Subordinates' Territorial Behavior Evokes Supervisor' s Abusive Supervision

**Lei Ju, Dongbei University of Finance and Economics*

Jinyun Duan, East China Normal University

Xiuli Jing, Shenzhen Tourism College of Jinan University

Mehmet Ali Koseoglu, The Hong Kong Polytechnic University

Yingjing Chen, Dongbei University of Finance and Economics

The Benefits of Climate for Inclusion Come with a Cost: Examining the Effects in Teams with the Disabled

Jiping Li, Frankfurt School of Finance and Management

**Xiji Zhu, Central University of Finance and Economics*

Xinxin Li, Shanghai Jiao Tong University

Prithviraj Chattopadhyay, University of Auckland

Elizabeth George, University of Auckland

Session 16K04 (圆桌讨论)-战略领导力

时间: 2021年6月19日, 14:00-15:30

地点: WebEx17

主持人/评议人: 李瑜, 对外经济贸易大学

CEO 企业家精神、动态能力与企业绩效: 环境不确定性和制造业的调节作用

刘玥玥, 南京大学

**席猛, 南京大学*

李菲菲, 南京大学

耿修林, 南京大学

CEO 战略型领导行为、高绩效工作系统和 公司企业家精神: 企业生命周期的调节作用

**刘玥玥, 南京大学*

席猛, 南京大学

新任 CEO 特征、TMT 异质性的匹配组合对 ST 企业绩效提升的影响—基于 csQCA 方 法的实证分析

**崔世娟, 深圳大学*

唐宗维, 深圳大学

陈立敏, 深圳大学

Break

15:30-15:50

Session 17 Executive Forum

企业家论坛

时间: June 19, 2021, 14:30-17:00

地点: WebEx02

语言: 中文

主持人:

姜万军, 北大光华管理学院西安分院院长

致辞嘉宾:

张峥, 北京大学光华管理学院副院长

主题演讲

吴志攀, 北京大学教授、原北京大学常务副校长

王勇, 陕西文化产业投资控股(集团)董事长

苗丰, 榆林市委一级巡视员、中共榆阳区委书记

龚桢钦, 极飞科技联合创始人

企业家高峰对话

主持人:

张志学, 中国管理研究国际学会(IACMR)候任主席、北大光华管理学院教授

对话嘉宾:

薛季民, 陕国投董事长

赵超, 步长制药总裁

宋科璞, 中航西安飞机工业集团股份有限公司副总经理

魏存成, 陕西石羊股份有限公司董事长

刘萍, 西安银桥乳业(集团)有限公司总经理

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Time: June 19, 2021, 15:50-17:20

Location: WebEx05

Chair/Discussant: Sissi Li, Chinese University of Hong Kong

Beyond Bounded Rationality: CEO Reflective Thinking and Firm Sustainable Performance

**Yingya Jia, Shanghai University*

Anne Tsui, Arizona State University

Xiaoyu Yu, Shanghai University

From A Leader Flashing to Organizational Sustainable Development: The Construction Process of Institutional Leadership and the Mechanisms on Organizational Development

Jianghong Dai, Xi'an Jiaotong University
Jing Ge, Xi'an Jiaotong University
**Chunhui Cao, Shanghai International Studies University*

How Does Sustainable Supply Chain Information Affect Consumers' Choices? The Moderating Effect of Environmental Attitude Uncertainty

Kangkang Yu, Renmin University of China
Cheng Qian, Central University of Finance and Economics
Hua Zhao, Renmin University of China
**Yike Ma, Renmin University of China*

Session 17B (Paper)-Cooperation and Coopetition

Time: June 19, 2021, 15:50-17:20
Location: WebEx06
Chair/Discussant: Hong Zhu, Peking University

To Enforce or Not to Enforce: Untangling a Tangled Web of Contracts and Trust

**Hongjiang Yao, Tianjin University*

Managerial Interpersonal Relationships and Partner Selection in Alliance Formation

**Hongjuan Zhang, Tianjin University*
Fengyan Yu, Tianjin University

Network Orchestration and Organizational Learning by Latecomers: The Case of Chinese High-Speed Trains

**Huaichuan Rui, Royal Holloway, University of London*

Olga Bruyaka, West Virginia University

Session 17C (Paper)-Team Management

Time: June 19, 2021, 15:50-17:20
Location: WebEx07
Chair/Discussant: Zhijun Chen, Shanghai University of Finance and Economics

Teamwork Done Right? - The Role of Collaboration Models in Teams

**Yi-Ching Liu, Taiwan University*
Miriam Garvi, Taiwan University

The Individual Intellectual Capital of Small and Medium-sized Enterprise Employees: Based on the Latent Profile Analysis

**Xing Bu, University of Science and Technology Beijing*
Jian Zhang, University of Science and Technology Beijing
JingJing Li, University of Science and Technology Beijing

Session 17D (Paper)-Career Development and Adaptability

Time: June 19, 2021, 15:50-17:20
Location: WebEx09
Chair/Discussant: Yanjun Guan, Durham University

Will High Performers Receive More Supervisor Career Mentoring? The Role of Perspective Taking

**Xiaoyu Wang, Tongji University*
Xiaotong Zheng, Durham University
Shuming Zhao, Nanjing University
Yanjun Guan, Durham University

Perceived Overqualification and Job Crafting: Is There a Silver Lining?

Jing Qian, Beijing Normal University
Zhaoyi Yan, Norwegian School of Economics

* Wei Zhang, Beijing Normal University
Bin Wang, Curtin University
Xu Ri Xu, Hebei University

Linking Protean Career Orientation with Career Optimism: Career Adaptability and Career Decision Self-Efficacy as Mediators

*Hui Li, Shenzhen University
Hang-Yue Ngo, The Chinese University of Hong Kong
Hazel Chui, The Chinese University of Hong Kong

Session 17E (论文宣讲)-量表开发

时间: 2021年6月19日, 15:50-17:20
地点: WebEx15
主持人/评议人: 贾良定, 南京大学

严苛管理: 概念、测量及与辱虐管理的不同影响

*王海珍, 西安外国语大学

领导纳谏的量表开发及有效性研究

*肖素芳, 桂林电子科技大学
宗树伟, 中南财经政法大学

Session 17F (论文宣讲)-职业生涯与工作投入

时间: 2021年6月19日, 15:50-17:20
地点: WebEx14
主持人/评议人: 翁清雄, 中国科技大学

工作重塑视角下高绩效人力资源系统对职业成长的影响及作用边界研究

*苗仁涛, 首都经济贸易大学
俞佳, 首都经济贸易大学

配偶情绪智力对员工工作投入的影响: 员工生活幸福感的中介作用和性别的调节作用

*余宇, 清华大学
郑晓明, 清华大学
刘鑫, 中国人民大学

Session 17G (论文宣讲)-建言

时间: 2021年6月19日, 15:50-17:20
地点: WebEx16

主持人/评议人: 段锦云, 华东师范大学

个别协议对员工建言的影响机制研究: 基于工作特征模型的视角

*王林琳, 湖北科技大学
张勇, 重庆大学
龙立荣, 华中科技大学

资质过剩感会激发员工建言吗? ——基于公平启发视角

*周晔, 山西财经大学

Session 17H (Symposium)-Theorizing Innovative Practices in the Chinese Healthcare Management Context

Time: June 19, 2021, 15:50-17:20
Room: WebEx03

Chairs:

Wu Liu, Hong Kong Polytechnic University

Wenhong Zhang, Nanjing University

Participants:

Haiyin Tu, Nanjing University

Wenhong Zhang, Nanjing University

Jiahui He, Hong Kong Polytechnic University

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Institutional Intrapreneurship in Healthcare Organization: Outside-in or Bottom-up?

Wenhong Zhang, Nanjing University

Silei Chen, Nanjing University
Beilei Dang, Nanjing University
Yapu Zhao, Tongji University

Job Crafting Behaviors of Healthcare Managers in China

Jiahui He, Hong Kong Polytechnic University
Wu Liu, Hong Kong Polytechnic University
Cynthia Lee, Northeastern University

Session 17I (专题讨论)- 数字创新与数字化转型

时间: 2021年6月19日, 15:50-17:20

地点: WebEx04

主持人/评议人:

戎珂, 清华大学

陈爽英, 电子科技大学

演讲者:

陈劲, 清华大学

魏江, 浙江大学

余江, 中国科学院科技战略咨询研究院

演讲内容:

数字创新范式建构与理论展望

演讲人: 魏江, 浙江大学

数字化转型战略

演讲人: 陈劲, 清华大学

数字创新的引领与发展

演讲人: 余江, 中国科学院科技战略咨询研究院

Session 17K01 (Roundtable)-Leadership, Innovation, and Entrepreneurship

Time: June 19, 2021, 15:50-17:20

Location: WebEx10

Chair/Discussant: Xiwei Yi, Peking University

The Buddhist Wheel of Time: Chinese Buddhist Entrepreneurs, Managerial

Attention Allocation, and New Ventures' Access to External Resources

*Zuhui Xu, Nanjing University of Finance and Economics

Yi Tang, University of Hong Kong

Zhiyang Liu, Shanghai University of Finance and Economics

Validation of the Hybrid Entrepreneurial Work Regulatory Focus (HEWRF) Scale

*Eric Asante, Lingnan University

Emmanuel Affum-Osei, The Chinese University of Hong Kong

Barbara Danquah, Ghana Technology University College

Alliance Partnering Strategies and Innovation Outcomes: The Contingent Effect of TMT Linkages

Jie Wu, University of Macau

*Nitin Pangarkar, National University of Singapore

Xinhe Zhang, University of Macau

Session 17K02 (Roundtable)-Leader Influence

Time: June 19, 2021, 15:50-17:20

Location: WebEx12

Chair/Discussant: Jinlong Zhu, Renmin University of China

What Happens to a Black Sheep?

Exploring How Multilevel LMX

Differentiation Shapes the

Organizational Altruism Behaviors of Low LMX Minority

*Shangyun Chen, Chongqing University

Cuilian Zhang, Chongqing University

Thriving Leader-Follower Relationship: A Social Information Processing

Perspective on How Cognitive Trust

Transforms to Affective Trust

*Yu Song, Southeast University

Guangtao Yu, Central University of Finance and Economics

Session 17K03 (圆桌讨论)-制度环境

时间: 2021年6月19日, 15:50-17:20

地点: WebEx17

主持人/评议人: 杜运周, 东南大学

“精英路线”还是“大众路线”: 基于 AACSB 和 JCI 的双案例研究

张文红, 南京大学

吕雪霖, 南京大学

赵亚普, 南京航空航天大学

*陈斯蕾, 南京大学

党蓓蕾, 南京大学

创业环境与员工离职创业意向: 组织敌意的作用

*曾恺, 浙江工业大学

王端旭, 浙江大学

李正卫, 浙江工业大学

徐瑀婧, 浙江工业大学

东道国制度脆弱性情景下 CMNEs 如何“避雷”: 机会复制 or 机会创新

*陈其齐, 电子科技大学

史轩亚, 电子科技大学

杜义飞, 电子科技大学

寇亮亮, 电子科技大学

Session 19 Closing Ceremony-

Appreciation of Outgoing Officers and

Inauguration of New Officers

闭幕式及新一届学会领导交接

Time: June 19, 2021, 19:00-20:30

Location: WebEx01

Session 20 (PDW)- Global Strategy

Journal Paper Development Workshop

Time: June 19, 2021, 21:00-23:00

Location: WebEx04

Chair/Organizer:

Dan Li, Indiana University

Presenters:

Gabriel Benito, Co-Editor, BI Norwegian Business School

Tailan Chi, Editorial Board, University of Kansas

Alvaro Cuervo-Cazurra, Co-Editor, Northeastern University

Dan Li, Former Associate Editor, Indiana University

Peter Ping Li, Editorial Board, Copenhagen Business School

Nitin Pangarkar, Editorial Board, National University of Singapore

Wei Shi, Editorial Board, University of Miami

Tony Tong, Editorial Board, University of Colorado

Stephanie Wang, Editorial Board, Indiana University

Minyuan Zhao, Editorial Board, Washington University in St. Louis

Ram Mudambi, Co-Editor, Temple University

Day 4, June 20, 2021, Sunday

2021年6月20日，星期日

Professional Development Workshop
专业发展工作坊

Session 21A (PDW)- Applications of Meta-Analysis in Management and Organization Research

Time: June 20, 2021, 8:30-11:30

Location: WebEx09

Language: English

Chair/Organizer:

Kaifeng Jiang, The Ohio State University

Presenters:

Jason Lei Huang, Michigan State University

Jia Yu, University of Nebraska-Lincoln

Yucheng Zhang, Hebei University of Technology

Helen Hailin Zhao, The University of Hong Kong

Location: WebEx16

Language: English

Chair/Organizer:

Yifei Sun, Chinese Academy of Sciences University

Presenters

Yifei Sun, Chinese Academy of Sciences University

Rongping Mu, Chinese Academy of Sciences University

Xudong Gao, Tsinghua University

Jiang Wei, Zhejiang University

Session 21B (PDW)- Accelerating Meta-Analyses with HubMeta: An Open Science Platform

Time: June 20, 2021, 8:30-10:30

Location: WebEx04

Language: English

Chair/Organizer:

Zhaoli Song, National University of Singapore

Presenter

Zhaoli Song, National University of Singapore

Piers Steel, University of Calgary

Session 21D (PDW)- Finding Your Research Identity and Purpose: Lessons from Research Award Winners (Pre-registered participants only)

Time: June 20, 2021, 8:30-11:30

Location: WebEx03

Language: English

Chairs/Organizers:

Joon Hyung Park, Nottingham University Business School China

Amy Yi Ou, The Hong Kong Polytechnic University

Annie Yi Ruan, Nottingham University Business School China

Eun Woo Kim, Nottingham University Business School China

Presenters:

Greg Distelhorst, University of Toronto

Eric Yanfei Zhao, Indiana University

Chris Lo, Hong Kong Polytechnic University

Xuhong Li, Fudan University

Ann Yan Zhang, Peking University

Session 21C (PDW)- Agency, Actors, Actions (3As) - A New Framework and Its Application to Research on Corporate Technology Innovation

Time: June 20, 2021, 8:30-12:30

Session 21E (PDW)- Researching Chinese

**Women Entrepreneurship in a New Era:
Opportunities and Challenges**

Time: June 20, 2021, 8:30-11:00

Location: WebEx05

Language: English

Chairs/Organizers:

Jun Li, University of New Hampshire
Grace Guo, Sacred Heart University
Crystal Jiang, Bryant University

Presenters:

Jun Li, University of New Hampshire
Grace Guo, Sacred Heart University
Crystal Jiang, Bryant University
*Yiyuan Mai, Huazhong University of Science
and Technology*
*Zhuxin Ye, Huazhong University of Science
and Technology*

**Session 21F (PDW)- Strategy Science
PDW: Why Strategy Science? What
makes for interesting strategy research
and the various forms that may take**

Time: June 20, 2021, 8:30-10:30

Location: WebEx07

Language: English

Chair/Organizer:

Daniel Levinthal, University of Pennsylvania;
Editor-in-Chief of *Strategy Science*

Presenters:

Joanne Oxley, University of Toronto
Dennis Yao, Harvard Business School
Todd Zenger, University of Utah

Break

10:30-10:50

**Session 22A (PDW)- Advancing Event
Studies in China: A Multilevel and Multi-
method Research Agenda**

Time: June 20, 2021, 10:50-12:50

Location: WebEx04

Language: Chinese and English

Chair/Organizer:

Dong Liu, Georgia Institute of Technology

Presenters:

Dong Liu, Georgia Institute of Technology
*Yang Chen, Southwestern University of
Finance and Economics*
Jing Jin, Renmin University of China
*Shengche Ren, Shanghai Maritime
University*
Mo Zhang, Shanghai Maritime University

**Session 22B (PDW)- Artificial Intelligence
and HR Research: Dialogue between
Academia and Practitioners**

Time: June 20, 2021, 10:30-12:00

Location: WebEx06

Language: Chinese and English

Chairs/Organizers:

Wei Chi, Tsinghua University;
Jing Zhou, Rice University

Presenters:

*Xiao Chen, University of Prince Edward
Island*
Ning Li, University of Iowa
Calvin Xu, Hiretual
Sijiang Wang, Hiretual

**Session 22C (PDW)- Entrepreneurial
Social Media Marketing**

Time: June 20, 2021, 11:00-11:45

Location: WebEx07

Language: English

Chairs/Organizers:

Dalong Ma, University of Northern
Colorado
Huan Chen, University of Florida

Presenters:

Huan Chen, University of Florida
Zifei "Fay" Chen, University of San Francisco
*Dalong Ma, University of Northern
Colorado*
Chao Miao, Salisbury University

Lunch Break**12:30-14:00****Session 23A (PDW)-Experimental Design
101: How to Design Successful
Experiments in Management Research****Time: June 20, 2021, 14:00-16:00****Location: WebEx04****Language: English****Chairs/Organizers:***Xi Wen (Carys) Chan, Griffith University**Xuejiao (Shea) Fan, RMIT University***Presenters:***Xi Wen (Carys) Chan, Griffith University**Xuejiao (Shea) Fan, RMIT University**Chi-Ying Cheng, Singapore Management
University**Roy Chua, Singapore Management
University**Zhi Liu, Peking University**Ke Mai, National University of Singapore***Session 23B (PDW)- Philosophical Issues
in Management Research****Time: June 20, 2021, 14:00-17:00****Location: WebEx16****Language: Chinese****Chairs/Organizers:***Fuli Li, Xi'an Jiaotong University**Haijiang Wang, Huazhong University of
Science and Technology**Guobin Dai, Central South University***Presenters:***Anne Tsui, University of Notre Dame,**Peking University, Fudan University and
Shanghai Jiao Tong University**Yunzhou Du, Southeast University**Guobin Dai, Central South University**Fuli Li, Xi'an Jiaotong University**Wei He, Nanjing University**Liangding Jia, Nanjing University**Jian Liang, Tong Ji University**Tao Wang, Grenoble Ecole de
Management**Haijiang Wang, Huazhong University of
Science and Technology**Xu Huang, Hong Kong Baptist University**Weiguo Zhong, Peking University***Break****15:00-15:20****Session 23C (PDW)- Advanced QCA PDW****Time: June 20, 2021, 15:00-18:00****Location: WebEx03****Language: English****Chairs/Organizers:***Yunzhou Du, Southeast University**Liangding Jia, Nanjing University**Johannes Meuer, ETH Zurich**Adrian Dusa, University of Bucharest***Presenters:***Yunzhou Du, Southeast University**Adrian Dusa, University of Bucharest**Liangding Jia, Nanjing University**Daomi Lin, Sun-Yat Sen University**Johannes Meuer, ETH Zurich***Session 23D (PDW)- 如何用电影教管理****时间: 2021年6月20日 14:00-16:00****地点: WebEx06****语言: 中文****主持人/组织人:****杨逸, 洛厄尔麻省大学****演讲人:***孙黎, 洛厄尔麻省大学**邹波, 中山大学*

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