



THE 10TH BIENNIAL IACMR CONFERENCE
第十屆中國管理研究國際學會會議
GLOBALIZATION IN FLUX: CHINA AND THE WORLD
動盪中的全球化：中國與世界

IACMR 2023 Conference

Program (PDF)

June 14-18, 2023

Hong Kong, China

**The authors' names and affiliations displayed in the program are based on the information they provided in their IACMR membership profiles.*

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You can download the *IACMR 2023 mobile app* from the Apple Store or Google Play by searching for "**IACMR2023**".

Online program: <https://www.xcdsystem.com/iacmr/program/vVLDTC9/index.cfm>

****Please follow the online version of the schedule in case of any discrepancies.***

Day 0 Pre- Conference
Wednesday, June 14

Session PC 1a (TLC): Involving Senior Executives in Management Education: Insights from Professors of Practice (Pre-registered attendees only)

Time: Wednesday, June 14, 13:00- 16:00

Venue: WLB 103

Language: English

Session Chair : Prof. Wu Liu, Professor, The Hong Kong Polytechnic University

Speakers :

Dr. Royce Yuen, J.P., Professor of Practice, The Hong Kong Polytechnic University/Co-founder of Malogic

Dr. Leo Ho, Professor of Practice, Hong Kong Baptist University

Session PC 1b (TLC): 研究驱动的战略管理教学：有理、有据、有用、有趣 (Pre-registered attendees only)

Time: Wednesday, June 14, 13:00- 16:00

Venue: WLB 104

语言：中文

主持人：路江涌，北京大学

演讲人：

路江涌，北京大学

陈国立，欧洲工商管理学院

朱洪泉，亚利桑那州立大学

Session PC 1c (TLC): 动荡时代的谈判与和解：参与式教学模拟 (Pre-registered attendees only)

Time: Wednesday, June 14, 13:00- 16:00

Venue: WLB 109

语言：中文

主持人：姚晶晶，IESEG 管理学院

演讲人：

刘黎安，乔治亚州立大学

马力，北京大学

姚晶晶，IESEG 管理学院

Session PC 1d (TLC): 组织与管理领域的多元教学法 (Pre-registered attendees only)

Time: Wednesday, June 14, 13:00- 16:00

Venue: WLB 211

语言：中文

主持人：魏昕

演讲人：

魏昕，中国人民大学
魏亚欧，混沌北京创商院
王颂，浙江大学

Session PC2 (PDW): SMS PAPER DEVELOPMENT WORKSHOP

Time: Wednesday, June 14, 13:00- 16:00

Venue: AAB 205

This Session is Sponsored by the Jones Graduate School of Business, Rice University

PDW Panelists

Sam Garg:
ESSEC Business School, Singapore
Associate editor of Strategic Entrepreneurship Journal

Dan Li:
Indiana University
Former associate editor of Global Strategy Journal

J.T. Li:
Hong Kong University of Science and Technology
Former associate editor of Strategic Management Journal

Yong Li
University of Nevada, Las Vegas
Co-editor of Strategic Entrepreneurship Journal

Jiao Luo
University of Minnesota
Associate editor of Strategic Management Journal

Yan Anthea Zhang
Rice University
Former associate editor of Strategic Management Journal

Eric Zhao
Indiana University
Associate editor of Strategic Entrepreneurship Journal

Session PC3: New Member Orientation

Time: Wednesday, June 14, 16:30- 17:30

Venue: WLB 103

Chair: Ray Friedman (Vanderbilt University)

Session PC4: IACMR- MOR Welcome Reception

Time: Wednesday, June 14, 18:00- 19:30

Venue: AAB Podium (Floor 3)

Day 1

Thursday, June 15

Session 1: Opening Ceremony

Time: Thursday, June 15, 09:00- 09:30

Venue: AC Hall

Chair: Wei Shen (Arizona State University)

Session 2 (Keynote Panel): Conference Theme Keynote Panel: Globalization in Flux: China and the World

Time: Thursday, June 15, 09:30- 11:30

Venue: AC Hall

Chair:

Wei Shen, Arizona State University

Presenters:

Xiao-Ping Chen, University of Washington; Anthea Yan Zhang, Rice University; Chi Yue CHIU, The Chinese University of Hong Kong

Did You Hear My Eye Roll? Cross-cultural Studies of Communication Style, Leadership Potential, and Employee Outcomes

Xiao-Ping Chen, University of Washington

Chinese Firms' Outbound Foreign Direct Investments in the New Era of Globalization

Yan Zhang, Rice University

A whole new world with Generative AI: Implications on "globalization" of knowledge and global talent development

Chi-Yue Chiu, The Chinese University of Hong Kong

Session 3A (Symposium): GOVERNANCE OF INSTITUTIONS: MANAGING THE LOGIC AND ORDER OF CORPORATIONS IN CHINA

Time: Thursday, June 15, 11:45- 13:15

Venue: AAB 201

Organizer: Milo Wang (Arizona State University) and Shipeng Yan (The University of Hong Kong)

Speakers:

Amy Hillman, Arizona State University

Michael Lounsbury, University of Alberta

Jane Lu, City University of Hong Kong

Session 3B (Paper Presentation): Gig Economy and Algorithmic Management

Time: Thursday, June 15, 11:45- 13:15

Venue: SCC 201

Chair: Xue Lei (East China University of Science and Technology)

Is Algorithmic Control Always Good for App-workers' Well-being? A Moderated Curvilinear Relationships

Bingqian Liang, Shanghai University; Mengli Song, 上海大学; Weiwei Huo, 上海大学; Yongmei Liang, Shanghai University; Lingyu Jin, Shanghai University

That is not fair: Online labor platform workers' justice perceptions toward algorithmic management

Lian Zhou, 广东工业大学; Xue Lei, East China University of Science and Technology; Rui Hou, Guangdong University of Technology; **Jiahui Li**, Guangdong University of Technology

Crafting an Algorithm-managed Job: Examining Gig Workers' Job Crafting Activities in Food Delivery Platform

Haijiang Wang, 华中科技大学管理学院; **Yuanxin Tang**, Huazhong University Of Science And Technology; Xianwei Shi, Shanghai Jiao Tong University

Session 3C (Paper Presentation): Dynamics of Authoritarian Leadership and Abusive Supervision

Time: Thursday, June 15, 11:45- 13:15

Venue: SCM 012

Chair: Huiwen Lian (Texas A&M University)

Abused but not bruised: A six-wave within-person model of employee performance improvement under abusive supervision

Yaxian Zhou, The University of Hong Kong; Bonnie Hayden Cheng, University of Hong Kong

When is an Authoritarian Leader Perceived as More Abusive: Investigations of the Effect of Subordinates' Ideal and Typical Leadership Schema

Wen Zhang, 北京师范大学; Lei Wang, 清华大学经济管理学院; Jing Jiang, Beijing Normal University; Xiaolong Zhang, Beijing Normal University; **YUE YOU**, Beijing Normal University; Xichao Zhang, Beijing Normal University

Persistence of Authoritarian Leadership in Contemporary Organizations: The Role of Power Motivation and Lay Effectiveness Belief Promoted by Leaders' Power Distance

Maolin Wang, Yunnan University of Finance and Economics; Xinhui Jiang, 云南财经大学; Yanling Wang, 云南财经大学; Lanlan Chen, Yunnan University of Finance and Economics

Session 3D (Paper Presentation): Microbreaks and Rumination

Time: Thursday, June 15, 11:45- 13:15

Venue: WLB 103

Chair: Joel Koopman (Texas A&M University)

Antecedents and outcomes of work rumination: Evidence from a meta-analysis

Qian Xu, University of Science and Technology Beijing; Kui Yin, University of Science and Technology Beijing; Nian nian Dong, University of Science and Technology Beijing

Let It Go and Bounce Back! Action-oriented (vs. State-oriented) Rumination Increases Employees' Positive Mood and Job Performance After Customer Mistreatment Experience

Chang-Jun Li, Wuhan University; Erica Xu, The Hong Kong Baptist University; Xu Huang, The Hong Kong Baptist University

Session 3E (Paper Presentation): Work in the Social Media Era

Time: Thursday, June 15, 11:45- 13:15

Venue: WLB 104

Chair: Pei Liu (Sun Yat-Sen University)

Pressure from Social Media: The Influence of Social Media Usage on Career Exploration and Career Well-



being

Shengming Liu, Fudan University; Shiyu Zhou, Fudan University; yan Wu, Fudan University

Demands drag my feet: Implications of daily work-related ICT demands for daily procrastination at work from the perspective of self-determination theory

Pei Liu, Sun Yat-Sen University; Li Xin, Jinan University; Aimei Li, Jinan University

Does Digital Connectivity Demand Lead to Taking Charge or Withdrawal Behavior? The Contingent Role of Employees' Growth and Fixed Mindsets and The Mechanism of Cognitive Appraisals

Junjie WEI, Zhejiang University; Chu-Ding Ling, Renmin University of China; Xiaoyun Xie, Zhejiang University

Session 3F (Paper Presentation): Paying Attention to Minority Groups at Workplace

Time: Thursday, June 15, 11:45- 13:15

Venue: WLB 109

Chair: Guolei Zhang (Wilfrid Laurier University)

YOU ARE NOT ALONE: AN EXAMINATION OF LESBIAN AND GAY (LG) EMPLOYEES' EXPERIENCE OF CHANGING WORKPLACE HETEROSEXISM IN CHINA

Guolei Zhang, Wilfrid Laurier University; Jing Wang, York University; You-Ta Chuang, York University; Robin Church, Toronto Metropolitan University

Acceptance of disability and proactive career behavior: the roles of self-efficacy and contextual barriers

Xiji ZHU, 中央财经大学; Kaiyi WANG, Central University of Finance and Economics; Zijun Cai, 北京师范大学经济与工商管理学院; Yu YANG, Central University of Finance and Economics; Cong CAI, University of Chinese Academy of Social Sciences

Back to the Stage: How do Disabilities Capitalize on Social Media in Improving Social Justice at Work?

Jian Liang, Tongji University; chi zhang, Tongji University; DENG Honglin, Tongji University

Session 3G (Paper Presentation): 领导特质对员工行为的影响

Time: Thursday, June 15, 11:45- 13:15

Venue: WLB 204

Chair: Song Chang (Hong Kong Baptist University)

谦卑有度，方得始终：CEO 谦卑、容错氛围对企业绩效的曲线效应研究

Xiuli Sun, 首都经济贸易大学

魅力领导的两面性对下属创造力的影响机制研究

Xiao-Yu Liu, University of International Business and Economics; Caiting Yu, University of International Business and Economics; Ke Wang, 对外经济贸易大学

领导感激表达能提高员工的追随行为吗？情绪表达真诚性的作用

Yanghao Zhu, Huazhong University of Science and Technology; Lirong Long, 华中科技大学管理学院; Wenxing Liu, 中南财经政法大学

领导幽默感对团队绩效的影响研究——一个有调节的链式中介模型

Yixuan Chen, Zhejiang Gongshang University; Yue Zhu, Zhejiang Gongshang University; Rongrong Shi, Zhejiang Gongshang University; Jiangpei Xie, 浙江工商大学; Qingyan Ye, Zhejiang Gongshang University

Session 3H (Paper Presentation): 社会创业

Time: Thursday, June 15, 11:45- 13:15
Venue: WLB 211
Chair: Xiaoyu Yu (Shanghai University)

什么样的资源拼凑驱动社会创业企业双重绩效 —— 基于模糊集定性比较分析的研究

Wei Peng, 常州大学; **yiyang shen**, 常州大学; **Zheng Qiling**, 科大讯飞

众创空间独特性的合法性门槛效应研究

Qinyue Chen, Renmin University of China; **Hai Guo**, Renmin University of China; **Yang Li**, 同济大学

乡村创业、情境与嵌入：一个开放系统的视角

Haiyan Li, Nanjing University; **Haijian Liu**, Nanjing University; **huaguang hu**, Nanjing University

营商环境生态如何影响经济体创业活跃度？ —— 经济波动背景下基于制度组态的分析

Qiuchen Liu, Southeast University; **Yunzhou Du**, 东南大学

Session 3J (Paper Presentation): Executives' Impact on Firm Innovation

Time: Thursday, June 15, 11:45- 13:15
Venue: AAB 503
Chair: Xuanli Xie (Peking University)

Top Management Team Climate Risk Perception and Green Innovation: Evidence from China

Zhen Huang, Northwestern Polytechnical University; **Yuhui Wang**, Northwestern Polytechnical University

Based on the Mediating Role of Corporate Social Responsibility, How Executives' Well-being Affects Corporate Innovation

Li Wang, 中国人民大学

How Executive Inequity Aversion Influences Corporate Innovation: The Behavioral Agency Theory Perspective

Xiaozhen Jiang, 福州大学; **Lerong He**, State University of New York At Brockport; **Liting Fang**, Fuzhou University

Session 3K (Paper Presentation): State, Poverty Alleviation, and Corporate Social Responsibility

Time: Thursday, June 15, 11:45- 13:15
Venue: AAB 504
Chair: Ni Na (Shenzhen University)

The Competition Behind the Competition: State-Sponsored Awards, Political Tournament, and Corporate Participation in Alleviating Poverty in China

Weiting Zheng, University of New South Wales (Unsw); **Ni Na**, Shenzhen University; **xiaowei luo**, INSEAD; **you jiaxing**, Xiamen University; **Xiting Wu**, Shandong University

Shielded Due to the Social Divide? The Role of Duality and Female Leaders in Firms' Response to Government's Poverty Alleviation Campaign

YI YING, the Chinese University of Hong Kong; **Danqing Wang**, The Hong Kong University of Science and Technology

The double-edged sword effect of government-initiated CSR on organizational performance: Moderating roles of slack resources and competition intensity

Ziyu Zhao, Huazhong University of Science and Technology; *MENGYANG WANG*, Huazhong University of Science and Technology

Session 3L (Paper Presentation): Succession in Family Business

Time: Thursday, June 15, 11:45- 13:15

Venue: AAB 505

Chair: Lin-Hua Lu (National Taipei University of Technology)

Heir to the Throne: Child-successors' Willingness and Parent-incumbents' Corporate Philanthropy in Family Firms

Chen Yixin, Northwest University

ARE NONFAMILY CEOS ALWAYS TREATED LESS FAVORABLY? A DYNAMIC PERSPECTIVE OF CEO TURNOVER IN FAMILY FIRMS

Wei Shen, Arizona State University; *Qian (Cecilia) Gu*, Georgia State University; *Lin-Hua Lu*, National Taipei University of Technology

Initiate Entrepreneurial Exit in Lone-founder Firms: Substantive and Rhetorical Initiation of Family Succession Exit and Multiple Audience Reaction

Junyan Lu, Peking University; *Yanlong Zhang*, Peking University; *Yijie Min*, Peking university

Taking a Risk or Standing Still? The effects of CEO regulatory focus on successor choice in family firms

Yuru Zhou, Shanghai International Studies University; *Chunhui Cao*, Shanghai International Study University

Session 3RT 01 (Roundtable): CSR

Time: Thursday, June 15, 11:45- 13:15

Venue: AAB 203

Chair: Jingyi Bai (Macau University of Science and Technology)

From Societally-oriented Firms to Prosocial Employees: It's All About Supervisor Behavior

Ning Xiao, Beijing Normal University-Hong Kong Baptist University United International College

Perceived Corporate Social Responsibility and Employee Voluntary Pro-Environmental Behavior: Does Moral Motive Matter?

Jingyi Bai, Macau Univeristy of Science and Technology; *Qing Tian*, Macau University of Science And Technology; *Hui Sun*, Macau University of Science and Technology

A Bibliometrics-based Visualization Analysis on Green Leadership

Jie Zhong, Tsinghua University; *Xiaojing Shao*, 哈尔滨工业大学; *Xin An*, Harbin Institute of Technology; *Huan Xiao*, Harbin Institute of Technology; *Yang Rui*, Macquarie University

You Do Good and I Do Good: Investigating How CSR Fuels Employees' Calling and Voice

Xue Han, Renmin University of China; *Famei Shen*, Xi'an Jiaotong-Liverpool University; *Yuhui Li*, 中国人民大学劳动人事学院; *Vivien Lim*, National University of Singapore; *Jie Li*, Xi'an Jiaotong-Liverpool University

Session 3RT 02 (Roundtable): 多视角的创业管理

Time: Thursday, June 15, 11:45- 13:15

Venue: AAB 204

Chair: Beini Liu (Beijing Technology and Business University)

创业者使命身份、财富态度与创业团队关系治理

Qi Zhou, Sun Yat-Sen University; Renhong Zhu, Sun Yat-Sen University; Sihan He, Sun Yat-sen University

创业者网络行为对创业绩效的影响——网络中心度与组织声誉的作用研究

WANG Jiaonan, Tongji university; Luning Shao, 同济大学经济与管理学院; Yifei Wang, Tongji University; Yi Yang, Tongji University

创业网络视角下的创业者社交行为与企业伦理实践——结构洞的中介作用

Yifei Wang, Tongji University; Feng Wei, 同济大学

Session 3RT 03 (Roundtable): 中国特色管理研究

Time: Thursday, June 15, 11:45- 13:15

Venue: AAB 206

Chair: Zhonghua Gao (中国社会科学院工业经济研究所)

中国文化背景下晋升公平原则的研究

Qingjuan Wang, Nankai University; Wenyu Ding, Nankai University; Xiaolu Huang, Nankai University

党政领导搭配对行政一把手降职的影响——基于资历、能力和关系差异的角度

Jingli Li, Henan University of Technology; Jianjun Zhang, 北京大学光华管理学院

以仁为本，道义治之——仁慈领导与员工追随力的曲线关系

Kang-Hwa Shaw, Shandong University; Minhong Qiu, Shandong University; Hung-Yi Liao, Shaoguan University

我国人才评价研究四十年热点与趋势分析

Meng Wang, 四川大学; Shuming Zhao, Nanjing University

Session 3RT 04 (Roundtable): Antecedents of Firm Innovation

Time: Thursday, June 15, 11:45- 13:15

Venue: AAB 207

Chair: Yusi Jiang (Donghua University)

CEO's Free-Riding and Firm Innovation

Zitai Hu, Renmin university of China; Wenlong He, Renmin University of China; Weiwen Li, 中山大学管理学院

Unravelling the Relationship between Risk-taking Culture and Firm Product Innovation Performance: The Mediating Role of Organisational Resilience in the Nordic & Chinese Contexts

Yian Chen, Aalto University; Carl F. Fey, BI Norwegian Business School

NETWORK POSITION AND INNOVATION RESILIENCE: EVIDENCE FROM A NATURAL EXPERIMENT IN CHINA

Yusi Jiang, Donghua University 东华大学; Chuanjia Li, 上海财经大学国际工商管理学院; Wang Xincheng, Tongji University

Proactiveness and Technological Innovations: Examining the Mediating Roles of Multi-faceted Business Ties

Chen Han, Xi'an Jiaotong University

Session 3RT 05 (Roundtable): Corporate Social Responsibility Decoupling, Misconducts, and Apologies

Time: Thursday, June 15, 11:45- 13:15

Venue: WLB 201

Chair: Na Yang (Southwestern University of Finance and Economics)

CEOs' prior functional diversity and corporate social responsibility decoupling: Evidence from Chinese listed firms

Na Yang, Southwestern University of Finance and Economics; Yanan Shen, Southwestern University of Finance and Economics

How Do Investors React to Corporate Misconduct?

Lu Ye, University of Melbourne; Helen Hu, University of Melbourne

Visualized CSR messages and investor reactions to corporate apologies

Sijia Zhang, Northwestern Polytechnical University; Ming Jia, Northwestern Polytechnical University; Juan Wang, Northwestern Polytechnical University

Common Ownership and Interorganizational Diffusion of Corporate Misconduct

Canquan Li, Hong Kong Polytechnic University; Shuping Li, Hong Kong Polytechnic University; Jane Lu, City University of Hong Kong

Session 4A (Symposium): The Application of China Family Panel Studies (CFPS) in Chinese Management Research

Time: Thursday, June 15, 14:15- 15:45

Venue: AAB 201

Chair: Yaqi Gao (Peking University) and Qiong Wu (Project Office of China Family Panel Studies Institute of Social Science Survey, Peking University)

Mobile vs. Fixed Devices: The Effects of Using Different Internet Access Devices on Subjective Wellbeing

Xiongfai Tan, University of Chinese Academy of Sciences

The impact of the new agricultural insurance policy on China common prosperity under the framework of institutional analysis and development

Chen Na, Beijing normal university

'996' paradox: the link between daily working hours and innovation in China

Amy Tong Zhao, Guanghua School of Management, Peking University

Internal Locus of Control and Entrepreneurial Entry Choice

Yaqi Gao, Peking University

Session 4B (Paper Presentation): New Trends of Leader-Member Interaction Research

Time: Thursday, June 15, 14:15- 15:45

Venue: SCC 201

Chair: Yuntao Dong (Peking University)

The Impact of Authentic Leadership on Followers' Being Themselves

*Gang He, 北京大学; Zhang ShengJun, Shanghai University of Finance and Economics; Yahua Cai, 上海财经大学
国际工商管理学院; Liangding Jia, Nanjing University*

Thriving is not good for all: a contradictory perspective on the influence of supervisor thriving on

subordinates at work

Xiaoyu Guan, 北京师范大学; Steve Frenkel, The University of New South Wales; 海波 于, 北京师范大学

Think Big and Start Small: A Within-Person Examination of Leader Vision Communication and Follower Goal Progress

fu yang, southwestern university of finance and economics; **Ju Yang**, Southwestern University of Finance and Economics

Restoring Justice with Morality Violated: A Deontic Perspective on the Link Between Perceived Leader-Experienced Unfairness and Unethical Pro-Leader Behavior

Ying Wang, 对外经济贸易大学; **SUOSUO JIA**, University of International Business and Economics; *Li Guo*, University of International Business and Economics

Session 4C (Paper Presentation): AI, Robots, and Flexible Work: New Work Trends

Time: Thursday, June 15, 14:15- 15:45

Venue: SCM 012

Chair: Guohua He (中山大学)

Why Flexible Work Practices' Adoption is a Double-edged Sword for Employees' Work Meaning-making: The Different Mechanisms through Perceived Work Autonomy and Relatedness Need Frustration

Xin Sun, Xiamen University; *Kunlin Li*, Xiamen University; *Jin Cheng*, 厦门大学管理学院; *Bai Haiqing*, Xiamen University

THE UNINTENDED CONSEQUENCE OF WORKING WITH ROBOTS: EXPLORING HOW AND WHEN EMPLOYEES' ROBOT USAGE IS ASSOCIATED WITH INFLATED PERFORMANCE RATINGS BY SUPERVISORS

Guohua He, 中山大学; *Kai Chi Yam*, National University of Singapore; *Puchu Zhao*, Sun Yat-sen University; *Man-Nok Wong*, Sun Yat-sen University; *Xiaowei Dong*, Sun Yat-Sen University; *Lixun Zheng*, South China University of Technology; *Xin Qin*, 中山大学管理学院

Talking About AI is Positively Associated with AI Crafting

Xiaowei Dong, Sun Yat-Sen University; *Luyuan Jiang*, Sun Yat-sen University; *Wanlu LI*, Sun Yat-sen University; *Chen Chen*, Sun Yat-sen University; *gan yuqing*, sun yat sen university; *Jingtian Xia*, SYSU; *Xin Qin*, 中山大学管理学院

Session 4D (Paper Presentation): Leadership Emergence and Emergent Leaders

Time: Thursday, June 15, 14:15- 15:45

Venue: WLB 103

Chair: Wei Wu (The Hong Kong Polytechnic University)

Breaking the Bamboo Ceiling and Empowering Asians' Leadership Advancement with Debate Training: A Preregistered, 18-Month Longitudinal Field Experiment

Jackson Lu, MIT Sloan School of Management; *Michelle Zhao*, Washington University in St. Louis

How to construct a leadership role? Exploring the multilevel antecedents of leadership emergence

Songbo Liu, 中国人民大学; **Jinkai Cheng**, Renmin University of China

Emergent Leaders' Turnover: A Social Context Model of Double-Edged Effects

Yifei Wang, Tongji University; *Feng Wei*, 同济大学; *Yi Yang*, Tongji University; *WANG Jiaonan*, Tongji university

Session 4E (Paper Presentation): Goal Setting and Pursuit

Time: Thursday, June 15, 14:15- 15:45

Venue: WLB 104

Chair: Siting Wang (Hong Kong Baptist University)

METAPHOR OF BLESSING: EFFECTS OF SYMBOLIC GOAL SETTING ON CROWDFUNDING PERFORMANCE FROM INTERACTIONAL RITUAL CHAIN PERSPECTIVE

Chengcheng Xia, 上海交通大学; Liuyi He, Shanghai Jiao Tong University

Blessing or Curse? When and Why Stretch Goal Promotes or Inhibits Job Progression

Jih-Yu Mao, University of Nottingham Ningbo China; Jiang Xu, Peking University; Yujie Shi, Southwestern University of Finance and Economics

Session 4F (Paper Presentation): CEOs' Overconfidence and Temporal Leadership

Time: Thursday, June 15, 14:15- 15:45

Venue: WLB 109

Chair: Xu Huang (The Hong Kong Baptist University)

Lose No Time! We Have Lost Too Much Already: Firm Adversity and CEO Temporal Leadership

Yingying Zhang, Chengdu University of Information Technology; Ho Kwong Kwan, China Europe International Business School; Haixiao Chen, Southwest University of Finance and Economics; Zhonghui Hu, University of Shanghai for Science and Technology; Yunyan Tang, sichuan university

The Effect of Uncertainty on Chinese Entrepreneurs' Overconfidence

Xi Chen, University of Nottingham Ningbo China; Hao-Tien Lan, University of Nottingham Ningbo China

Will Overconfident CEOs Initiate Strategic Change? A Motivational Perspective

Shuting Xiang, Southwestern University of Finance and Economics; Keyu Chen, Tsinghua University; Xiao Hu, Southwestern University of Finance and Economics

Session 4G (Paper Presentation): 员工行为与伦理

Time: Thursday, June 15, 14:15- 15:45

Venue: WLB 204

Chair: Xiuyan Shao (Southeast University)

内下功夫，身心焕然：正念对工作繁荣的影响

Danping Shao, Hubei University Of Economics; Zhihui Cheng, Hubei University of Economics

冲突视角下员工信息安全行为影响机制的案例研究

Xiuyan Shao, Southeast University; Jiayi Cheng, Nanjing University

痊愈但仍未痊愈：新冠痊愈者身份与职场歧视

Puchu Zhao, Sun Yat-sen University; Xiaowei Dong, Sun Yat-sen University; gan yuqing, sun yat sen university

“破茧成蝶”还是“作茧自缚”？员工亲社会规则违背行为对建设性变革责任感的双路径研究

Weiping He, 东北财经大学; Jingmei Gao, Dongbei University of Finance & Economics; Jia Li, 东北财经大学

Session 4H (Paper Presentation): 领导行为风格对员工行为的影响 II

Time: Thursday, June 15, 14:15- 15:45

Venue: WLB 211

Chair: Erica Xu (The Hong Kong Baptist University)

悖论式领导对员工沉默行为的双刃剑效应研究

Aimin Yan, 中南大学; Siyuan Jiang, CENTRAL SOUTH UNIVEISITY; Biyun Jiang, Central South University; Yinghui Zhang, 中南大学

弃卒保帅？领导工作不安全感及其对下属离职意愿的影响机制研究

Ling Zhang, 上海财经大学商学院; Rui Shu, Shanghai University of Finance and Economics

德有异，难相谏：自我损耗何以阻抑道德型领导对员工道德建言的影响？

Zijing Wang, 华中科技大学; Beijing Tan, Huazhong University of Science and Technology; Shusong Zhao, Central South University; Zhiqiang Liu, 华中科技大学管理学院

酒店业服务型领导的测量及有效性研究

Yina LV, Beijing International Studies University; Xinran Guan, Beijing International Studies University; Jing Jiang, 北京邮电大学

Session 4I (Paper Presentation): 领导行为风格对员工行为的影响 I

Time: Thursday, June 15, 14:15- 15:45

Venue: AAB 205

Chair: Shuye Lu (Tsinghua University)

差序式领导对员工挑战型组织公民行为的影响研究：基于印象管理动机视角

Shuang Li, Southwestern University of Finance and Economics; Yumei Wang, Southwestern University of Finance and Economy 西南财经大学; Kaili Zhang, East China University of Science and Technolgy

工作狂领导对员工绩效的非线性效应：基于社交媒体使用的视角

Tonglin WU, University of International Business and Economics

是否动了我的奶酪：公/私权魅力领导对下属逢迎行为的影响

Xiao-Yu Liu, University of International Business and Economics; Jingyu Fu, 对外经济贸易大学; Juan Du, Shanghai International Studies University

激情促进还是抑制剥削：领导者的工作激情如何影响对员工的剥削？

Manyi Wang, Renmin University of China; Hui Fu, 中山大学管理学院; shaoshuai zhang, 中山大学

Session 4J (Paper Presentation): Corporate Social Responsibility: Strategy and Consequence

Time: Thursday, June 15, 14:15- 15:45

Venue: AAB 503

Chair: Zhuxin Ye (Huazhong University of Science and Technology)

Once a saint, always a saint? How existing CSR practices influence leaders' ethical decisions?

Jun Li, University of New Hampshire; Leying Wang, Nanjing Audit University; Yiyuan Mai, Huazhong University of Science And Technology; Zhuxin Ye, Huazhong University of Science and Technology

Right crop for right land: Legitimacy challenges and CSR engagement strategy

Wenxin Wu, Peking University; Yanlong Zhang, Peking University; Li TONG, Peking University

Session 4K (Paper Presentation): Strategy of Supply Chain Management

Time: Thursday, June 15, 14:15- 15:45
Venue: AAB 504
Chair: Shipeng Yan (The University of Hong Kong)

LIMITS OF ESG INVESTING? CHALLENGES FROM THE SUPPLY CHAIN

Shipeng Yan, The University of Hong Kong; Fan Zhang, Bentley University; Zhengyu Li, The University of Melbourne

How to promote ambidextrous innovation through integration with supply chain partners? The role of external knowledge acquisition and cooperative goal interdependence

Linbo Yang, Ningbo University; Chenjing Gan, 宁波大学

Session 4L (Paper Presentation): Crisis and Firm Strategy

Time: Thursday, June 15, 14:15- 15:45
Venue: AAB 505
Chair: Mingtao Xu (Tsinghua University)

Why the world economy may not get more globalization in the post-pandemic decade: Subnational imported Covid-19 cases and foreign antipathy on social media

Qi Wu, Xiamen University; Bin Liu, Xiamen University; Delios Andrew, National University of Singapore

The Impact of COVID-19 on New Venture Ambidextrous Strategic Orientation: The Role of New Venture Team Role Ambiguity and Power Hierarchy

Wen Feng, Renmin University of China; Zhang Melody Jun, The Hong Kong Polytechnic University; Xi Wang, Renmin University of China; Xiaoyun Xie, Zhejiang University

The Shadow of Crisis: The Spillover Effect of Litigation on Patent Strategies

Yifan Liu, Tsinghua University; Jizhen LI, Tsinghua University; Mingtao Xu, Tsinghua University

Session 4M (Paper Presentation): 创新与成长

Time: Thursday, June 15, 14:15- 15:45
Venue: AAB 506
Chair: Liangding Jia (Nanjing University)

独角兽企业如何实现高延展性成长？基于制度变化和场景可供性规划的组态分析

Hui Fu, 中山大学管理学院; Xi-Jie Guo, Sun Yat-sen University; Xiong-Hui Xiao, Sun Yat-sen University

“激活”和“领航”制度矛盾：专业兴起的过程模型

Yan Wang, 江苏师范大学; Liangding Jia, Nanjing University

中国领军企业创新链模式：一项质性元分析研究

Xu Sen, Nanjing Tech University; Jiayi Sun, Nanjing University

Session 4RT 01 (Roundtable): Bystander Effect

Time: Thursday, June 15, 14:15- 15:45
Venue: AAB 203
Chair: Chunhui Cao (Shanghai International Study University)

When Third-Party Observers of Abusive Supervision Display Daily Coworker Protective Behavior: The Role of Interpersonal Liking and Power Dependence

Shin-Guang Liang, Yuan Ze University

When I see your pain: The effects of workplace ostracism on observers

Yanxia Wang, 兰州大学; Ping Lai, Lanzhou University; Wanjie Niu, Lanzhou University 兰州大学

Killing the Chickens, to Scare the Monkeys: How an Employee is Compelled to Response Proactively by Perceiving Peer Abusive Supervision

Chunhui Cao, Shanghai International Study University; Hongkun Li, Shanghai International Studies University

Session 4RT 02 (Roundtable): Negative Behavior

Time: Thursday, June 15, 14:15- 15:45

Venue: AAB 204

Chair: Tingting Liu (湖南工商大学)

Workplace Inaction: Conceptualization, Formation, and Scale Development

Zhongda Wu, Peking University; Chang-qin Lu, Peking University; Ariane Ollier-Malaterre, Université du Québec A Montréal (UQAM); Yu Ma, Peking University; Guangwei Wang, Peking University; Jinghan Liang, Peking University

Effect of Team Identification on Employee Constructive Deviance: The Role of Moral Justification and Environmental Instability

Tingting Liu, 湖南工商大学; change liu, 湖南商学院; Chenhong Hu, Nanjing University; Weiqi Pan, Hunan University of Technology and Business; Wei He, Indiana State University

Embracing Employee Vulnerability: The Impact of Individual Differences in Vulnerability to Diseases on Employees' Workplace Reactions

Jian Shi, Vrije Universiteit Amsterdam

Session 4RT 03 (Roundtable): 导师与领导的指导与支持行为

Time: Thursday, June 15, 14:15- 15:45

Venue: AAB 206

Chair: Yanjun Liu (North China University of Technology)

导师指导功能的四维框架及其量表开发

Xiangyu Wei, 中央财经大学; Guangtao Yu, Central University of Finance And Economics; Moran Wang, Central University of Finance and Economics

导师如何锤炼徒弟的工匠精神——基于“切磋”与“琢磨”的刻意练习之道

Xiangyu Wei, 中央财经大学; Guangtao Yu, Central University of Finance And Economics

探討每日主管不當督導對員工每日反芻思考與對主管每日報復認知的影響：偏執型人格特質的跨層次干擾效果

Shou-Chun Wei, 臺灣大學; Shin-Guang Liang, Yuan Ze University

上级-下属调节焦点匹配对上级支持行为的影响：基于喜欢的双向视角

Guifeng Ding, 河南大学; meiqiao Gu, Old dominion University; 茜茜 古, 中国政法大学; 卉 刘, 河南大学

Session 4RT 04 (Roundtable): 职场伦理与道德行为的影响机制研究

Time: Thursday, June 15, 14:15- 15:45

Venue: AAB 207

Chair: Li TONG (Peking University)

上司知识隐藏的旁观者反应：道德推脱和道德认同的作用

Hongdan Zhao, Shanghai University; Siyong Zhao, Shanghai University; Yuanhua Chen, Shanghai University

当艺术成为不易察觉的道德线索：员工艺术爱好对领导不道德指令的影响

Mengwei Tian, Sun Yat-sen University; Chen Chen, Sun Yat-sen University

心理特权对非伦理行为的影响：探究自我认知和关系认知的作用

Mingyan Chen, Shanghai Jiao Tong University Antai College of Economics and Management; Xingshan Zheng, 上海交通大学安泰经济与管理学院; Qiongyao Zhou, 上海交通大学

职场忌妒对助人行为的影响机制研究--基于道德补偿和归属需求的视角

玉蓉 何, 中南财经政法大学; 庆梅 蔡, 中南财经政法大学; 佳园 李, 中南财经政法大学; 新军 周, 中南财经政法大学; Qing Lu, 中南财经政法大学

Session 4RT 05 (Roundtable): Understanding Corporate Social Responsibility

Time: Thursday, June 15, 14:15- 15:45

Venue: WLB 201

Chair: Juelin Yin (Sun Yat-sen University)

Migration of innovation knowledge to corporate social responsibility: Fusion of influence and theory

Zhao Liming, East China Normal University/ Macquarie University; Chenli Yin, Xiamen University Malaysia

Corporate Social Responsibility in China: The Interplay between Market Incentive and Political Incentive

Luman Yu, Hong Kong Polytechnic University; Shuping Li, Hong Kong Polytechnic University; Cuili QIAN, University of Texas At Dallas; Yunyun Zhou, Hong Kong University of Science and Technology

The Impact of Functional and Governance Diversity of Alliance Portfolio on Corporate Social Responsibility

Qing Dai, University of Nottingham, Ningbo, China; Lucas Wang, Nottingham University Ningbo China

UNDERDOG ENTREPRENEUR AND CORPORATE PHILANTHROPY: THE MODERATING ROLE OF SOCIAL TRUST

Juelin Yin, 中山大学管理学院; Jiaxin Zhao, Sun Yat-sen University

Session 4RT 06 (Roundtable): Coping with Institutional Pressure and Complexity

Time: Thursday, June 15, 14:15- 15:45

Venue: WLB 203

Chair: Chenjian Zhang (University of Bath)

Subnational relocation of firms to evade environmental pressure: A motivational framework

Bin Liu, Xiamen University; Kevin Au, The Chinese University of Hong Kong; Peng Wang, BNU-HKBU United International College

Dream Big: A New Actor's Organizational Identity Work in an Established Field

Chenjian Zhang, University of Bath; Juelin Yin, Sun Yat-sen University; Tao Wang, Kyoto University

The Legitimation Strategy Configuration Of Chinese Online Game Industry: A fsQCA Approach

Qinyue Chen, Renmin University of China; Hai Guo, Renmin University of China

Combative Strategy Responding to Extreme Institutional Complexity

Xue Lei, Northwestern Polytechnical University; Ming Jia, Northwestern Polytechnical University

Session 5A (Symposium): Humanistic Leadership and Global Sustainability: Influence of Chinese Confucianism

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

Venue: AAB 201

Chair: Pingping FU (University of Nottingham)

Confucian humanistic leadership in Taiwan: Effects trickled by Social Process

Wan-Ju Chou, Chung Yuan Christian University

A Humanistic Leader Engaging Employees through Cultivating Habitual Behaviours

Lin Boxiang, University of Nottingham, Ningbo, China

Cultivating South Korean Humanistic Leadership

Hak Koon Kim, University of Utah Asia Campus

Building a Prosperous Society through Employees' Well-being: Humanistic Leadership of Konosuke Matsushita and Kazuo Inamori

Kaori Ono, Waseda University

Achieving 2030 Agenda through Humanistic Leadership Practices in Chinese Context

Jianing HAN, University of Nottingham Ningbo China

Session 5B (Paper Presentation): Leader Humility

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

Venue: SCC 201

Chair: Amy Y. Ou (The Hong Kong Polytechnic University)

Understanding How Humble Leadership Enhances Employee Proactive Socialization: The Roles of Work Meaningfulness and Perceived Overqualification

Jingrui Wu, Harbin Institute of Technology; Li Zhang, 哈尔滨工业大学管理学院; Jiajing Wang, Harbin Institute of Technology; Xiaozhou Zhou, Harbin Institute of Technology; Chuqi Hang, Harbin Institute of Technology

How Leader Humility Prohibits Employee Destructive Voice: A Resource-Protection Mechanism

Ying Liao, Xi'an Jiaotong University; Jie Li, Xi'an Jiaotong University; LI GENQIANG, Xlinxiang Medical University

How to Facilitate Employee Resilience: The Impact of Leader Humility and Leader Behavioral Integrity

Jie Li, Xi'an Jiaotong University; Ying Liao, Xi'an Jiaotong University; Wang Ting, Xi'an University of Technology

Session 5C (Paper Presentation): Paradoxical and Ambidextrous Leadership

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

Venue: SCM 012

Chair: Melody Jun ZHANG (The Hong Kong Polytechnic University)

How Does Paradoxical Leadership Influence Employee Creativity? The Roles of Perceived Uncertainty, Personal Control, and Collectivism-Individualism

Ying Zhang, Peking University; Yan Zhang, Peking University

Paradoxical Leadership: An Integrative Review and Meta-Analysis

YATING WANG, National University of Singapore; Jinlong Zhu, 中国人民大学商学院; Piers Steel, University of Calgary; Ziyang Tang, Tian Jin University; Jiwen Song, University of Leeds; Zhaoli Song, National University of Singapore

The double-edged sword of ambidextrous leadership for leaders themselves: A conservation of resources perspective

Miaomiao Wang, 南京航空航天大学; Wenan Hu, 山东大学; jie zhang, 南京航空航天大学

Session 5D (Paper Presentation): Creativity in New Contexts

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

Venue: WLB 103

Chair: Song Chang (Hong Kong Baptist University)

When relative leader-member exchange is more efficient for individual creativity? The role of leader-member exchange disparity and neuroticism

Kaili Zhang, East China University of Science and Technology; Chiyin Chen, Donghua University; Ningyu Tang, Shanghai Jiao Tong University

A Creativity Stereotype Perspective on the Bamboo Ceiling: Perceived Low Creativity Explains the Under-Selection of East Asian Leaders in the United States

Jackson Lu, MIT Sloan School of Management

Facilitating Creativity in Virtual Teams through Composition of Private and Public Workspace

Yao Xinlin, Nankai University; Xixi Li, 清华大学经济管理学院; Zhang Cheng, Fudan University; Xiao-Ping Chen, University of Washington; Xiaohua Zeng, City University of Hong Kong

Session 5E (Paper Presentation): Disruptions and Crisis at Work

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

Venue: WLB 104

Chair: Emily Huang (Hong Kong Baptist University)

An Integrity Heuristic of Crisis-Time Leader Trustworthiness Assessment: Organizational Crisis Leads to the Prioritization of Integrity in Leader Preference

Eric Yuge Lou, INSEAD; Li Huang, INSEAD

What does event strength matter to causation and effectuation?

Yixin Li, Xi'an Jiaotong University; Wenhong Zhao, Xi'an Jiaotong University; Ju'e Guo, Xi'an Jiaotong University

Session 5F (Paper Presentation): How to Earn Customers' Trust

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

Venue: WLB 109

Chair: Yu Song (Southeast University)

What Determines Customer Willingness to Travel in Automated Driving Vehicles? The Perspective of Cognitive Appraisal Theory

Huani Shi, Tianjin University; Liangxing Shi, 天津大学; Feng Guo, 天津大学管理与经济学部

How monetary-environmental message frame influences green purchase intention

Meihui Zheng, Harbin Institute of Technology; *Yiru Li*, Harbin Institute of Technology; *zhaoyang Sun*, Peking University; *Dapeng Liang*, Harbin Institute of Technology

Physician Online Knowledge Sharing and Patient Education—The Moderating Effects of Online Reputation and Offline Expertise

Feng Guo, 天津大学管理与经济学部; *Xinru Sun*, Tianjin University; *Apan Zhou*, Tianjin University

An Integration Perspective on Interpersonal Trust Dynamics

Yu Song, Southeast University; *Xiaoran Hu*, London School of Economics and Political Science; *Guangtao Yu*, Central University of Finance And Economics

Session 5G (Paper Presentation): 职场员工负面行为

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

Venue: WLB 204

Chair: *Biyun Hu* (Shanghai International Studies University)

“上班摸鱼”如何破？非工作时间电子沟通对员工网络闲逛行为的影响机制研究

Juan Wang, Northwestern Polytechnical University; *Zhe Zhang*, Xi'an Jiaotong University; *Xin Wang*, Xi'an Jiaotong University; *俊江 李*, 西北工业大学; *晗悦 戴*, 西北工业大学

员工时间偷窃的概念、测量、形成与影响

Biyun Hu, Shanghai International Studies University; *Liang Meng*, Shanghai International Studies University; *Jiyuan Zhong*, Shanghai International Studies University

员工副业行为的影响因素、他人的态度与反应及利弊——基于 NVivo12 质性分析的探索性研究

方方 刘, 南京农业大学; *Li Lin-Schilstra*, Nanjing Agricultural University; *Mengyu He*, Nanjing Agricultural University

职场负面八卦会抑制员工任务绩效吗？一个有中介的调节模型

Chen Ding, Nanjing University; *Ziteng Zhang*, Nanjing University; *Yueyue LIU*, Hohai University

Session 5H (Paper Presentation): 平台、互联网与员工行为

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

Venue: WLB 211

Chair: *Xiaoye Wang* (清华大学经济管理学院)

平台型员工-工作匹配对工作幸福感的影响机制研究

Xia Cao, 山西财经大学; *Yujuan Wang*, 山西财经大学; *Yu Qiqi*, 山西财经大学; *zhang yudan*, 山西财经大学

平台就业者工作价值观的潜在剖面分析及其对个体行为的影响研究

Xia Cao, 山西财经大学; *zhang yudan*, 山西财经大学; *Qu Juaojiao*, Huaqiao University; *Yujuan Wang*, 山西财经大学; *Yu Qiqi*, 山西财经大学

在线用工平台情境下的算法反抗行为概念化、测量及前因变量研究

Lian Zhou, 广东工业大学; *Jiahui Li*, Guangdong University of Technology; *Xue Lei*, East China University of Science and Technology; *Lin Fang*, GDUT; *jiandu zou*, Guangdong University of Technology

数字化平台与斜杠青年的个人创新

Tian Cao, Renmin University of China; *Xiameng Fan*, University of Business and Economics; *Xinyue Li*, University

of International Business and Economics; Xin Wei, Renmin University of China

Session 5I (Paper Presentation): 家庭、社会外部影响与员工行为

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

Venue: AAB 205

Chair: Mian Zhang (清华大学经济管理学院)

工作家庭增益对女性领导效能的影响机制 研究 —— 基于积极情绪视角的被调节中介检验

Juan Du, Shanghai International Studies University; **Qinyuan Ma**, Shanghai International Studies University; 唯薇 赵, 上海外国语大学; Shuming Zhao, Nanjing University

医德还是医术? 权力距离信念如何影响患者对医生问诊时长的反应

Xianger Yuan, Capital Normal University

双职工家庭父母工作不安全感对成年子女职业网络行为的影响

Ruimeng Wang, Renmin University of China

当“梦想”照进现实: 公共教育场景下的外部组织支持对员工工作状态与行为的影响

Yichen Jiang, China Mobile Research Institute; **Mingyue Tang**, Peking University; Yuntao Dong, Peking University; Chong Wang, 北京大学光华管理学院

Session 5J (Paper Presentation): Consequence of Female Leadership

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

Venue: AAB 503

Chair: Kexin Wang (Peking University)

Keeping Employees Safer: Is Women CEO Leadership Associated with Fewer Workplace Injuries?

Junfeng Wu, University of Texas at Dallas; Yilin Liu, University of Texas at Dallas; Cuili QIAN, University of Texas At Dallas; Zhiang Lin, University of Texas At Dallas

When Do Female Executives Lead to Long-term Performance? A Configurational Approach to Female Representation, Internal Control, and Environmental Uncertainty

Yan TAO, Nanjing University; Jiayi HE, Hohai University; Hong Liu, Nanjing University; Ziye Zhang, Hohai University

Demonstrate Distinctiveness: Female CEOs and Strategic Deviation

Kexin Wang, Peking University; **Amy Tong Zhao**, Guanghua School of Management, Peking University

Session 5K (Paper Presentation): Employee and Strategy Selection

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

Venue: AAB 504

Chair: Xin Li (Newcastle University)

Hanging in There for Employees: Managerial Prosocial Preferences Lowers Companies' Exit Thresholds and Risky Investment

Xin Lucy Liu, Columbia Business School; Keum Daniel, Columbia Business School

How Employees to Carve-Out: The Effects of “Employee-Employer” Knowledge Interdependence on Employee Entrepreneurial Strategy and Performance

Guannan QU, University of Chinese Academy of Sciences; *Junhan Wang*, Tsinghua University 清华大学; *Luyao WANG*, Communication University of China; *Xibao Li*, 清华大学经济管理学院

generic strategies for balancing paradoxical opposites: typology, hierarchy, and decision process
Xin Li, Newcastle University

Session 5L (Paper Presentation): Expansion in Foreign Market

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

Venue: AAB 505

Chair: Peng Wang (BNU-HKBU United International College)

Localization strategies and overseas subsidiary performance
Xinming He, Durham University

The political turn of MNE roles: Refined assumptions of willingness and capacities Abstract
XINYA GUAN, Tianjin University and City University of Hong Kong; *JUNYING LIU*, Tianjin University and City University of Hong Kong; *Xueyao Du*, Tianjin University

Springboard internationalization in times of geopolitical tensions
Tony Fang, Stockholm University; *Daniella Fjellström*, University of Gävle; *Wensong Bai*, Uppsala University; *Luis Oliviera*, Dalarna University

Is the emerging market still a pollution haven? Environmental regulatory pressure and foreign divestment in China
Peng Wang, BNU-HKBU United International College; *Teng Niu*, Xi'an Jiaotong University

Session 5M (Paper Presentation): 绿色创新

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

Venue: AAB 506

Chair: Jianfeng Jia (Northeastern University)

欲戴王冠，必承其重？企业家地位与企业绿色创新 ——来自中国私营企业的经验证据
Xinyi Hua, Sun Yat-Sen University; *Juelin Yin*, 中山大学管理学院

绿色创新与国有企业数字化转型：基于制度理论的调节作用
Feng Fu, 成都理工大学; *Jiangnan Ran*, 电子科技大学; *Shuangying Chen*, 电子科技大学经济与管理学院

光伏企业何以在补贴退坡中实现“逆势研发”？
Zixu Liu, 清华大学; *Jizhen LI*, Tsinghua University

羊群还是狼群？重污染企业绿色创新行为中的同群效应
Yuyao Wang, Xi'an Jiaotong University; *Zhe Zhang*, Xi'an Jiaotong University

Session 5RT 01 (Roundtable): Positive Leadership

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

Venue: AAB 203

Chair: Shao-Long Li (Wuhan University)

This Is My Team! The Bright Side of Leader Narcissism for Team Outcomes: The Role of Team Identification

Pengcheng Zhang, 华中科技大学管理学院; **Huili Ye**, Huazhong University of Science and Technology; Chenglin GUI, 中南财经政法大学; Xuhong ZHAO, 华中科技大学

When Humble Leaders Meet Narcissistic Followers: The Curvilinear Relationship Between Leader Humility and Follower Proactive Behavior

Zhen Wang, Renmin University; **Jiaxi Huang**, Renmin University of China; Shengming Liu, Fudan University

Followers' role breadth self-efficacy matters: Examining the "double-sword" effects of empowering leadership

Fang Sun, Hubei University of Economics; Shao-Long Li, Wuhan University; **Xuan Lei**, Wuhan University; Junbang Lan, Sun Yat-sen University

Servant Leadership, Optimal Distinctiveness, and Job Engagement: A Multi-level Model

Wei Si, Zhejiang Gongshang University; Shuisheng Shi, Hunan University; Mingjian Zhou, Harbin Institute of Technology at Shenzhen; Zijun Cai, 北京师范大学经济与工商管理学院

Session 5RT 02 (Roundtable): Leader Characteristics

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

Venue: AAB 204

Chair: Wenrui Cao (Beijing Jiaotong University)

Supervisor feedback manner unpredictable: An examination of supervisor feedback delivery uncertainty on employees' reactions

Di Cai, 山东大学（中心校区）管理学院; **Jia Liu**, Shandong university; Li YAO, Shandong University

Supervisory Trusting Behavior and Felt Trust by Supervisor in the Workplace

Julie N.Y. Zhu, Fuzhou University; Long Wai Lam, University of Macau; Tingting Wen, Fuzhou University

The Effect of Supervisors' Unethical Pro-Organizational Behavior on Subordinates' Counterproductive Work Behavior: A Moderated Mediation Model

Baofang Zhang, University of International Business and Economics; Xiongying Niu, 对外经济贸易大学国际商学院; Meng Qi, 北京工业大学

What do leaders bring to the table? Investigating the role of leaders' forgiveness on employees' forgiveness

Wenrui Cao, Beijing Jiaotong University

Session 5RT 03 (Roundtable): 多层次视角的创新研究

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

Venue: AAB 206

Chair: Liuxin Yan (National University of Singapore)

CEO 好奇心对企业创新绩效的影响研究：一个有调节的中介模型

zhidi liu, Nanjing University; Xiao Zhang, Nanjing University

多主体参与组态对医疗服务创新质量的影响——基于创新项目的定性比较分析

Yu Mu, Sichuan Agricultural University; Xiaojing Wen, Sichuan Agricultural University; Rujun Wang, Sichuan Agricultural University

健康导向型领导如何影响员工创新行为？基于依恋理论的视角

Shenghui Wang, Dongbei University of Finance and Economics; Ming Yi, Sichuan University

家族企业继任与企业创新：基于定性比较分析的组态研究

Lihong Song, Shantou University; Wanshi He, Shantou University

企业创新意愿和创新产出的决定因素 —— 基于中国传统企业数据的 fsQCA 分析

Ye Shi, Fudan university; Yuanxu Li, 复旦大学管理学院; Anqi Zhang, 上海对外经贸大学

Session 5RT 04 (Roundtable): 领导力和绿色创新

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

Venue: AAB 207

Chair: Li Gao (天津外国语大学)

CEO 家乡认同与企业绿色创新：组织冗余的影响

Nan Gao, 天津财经大学; Ziwei Chen, Tianjin university of finance and economics; Li Gao, 天津外国语大学

官员岗位变动预期、环境治理压力与企业绿色创新

Heng Liu, Sun Yat-Sen University; Huiyang Li, Sun Yat-sen University; Jianhao Lin, Sun Yat-Sen University; Hanqing Zhao, Sun Yat-sen University

非控股大股东退出威胁可以促进实质性绿色创新吗？

Li Gao, 天津外国语大学; Chuanzi Li, 天津外国语大学; Nan Gao, 天津财经大学

Session 5RT 05 (Roundtable): Impacts of State Ownership

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

Venue: WLB 201

Chair: Bai XUE (Loughborough University)

Value-based conflicts, historical military conflicts, and foreign market exits: the moderating role of state ownership

Sihong Wu, The University of Auckland; Di Fan, Swinburne University of Technology

Constraint or Incentive? Performance Shortfalls and New Industry Entry of State-owned Enterprises

Gong Min, Xi'an Jiaotong University; Xu Jiang, 西安交通大学管理学院

PRIVATIZED STATE-OWNED ENTERPRISES IN CHINA: TRANSFORMED BUT NOT SO INNOVATIVE?

Jintong Tang, Saint Louis University; Pengcheng Ma, Australian National University; Meitong Dong, The University of Hong Kong; wenping ye, jinan university

Growth or Profit? Implementation of Paradoxical Strategies and Levers of Control: The Case of Chinese SOE Management

Bai XUE, Loughborough University; Pingli Li, University of Southampton

Session 5RT 06 (Roundtable): Understanding Acquisition and Diversification

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

Venue: WLB 203

Chair: Yanghong Hu (University of Aberdeen)

Related Diversification and Firm Performance: A Demand-Side Cost Perspective

Nan Zhou, Tongji University; xingyao ren, Nankai University

The contingent effects of CEO overconfidence: new evidence from acquisition waves

Xu Jun, University of California, Riverside; Jerayr Haleblan, University of California, Riverside

The Role of Informative Boards in Unrelated Diversifications: Evidence from an Acquisition Wave in China

Xiwei Yi, 北京大学光华管理学院; Yunke Wu, Peking University

Exploring the effect of within-industry diversification on regional firm performance from a strategy tripod perspective: Evidence from property and life insurance firms in China

Yanghong Hu, University of Aberdeen; Sihang Liu, University of Liverpool; Shubin Wu, University of Liverpool; Ji Li, Hong Kong Baptist University

Session 6 (New Book Conference): 《组织管理学》、《研究方法》第4版联合发布会

Time: Thursday, June 15, 17:45- 18:15

Venue: AAB 201

Chair: Xiao-Ping Chen (University of Washington), Runtian Jing (Shanghai Jiao Tong University), Wei Shen (Arizona State University) and Zhi-Xue Zhang (Peking University)

Session 7: School Night 1: School Receptions and Recruitment Activities 院校之夜 1: 招待会与师资招聘会

Time: Thursday, June 15, 19:00- 21:00

Venue: AAB 613, Reception by Zhejiang University School of Management; Placement Center (AAB 609& AAB 611, from June 15-17)

Day 2
Friday, June 16

Session 8: Appreciation, Awards and Presidential Speech

Time: Friday, June 16, 09:00- 10:00

Venue: AC Hall

Session 9A (Keynote Panel): Keynote Panel- OB Research

Time: Friday, June 16, 10:15- 11:45

Venue: AC Hall

Chair: Wu Liu (The Hong Kong Polytechnic University)

Presenters:

Sharon Parker, Curtin University

Gerben S. van der Vegt, University of Groningen

Mo Wang, University of Florida

Work Design: A Critical Topic of Our Time

Sharon Parker, Curtin University

Examining change(s) in work teams

Gerben S. van der Vegt, University of Groningen

The Impacts of Digital Technologies on Successful Aging at Work

Mo Wang, University of Florida

Session 9B (Keynote Panel): Keynote Panel- Strategy Research

Time: Friday, June 16, 10:15- 11:45

Venue: AAB 201

Chair: David Zhu (Arizona State University)

Presenters:

Yanjie Bian, the University of Minnesota

Amy Hillman, Arizona State University

Jiatao (J.T.) Li, Hong Kong University of Science and Technology

Macro-Institutional Change and Social Capital: The Dynamics of Guanxi Influence in China, 1978-2021

Yanjie Bian, Xi'an Jiaotong University/University of Minnesota

Managing Disruptions in International Business: Effectuation, Business Model Innovation, and Channel Resilience

Jiatao Li, The Hong Kong University of Science and Technology

The Future of Corporate Governance

Amy Hillman, Arizona State University

Session 10A (Symposium): 中国家庭追踪调查(CFPS)在管理学中的应用

Time: Friday, June 16, 12:00- 13:30

Venue: AAB 201

Chair: YANTING WANG (Peking University) and Qiong Wu (Peking University)

“中国家庭追踪调查”在管理学的应用

Qiong Wu, Peking University

自我雇佣对个体健康的影响

Heqi Jia, 中央财经大学

数字技术推进农业益贫式发展的微观证据

Jixian Mo, 中国人民大学

个体居住环境满意度对幸福感的影响

YANTING WANG, 北京大学

Session 10B (Paper Presentation): The Heart and Soul of Entrepreneurs

Time: Friday, June 16, 12:00- 13:30

Venue: SCC 201

Chair: Yuanqing Li (Dominican University)

Pathways of Opportunity Development: The Role of Identity Work in Academic Spin-offs

Xiaohua Li, Northwest University; Jizhen LI, Tsinghua University

Formal education and entrepreneurs' subjective well-being: The moderating role of institutional context

Xiaotong Meng, 上海大学; Chong Zhou, Shanghai University; Yumeng Qin, Shanghai University; Xiaoyu Yu, Shanghai University

Village Clan Culture and Rural Entrepreneurs' Subjective Well-Being

Xiaotong LIU, 青岛大学; Lan Yuanyuan, Qingdao University; Yuhuan Xia, Shandong University; Bin Li, 上海师范大学

Session 10C (Paper Presentation): New Antecedents of Voice Behavior

Time: Friday, June 16, 12:00- 13:30

Venue: SCM 012

Chair: Jian Liang (Tongji University)

What Does Your I-Deal Mean to Me? Mediation of Feelings of Relative Deprivation in the Relationship Between Coworkers' Developmental I-deals and Employees Voice Behaviors

Kunlin Li, Xiamen University; Xin Sun, Xiamen University; Jin Cheng, 厦门大学管理学院; Bai Haiqing, Xiamen University

Do group members speak out more or less in knowledge-based subgroups? The moderating role of group learning goal orientation

Hui Chen, Nanjing Normal University; Feng Chao, Nanjing University of Aeronautics and Astronautics; Zhang Xufan, Nanjing Normal University

Session 10D (Paper Presentation): Being Unethical for Others?

Time: Friday, June 16, 12:00- 13:30

Venue: WLB 103

Chair: Erica Xu (The Hong Kong Baptist University)

Maintaining employees vs. regulating behaviors: The dilemma of punishing UPBs in the perspective of observers

Xuemei Liu, 中南财经政法大学; Fan Yang, Peking University; **Qianyao Huang**, Xi'an Jiaotong-liverpool University

Connecting me, Compensating my family: How work connectivity triggers employee unethical pro-family behavior?

Yue Zhou, Xi'an Jiaotong Liverpool University; Jing Yang, Huazhong University of Science and Technology; Chiachi Chang, Xi'an Jiaotong Liverpool University; Nuno Da Camara, Xi'an Jiaotong Liverpool university

Customer mistreatment and unethical proorganizational behavior: A daily diary study examining the roles of status threat

Yanhua Ye, 浙江工商大学; Pei Liu, Sun Yat-Sen University; Linghan Zhang, Sun Yat-sen University

Session 10E (Paper Presentation): Dynamics with Coworkers in Teams

Time: Friday, June 16, 12:00- 13:30

Venue: WLB 104

Chair: Man-Nok Wong (The Hong Kong Polytechnic University)

It is all about status: How voicer and coworker LMX impact coworker help toward voicer

Yufei Liu, Shanghai University of Finance and Economics; Feifan Yang, Shanghai University of Finance and Economics; Kan Ouyang, Shanghai University of Finance and Economics

The double-edged effect of star employees on coworker exchanges: A social comparison theory perspective

Chen Ding, Nanjing University; Ziteng Zhang, Nanjing University; GAOQI ZHANG, Nanjing Xiaozhuang University

How Does Coworker Proactive Behavior Stimulate Employee Performance Goal Orientation and Bootlegging

JINZHAO QU, Renmin University of China; Yan Shao, University of Amsterdam; Svetlana Khapova, Vrije Universiteit Amsterdam; **Chengxi Ren**, Renmin University of China; Lihua Zhang, 中国人民大学劳动人事学院

Session 10F (Paper Presentation): New Insights about Helping Behavior

Time: Friday, June 16, 12:00- 13:30

Venue: WLB 109

Chair: Katrina Lin (The Hong Kong Polytechnic University)

The More, the Better? How and When Perceived Relative Help Influenced Employees' Job Performance

Yuanfang Zhan, 华中师范大学; Lirong Long, 华中科技大学管理学院; Xiao Yuan, 华中师范大学; Yuge Dong, Huazhong University of Science and Technology

You Initiate, I Execute? An "Initiator-Executor-Receiver" Approach to Leader Helping Behavior

Qi Wang, Zhejiang university

A Lens of Impression Management: Why and When Helping Behavior Can Enable Followers to Cope with Leader Moral Scrutiny Process

qi zhang, Shanghai Jiao Tong University; Xingshan Zheng, 上海交通大学安泰经济与管理学院

Good Helpers Gone Bad: The Curvilinear Relationship between Workplace Helping and Aggression

Ying Xia, Nanjing University; Ye Li, Nanjing University

Session 10G (Paper Presentation): 人力资源、组织管理与员工行为 I

Time: Friday, June 16, 12:00- 13:30

Venue: WLB 204

Chair: Wei He (Nanjing University)

工作重塑干预提高员工执行力

Yiming Dai, 中国人事科学研究院; 海波 于, 北京师范大学; Wen-Jin Wang, Peking University; Lei Gao, Beijing Normal University

工作繁荣对个体的作用效果——基于文化情境调节的元分析

Bowen Li, Beijing Normal University; Yufei Wang, Wuhan University; Xiaoyu Guan, 北京师范大学

感恩图报还是恃宠而骄? 关系型人力资源管理实践对关系受益人的双刃剑效应

Huan Yang, Sun Yat-sen University; Gui Huang, 中山大学管理学院、中山大学新华学院; Xinyuan Zhao, Macau University of Science and Technology

人力资源晋升管理实践: 基于不同组织类型的质性研究

Qingjuan Wang, Nankai University; Zhengke Wang, Nankai University; Wenyu Ding, Nankai University; Xiaolu Huang, Nankai University

Session 10H (Paper Presentation): 新科技与人力资源管理

Time: Friday, June 16, 12:00- 13:30

Venue: WLB 211

Chair: Yanyu Wang (北京邮电大学)

基于区块链技术的平台大市场协同机制研究

Rui Huang, Institute of International Economics and Management, Xihua University, Chengdu, China; Charles Weizheng Chen, Sichuan University; Wu Xiao-Li, SwiftChina Technology Co., Ltd, Chengde, Chengdu, China

科学基金资助、合作网络与科研产出: 学者异质性的调节效应

Zhenghuang ZHANG, Tongji University; Qinghua ZHANG, Tongji University

首席技术官地位与企业数字技术应用: 基于中端地位附和理论

jichang zhang, Nanjing University; Wang Zemin, Nanjing University

创业学习对产品创新绩效的影响机制研究——基于 SEM 与 fsQCA 的混合方法

jichang zhang, Nanjing University; Wang Zemin, Nanjing University

Session 10I (Paper Presentation): State and Corporate Activism

Time: Friday, June 16, 12:00- 13:30

Venue: AAB 205

Chair: Hui Zhang (City University of Hong Kong)

Patriotic Cotton: Endorsement of a Government-Sponsored Nationalist Movement as a Relational Corporate Political Activity

Kaixian Mao, Renmin University of China; Zheng Jiexin, HKUST; Yue Lori Qingyuan, Columbia University

The impact of state visits and prior investments on the investment location of Chinese firms

Hinrich Voss, University of Bristol Business School; Filip De Beule, KU Leuven

Insider versus Outsider Activism: Who is More Disruptive to Corporate Targets' Market Performance

Hui Zhang, City University of Hong Kong; Jane Lu, City University of Hong Kong

Session 10J (Paper Presentation): Stigma, Misconduct, and Reputation

Time: Friday, June 16, 12:00- 13:30

Venue: AAB 503

Chair: You (Willow) Wu (The Chinese University of Hong Kong)

Stain or Glory? Cross-level Diffusion of Individual Stigma to Peer Organizations after the Harvey Weinstein Scandal in Hollywood

KUN YAO, University of Illinois Urbana-Champaign; Jiayue (Julie) Ao, University of Illinois, Urbana-Champaign

Sorry for Getting Caught? Boosts in Venture Capital Reputation after Successful Getaways from Portfolio Firms' Fraud Investigations

You (Willow) Wu, The Chinese University of Hong Kong; Meitong Li, A Startup Company

DECOUPLING FROM REGULATORS: STATE OWNERSHIP AND REGULATORY SANCTIONS AGAINST CORPORATE MISCONDUCT IN CHINA

Chenhao Hu, Huazhong University of Science and Technology; Jie Lyu, Shandong University

Session 10K (Paper Presentation): Understand Entrepreneurs

Time: Friday, June 16, 12:00- 13:30

Venue: AAB 504

Chair: Anna Jui-chuan Hsu (Xi'an Jiaotong-Liverpool University)

Anonymous Entrepreneurs

Wei Wei, Imperial College; Christopher L. Tucci, Imperial College; Anu Wadhwa, Imperial College

A Tame Nightmare: Unpacking the Curvilinear Relationship between Resource Constraints and Resilience via Entrepreneur Negative Affect in Crisis

Hao Wang, Tsinghua University; Yikai Guo, Renmin University of China; Wenjie Bao, Peking University

Burden or privilege? Social entrepreneurs' social class, prosocial motivation, and social enterprises' organizational legitimacy

Yingzhao Xiao, Tianjin University; Anna Jui-chuan Hsu, Xi'an Jiaotong-Liverpool University; Kevin Au, The Chinese University of Hong Kong; zhen liu, 山东大学

Session 10L (Paper Presentation): Director: Selection, Resignation, and Influence

Time: Friday, June 16, 12:00- 13:30

Venue: AAB 505

Chair: Wei Shen (Arizona State University)

Market Reaction to Resignation of Independent Directors: Evidence from China

Lin Zhang, 华南理工大学工商管理学院; Chenlv Zeng, South China University of Technology; Guo Zhang, South China University of Technology

Activist Directors and Their Impact on Corporate Strategy

Albert Ahn, Hong Kong Baptist University

Session 10RT 01 (Roundtable): Leader Trait

Time: Friday, June 16, 12:00- 13:30

Venue: AAB 203

Chair: Pingping FU (University of Nottingham)

Good Examples or Bad Apples? The Facilitating and Hindering Effects of Leader-favorite's Traits on Team Effectiveness

Yijie Zhang, 清华大学; **Zijing Wang**, 华中科技大学; **Xiaoming Zheng**, 清华大学经济管理学院

Evolution of leadership traits during the entrepreneurial process: A within-person dynamic approach

KIT SHUN NG, University of Nottingham Ningbo China; **Piyush Sharma**, Curtin University; **Pingping FU**, University of Nottingham

Thank you for authenticity: How and when authentic leadership facilitates helping behavior

Yilin Xiang, University of Electronic Science and Technology of China; **Lu Chen**, University of Electronic Science And Technology of China; **Kwame Wadei**, Kwame Nkrumah University of Science and Technology; **Zhou Yutong**, Chengdu Industry Group

The Dark Side of Being Too Responsible: The Curvilinear Relationship Between Leader Conscientiousness, Empowering Leadership and Leader Identification

Jinghao Zhang, University of Groningen; **Yingxin Deng**, Beijing Institute of Technology; **Liyong Bai**, Fuzhou University

Session 10RT 02 (Roundtable): Digital

Time: Friday, June 16, 12:00- 13:30

Venue: AAB 204

Chair: Minya Xu (北京大学光华管理学院)

Posting on Social Media: Influence of Leader Positive Information Disclosure on Follower Proactive Behavior and Leader-Member Exchange

Shengming Liu, Fudan University; **Zhang Yue**, 复旦大学; **Jih-Yu Mao**, University of Nottingham Ningbo China; **Gengzi Peng**, 复旦大学; **Jiayi Du**, Fudan University

How Does Leader Overconfidence Influence Digitalization? Evidence from "Non-Digital-Native Firms"

Jiayi Xu, Shanghai Jiaotong University; **Hongquan Chen**, Shanghai Jiaotong University; **Saixing Zeng**, 上海交通大学安泰经济与管理学院

A PROCESS THEORY OF DUAL AI APPLICATIONS AND IMPACTS ON HUMAN EXPERTS' WORK CONDITIONS AND FIRMS' HUMAN CAPITAL

Mingyue Tang, Peking University; **Yaqi Gao**, Peking University; **Zhi-Xue Zhang**, Peking University

Work Away, Feel Close: How does telework relate to employee work alienation?

Zhang Ying, Renmin University of China; **Zhen Wang**, Renmin University; **Guodong Cui**, Shandong University

Session 10RT 03 (Roundtable): 工作环境中的创新行为与影响机制研究

Time: Friday, June 16, 12:00- 13:30

Venue: AAB 206

Chair: Yidong Tu (Wuhan University)

动机视角下工作不安全感对创新行为的影响——基于变量中心和个体中心分析

Bing Ma, Xi'an Polytechnic University; **Yarong Zhou**, Xi'an Polytechnic University; **Rong Yang**, 西安工程大学; **Guimei Ma**, 西安工程大学

底线游戏：认知评估视角下领导底线心智对员工创新的双刃剑效应

Longjun Liu, Nanjing University; **Jing Long**, Nanjing University; **Ruhong Liu**, Nanjing University; **Jichen Li**, Nanjing University

Session 10RT 04 (Roundtable): 数字领导力

Time: Friday, June 16, 12:00- 13:30

Venue: AAB 207

Chair: Vincent Dong (Jinan University)

认知灵活性、数字领导力与企业数字化转型

Yapu Zhao, Nanjing University of Aeronautics and Astronautics; **Shiyu Cheng**, 南京航空航天大学; **Beilei Dang**, 南京信息职业技术学院

数字技术压力的“双刃剑”效应——变革应对潜力与学习目标取向的作用

Zilin Feng, 南京财经大学; **wenqin zhang**, 南京财经大学; **Yubing Feng**, 南京财经大学; **Zhonglan Liu**, 南京财经大学; **Minmin An**, Nanjing University of Finance and Economics; **Jiaxin Qi**, Nanjing University Of Finance & Economics

数字化领导力对合作型工作重塑的影响机制研究

Vincent Dong, Jinan University; **霄王**, Jinan University

数智化如何赋能制造业：蚌埠凯盛在数据驱动下的知识管理及企业核心竞争力构建案例研究

文惠李, Anhui University of Finance and Economics; **登峰胡**, Anhui University of Finance and Economics

Session 10RT 05 (Roundtable): Social Evaluation and Firm Value

Time: Friday, June 16, 12:00- 13:30

Venue: WLB 201

Chair: Daqi Xin (Nankai University)

Talk the Talk or Walk the Talk: The Effects of EO Soft and Hard Signals on Valuation of Listed Pharmaceutical Firms in China

Jintong Tang, Saint Louis University; **Xiaoyu Yu**, Shanghai University; **Gang Cao**, Shanghai University

Best-selling not Applauded? A Double-edged Sword of Product Typicality on Performance Evaluation

Anni Chen, 北京大学; **Qianyao Huang**, Xi'an Jiaotong-liverpool University

The Paradox of Political Connections in Firms' CSR Engagements and Firm Value

Yusen Dong, CEIBS; **Haijian Liu**, Nanjing University; **Daniel Han Ming Chng**, China Europe International Business School

The Impact of COVID-19 on Medical Crowdfunding Success: An Investor-Attention View

Daqi Xin, Nankai University; **Xi Yang**, East Stroudsburg University of Pennsylvania & University of Texas Rio Grande Valley; **Wencang Zhou**, Montclair State University

Session 10RT 06 (Roundtable): Opportunity Recognition and Entrepreneurship

Time: Friday, June 16, 12:00- 13:30

Venue: WLB 203

Chair: Xi Chen (University of Nottingham Ningbo China)

How do Start-ups Achieve Entrepreneurial Dynamic Capability in Digital Context? A Mixed-Method Analysis

Yuhua Cao, Suzhou City University; *Jing Li*, 苏州大学; *Juan Chen*, Suzhou vocational university

Digital technology, network strategy, and opportunity recognition in entrepreneurial firms

Changwei Pang, Nanjing Tech University; *Qiong Wang*, Nanjing University of Science And Technology

Deregulation and Employee Entrepreneurship: Evidence from the Development Process of Patent Law Industry in China

Junhan Wang, Tsinghua University 清华大学; *Xibao Li*, 清华大学经济管理学院

How to Navigate Entrepreneurial Ecosystem: Network Diversity, Institutional Intermediaries, and New Venture Performance in China

Xi Chen, University of Nottingham Ningbo China; *Jiaosha Chen*, University of Nottingham Ningbo China; *Bat Batjargal*, Oklahoma State University

Session 11 (Salon): Management Insights Salon

Time: Friday, June 16, 13:30- 14:30

Venue: AAB 506

Session 12A (Symposium): IACMR Distinguished Scholarly Contribution Award Symposium: Doing Impactful Research

Time: Friday, June 16, 14:30- 16:00

Venue: AAB 201

Chair: Shuming Zhao (Nanjing University)

Doing Impactful Research

Jing Zhou, Rice University

Session 12B (Paper Presentation): Overqualification and Ostracism at Workplace

Time: Friday, June 16, 14:30- 16:00

Venue: SCC 201

Chair: Yanan Dong (Beihang University)

Gender Differences in the Crossover Effect of Employees' Perceived Overqualification on Their Spouses' Family-to-Work Experiences

Yanan Dong, Beihang University; *Lin Ma*, 北京航空航天大学经济管理学院; *Mian Zhang*, 清华大学经济管理学院; *Xin Wu*, 北京航空航天大学经济管理学院; *Niannian Dong*, University of Science and Technology Beijing

The Double-Edged Sword Effect of Workplace Ostracism on Employee In-role Job Performance: The Moderating Role of Cooperative and Competitive Orientation

Lei Qi, Shandong University of Finance and Economics; *Song Chang*, Hong Kong Baptist University; *xu yuping*, 山东财经大学

How to be creative overqualified employees? The internal mechanism based on Job crafting towards strengths and interests

Yaqi Su, Zhengzhou University; Yana Du, Zhengzhou University

Session 12C (Paper Presentation): Remote Work and Technology Use

Time: Friday, June 16, 14:30- 16:00

Venue: SCM 012

Chair: Jian Shi (Vrije Universiteit Amsterdam)

Does technological tools make dirty-work engagement easier? When occupational stigma leads to increased emotional exhaustion and avoidant behaviors at work

Guanglei Zhang, 武汉理工大学; Huaying Wang, Wuhan University of Technology; Mingze Li, 武汉理工大学

How Ideal Leader Attributes Will be Endorsed and Satisfied by Followers in Remote Work Contexts

Jian Shi, Vrije Universiteit Amsterdam

Does remote work boost innovation? A cross-cultural perspective

Yue Zhang, 上海大学; Saadat Saeed, Durham University; Xiang Fang, Shanghai University; Bin Wang, Shanghai University; Xiaoyu Yu, Shanghai University

Session 12D (Paper Presentation): Social Responsibility from Behavioral and HRM Perspectives

Time: Friday, June 16, 14:30- 16:00

Venue: WLB 103

Chair: Chenghao Men (山东大学)

Socially Responsible Human Resource Management and Knowledge Hiding: A Moderated Mediation Model of Duty Orientation and Moral Identity

mingyu yan, Shandong university; Chenghao Men, 山东大学; Bo Lv, Shandong University; Sitong Liu, Shandong University; Sidi Sui, 山东大学

CEO self-transcendent value as a mediated predictor of top managers' socially responsible behaviors in Chinese SMEs: a social learning perspective

Yingya Jia, Shanghai University; 子淇殷, 上海大学; Xiaoyu Wang, Tongji University

The Social Impact of Responsible Leadership: How and When Does Responsible Leadership Influences Employees' Socially Responsible Behaviors

Tian Su, xi'an jiaotong university; Zhe Zhang, Xi'an Jiaotong University

Session 12E (Paper Presentation): The Micro Dynamics of Firms

Time: Friday, June 16, 14:30- 16:00

Venue: WLB 104

Chair: Zebin Yan (Guangdong University of Finance & Economics)

Whistleblowing intensity and distributor compliance in Distribution Channels

Sihan Jiang, Dalian Maritime University; Lu Shen, Dalian Maritime University

"Am I Your Closer Partner?" Relational Strength Variability within the Supplier Network

Zhi Yang, 华中科技大学; Haibin Yang, Chinese University of Hong Kong; Zebin Yan, Guangdong University of Finance & Economics; En Xie, Tongji University

Session 12F (Paper Presentation): 人力资源、组织管理与员工行为 II

Time: Friday, June 16, 14:30- 16:00

Venue: WLB 109

Chair: Niannian Dong (University of Science and Technology Beijing)

揆诸言外：职场中的方言排斥及后果

Guanglei Zhang, 武汉理工大学; Kun Peng, 武汉理工大学; Li Guo, University of International Business and Economics; Puwen Shang, Wuhan University of Technology

职场中高层级的失范者更容易被负面八卦？基于归因视角的实验研究

Chao Zhang, 兰州大学; Xuhua Wei, Lanzhou University; Yujia Li, Tongji University

“反思”还是“反刍”？每天绩效压力对员工创新行为的影响机制

Niannian Dong, University of Science and Technology Beijing; Kui Yin, University of Science and Technology Beijing

电子绩效监控的研究述评与展望

Zhonglan Liu, 南京财经大学; wenqin zhang, 南京财经大学; Yubing Feng, 南京财经大学; Zilin Feng, 南京财经大学; Jiaxin Qi, Nanjing University Of Finance & Economics; Minmin An, Nanjing University of Finance and Economics

Session 12G (Paper Presentation): 人力资源、企业决策与环境

Time: Friday, June 16, 14:30- 16:00

Venue: WLB 204

Chair: Qiqi Wang (Sun Yat-sen University)

“引进来”有助于“走出去”吗？_外资股权对国有企业海外并购的影响

Gong Min, Xi'an Jiaotong University; xiaolei zhang, Xi'an Jiaotong University

不确定环境下如何有效决策？效果推理研究述评与展望

Wenwen An, Guangdong University of Technology; Bao Shuqin, Guangdong University of Technology; Xin Zheng, 中山大学; Xiaojie Wu, 广东工业大学

春之流动：官员异地流动、环境注意力与企业环保投资

Qiqi Wang, Sun Yat-sen University; Heng Liu, Sun Yat-Sen University

Session 12H (Paper Presentation): Consequences of CEO Characteristics

Time: Friday, June 16, 14:30- 16:00

Venue: WLB 211

Chair: Qi Zhu (Hong Kong polytechnic university)

Mitigating negative effects of CEO overconfidence: an attention-based view

Xu Jun, University of California, Riverside; Wanrong Hou, University of Texas Rio Grande Valley

Between facilitation and hindrance: CEO Machiavellianism, TMT collective organizational engagement and new ventures performance

Shanghao Song, Beijing Normal University; Wenzhou Wang, 北京师范大学经济与工商管理学院; Xinfeng Xu, Beijing Normal University; Xiaoxuan Chen, Peking University; Xiao-Lin Ge, Beijing Normal University

CEO Humility and Corporate Reputation: Evidence from Chinese Small and Medium Enterprises



Nianwei Yin, Nanjing University; Zhi Li, Nanjing University; Liangding Jia, Nanjing University; Guoguang Wan, Nanjing University; Zhang ShengJun, Shanghai University of Finance and Economics

Session 12I (Paper Presentation): 人力资源、组织行为与市场

Time: Friday, June 16, 14:30- 16:00

Venue: AAB 205

Chair: Minya Xu (北京大学光华管理学院)

蠢哭了？萌呆了！产品愚钝面孔对消费者爱护倾向的影响

Zhipeng Xie, 华中师范大学; Jingyuan Wang, 华中师范大学; Huanyu Qin, 中国科学技术大学

网络舆情对股票收益率的影响及预测

Sujuan Geng, Nanjing University; Shiyu Tan, Nanjing University; Fei Xiao, Nanjing University; Xiulin Geng, Nanjing University

“权力”的游戏：品牌标识中字母大小写对消费者态度的影响

Huanyu Qin, 中国科学技术大学; Zhipeng Xie, 华中师范大学; Jingyuan Wang, 华中师范大学

帮外不帮亲？顾客授权行为对亲顾客偏离行为的影响研究

文君包, 郑州大学; Yana Du, Zhengzhou University

中国女性意识广告的崛起：让消费者与品牌相联结——品牌刻板内容印象模型的作用

Luyao Chen, Sun Yat-sen University; Haizhong Wang, Sun Yat-sen University

Session 12J (Paper Presentation): 人力资源、企业战略和创新

Time: Friday, June 16, 14:30- 16:00

Venue: AAB 503

Chair: Yuanqing Li (Dominican University)

我关注、你行动：CEO 创业导向如何影响员工创新行为？

Yueyue LIU, Hohai University; Sujuan Geng, Nanjing University; Meng Xi, Nanjing University; Zhang Xu, Nanjing University

董事长地位不一致与企业创新：基于资源保存理论

jichang zhang, Nanjing University; Jing Long, Nanjing University; Wang Zemin, Nanjing University

助力还是羁绊？CVC 投资对科创企业开放式创新的影响及其遮掩效应研究

Nan Zhang, Fudan University; Jinyun Sun, 复旦大学管理学院; Yahan Hu, Fudan University

大學之道：基礎研究與產業應用之間的對照探索

Yung-Ching Tseng, Yuan Ze University; Shih-Chang Hung, National Tsing Hua University; YU HENG LIN, Delta Electronics

Session 12K (Paper Presentation): 国际化

Time: Friday, June 16, 14:30- 16:00

Venue: AAB 504

Chair: Maoliang Bu (Nanjing University)

中国企业抱团出海的进入模式选择 ——来自“一带一路”沿线中国上市公司的证据

Yi Xiang, 西安交通大学; *Ming Jia*, Northwestern Polytechnical University; *Zhe Zhang*, Xi'an Jiaotong University

合法性与家族企业跨境社会责任——基于 EHA 方法的实证研究

Dian Luo, Jinan University; *Xiao Wang*, 暨南大学

“一带一路”倡议弥补了东道国制度质量的不足吗？——来自中国企业 OFDI 的经验证据

Li Xuxu, Tongji University; *Ya'nan Zhang*, Tongji University; *Jingyi Lei*, Tongji University

Session 12L (Paper Presentation): 数字化

Time: Friday, June 16, 14:30- 16:00

Venue: AAB 505

Chair: Hai Guo (Renmin University of China)

数字平台企业负责任创新的驱动路径研究 —— 一项模糊集定性比较分析

luni yang, renmin university of China; *Hai Guo*, Renmin University of China; *Min Huang*, Renmin university of China

传统行业民营企业数字化转型战略选择——“释放信号”还是“真刀实干”

Zixu Liu, 清华大学; *Jianghua Zhou*, 北京师范大学经济与工商管理学院; *Jizhen Li*, Tsinghua University

企业经营战略与数字化转型路径：基于中国制造业企业数字化成熟度的聚类分析

Shuli Wang, Nanjing University; *Hong Liu*, Nanjing University; *Lyu Jin*, Nanjing University; *Jinfan Zhou*, 武汉理工大学; *Yangkun Wang*, Nanjing University

数字化困境突破：数字化能力如何影响企业二元创新绩效？

Ao Zan, Changsha University of Science & Technology; *Yanhong Yao*, Hunan University; *Yu Gong*, Hunan University

Session 12RT 01 (Roundtable): Proactive Behavior

Time: Friday, June 16, 14:30- 16:00

Venue: AAB 203

Chair: Wenan Hu (山东大学)

The effect of employee goal orientation on change-supportive behavior: A moderated mediation approach

Mengli Liu, Shandong university; *Minglei Bai*, Shandong University; *Huijuan Wang*, Shandong University; *Bing Liu*, 山东大学; *Chang Che*, University

Accommodating externals: A curvilinear relationship between locus of control and prohibitive voice

Xuemei Liu, 中南财经政法大学; *Ying Wang*, 对外经济贸易大学; *Mingpeng Huang*, 对外经济贸易大学; *Yujing He*, Zhongnan University of Economics and Law

Motivational striving, job crafting and employee thriving at work

Lei Gao, Beijing Normal University; *Bowen Li*, Beijing Normal University; *Xiaoyu Guan*, 北京师范大学; *海波于*, 北京师范大学; *Ghulam Abid*, Kinnaird College for Women

Switching Role from Recipients to Providers: How Autonomy-oriented Help Stimulates Recipients' Online Helping Behavior?

Shuwen Li, Dalian University of Technology; *Wenan Hu*, 山东大学; *Jia Ruiqian*, Fudan University; *Zhifei Zhang*,

Tongji University

Session 12RT 02 (Roundtable): Career

Time: Friday, June 16, 14:30- 16:00

Venue: AAB 204

Chair: Steven Zhou (University of Nottingham, China Campus)

Working with stigma: The buffering role of self-compassion

Tingxi Wang, Xi'an Jiaotong-Liverpool University; Yue Xu, Xi'an Jiaotong-Liverpool University; Jie Li, Xi'an Jiaotong-Liverpool University; Sun Jianqun, Suzhou University of Science and Technology

Comparing “attached” to “detached” adaptation response in the effect of career adaptability on turnover intention

Shan Xu, Southwestern University of Finance And Economics; Jiale Jia, Southwestern University of Finance and Economics; Ruijie Gao, Sichuan Water Conservancy Vocational and Technical College; Yingwei Ren, Southwestern University of Finance and Economics; Yuan Jin, Southwestern University of Finance and Economics; Danping Liu, Xihua University

The Influence of Career Shocks on Hotel Employee Positive Career Outcomes: A Three-way Mediated Moderation Model

Lei Ju, Dongbei University of Finance and Economics; Liang Enshuo, Dongbei University of Finance and Economics; Xiuli Jing, Shenzhen Tourism College of Jinan University; Fevzi Okumus, The University of Central Florida; Mehmet Ali Koseoglu, The Hong Kong Polytechnic University

Unpacking How Individuals' Event Perceptions Affect Collective Calling Development During an Extreme Event

Steven Zhou, University of Nottingham, China Campus; Abby Jingzi Zhou, The University of Nottingham Ningbo China; Yuntao Bai, 厦门大学管理学院; Emilie Lapointe, Nottingham University Business School China

Session 12RT 03 (Roundtable): 领导力和主动性行为

Time: Friday, June 16, 14:30- 16:00

Venue: AAB 206

Chair: Jinyi Zhou (University of Science and Technology Beijing)

领导认知风格对员工建言的影响：一个有调节的中介模型

yang qingyue, Nanjing University

行而成力：建言和助人对个人影响力的差异化作用机制

Guimei Ma, 西安工程大学; Mingyue Yuan, 西安工程大学; Bing Ma, Xi'an Polytechnic University

Employee Proactive Personality and Career Growth: The Role of Proactive Behaviors and Leader Proactive Personality

Guimei Ma, 西安工程大学; Xianru Zhu, 西安工程大学; Bing Ma, Xi'an Polytechnic University; Hermann Lassleben, Reutlingen University

家庭支持型主管行为对员工创造力的影响——一个被调节的中介作用模型

Xiangyu Gao, Nanjing University; Xu Sen, Nanjing Tech University

Session 12RT 04 (Roundtable): 知识管理前沿研究

Time: Friday, June 16, 14:30- 16:00

Venue: AAB 207

Chair: Wenhao Luo (North China University of Technology)

知识就是力量:探讨个人吸收能耐对其工作敬业与多重工作行为的影响、以及调节焦点的调节效果

Hung Yu Tsai, Providence University; *XiangYi Fu*, Nanfang College of Sun Yat-Sen University; *Haorong Liu*, Nanfang College of Sun Yat-Sen University; *Li JiaXin*, GuangZhou Nanfang collage; *BiWei Yang*, 中山大学南方学院

权力-地位不一致与知识分享行为: 基于高成本信号理论

Ruhong Liu, Nanjing University; *Jing Long*, Nanjing University; *Longjun Liu*, Nanjing Univerisity

Session 12RT 05 (Roundtable): Institutional Environment and Firm/Managerial Behavior

Time: Friday, June 16, 14:30- 16:00

Venue: WLB 201

Chair: Rong Zeng (University of Manitoba)

WATCHDOG OR LAPDOG? THE ROLE OF THE MEDIA IN DISCIPLINING INSIDER TRADING

Mingzhi Liu, University of Manitoba; *Songlian Tang*, Donghua University; *Zhenyu Wu*, University of Manitoba, Canada; *Rong Zeng*, University of Manitoba

Answer to whom: The Eclipsed Drivers and Authenticity Patterns of Chinese Listed Firms' CSR Reporting

Tian Xiao, University of Nottingham Ningbo China; *Hing Kai Chan*, Univeristy of Nottingham Ningbo China; *Wenbin Ni*, Zhejiang University of Finance & Economics; *Kim Hua Tan*, University of Nottingham

Positive Institutional Distance and GVC participation of Developing Country: The Moderating Role of Stringency of Lockdown Policy During COVID-19

YUMIN CAO, University of Macau; *Wang Ylbai*, University of Macau; *Lin Yuan*, University of Macau; *Xiaoyun Chen*, The University of Macau

Social Movement Against Parent Country and General Manager Turnover

Hui Zhang, City University of Hong Kong; *Jane Lu*, City University of Hong Kong

Session 12RT 06 (Roundtable): 国际化

Time: Friday, June 16, 14:30- 16:00

Venue: WLB 203

Chair: Ming Zhang (South China University of Technology)

CEO 调节焦点对企业国际化进程三维度的影响研究

Haifeng Tian, 东北大学; *Lv Li*, 东北大学; *Binghong Liu*, 江苏大学

中国企业数字化转型对国际化节奏的影响研究: 董事会警惕性的调节效应

Yuanxu Li, 复旦大学管理学院; *Ziyi Wang*, Fudan University

从“中学”到“西用”: 国内的跨区域经营如何影响企业的国际化绩效?

Manli Huang, 华南理工大学工商管理学院; *weihong Chen*, Guangxi University; *Ming Zhang*, South China University of Technology; *Hailin Lan*, 华南理工大学工商管理学院

Session 13A (Symposium): Blockchain and Emerging Technologies: Opportunities for Management Research in China and Globally

Time: Friday, June 16, 16:15- 17:45

Venue: AAB 201

Organizer: You (Willow) Wu (The Chinese University of Hong Kong) and Shipeng Yan (The University of Hong Kong)

Blockchains for Altruistic Social Exchange: An Exploratory Study on Time Banks

Kevin Au, The Chinese University of Hong Kong

Scaling up without Blowing up: How do Bitcoin Collective Manage Conflict that Emerge with Growth?

Fang Viviana He, University of St. Gallen

Bitcoin as gold: How the discourse of cryptocurrency as a hedge against inflation moderates the cryptocurrency market craze

You (Willow) Wu, The Chinese University of Hong Kong

Rethinking the firm: Toward a firm as a nexus of codes

Yanto Chandra, City University of Hong Kong

Session 13B (Paper Presentation): New Trends of HRM Research

Time: Friday, June 16, 16:15- 17:45

Venue: SCC 201

Chair: Huadong Yang (University of Liverpool)

Interpreting and responding to green human resource management: The moderating role of supervisor bottom-line mentality

Zhining Wang, 中国矿业大学; Shuang Ren, Queen's University Belfast

When and How Is Pay for Performance Predictive of Job Performance? A Meta-Analytic Test of Cognitive Evaluation and Equity-Based Perspectives

Yuyao Chen, Nanjing University; Zhengtang Zhang, Nanjing University; Jinfan Zhou, 武汉理工大学; Chuwei Liu, Nanjing University; Xia Zhang, Nanjing University

TIGHTNESS-LOOSENESS AND PERCEIVED HR STRENGTH: RESULTS OF A META-ANALYSIS

Karin Sanders, University of New South Wales; Timothy Colin Bednall, Swinburne University of Technology; Huadong Yang, University of Liverpool

Session 13C (Paper Presentation): Servant Leadership in Various Contexts

Time: Friday, June 16, 16:15- 17:45

Venue: SCM 012

Chair: Chang-Jun Li (Wuhan University)

Self-regulatory failure? Examining how daily patients incivility incurs healthcare workers' displaced aggression and the role of servant leadership

yirong guo, Xiamen University; Limei Chen, University of Hong Kong; Jiwen Song, University of Leeds

The Double-Edge Sword Effect of Servant Leadership on Illegitimate Tasks

Xueling Fan, Nanjing University; Ye Li, Nanjing University; Liu Jun, Wuhan University of Technology; Cai Wenjing, University of Science and Technology of China

Leadership influence and newcomer socialization: A dual-process model of servant leadership, directive

leadership, and newcomer job performance

Chang-Jun Li, Wuhan University

Session 13D (Symposium): MOR RRBW Award & PUP Best Paper Symposium

Time: Friday, June 16, 16:15- 18:15

Venue: WLB 103

Chair: Xiao-Ping Chen (University of Washington)

Session 13E (Paper Presentation): The Dark Side of Leadership

Time: Friday, June 16, 16:15- 17:45

Venue: WLB 104

Chair: Yang Bai (Peking University)

The Complexity of Machiavellian Leaders: How and When Leaders' Machiavellianism Impacts Abusive Supervision

Hu Li, Nanjing University; Sihong Huang, Hong Kong Baptist University

Indirect Cronyism and Its Underlying Logic: How Managers' Particularism Orientation and the Third Party's Hierarchical Power Strengthen Its Existence

Xiao-Ping Chen, University of Washington; Han Ren, Sichuan University

Paternalistic leadership, territorial behavior, abusive supervision, and employees' thriving in the hospitality sector? a three-way mediated moderation model

Lei Ju, Dongbei University of Finance and Economics; Ji Wenqi, Dongbei University of Finance and Economics; Xiuli Jing, Shenzhen Tourism College of Jinan University; Mehmet Ali Koseoglu, The Hong Kong Polytechnic University; Fevzi Okumus, The University of Central Florida

Session 13F (Paper Presentation): Career Management

Time: Friday, June 16, 16:15- 17:45

Venue: WLB 109

Chair: Wei He (Nanjing University)

Unpacking Knowing: Developing Career Capital through Volunteering in China

Christian Yao, Victoria University of Wellington; Hongxia Qi, Victoria University of Wellington

Be the Helmsman to Navigate Your Career Transition: The Influence of Mental Health Literacy on Campus Connectedness and Career Adaptability among University Students

Hongyan Wang, Shanghai Jiao Tong University; Jingqiu Chen, Shanghai Jiaotong University; Cixin Wang, University of Maryland; Hongling Jiang, 上海交通大学安泰经济与管理学院; Jingshu Zhang, 上海交通大学安泰经济与管理学院; Qing Wang, 上海交通大学安泰经济与管理学院

How does mentor influence career satisfaction of protégé: Dual processing mechanism of cognition and emotion

Xiangyu Wei, 中央财经大学; Guangtao Yu, Central University of Finance And Economics

Session 13G (Paper Presentation): 团队效能

Time: Friday, June 16, 16:15- 17:45

Venue: WLB 204

Chair: Xuhua Wei (Lanzhou University)

社会网络促进外派适应：关系能量与核心自我评价的作用

SUOSUO JIA, University of International Business and Economics; Xiongying Niu, 对外经济贸易大学国际商学院;
Liang Wang, 对外经济贸易大学; Yulin Niu, University of International Business and Economics

团队间权力争斗对团队内绩效的影响机制：跨层次链式中介效应

Yujiao Du, Lanzhou University/; **Xuhua Wei**, Lanzhou University

团队断层影响团队绩效的曲线机制研究：最优区分理论的视角

Yi Yang, Tongji University; Feng Wei, 同济大学

团队反思对团队过程与团队结果影响的元分析

Chi Zhikang, University of Science and Technology Beijing; Kui Yin, University of Science and Technology Beijing; Nian nian Dong, University of Science and Technology Beijing

Session 13H (Paper Presentation): 人力资源、企业战略和创业

Time: Friday, June 16, 16:15- 17:45

Venue: WLB 211

Chair: Pengzhou Kuai (Beijing Technology and Business University)

相生相克：组织能力的竞争对立与营销能力的形成机制 ——基于自组织与五行的理论探索与案例佐证

Pengzhou Kuai, Beijing Technology and Business University; Siqi Guo, Beijing Technology and Business University; Jingyi Li, Beijing Technology and Business University; ZhuangYu Li, Beijing Technology and Business University; XIZI LI, Beijing Technology and Business University

创业者人力资本与创业坚持 ——创业焦虑的调节作用

Hui Zhang, Nanjing university of posts and telecommunications; Di Song, University of Electronic Science and Technology of China; Xiaohu Zhou, 南京理工大学

投资决策的制度逻辑：基于数据挖掘的天使投资决策模式识别及影响因素分析

Hanru Zhang, Zhejiang University; Song Wang, 浙江大学管理学院

Session 13I (Paper Presentation): Managerial Cognition and Multicultural Leaders

Time: Friday, June 16, 16:15- 17:45

Venue: AAB 205

Chair: Chen Lin (Beijing University of Posts and Telecommunications)

Multicultural Leaders, Psychological Comparative Process, and Conflict Engagement

Li TONG, Peking University; Hongfei Ruan, Harbin Institute of Technology; Ying Zhang, Northwestern Polytechnical University; Xueyan Zhang, Northwestern Polytechnical University

Managerial Cultural Intelligence and Marketing Agility of Foreign Subsidiaries

Luqun Xie, 上海交通大学安泰经济与管理学院; **Qian Wang**, Shanghai Jiao Tong University; Xuesong Geng, Singapore Management University; Zhenzhu Lai, Upscaling Consulting (Shanghai) Co., Ltd

The Effect of TMT Vigilant Managerial Cognition on Enterprise Resilience

Chen Zhao, 北京邮电大学; Chen Lin, Beijing University of Posts and Telecommunications; Yonghong Liu, University of North Carolina At Greensboro; **Zhonghua Gao**, 中国社会科学院工业经济研究所

Session 13J (Paper Presentation): Drivers of Firm Innovation

Time: Friday, June 16, 16:15- 17:45

Venue: AAB 503

Chair: Ao Zan (Changsha University of Science & Technology)

State as a path breaker? Path-dependent behaviors and firm innovation: The moderating role of institutional forces

Jiang Wei, 浙江大学管理学院; *Guangpei Chen*, Zhejiang University; Yang Yang, Zhejiang University

Set Him Free rather than Struggling on Knee: How to Promote New Product Development through Networked and Embedded Innovation

Mengyu Zhuang, Beijing University of Posts and Telecommunications; Guanhua Ye, The University of Queensland; YAWEN LI, Beijing University of Posts and Telecommunications; Jinyi Zhou, University of Science and Technology Beijing

How does big data capability drive firm innovation: The role of improvisation and data-driven culture?

Ao Zan, Changsha University of Science & Technology; Yanhong Yao, Hunan University; Huan Chen, 湖南大学

It all depends: Exploring how philanthropic CSR and business CSR influence private enterprises' innovation inputs via different signaling effects

Xingwu Luo, Zhejiang University of Finance & Economics; Min Liu, Zhejiang University of Finance & Economics; *Weize Huang*, Xi'an Jiaotong-Liverpool University; Shuai Chen, Zhejiang University of Finance & Economics; Hao Zhang, Zhejiang University of Finance & Economics

Session 13K (Paper Presentation): 财务信息与战略

Time: Friday, June 16, 16:15- 17:45

Venue: AAB 504

Chair: Jinhui Luo (Xiamen University)

“夸张式”赶超承诺影响到公司银行信贷？——基于中国上市公司的数据分析

Yi Peng, Shanghai Jiao Tong University; Xiaogang He, 上海财经大学商学院; Han Jiang, The University of Arizona

企业精准扶贫信息披露能改善资本市场信息环境吗？——基于分析师预测的实证研究

Wenxin Wu, Peking University; Zhou Zixun, 北京大学

危机中的女性高管与减持——来自新冠肺炎疫情事件的证据

Danyang Zhu, 复旦大学

信息披露背后的宗族魅影：宗族文化会影响供应链信息披露质量吗？

Hanqing Zhao, Sun Yat-sen University; Yawen Li, Sun Yat-sen University 中山大学; Heng Liu, Sun Yat-Sen University

Session 13L (Paper Presentation): 性格、情绪与员工行为

Time: Friday, June 16, 16:15- 17:45

Venue: AAB 505

Chair: Emily Huang (Hong Kong Baptist University)

大五人格、工作特征与员工创新行为：基于组态视角

Ming Yi, Sichuan University; Shenghui Wang, Dongbei University of Finance and Economics

情绪矛盾何时及如何促进员工韧性? ——基于悖论视角有中介的调节模型

Le Tan, Northwest University 西北大学; **Hanyu Gao**, University of Macau; **Yunjiao Meng**, 西北大学; **Po Hao**, Northwest University

员工工作激情对领导工作激情的双路径影响机制研究—基于 JDR 理论

SHAN WU, Southwestern University of Finance and Economics; **Shuting Xiang**, Southwestern University of Finance and Economics

员工沉默对绩效及关系行为的作用机制：基于自我调节理论的日志研究

Xue Peng, Sun Yat-sen University; **Meishi Liao**, Sun-Yet Sun University; **Yiling Zhou** Yiling Zhou, Sun Yat-sen - University; **LIN WANG**, 中山大学

Session 13RT 01 (Roundtable): Positive Outcomes

Time: Friday, June 16, 16:15- 17:45

Venue: AAB 203

Chair: Shuting Xiang (Southwestern University of Finance and Economics)

How and when does remote working promote task performance? A mediated-moderation model from a job characteristic theory perspective

Xiaobei Li, Shanghai Business School; **Lei Wang**, Dongbei University of Finance and Economics; **Song Huiyu**, Dongbei University of Finance and Economics; **Xingtong Jin**, Liaoning Normal University

You Raise Me Up to More Than I Can Be: A Self-Enhancement Model of Impostor Thoughts at Work

Xuan Zheng, Shanghai University of Financial and Economics; **Zhijun Chen**, 上海财经大学

How to Facilitate Employee Green Behavior at Workplace: A Fuzzy-Set Qualitative Comparative Analysis

Dawei Zhou, City University of Macau; **Elle Huang**, City University of Macau; **Jing Zhou**, Guilin University of Electronic Technology; **Siting Lu**, Guilin University of Electronic Technology

FEELING GOOD BUT NOT BEING APPRECIATED: HOW EMPLOYEES' JOB ENGAGEMENT PREDICTS LEADER EMERGENCE?

Wei Liu, Central University of Finance and Economics; **Shuting Xiang**, Southwestern University of Finance and Economics

Session 13RT 03 (Roundtable): 工作场所中的双刃剑效应

Time: Friday, June 16, 16:15- 17:45

Venue: AAB 206

“温度”与“效率”：人工智能使用对员工的双刃剑效应研究

Xinyan Mu, NingboTech University; **Jih-Yu Mao**, University of Nottingham Ningbo China; **Jie Wang**, University of Nottingham Ningbo China

损人还是助人？工作忙碌对职场不文明行为和职场助人行为的双刃剑效应

Chenhui Zuo, BeiJing Normal University; **zhe shang**, Beijing Normal University; **huihan song**, BeiJing Normal University

“目的”抑或“手段”？创业者的“商业面”与社会企业使命偏离

Xinhe Zhuang, Fuzhou university; **Chunxia Wang**, Fuzhou University; **Zhiyang Liu**, 上海财经大学国际工商管理学院



Session 13RT 04 (Roundtable): 组织管理中的质性研究探索

Time: Friday, June 16, 16:15- 17:45

Venue: AAB 207

Chair: Huaikang Zhou (Tsinghua University)

组织污名形成的多元驱动模式 —— 基于风险的社会放大框架的动态 fsQCA 研究

Wu Hua, Inner Mongolia University of Finance and Economics

企业危机事件的影响和社交媒体印象管理策略的效果：基于事件系统理论的多案例研究

Fan Mo, Soochow University

悖论视角下“情绪钝感”构念的理论建构 —— 一项基于扎根理论的探索性研究

Yujuan Wang, 山西财经大学; Hai Li, 北京师范大学经济与工商管理学院; Xia Cao, 山西财经大学; Yumei Huang, 广东金融学院

东西方企业危机应对措施和组织韧性比较研究 —— 基于 fsQCA 方法的实证分析

Mei Song, East China Normal University; Yong Su, 复旦大学管理学院; Zhenyuan Wang, 华东师范大学

Session 13RT 05 (Roundtable): Social Enterprise and Social Orientation

Time: Friday, June 16, 16:15- 17:45

Venue: WLB 201

Chair: Chenxiao Wang (Beijing University of Chemical Technology)

Market Logic and Organizational Hybridity of Social Enterprises: The Moderating Effects of Organizational Activities

Liping Xu, Shanghai University of Finance and Economics; Zhiyang Liu, 上海财经大学国际工商管理学院; Xinhe Zhuang, Fuzhou University

Exploring the outcomes of social entrepreneurship orientation: A behavioral entrepreneurship theory view

Chenxiao Wang, Beijing University of Chemical Technology; Fangcheng Tang, 北京化工大学; Qingpu Zhang, Harbin Institute of Technology; Wei Zhang, Sichuan University

Category Emergence and Viability through Optimal Distinctiveness Work: The Emergence of Chinese Social Enterprises

Chenjian Zhang, University of Bath; Eric Yanfei Zhao, University of Oxford; Mia Raynard, The University of British Columbia

CEO-TMT Faultline and Corporate Green Innovation: The Mediating Role of Eco-attention

Zhiyu Chen, Lanzhou University; Jianzu Wu, 兰州大学管理学院

Session 14: School Night 2: School Receptions and Recruitment Activities 院校之夜 2: 招待会与师资招聘会

Time: Friday, June 16, 19:00- 21:00

Venue: Venue: AAB 204, Reception by Tianjin University College of Management and Economics; Placement Center (AAB 609& AAB 611, from June 15-17)



Day 3
Saturday, June 17

Session 15A Dean's Forum: The Future of Business Education

Time: Saturday, June 17, 09:00- 10:30

Venue: AAB 201

Chair: Xu Huang (The Hong Kong Baptist University)

Speakers:

Hongbin Cai, University of Hong Kong

Yubo Chen, Tsinghua University

Bruce Macfarlane, the Education University of Hong Kong

Ohad Kadan, Arizona State University

Xiongwen Lu, Fudan University

Ed Snape, Hong Kong Baptist University

Jiang Wei, Zhejiang University

Session 15B: China Forum 中国论坛

Time: Saturday, June 17, 09:00- 10:30

Venue: SCC 201

Chair:

陈国立, INSEAD

Presenters:

馬旭飛, 香港中文大学

武常岐, 山东大学

谢恩, 同济大学

Globalization and the Role of the State in International Business Studies

Changqi Wu, Shandong University

Strengthened Party's leadership and Chinese State-Owned Firms' Outward Foreign Direct Investment in Developed Economies

En Xie, Tongji University

TBA

Xufei Ma, The Chinese University of Hong Kong

Session 16A (Symposium): 张维迎: 企业家精神与创业创新

Time: Saturday, June 17, 10:45- 12:15

Venue: AAB 201

Chair: Xiao-Ping Chen (University of Washington)

This session will be in Chinese

本环节语言为中文

Session 16B (Paper Presentation): Contacts and Networking

Time: Saturday, June 17, 10:45- 12:15

Venue: SCC 201

Chair: Huatian Wang (Lingnan University, Hong Kong)

Developing a Framework of Other-Orientedness: An Inductive Approach to Recreated Meanings of Negative Beneficiary Contact

Xiaoqun Wang, University of Nottingham Ningbo China; *'Alim Beveridge*, University of Nottingham Ningbo China; *Xuan Feng*, 宁波诺丁汉大学

Heavy Is the Head Who Wears the Crown? The Dualistic Impacts of Brokerage on Brokers' Relational Energy

YIN WU, Tongji University; *Feng Wei*, 同济大学

Shaping a diverse network to achieve better work outcomes: A weekly diary study and a self-training intervention

Huatian Wang, Lingnan University, Hong Kong

Session 16C (Paper Presentation): Polyculturalism and Cross-cultural Management

Time: Saturday, June 17, 10:45- 12:15

Venue: SCM 012

Chair: Michael Morris (Columbia University)

Trust or Harmony: The Myth of Information Exchange in Negotiations in Eastern Cultures

Jingjing Yao, IESEG School of Management; *Han Li*, Peking University; *Zhi-Xue Zhang*, Peking University; *Jeanne Brett*, Northwestern University

A Strategic Approach to Uniqueness Seeking in Collectivistic Cultures

Gaoyuan Zhu, Cornell University; *Angus Hildreth*, Cornell University; *Ya-Ru Chen*, Cornell University

Polyculturalism: Developing a Broader Scale and Understanding Its Links to Creativity

Michael Morris, Columbia University; *Jae Cho*, HKUST; *Jackson Lu*, MIT Sloan School of Management

Session 16D (Paper Presentation): Gender Issues at Workplace and Society

Time: Saturday, June 17, 10:45- 12:15

Venue: WLB 103

Chair: Grace Jia Hui Lim (Hong Kong Baptist University)

The Competence Buffer: Perceived Competence Reduces the Dominance Penalty in Gender and Leadership Effectiveness

Zhiyu Feng, Renmin University of China; *Anyi Ma*, Tulane University; *Fangzhou Liu*, Huazhong University of Science and Technology

ARE THERE "HIS" AND "HER" TYPES OF CREATIVITY? EXPLORING GENDER DIFFERENCES IN CREATIVE WORK

mengzi jin, Peking University; *Mingyue Tang*, Peking University

To Stay or to Return: Intersectionality in Status Loss and Migration in the U.S.

Xin Lucy Liu, Columbia Business School; *Yihan Wang*, Columbia University; *Michael Morris*, Columbia University

Session 16E (Paper Presentation): Leadership from the Emotion Perspective

Time: Saturday, June 17, 10:45- 12:15
Venue: WLB 104
Chair: Andrew Fenghao Wang (Deakin University)

An Approach-Avoidance Perspective of Follower Responses to Leader Anger Expression

Andrew Fenghao Wang, Deakin University; Wu Liu, The Hong Kong Polytechnic University; Zhenyu Liao, Washington University In St Louis

Proud of What I Do: An Energizing Perspective on Leader Self-Sacrifice

Feifan Yang, Shanghai University of Finance and Economics; Bin Wang, Shanghai University; Mengxi Yang, University of Chinese Academy of Sciences; wansi chen, east china university of science and technology

Comfort-seeking, alerting, or emotional contagion? How and when leader anxiety expression elicits subordinate emotional and behavioral reactions

Diwan LI, The Hong Kong Polytechnic University

Session 16F (Paper Presentation): Organizational Search, Knowledge and Innovation

Time: Saturday, June 17, 10:45- 12:15
Venue: WLB 109
Chair: Steven Zhou (University of Nottingham, China Campus)

Environmental Scanning Perspective: Underperformance Duration and High-tech SMEs' Technology Search and Market Search

Qingwen Bo, Harbin Institute Of Technology; Bo Yu, 哈尔滨工业大学管理学院

Unraveling the Impact of Entrepreneurial Orientation on Innovation Ambidexterity: The Role of Knowledge Transfer

Chen Han, Xi'an Jiaotong University

Enhancing Knowledge Flows Between Innovative and Routine Projects to Develop Innovation in Project-based Organizations

Steven Zhou, University of Nottingham, China Campus; Peter Hofman, The University of Nottingham Ningbo China; Andrew Davies, University of Sussex; Abby Jingzi Zhou, The University of Nottingham Ningbo China

Session 16G (Paper Presentation): 人力资源、组织管理与员工行为 III

Time: Saturday, June 17, 10:45- 12:15
Venue: WLB 204
Chair: Yang Bai (Peking University)

负重前行——组织中的绩效压力与员工工作进展：绩效失败恐惧、工作精神集中和职业前景的作用

SUOSUO JIA, University of International Business and Economics; Li Guo, University of International Business and Economics; Xiongying Niu, 对外经济贸易大学国际商学院

Double-edged Effects of Personal Initiative on Employees: Anxiety and Competence Perception as Dual Mediation Mechanisms and Job Demands as the Moderator

Jingni Dong, Renmin University of China; Xin Liu, Renmin University of China; Yu Yu, Southwestern University of Finance and Economics; Xiaoming Zheng, 清华大学经济管理学院

The Effect of Workplace Virtuality on Job Insecurity : From the Perspective of Supervisor Ostracism's Construal Level



Shuang Li, Southwestern University of Finance and Economics; *Yumei Wang*, Southwestern University of Finance and Economy 西南财经大学

Session 16H (Paper Presentation): 企业社会责任与环境

Time: Saturday, June 17, 10:45- 12:15

Venue: WLB 211

Chair: Siting Wang (Hong Kong Baptist University)

Do all female directors have the same impact on corporate environmental behavior? The perspective of position independence

Xinyu Guo, Lanzhou University; *Jianzu Wu*, 兰州大学管理学院

穹顶之下的参访：空气质量、机构调研与企业 ESG 表现

Qiqi Wang, Sun Yat-sen University; *Ke Zhilan*, Sun Yat-sen University; *Heng Liu*, Sun Yat-Sen University

董事会断裂带与企业 ESG 绩效——基于环境不确定性的调节效应

Yu Huang, Shanghai University

蚂蚁森林会改变用户的亲环境行为吗？绿色信息系统对用户亲环境行为改变的影响机理研究

Chao Zhao, Shenyang University of Technology; *Xuwei Chen*, Shenyang University of Technology

Session 16I (Paper Presentation): China's Corporate Executives

Time: Saturday, June 17, 10:45- 12:15

Venue: AAB 205

Chair: ZI XUAN CHAN (University of Macau; Shenzhen University)

My Youth Never Ends: How Executive's Educated-youth Experience Impact Firm Perks

ZENG Xianju, Shenzhen University; *KAI ZENG*, SHENZHEN UNIVERSITY; *ZI XUAN CHAN*, University of Macau; Shenzhen University; *LIYAN LIN*, Shenzhen YuanPing special education school; *Yishu CAI*, The Chinese University of Hong Kong

How does non-state ownership in state-owned enterprises influence firm executives? Evidence from China's SOE executive compensation reform

Jingyuan Li, Hong Kong University of Science and Technology; *Jiatao Li*, The Hong Kong University of Science and Technology

Innovation- or Enhancement-oriented strategy? The contingency effects of entrepreneurs' prior experiences on the strategic choice of ventures

Yi Ruan, 宁波诺丁汉大学; *Haibo Zhou*, University of Nottingham Ningbo China; *Annapoornima Subramania*, National University of Singapore

Session 16J (Paper Presentation): Stakeholder and Social Innovation

Time: Saturday, June 17, 10:45- 12:15

Venue: AAB 503

Chair: He Gao (University of Delaware)

Putting Vision Back into Strategic Management: An Integration of Paradox and Stakeholder Theory

He Gao, University of Delaware; *Danni Wang*, Rutgers Business School; *David Waldman*, Arizona State University; *Wei Shen*, Arizona State University

How to Transform “Social Value” into Meaningful Products? — A Multiple-case Study of Six Leading Innovative Enterprises

Luyao WANG, Communication University of China; Guannan QU, University of Chinese Academy of Sciences; Tara Sun, University of Chinese Academy of Sciences

Achieving Social Innovations in the Context of Formal and Informal Institutional Voids: A Perspective from Institutional Work

Jia Li, University of Electronic Science and Technology of China; Tianli Feng, University of Electronic Science And Technology of China; Jiaqi Yu, University of Electronic Science and Technology of China

Session 16K (Paper Presentation): Mergers, Acquisitions, and Market Entry

Time: Saturday, June 17, 10:45- 12:15

Venue: AAB 504

Chair: Hong Zhu (Peking University)

Post-merger integration and innovation of reverse M&As: The dynamic transformation of complementarity & compatibility, knowledge management, and trust building

Xiaomeng Liu, university of nottingham ningbo China; Peter Li, 东北财经大学

Chinese Cross-border Mergers and Acquisitions: Decision, Integration and Performance

Shuang Hu, Zhejiang Gongshang University; Saileshsingh Gunessee, University of Nottingham Ningbo China

Status heterophily, market entry and market performance

Xuan Sun, 上海交通大学; Michael Jensen, University of Michigan; Runtian Jing, Shanghai Jiao Tong University

Session 16L (Paper Presentation): 高管团队

Time: Saturday, June 17, 10:45- 12:15

Venue: AAB 505

Chair: Mijia Gong (Northwestern Polytechnical University)

“任人唯亲”何以打破？社会信任与管理团队中的差序格局

Wenhao Yuan, Renmin University of China; Jianhua Ge, Renmin University of China

如何解决创新代理难题？高管激励对国有企业实质性创新的影响研究

Tao Xu, Xi'an Jiaotong University; Xu Jiang, 西安交通大学管理学院

海外背景高管社会网络对企业创新绩效影响研究

Xiaomei Li, 天津大学管理与经济学部; 刘锐婧, Tianjin University

Session 16RT 01 (Roundtable): Learning

Time: Saturday, June 17, 10:45- 12:15

Venue: AAB 203

Chair: Qingyue Fan (Shanghai Jiao Tong University)

Antecedents and Outcomes of Inter-organizational Knowledge Transfer: Meta-analysis and Critique

Yaqi Huang, Zhejiang Normal University; Changfeng Wang, Zhejiang Normal University; Yaqi Huang, Zhejiang Normal University

Retain or Redeploy Resources? A Moderated Mediation Model of Shared Team Identification, Newcomer Embeddedness, and Work Outcomes

Qingyue Fan, Shanghai Jiao Tong University; Ya Liu, Michigan State University

Stardom Imprint: The Influences of Enriching Learning Resources in Adolescence on the Formation of Star Employees

Chengxi Ren, Renmin University of China; Jinyi Zhou, University of Science and Technology Beijing; Shiyong Xu, 中国人民大学劳动人事学院

Session 16RT 02 (Roundtable): Specific People or Contexts

Time: Saturday, June 17, 10:45- 12:15

Venue: AAB 204

Chair: Xiaorui Xing (University of Leeds)

Understanding the impacts of China's hukou and danwei system reform on internal migrant workers' experiences and perceptions

Xiaorui Xing, University of Leeds

When and How Does Educational Gap Inhibit Mentoring Effectiveness? Roles of Mentor Identification and Lack of Mentor Expertise

Yandong Chai, Zhejiang Institute of Economics and Trade; Weize Huang, Xi'an Jiaotong – Liverpool University; zhou xinyi, Xi'an jiaotong liverpool university; Chenjing Gan, 宁波大学

Linking Employment Relations, Industrial Relations Climate and Turnover Intention via Job Insecurity in Gig Economy: A Moderated Mediation Model

QIONG JIA, Hohai University; pan jiang, Hohai University

Mapping the algorithmic management on online labor platform: A review of literature and suggestions for future studies

Lian Zhou, 广东工业大学; Jiahui Li, Guangdong University of Technology

Session 16RT 03 (Roundtable): 员工离职和退缩行为的影响因素及机制研究

Time: Saturday, June 17, 10:45- 12:15

Venue: AAB 206

Chair: Zhang Xu (Nanjing University)

众口铄金：组织内部谣言与创业导向型员工的离职行为 ——中美不同背景下的对比研究

Zhang Xu, Nanjing University; Yueyue LIU, Hohai University; Fei Xiao, Nanjing University; Xiulin Geng, Nanjing University

心理契约视角下不合规任务对离职倾向的影响机制研究

Jing Gao, 北京第二外国语学院; Pengbo Li, 北京第二外国语学院; Zixin Huang, Beijing International Studies University; Xiaoyu Wang, 北京第二外国语学院

个人-组织价值观不匹配与工作倦怠 ——基于多项式回归与响应面分析

Rentao Miao, Capital University of Economics And Business, 首都经济贸易大学; Hui Du, Capital University of Economics And Business, 首都经济贸易大学

意义感知视角下不合规任务对员工工作退缩行为和适应性绩效的影响机制研究

Tao Chen, 北京第二外国语学院; Pengbo Li, 北京第二外国语学院; Shuai Kang Wang, 北京第二外国语学院; Fan Ru, 北京第二外国语学院

Session 16RT 04 (Roundtable): Corporate Risk-Taking and Governance

Time: Saturday, June 17, 10:45- 12:15

Venue: AAB 207

Chair: Jays Kim (Hong Kong Baptist University)

Panacea or Pandora's Box: Task-technology fit analysis of ICT capabilities and inter-organizational governance

Lu Tingyu, Northwestern Polytechnical University; Xubing Zhang, The Hong Kong Polytechnic University; Guijun Zhuang, Xi'an Jiaotong University

A blessing and a burden! The U-shaped relationship between managerial tone and corporate risk-taking: A stakeholder expectancy violation explanation

Hanqing Zhao, Sun Yat-sen University; Heng Liu, Sun Yat-Sen University; Man Yang, Hanken School of Economics; Huiyang Li, Sun Yat-sen University

Should large emerging economies protect their high-technology industries? Lessons from Chinese ICT, 1978-2018

Andrew Tylecote, University of Sheffield; Jing Cai, University of Aberdeen; Jiajia Liu, University of Huddersfield

Negative Consequences of Being Acquired on Post-Acquisition Performance: Evidence from the U.S. Medical Device Industry

Jays Kim, Hong Kong Baptist University

Session 16RT 05 (Roundtable): 战略变革与合作

Time: Saturday, June 17, 10:45- 12:15

Venue: WLB 201

Chair: Qiong Pan (Xi Hua University)

政府风投与民营风投的合作：相似性与任务适配

Tan Li, Soochow University; Delin Yang, 清华大学经济管理学院

跨部门合作为何失败？—基于一个社会公益项目制度困境的分析

Jian Liang, Tongji University; chi zhang, Tongji University; Tao Wang, Kyoto University

面对“组织-环境”冲突常态：组织转向持续性变革的实现路径研究

Qiong Pan, Xi Hua University; Rong Li, 山西大学

安逸懈怠还是转型阵痛:战略变革视角下政府补贴效果的动态分析

Jialin Song, Tongji university; Luyu Wang, China Unionpay; Li Xuxu, Tongji University; Xinyu Liu, Tongji university

Session 16RT 06 (Roundtable): Affect

Time: Saturday, June 17, 10:45- 12:15

Venue: WLB 203

Chair: Yuntao Dong (Peking University)

Being dominated by your affects? How and when employees' affective states impact learning from failure

Longdi Li, Renmin University of China; Wenzhou Wang, 北京师范大学经济与工商管理学院; Xiaoxuan Chen,

Peking University

Genuine or Superficial? Emotional Labor toward Coworkers from a Perspective of Harmony

Ziteng Zhang, Nanjing University; *Chen Ding*, Nanjing University; *Shuming Zhao*, Nanjing University

How does COVID-19 pandemic change Chinese nurses' job demands and their association with burnout? Evidence from China

Xiaohui Wang, Guangdong Food and Drug Vocational-technical School; *Shaozhuang Ma*, Iscte-University Institute of Lisbon; *Wenyu Liao*, The Fifth Affiliated Hospital of Southern Medical University

Front-Line Employees' Perceived COVID-19 Event Strength and Emotional Labor in Service Industry: A Moderated Mediation Model

Jianghong Du, East China Normal University & Suzhou University of Science and Technology; *Zhenyuan Wang*, 华东师范大学; *Yunhui Xie*, Beihang University

Session 17A (Symposium): New Insights on Gender Differences in the Workplace

Time: Saturday, June 17, 13:30- 15:00

Venue: AAB 201

Chair: Erica Xu (The Hong Kong Baptist University)

A Quiet Place: How A Tight Organizational Culture Lowers Women's Creativity

Grace Jia Hui Lim, Hong Kong Baptist University

Double-Penalty of Married Working Women's Professional Networking

Erica Xu, The Hong Kong Baptist University

The interactive effect of leaders' gender and promotion speed on their derogation of subordinates' promotability

Wang Ying, UIBE

Overeducation and Gender: Newcomers' Growth of Social Network and Performance

Wuyang Chen, The Hong Kong Polytechnic University; *Qin Su*, Xi'an Jiaotong-Liverpool University

Session 17B (Paper Presentation): A New Look at Stress and Anxiety

Time: Saturday, June 17, 13:30- 15:00

Venue: SCC 201

Chair: Na TANG (Hong Kong Baptist University)

Learning Demand, Stressor Appraisal, and Skill Crafting: The Moderating Effects of Growth Need Strength and Supervisor Developmental Feedback

Na TANG, Hong Kong Baptist University; *Jie Ma*, 兰州大学

Similar but Also Complementary? An Investigation of Supervisor-Employee Attachment Anxiety Congruence, Gender Similarity, and Workplace Loneliness

Chunhui Cao, Shanghai International Study University; *Mengfei Cheng*, Shanghai International Studies University

Session 17C (Paper Presentation): Innovation at Different Levels

Time: Saturday, June 17, 13:30- 15:00

Venue: SCM 012

Chair: Qihai Huang (Lancaster University)

A covert-overt Approach-Avoidance Model of Deviant Innovation: A Multimethod Integration and Extension of Deviant Innovation Theory

Pengcheng Zhang, 华中科技大学管理学院; **Xuhong ZHAO**, 华中科技大学; Mingwei Liu, Huazhong University of Science and Technology; Huili Ye, Huazhong University of Science and Technology

Are innovative subordinates typically the favorites of supervisors? Different Responses to Employee Innovation

Shenghui Wang, Dongbei University of Finance and Economics; Irene Elisabeth De Pater, Curtin University; Ming Yi, Sichuan University

Under what circumstances do serial entrepreneurs become innovative? Evidence from Chinese entrepreneurs

Honglan Yu, University of Huddersfield; Nan Zheng, University of Huddersfield; Qijun Zhou, University of Greenwich; Qihai Huang, University of Huddersfield; Junsheng Dou, Zhejiang University

Session 17D (Paper Presentation): Knowledge Sharing in Different Contexts

Time: Saturday, June 17, 13:30- 15:00

Venue: WLB 103

Chair: Rongwen Jia (University of International Business and Economics)

What is instrumental small talk in organizations, does it breed tacit knowledge sharing?

Yunyun Yuan, Beijing Institute of Technology; Pingqing Liu, 北京理工大学管理与经济学院

Facilitating Vertical Knowledge Exchange: Interactive Effects of Leader Reflexivity and Holistic Thinking on Leader-Follower Knowledge Exchange and Follower Performance

Jianghua Mao, 中南财经政法大学; Yan Zhang, Peking University

Seek Best yet Get Biased: Maximizing Mindset Aggravates Differential Effect of Promotive versus Prohibitive Voice on Managerial Endorsement

Rongwen Jia, University of International Business and Economics; Yipeng Tang, Zhongnan University of Economics And Law; Rong Hu, Zhongnan University of Economics and Law

Session 17E (Paper Presentation): How to Enhance Team Performance and Creativity

Time: Saturday, June 17, 13:30- 15:00

Venue: WLB 104

Chair: Ho Kwong Kwan (China Europe International Business School)

When and Why Mindful Teams Become Creative: A Time-Lagged Field Investigation

Yang Chen, Southwestern University of Finance And Economics; **Ho Kwong Kwan**, China Europe International Business School; Cynthia Lee, Northeastern University

Linking Knowledge Heterogeneity with Project Performance in Digital Project Teams: The Role of Digital Capability and Knowledge Conversion

Jichen Li, Nanjing University; Haijian Liu, Nanjing University; Longjun Liu, Nanjing University; Jing Long, Nanjing University; huaguang hu, Nanjing University

REFLECTIVE PRACTICE IN ACTION: THE ROLE OF TEAM EMERGENT STATES AND TASK COMPLEXITY IN EXPLAINING HOW AND WHEN DESIGN THINKING IMPACTS TEAM PERFORMANCE

Jingqiu Chen, Shanghai Jiaotong University; *Dana Vashdi*, University of Haifa; *Qingyue Fan*, Shanghai Jiao Tong University; *Peter Bamberger*, Tel Aviv Univ

Session 17F (Paper Presentation): 家族企业相关

Time: Saturday, June 17, 13:30- 15:00

Venue: WLB 109

Chair: 佳霓 蔡 (广东工业大学)

中国家族企业对逆全球化趋势的回应——跨国市场多元化与创新韧性的关系研究

Yanling Lian, 华东师范大学; *Weiwei Zheng*, East China Normal University

家族文化如何为家族企业创造竞争优势？——基于意义赋予视角

Jing Xi, 广东工业大学; 佳霓 蔡, 广东工业大学

Session 17G (Paper Presentation): Governance of Corporations and Nonprofits

Time: Saturday, June 17, 13:30- 15:00

Venue: WLB 204

Chair: *Pingli Li* (University of Southampton)

Mutual monitoring: How TMT faultlines affect corporate fraud?

Da Teng, Beijing University of Chemical Technology; *Mengge Li*, The University of Texas at El Paso; *Shuai Chen*, Zhejiang University of Finance & Economics

The Train Runs Fast by Its Nose: The Interaction Effects of Top Cadres Team Information-based Faultlines, Relational Capital and Tenure on Regional Economic Development

Yichan Shi, Xi'an Jiaotong University; *Qiaozhuan Liang*, 西安交通大学管理学院; *Jing Zhang*, Xi'an Jiaotong University

Framing of Healthcare Performance in China's Public Hospital Field: An Ethnographic Study

Pingli Li, University of Southampton; *Xuegang Cui*, Beijing Normal University; *Bai XUE*, Loughborough University

Session 17H (Paper Presentation): Digital Transformation and Platforms in China

Time: Saturday, June 17, 13:30- 15:00

Venue: WLB 211

Chair: *Wu Linchun* (Chongqing University)

Control Adjustment of Foreign-funded Enterprises Toward Digital Transformation in China: A Case Study of a Motorcycle Manufacturing Company

wu linchun, Chongqing University; *Aihua Chen*, Chongqing University

Digital Technology Usage, Strategic Flexibility, and Business Model Innovation of Manufacturing Firms : The Moderating Roles of Institutional Environments

Bin Yang, South China University of Technology; *Feng Zhang*, South China University of Technology

A bibliometric analysis and visualization of product platforms

Xueyi Zhang, Harbin Institute of Technology; *Ping Li*, 哈尔滨工业大学; *Chen Xu*, 哈尔滨工业大学; *Yunzhe Feng*, Yale-NUS College

Walking the Talk? Understanding the Impact of Symbolic and Substantive Responsible Innovation on Digital Firm Performance

Min Huang, Renmin university of China; Hai Guo, Renmin University of China; luni yang, renmin university of China

Session 17I: MOR Editor meeting (By Invitation Only)

Time: Saturday, June 17, 14:00- 17:00

Venue: AAB 205

Chair: Xiao-Ping Chen (University of Washington)

Session 17J (Paper Presentation): 价值共创

Time: Saturday, June 17, 13:30- 15:00

Venue: AAB 503

Chair: Xiao Zhang (Nanjing University)

新兴场域情境下平台生态系统价值共创动力机制研究

Jiaming Yang, Zhejiang University; Jiang Wei, 浙江大学管理学院; SHENGXI YANG, Zhejiang University

专精特新企业如何借助价值共创突破关键核心技术?

Shuwen Li, Dalian University of Technology; Zhifei Zhang, Tongji University; Luo Jinlian, Tongji University

AI 能力如何推动数字化服务企业实现价值共创?

Shuwen Li, Dalian University of Technology; Zhifei Zhang, Tongji University; Luo Jinlian, Tongji University; Mouxuan Sun, Dalian University of Technology; zhenduo Zhang, Dalian University of Technology

Session 17K (Paper Presentation): Political Connections and Policy Environment

Time: Saturday, June 17, 13:30- 15:00

Venue: AAB 504

Chair: Daxin Sun (Shanghai Jiao Tong University)

Political turbulence and decision making of potential entrepreneurs: Evidence from anti-corruption campaign in emerging economies

Daxin Sun, Shanghai Jiao Tong University

How Goal-Based Categorization Shape Negative Spillovers among Firms: The Role of Political Connections

Yusen Dong, CEIBS; Daniel Han Ming Chng, China Europe International Business School

Industrial Policy Environment and Geographic Expansion Strategy

Anni Chen, 北京大学; Bo Yang, University of Southern California

Session 17RT 01 (Roundtable): Older People

Time: Saturday, June 17, 13:30- 15:00

Venue: AAB 203

Chair: Guodong Cui (Shandong University)

“Older But Vigorous”: How and Why Age-inclusive HR Practices Boost Successful Aging at Work Among Older Workers

Guodong Cui, Shandong University

Making Older Employees More Proactive: The Role of Job Variety and Future Time Perspective

Man Cao, 东南大学; Shuming Zhao, Nanjing University; Hongjiang Lv, 东南大学; Ma Yufei, Nanjing University

How does the use of online health counseling services affect the subjective well-being of the elderly

Ru Zhang, Nanjing University of Aeronautics and Astronautics; *Liu Wenlong*, Nanjing university of Aeronautics and Astronautics

Session 17RT 02 (Roundtable): Leadership

Time: Saturday, June 17, 13:30- 15:00

Venue: AAB 204

Chair: Feng Chen (Dongguan University of Technology)

Distributed Leadership and Individual Leadership Emergence: A Serial Mediating Mechanism of Empowerment Role Identity and Enacted Leader Identity

Shunhong Ji, Shanghai University of Finance and Economics; *Ledi Lyu*, Shanghai university; *Chen Jiawen*, Shanghai University

Leadership Horizontal Effect, Coaching as supportive positive sense-making

Ning Xiao, Beijing Normal University-Hong Kong Baptist University United International College

The impact of inclusive leadership in China: The roles of thriving at work and power distance orientation

Feng Chen, Dongguan University of Technology; *Xiaowan Lin*, University of Macau; *Shanshan Gao*, University of Macau

Session 17RT 03 (Roundtable): 商业模式和组织管理中的新兴问题

Time: Saturday, June 17, 13:30- 15:00

Venue: AAB 206

Chair: Mu-Shun Wang (Kainan University)

削減研發支出、盈餘預測誤差與股價同步運動

Mu-Shun Wang, Kainan University

网络嵌入性与创意表现：基于中国电影合作网络的实证研究

shuangnan Ho, Anshan Normal University

商业模式设计一定有利于企业绩效吗？基于目标设置理论的观点

Yi Liu, Chongqing Technology and Business University; *Yaqun Yi*, 西安交通大学管理学院; *Meng Gu*, Communication University of China

工作游戏化对零工工作者工作绩效和安全绩效的影响机制研究

Xiaojie Wang, 对外经济贸易大学; *Xiao-Yu Liu*, University of International Business and Economics; *Caiting Yu*, University of International Business and Economics

Session 17RT 04 (Roundtable): (De-)Globalization and Geopolitical Risk on MNEs

Time: Saturday, June 17, 13:30- 15:00

Venue: AAB 207

Chair: Yu Li (University of South Carolina)

PUZZLES BEHIND EMERGING MULTINATIONALS' ACQUISITIONS

Mike Peng, University of Texas at Dallas; *Joyce Wang*, St. Cloud State University

Understanding Organizational Goodwill-Expression in EMNEs: The Case of Huawei

Xu Sen, Nanjing Tech University; *Leigh Anne Liu*, Georgia State University; *Rebecca Piekkari*, Aalto University

Rising Geopolitical Risk and Business-to-Business Firm's Customer Concentration

Yu Li, University of South Carolina; *Vivek Astvansh*, Indiana University

THE DE-GLOBALIZATION EFFECT ON CHINESE MULTINATIONAL ENTERPRISE INNOVATION DEVELOPMENT: AN EVIDENCE OF 2010-2019

Xie Zaiyang, Zhejiang University of Technology; *Liang Wang*, University of San Francisco; *Chen Lingshan*, Zhejiang University of Technology

Session 17RT 05 (Roundtable): Digital Transformation and Strategic Change

Time: Saturday, June 17, 13:30- 15:00

Venue: WLB 201

Chair: Diwen Shi (Nanjing University)

Employee Ownership and Firm Digital Transformation: Evidence from China

Meitong Dong, The University of Hong Kong; *Yoon Choi*, Australian National University; *Pengcheng Ma*, Australian National University; *Lin Cui*, Australian National University

Asymmetric Media Influence and Time Horizons of Strategic Change

Liang Wen, Xi'an Jiaotong-Liverpool University; *Gracy Yang*, The University of Sydney

Balance or Vacillation: Path of Corporation Ambidexterity and Digital Integration

Dejun Cheng, Nanjing University; *Diwen Shi*, Nanjing University; *Hongzhi Chen*, 复旦大学

Does Managerial Cognitive bias Affect Digital Transformation? The moderating role of environmental uncertainty and industrial competitive intensity

Fangyan Niu, Xi'an jiaotong university; *Dandan Wang*, Xi'an Jiaotong University; *Yaqun Yi*, 西安交通大学管理学院

Session 17RT 06 (Roundtable): 工作感知的心理机制视角

Time: Saturday, June 17, 13:30- 15:00

Venue: WLB 203

Chair: Yaqi Gao (Peking University)

员工资质过剩感对工作绩效的积极影响 ——基于动机的自我概念视角

Min CUI, University of International Business and Economics; *Mingpeng Huang*, 对外经济贸易大学; *Guangdi Tian*, 对外经济贸易大学国际商学院; *Liu Jialin*, university of international business and economics

人非圣贤，孰能无过？差错规避氛围对领导不为的影响机制研究

Chenhong Hu, Nanjing University; *Chang E Liu*, 湖南工商大学; *Wei qi Pan*, Hunan University of Technology and Business; *shan Wang*, Hunan university of technology and business; *Yueguang Ai*, Hunan University Of Technology and Business; *Tingting Liu*, Hunan University Of Technology and Business

人机关系认知对工作重塑的影响研究 ——工作意义的视角

Guofeng Wang, university of electronic science and technology of china; *Shuohan Qiu*, University of Electronic Science and Technology of China

渡人者先自渡：员工自我同情对助人行为的影响

YANTING WANG, 北京大学; *Yaqi Gao*, Peking University; *Dong Ju*, Beijing Normal University



Session 18A (Symposium): When 'good' leadership backfires: positive leadership can lead to unintended and negative interpersonal consequences

Time: Saturday, June 17, 15:15- 16:45

Venue: AAB 201

Chair: Shuai Yuan (University of Amsterdam)

How do emotions help leaders gain influence in social media? A text mining and deep learning analytical approach

Shuai Yuan, University of Amsterdam

Work for him (her) or myself: A motivational approach to study the influences of supervisor bottom-line mentality on employee wellbeing

Lu Xing, Hunan University

Makes Me (Not) Feel Like A Person? How and When Supervisor Perfectionism Undermines the Relationship with Subordinates

Jinghao Zhang, University of Groningen

Session 18B (Paper Presentation): Team Structure and Configuration

Time: Saturday, June 17, 15:15- 16:45

Venue: AAB 506

Chair: Wu Wei (Wuhan University)

The (Dys-)functionality of Within-Team Social Hierarchy: The Role of Power and Status as Hierarchical Bases

Andrew Fenghao Wang, Deakin University; Wu Liu, The Hong Kong Polytechnic University

Understanding the Effects of Team Cheating Configurations on Team Performance: A Social Impact Theory Perspective

Ke Mai, National University of Singapore; Trevor Spoelma, University of New Mexico; Wu Wei, Wuhan University

How and When Team Average Telecommuting Intensity Impairs Team Performance: The Roles of Transactive Memory Systems and Team Telecommuting Intensity Dispersion

Liping JIN, Peking University; Qing Lu, 中南财经政法大学

Session 18C (Paper Presentation): Coping for Better Work and Life

Time: Saturday, June 17, 15:15- 16:45

Venue: SCM 012

Chair: Mengyi Xu (Cranfield University)

Culture signals support: Work-Life Balance Management in Contemporary China

Mengyi Xu, Cranfield University; Wen Wang, University of Leicester

Supportive but Exhausting: A Dual-path Model of Team Interdependence and Member Well-being

Dana Vashdi, University of Haifa; Jingqiu Chen, Shanghai Jiaotong University; Peter Bamberger, Tel Aviv Univ; Qingyue Fan, Shanghai Jiao Tong University

Effective Intervention in Technology Adaptation: A 2x2 Coping Framework Entailing Contextual and Implementation Variance

Yin Yu, NEOMA Business School; *Yue Feng*, Polytechnic University of Hong Kong

Session 18D (Paper Presentation): Innovative Behaviors and Team Innovation

Time: Saturday, June 17, 15:15- 16:45

Venue: WLB 103

Chair: Minya Xu (北京大学光华管理学院)

Motivate Pathway of CEO Entrepreneurial Orientation on Employee Innovative Behaviours: A Multi-Scenario Configuration Analysis

Sujuan Geng, Nanjing University; *Yueyue LIU*, Hohai University; *Shiyu Tan*, Nanjing University; *Xiulin Geng*, Nanjing University

How Leadership Change Affects the Innovative Behavior of In-Group Members: the Role of Perceived Face Threat and Regulatory Focus

Chang E Liu, 湖南工商大学; *Weiqi Pan*, Hunan University of Technology and Business; *shan Wang*, Hunan university of technology and business; *Tingting Liu*, Hunan University Of Technology and Business; *Yueguang Ai*, Hunan University Of Technology and Business

How to enhance cross-functional team innovation by raising motivated information processing forces: a knowledge leadership perspective

Haiyan Guo, Tianjin University of Commerce; *Yu Zhang*, Shijiazhuang Tiedao University; *Huang Shanshan*, Hainan University

Session 18E (Paper Presentation): 研究方法与人力资源管理应用

Time: Saturday, June 17, 15:15- 16:45

Venue: WLB 104

Chair: Ning Sun (Southeast University)

混合方法: QCA、NCA 与多案例研究的混合模式及应用策略

Yunzhou Du, 东南大学; *Ning Sun*, Southeast University; *Kaiwei Chen*, Southeast University

整合公正世界信念量表在不同性别及年龄职场人员中的测量等值性

Jianmin Sun, 中国人民大学劳动人事学院; *LEI LIU*, Renmin University of China

效果推理战略对企业绩效影响的元分析

Pinglei Xu, 桂林航天工业学院; *Xiangming Tao*, University of Sussex; *Xiaoxia Lin*, Lingnan University

知识心理所有权对知识分享的“双刃剑”影响: 认知与情绪的双路径

Mengyao Guo, Changsha University of Science & Technology; *Mingning Xiong*, Changsha University of Science & Technology

Session 18F (Paper Presentation): Venture Capital and R&D

Time: Saturday, June 17, 15:15- 16:45

Venue: WLB 109

Chair: Liguoxue (Nanjing University)

When does corporate venture capital create value for incumbent firms in China: a corporate governance perspective

Lei Yu, Sun Yat-sen University; *Jiangyong Lu*, 北京大学光华管理学院

A Bad Legacy on Capability-building? Examining Imprinting Effect of Governmental Venture Capital Investment on Firm's R&D Intensity

Jiayi Yang, University of Science and Technology of China; *Chen Xiafei*, University of Science and Technology of China; *Sunny Li Sun*, University of Massachusetts Lowell

Clan culture on R&D intensity in technological alliances: The contingent roles of inter-partner governance mechanisms and external institutional governance

Liguo Xue, Nanjing University; *Yongyuan MA*, Nanjing University of Aeronautics and Astronautics

Session 18G (Paper Presentation): Investor, Firm Strategy, and Firm Performance

Time: Saturday, June 17, 15:15- 16:45

Venue: WLB 204

Chair: Xiaomin Fan (National University of Singapore)

Too Good to be True? The Effect of Temporally Inconsistent Signals on Market Reactions

Zhengyu Li, The University of Melbourne; *Maogang Sun*, Shanghai University of Finance and Economics; *Lu Yang*, Monash University

The Contingent Effects of Entrepreneurs' Regulatory Focus on their Preference for Generalist and Specialist Investors

Qixin Lin, Zhejiang university; *Qingyun Lu*, Zhejiang University; *Rui Shen*, Zhejiang University

The Power of Likes: The Role of Media Approval in the Relationship between Corporate Social and Financial Performance

Liang Wen, Xi'an Jiaotong-Liverpool University; *Gracy Yang*, The University of Sydney

Selling the cow and drinking the milk too? An examination of venture capital investments and firms' environmental performance

Xiaomin Fan, National University of Singapore; *Kenneth Guanglih Huang*, National University of Singapore; *you jiaxing*, Xiamen University

Session 18H (Paper Presentation): Strategy of Human Resource Management

Time: Saturday, June 17, 15:15- 16:45

Venue: WLB 211

Chair: Jiayan Ding (Tongji University)

Bad supervisors destroy good practices: Abusive supervision undermines the effect SRHRM on employees' social performance

Yidong Tu, Wuhan University; *Yajun Fan*, 武汉大学经济管理学院; *Silu Chen*, 华中师范大学; *Wei He*, Nanjing University; *Shuoli Wang*, Hubei University Of Economics

Internalizing the External Labor Market: On the Benefits of Hiring Through Part-time Affiliations

guang zhu, university of lugano; *Filippo Carlo Wezel*, University of Lugano; *Chanchal Balachandran*, University of Liverpool

Substitutes or complements? The effects of family CEO successor, sustainable HRM practices and corporate philanthropy on post-succession firm performance

Jiayan Ding, Tongji University; *Jun Xia*, The University of Texas At Dallas; *Shaker Zahra*, University of Minnesota; *Yiyi Su*, 同济大学经济与管理学院

Session 18I (Paper Presentation): 社会责任

Time: Saturday, June 17, 15:15- 16:45

Venue: AAB 503

Chair: Ruxi Wang (中国人民大学商学院)

共同分析师关注会引起企业捐赠行为的同群效应吗? ——基于察觉-动机-能力的视角

Yusen Dong, CEIBS; Senhua Chen, 南京财经大学

激励企业环保需要“对症下药” ——调节焦点理论下环境质量、环境规制与制造业企业环保行为的关系

Zixu Liu, 清华大学; Jizhen Li, Tsinghua University

混合所有制改革背景下非国有股份对企业违规行为的影响探究:一个身份离散-耦合视角

Chenhao Hu, Huazhong University of Science and Technology; Jie Lyu, Shandong University

Session 18J (Paper Presentation): Patterns in Entrepreneurial Growth

Time: Saturday, June 17, 15:15- 16:45

Venue: AAB 504

Chair: Jiaxin Li (Southeast University)

Riding the waves of change: Using QCA to analyze complex growth patterns in entrepreneurship

Jiaxin Li, Southeast University; Yunzhou Du, 东南大学; Phillip H. Kim, Babson College Blank Center for Entrepreneurship; Qiuchen Liu, Southeast University

A Process Model of Opportunity Actualization in Entrepreneurial Growth

Zhikai Wang, Shanghai Jiao Tong University; Runtian Jing, Shanghai Jiao Tong University

Entrepreneurial failure and survival experiences among serial entrepreneurs, team stability and subsequent venture performance: Evidence from China's Growth Enterprise Market

Xiaoyu Yu, Shanghai University; XIAOSHU MA, 上海大学

Thrilling High-Tech Innovation: The Role of Entrepreneurial Passion, Strategic Process and Organizational Unlearning

Veronica Fong, Macau University of Science and Technology; Yuxiao Liu, Macau University of Science and Technology; BOWEN ZHENG, Macau University of Science and Technology

Session 18RT 01 (Roundtable): Innovation

Time: Saturday, June 17, 15:15- 16:45

Venue: AAB 203

Chair: Zhan Wang (Shanxi University)

HOW AND WHEN TEAMS LEARN FROM THEIR INNOVATION FAILURES: THE MODERATING ROLE OF AUTHENTIC LEADERSHIP

Lei Wang, 清华大学经济管理学院; Yibing Zhou, Tsinghua University; Mingzheng Qi, Tsinghua University

How does social capital impede innovation? A multilevel analysis in China

Zhan Wang, Shanxi University; Regina McNally, Saint Xavier University; Helena Lenihan, University of Limerick; Changhong Li, Shanxi University

Psychological safety climate and self-managing team innovation process: The role of constructive

controversy and authority differentiation

Ruoyu Gao, Beijing Normal University; *Isaac Peng*, 上海淼心研商务信息咨询有限公司; *Xiao-Hua wang*, Beijing Normal University; *Zeying Wan*, Saint Mary's University

Session 18RT 02 (Roundtable): Relational

Time: Saturday, June 17, 15:15- 16:45

Venue: AAB 204

Chair: Hao-Yun Zou (华中科技大学)

Buyer advantage in negotiations: A relational perspective on the role effect among Chinese negotiators

Junjun Cheng, Shanghai University

Is Family Motivation Family-Friendly? How and When Family Motivation Leads to Work-Family Conflict

Feng Gao, Renmin University of China; *yuqing sun*, shanghai jiao tong university; *Zhicheng Li*, 江西财经大学

Is Friendship All You Need? How Multiplex Social Relations Influence Newcomer Proactive Socialization Behaviors and Adjustment

Haijiang Wang, 华中科技大学管理学院; *Hao-Yun Zou*, 华中科技大学; *Sheng Zitong*, University of Auckland

Fish in Troubled Water: The Dark Sides Effect of Workplace Friendship

Yanqiu LIU, Southwestern University of Finance and Economics; *Hui Lv*, 西南财经大学

Session 18RT 03 (Roundtable): Interesting but Non-Traditional Management Research

Time: Saturday, June 17, 15:15- 16:45

Venue: AAB 206

Chair: Chao Ren (UNSW)

Hotel Booking Mode Choice of Inbound Tourists in Small Island Developing States (SIDS)

Huiling Jiang, Tongji University; *Shouming Chen*, 同济大学经济与管理学院; *Shumin Yan*, 同济大学经济与管理学院; *Ahmed Rabeeu*, Tongji University

Whither FDI: What we mean by Chinese Foreign Direct Investment in African Countries

Winslow Robertson, IESE Business School; *Leonce Ano*, IESE Business School; *Linda Calabrese*, ODI

Testing tests of worth: what counts in Chinese hybrid business schools?

Chao Ren, UNSW

Session 19A Meet Keynote Speakers (Conference Theme Keynote Panel)

Time: Saturday, June 17, 17:00- 18:00

Venue: AAB 201

Session 19B: Meet Keynote Speakers (Macro)

Time: Saturday, June 17, 17:00- 18:00

Venue: AAB 205

Session 19C: Meet Keynote Speakers (Micro)

Time: Saturday, June 17, 17:00- 18:00

Venue: WLB 103



Session 19D: Meet Conference Award Winners

Time: Saturday, June 17, 17:00- 18:00

Venue: WLB 104

Session 20: IACMR Business Meeting

Time: Saturday, June 17, 18:10- 18:40

Venue: AAB 201

Session 21: Closing Reception - Appreciation of Outgoing Officers and Inauguration of New Officers

Time: Saturday, June 17, 19:00- 20:30

Venue: SCC 201

Chair: Wei Shen (Arizona State University)

DAY 4 (PDW)

Sunday June 18

Session 22A (PDW): It Takes a Village: Creating a Supportive Community for Junior Women Faculty

Time: Sunday, June 18, 09:00- 11:00

Venue: WLB 204

Chair: Jia (Jasmine) Hu (The Ohio State University) and Amy Y. Ou (香港理工大学)

Language: English/Chinese.

Chair/Organizer:

Jia (Jasmine) Hu, The Ohio State University

Yi (Amy) Ou, Hong Kong Polytechnic University

Presenters:

- Xiao-Ping Chen, University of Washington
- Yan Anthea Zhang, Rice University
- Xuhong Li, Fudan University
- Fuli Li, Xi'an Jiaotong University
- David H. Zhu, Arizona State University
- Wu Liu, Hong Kong Polytechnic University
- more to be updated

Session 22B (PDW): Experimental design 201: Designing effective scenarios (or vignettes) in management research

Time: Sunday, June 18, 09:00- 11:00

Venue: AAB 205

Organizer: Carys Chan (The Australian National University) and Shea Fan (RMIT University)

Language: English

Organizer: Xi Wen (Carys) Chan, Griffith University; Dr. Shea X. Fan, RMIT University

Presenters:

- David Cheng, The Australia National University;
- Ying-yi Hong, The Chinese University of Hong Kong;
- Riki Takeuchi, The University of Texas at Dallas

Session 22C (PDW): Using Transformer AI Models for Negotiation Research

Time: Sunday, June 18, 09:00- 11:00

Venue: AAB 206

Chair: Ray Friedman (Vanderbilt University)



Language: English

Chair/Organizer: Ray Friedman, Vanderbilt University

Presenters:

- Ray Friedman, Vanderbilt University;
- Jeanne Brett, Northwestern University;
- Jesse Spencer-Smith, Vanderbilt Data Science Institute.

Session 22D (PDW): JOURNAL OF INTERNATIONAL BUSINESS STUDIES (JIBS) PAPER DEVELOPMENT WORKSHOP

Time: Sunday, June 18, 09:00- 11:00

Venue: AAB 506

Language: English

Organizers:

Rosalie L. Tung, Editor-in-Chief, *Journal of International Business Studies*; Ming and Stella Wong Professor of International Business, Professor of International Business, Simon Fraser University.

Dan Li, Area Editor, *Journal of International Business Studies*; L. Leslie Waters Chair in International Business, Professor of International Business, Indiana University.

Speakers:

Name	University
Anthea Zhang	Rice University
Dan Li	Indiana University
Jane Lu	City University of Hong Kong
JT Li	Hong Kong University of Science and Technology
Leigh Anne Liu	Georgia State University
Xuefei Ma	Chinese University of Hong Kong
Allan Bird	Goa Institute of Management
Bo Nielsen	University of Sydney
Elizabeth Rose	Indian Institute of Management Udaipur
Mingyi Hung	Hong Kong University of Science and Technology
Rosalie Tung	Simon Fraser University
Stephanie Wang	Indiana University
Tailan Chi	University of Wisconsin-Milwaukee

Session 22E (PDW): Entrepreneurship and Social Media

Time: Sunday, June 18, 09:00- 11:00

Venue: AAB 606

Language: English

Chair/Organizer: Dalong Ma, University of Northern Colorado

Presenters:

- Dalong Ma, University of Northern Colorado
- Huan Chen, University of Florida;
- Chao Miao, Salisbury University;
- Shanshan Qian, Towson University
- Robin Tang, University of Northern Colorado

Target Participants: Open to everyone.

Note: Speakers of this session will be fully online, attendees can choose either join online or onsite in Room AAB606

Zoom Information

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Meeting ID: 974 0519 6778

Passcode: 639304

Session 22F (PDW): ADVANCING TEMPORAL RESEARCH ON CHINESE MANAGEMENT

Time: Sunday, June 18, 09:00- 11:00

Venue: AAB 609

Chair/Organizer: Sali Li, University of South Carolina; Pengxiang Zhang, Peking University

Presenters:

- Sali Li, University of South Carolina
- Christine Chan, University of Hong Kong;
- Shi Tang, City University of Hong Kong;
- Pengxiang Zhang, Peking University
- Weiguo Zhong, Peking University

Session 22G (PDW): Managing work-life boundary for academics during and beyond the pandemic era

Time: Sunday, June 18, 09:00- 11:00

Venue: AAB 611

Language: English

Chair/Organizer: Mengyi Xu, Cranfield University;

Presenters:

- Toyin Adisa, University of East London;
- Wen Wang, University of Leicester;
- Lu Wang, University of Warwick

Session 22H (PDW): 从青年学者到期刊编辑的成长之路

Time: Sunday, June 18, 09:00- 12:45

Venue: AAB 505

本环节演讲者为在线环节，您可以选择在线参与或者在现场会议室参与。在线参与 **Zoom** 信息：

Join Zoom Meeting

<https://us02web.zoom.us/j/87389563890?pwd=TndHeUJqVIBla2k1TVE5eXhma0hJZz09>

Meeting ID: 873 8956 3890

Passcode: 0618

Language: Chinese

Chair/Organizer: • 1. 朱晓谦*, 中国科学院大学经济与管理学院; 2. 郭林娜*, 开放科学与期刊发展主管, Wiley; 3. 肖青青*, 期刊出版经理, Wiley

Presenters:

- 朱晓谦, 中国科学院大学经济与管理学院
- 李果, 北京理工大学
- 符通, 江西财经大学
- 贺伟, 南京大学

Session 22I (PDW): Applications of Meta-Analysis in Management and Organization Research

Time: Sunday, June 18, 09:00- 12:00

Venue: SCM 012

Chair/Organizer: Kaifeng Jiang, The Ohio State University

Presenters:

- Kaifeng Jiang, The Ohio State University
- Jason Lei Huang, Michigan State University;
- Songqi Liu, Georgia State University;
- Jia Yu, University of Nebraska-Lincoln;
- Yucheng Zhang, Hebei University of Technology;
- Helen Hailin Zhao, The University of Hong Kong

Session 22J (PDW): MACRO-TRACK JUNIOR FACULTY CONSORTIUM

Time: Sunday, June 18, 09:00- 13:00

Venue: AAB 204

Language: English

Organizers:

- Yi Tang, University of Hong Kong;
- Cyndi Man Zhang, Singapore Management University;
- Eric Zhao, Indiana University

Session 22K (PDW): 如何有效地构建管理学理论?

Time: Sunday, June 18, 09:00- 18:15

Venue: AAB 504

Language: Chinese

Chair/Organizer: 章凯*, 中国人民大学商学院

Presenters:

- 刘鑫, 中国人民大学商学院;
- 罗文豪, 北方工业大学;
- 李朋波, 北京第二外国语学院;
- 林丛丛, 山东大学;
- 杨娜, 首都经济贸易大学

Session 23A (PDW): Applying the Full Range of Chinese Indigenous Contexts in Management Research: The Sources and Causes of “Globalization in Flux?”

Time: Sunday, June 18, 11:15- 13:15

Venue: AAB 205

Chair/Organizer: Greg G. Wang, The University of Texas at Tyler

Presenters:

- Harold Doty, The University of Texas at Tyler;
- Szu-Fang Chuang, Indiana State University;
- Shengbin Yang, Northwestern Polytechnical University;

Session 23B (PDW): Tackling Massive Meta-Analyses Using an Online Open Science Platform

Time: Sunday, June 18, 11:15- 13:15

Venue: AAB 206

Language: English/Chinese

Chair/Organizer: Song Zhaoli, National University of Singapore

Presenters:

- Piers Steel, University of Calgary;
- Jingxian Yao, Tongji University;
- Yanzhe Zhou, Renmin University of China;
- Lou Min, Harbin Institute of Technology;

Session 23C (PDW): Hybrid learning: the potential and challenges in management education

Time: Sunday, June 18, 11:15- 13:15

Venue: AAB 609

Language: English

Chair/Organizer: Martin Lockett, University of Nottingham Ningbo China; Xuan Feng, University of Nottingham Ningbo China

Presenters:

- Lili Gu, University of Nottingham Ningbo China
- Martin Lockett, University of Nottingham Ningbo China
- Xuan Feng, University of Nottingham Ningbo China

Session 23D (PDW): Publishing in high-quality English journals as a non-native English speaker: Dialogues with two leading management journals (BJM and APJM)

Time: Sunday, June 18, 11:15- 13:15

Venue: WLB 204

Language: English

Chair/Organizer: Shuang Ren, British Journal of Management

Presenters:

- Liqun Wei, Editor in chief of *Asia Pacific Journal of Management*; Professor, Hong Kong Baptist University, HK
- Shuang Ren, Editor in chief of *British Journal of Management*; Professor, Queen's University Belfast
- David Ahlstrom, Consulting editor of *Asia Pacific Journal of Management*; Professor, The Chinese University of Hong Kong
- Jia Liu, Associate Editor of *British Journal of Management*; Professor, University of Portsmouth

Session 24A (PDW): Navigating the Publishing Process at Top Management Journals: A Conversation with Editors, Reviewers, and Productive Scholars

Time: Sunday, June 18, 13:00- 15:00

Venue: SCM 012

Language: English/Chinese

Chair/Organizer: Rong Su, University of Iowa

Presenters:

- Jia (Jasmine) Hu, The Ohio State University;
- Jason L. Huang, Michigan State University;
- Kaifeng Jiang, The Ohio State University;
- Ning Li, Tsinghua University;
- Wendong Li, The Chinese University of Hong Kong;
- Songqi Liu, Georgia State University;
- Heli Wang, Singapore Management University;
- Zhenyu Yuan, University of Illinois Chicago

Session 24B (PDW): 动荡的全球化背景下乡村经济组织的战略与责任

Time: Sunday, June 18, 14:00- 16:00

Venue: AAB 205



Language: 中文

Chair/Organizer: 徐月华, 山东大学

Presenters:

- 隋宜珂, 山东大学;
- 王益民, 山东大学;
- 安雯雯, 广东工业大学;
- 刘梦蝶, 中山大学

Session 24C (PDW): Enhancing the Teaching and Learning Experience in Management Science

Time: Sunday, June 18, 14:00- 16:00

Venue: AAB 206

Chair: Kok Lian Woo (Shenzhen Technology University)

Topic	Time allocation (minutes)	Presenter
Voice of Generation Z	15	Ryan Ruan, Charles Tong, Joanna Chen
Participative learning and real-time learning feedback using technology platform solutions	30	Dr. Jack Woo
Teaching, learning & interacting in immersive and generative-AI supported environments	30	Dr. Markus Rach
Interactive (animated) case with simulation	30	Dr. Hao Chen
Open discussion	15	Invited guest speakers and workshop participants

Session 24D (PDW): Business Cases Development: When East meets West

Time: Sunday, June 18, 14:00- 17:00

Venue: AAB 506

Chair: William Xiaojun Wei (Algoma University)

Presenters:

- Jingqin Su, Dalian University of Technology;
- Jingyue Xu, Renmin University of China;
- Spring Xuwei Liu, Chinese Academy of Social Sciences Press;
- Dezhi Chen, Shanghai Jiao Tong University;
- Michael M. Goldman, University of San Francisco;
- Haibo Hu, Jiangxi University of Finance and Economics;
- Eric Wang, Athabasca University;



- Michael Henry, Thompson River University;
- Taohua Ouyang, Beihang University;
- Jianyu Zhang, Tianjin University of Finance and Economics;
- Howard Lin, Ryerson University;
- Xiaohua Yang, University of San Francisco

Session 24E (PDW): MACRO-TRACK DOCTORAL CONSORTIUM

Time: Sunday, June 18, 14:00- 18:00

Venue: AAB 204

Chair: He Gao (University of Delaware), Xiwei Yi (北京大学光华管理学院) and Eric Yanfei Zhao (University of Oxford)

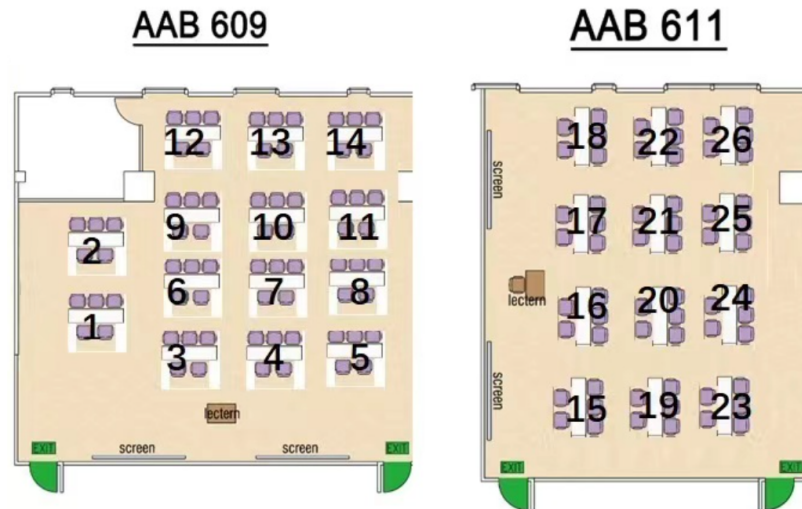
Language: English

Chair/Organizer:

- He Gao, Michigan State University;
- Xiwei Yi, Peking University;
- Eric Zhao, Indiana University

School Recruitment

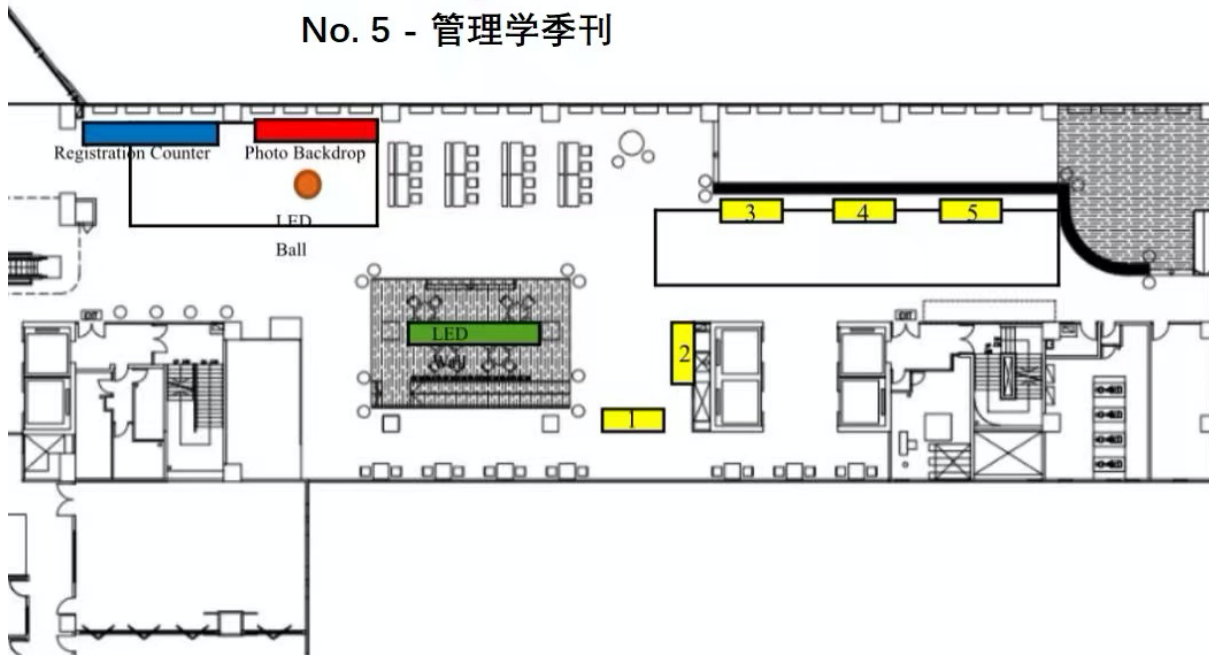
1. School Night: June 15 19:00- 21:00 AAB 613, *Zhejiang University School of Management*
2. School Night: June 16 19:00- 21:00 AAB 204, *Tianjin University College of Management and Economics*
3. Placement Center (AAB 609& AAB 611, from June 15-17)



AAB613		School of Management, Zhejiang University
AAB204		Tianjin University
AAB609	1	University of Nottingham Ningbo China
AAB609	2	University of Electronic Science and Technology of China
AAB609	3	School of Business, Guangxi University
AAB609	4	School of Business Administration (MBA School), Zhejiang Gongshang University
AAB609	5	School of Management, Northwestern Polytechnical University
AAB609	6	Business School of Hunan University
AAB609	7	Shanghai University of Finance and Economics
AAB609	8	East China University of Science and Technology
AAB609	9	Beijing University of Posts and Telecommunications
AAB609	10	University of International Business and Economics
AAB609	11	East China Normal University
AAB609	12	Department of Psychology and Behavioral Sciences, Zhejiang University
AAB609	13	School of Economic and Management, Southeast University
AAB611	15	Hong Kong Baptist University
AAB611	16	The University of Hong Kong
AAB611	17	The Education University of Hong Kong
AAB611	18	Lingnan University
AAB611	19	Huazhong University of Science and Technology
AAB611	20	Nanjing University
AAB611	21	Zhejiang University
AAB611	22	Dalian University of Technology

Exhibitions

- No. 1 - 管理視野
- No. 2 - 北京大学出版社
- No. 3 - 北京见数科技有限公司
- No. 4 - Sage Publications
- No. 5 - 管理学季刊



Floor Plan of Level 3 of AAB



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