10th Asia Academy of Management and 10th Taiwan Academy of Management Joint Conference

Contextualization: The Role of Context in Theory Building and Exploring New Ideas

19-21 June, 2017

Kitakyushu, Japan

Local Host:
The University of Kitakyushu Center for Chinese Business Studies
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Dear Members of the AAOM/TAOM Community,

Welcome to the 2017 Asia Academy of Management and Taiwan Academy of Management Joint Conference! As we gather in the picturesque city of Kitakyushu, I am looking forward to an exciting intellectual discourse on the theme of this year’s conference: “Contextualization: The role of context in theory building and exploring new ideas”.

I would like to highlight several new initiatives started by AAOM over the past two years, which present multiple ways for the academic community in Asia to engage with and benefit from AAOM. One of our major initiatives is to conduct paper development workshops in collaboration with the Asia Pacific Journal of Management. Over past two years, we have conducted six such workshops in India, Australia, UAE and China, benefitting scores of young scholars refine their works and ideas for publication in reputed journals. I must acknowledge the support of Jane Lu, the Editor-in-Chief of APJM and other senior editors for their time and effort in conducting these workshops. We have also been collaborating with many universities to conduct regional conferences. Notable amongst these is the conference hosted by Abu Dhabi University. We have already had two such conference in Abu Dhabi and a third one is planned for Nov 2017. We are keen to have having discussions about any other way in which AAOM can provide benefits to its members. Please feel free to discuss with me or any other AAOM officer if you have any ideas or suggestions.

In this year’s conference, we have two key note speeches from notable scholars – Alain Verbeke, Editor-in-Chief, JIBS, and Jason Shaw, Editor-in-Chief, AMJ. Additionally, we have seven showcase panels and several other exciting sessions. I am confident that you will enjoy attending these sessions and carry fond memories from the city of Kitakyushu.

The 2017 conference would not have materialized but for the tireless work done by the two conference chairs, Seung-Hyun Lee and Vikas Kumar, and all the track chairs, PDW chair, the doctoral consortium chairs and all volunteers. Our local host, Xiaoping Wang, from The University of Kitakyushu and his staff has provided tremendous support at the ground level. Please join me to give a big applause to all of them, without whom the conference of this magnitude could not be successfully planned and organized. My whole-hearted thanks to all of you for your great contributions to both the conference and AAOM!

I look forward to personally welcome all of you to Kitakyushu!

Ajai Gaur
President
Asia Academy of Management
TAOM President Message

We are honored and excited to hold the 10th Annual Conference of Taiwan Academy of Management (TAoM). This is the second time holding a joint conference with Asia Academy of Management (AAoM). Since its inauguration in 2006, TAoM has been continuously working to promote high quality research in Taiwan in the area of organization and management and to facilitate interactions of Taiwanese scholars and their interactions with scholars around the world. It is a blessing to witness a vast growth of TAoM in the past decade.

In this year’s meeting, there will be more than 80 paper presentations, with a total of 195 authors (co-authors). We put together 6 English sessions and 13 Chinese sessions. Also, we will have a panel discussion on “how to build international collaboration,” Inviting Professor Chi-Sum Wong (The Chinese University of Hong Kong) and Professor Chi-Nien Chung (National University of Singapore) to be our panelists. A conference of this size cannot be assembled without the tireless effort of many individuals. I’d like to thank Professor Jia-Chi Huang (National Chengchi University) who serves the Program Co-chair and helps with various tasks of the conference, and the six track chairs who help with reviews of submissions: Professor Mei-Chih Hu (National Tsing Hua University), Professor Shyh-jer Chen (National Sun Yat-sen University), Professor Shu-Jou Lin (National Taiwan Normal University), Professor Chih-Hsun Chaung (National Chung Hsing University), Professor Ho-Min Chen (National Taiwan University), Professor Nien-Chi Liu (National Central University). In addition, I want to thank Ms. Tien-Yu Wu and Mr. Chih-Chieh Chu for their tireless administrative assistance.

Furthermore, I want to express my sincere appreciation to AAoM for making this joint conference happen. I want to thank Professor Ajai Gaur, President of AAoM, for his strong leadership and coordination efforts, and two Program Co-chairs: Professor Seunng-Hyun (Sean) Lee and Vikas Kumar, for the enormous time and energy they have put in. Last but not least, I want to thank Dean/Director/Professor Xiao-ping Wang of The University of Kitakyushu for his help on local arrangement and procedures for issuing visas.

Most importantly, I want to congratulate all the authors and co-authors for their excellent work and to wish them best for their academic career. We hope that this conference provides an excellent opportunity to solicit quality feedback so that their research outcomes can be elevated.

Shu-Cheng Steve Chi

President
Taiwan Academy of Management
Dear Colleagues,

A very warm welcome to Japan and to the 10th Asia Academy of Management and 10th Taiwan Academy of Management joint conference. We are delighted to present to you a very exciting program structured on the theme of “Contextualization: The Role of Context in Theory Building and Exploring New Ideas” which is very timely and important for Asian economies and businesses.

As Contexts in the “East” are very different from those in the West in terms of culture, institutions, philosophy and intellectual tradition with serious implications on our (in)ability to comprehensively understand management practice globally without explicitly incorporating the contextual uniqueness in our theoretical and empirical analyses. Given that the importance of businesses in Asia and out of Asia become more and more important, a focus on contextualization will become critical for the success of Asian businesses in the global market place. This is the second time that Asia Academy of Management and the Taiwanese Academy of Management is jointly hosting the conference. We would like to thank the leadership of AAOM and TAOM for keeping this valuable tradition, which presents a great opportunity for scholars in these two related organizations to interact and learn at the same place.

As you will see in the detailed program, the conference offers many intellectually stimulating and professionally rewarding opportunities to the participants. The program comprises two keynote speeches by editors of Academy of Management Journal and Journal of International Business Studies, seven showcase panels, 70 paper sessions and a “meet the editors” session.

In addition, there will be a paper development workshop in the conference. This workshop will be conducted by Jesper Edman and Elizabeth Rose. The workshop and will give an opportunities to prospective authors to polish their works for submission in leading academic journals.

Putting together this program has been a truly collaborative effort. As we put together the program, track chairs had to do the difficult job of conducting the reviews and making tough decisions. Special thanks are due to each of them: Jing Li, Yong Li, Junichi Yamanoi, Gracy Yang, Pavia Pananod, Amit Karna, Tomoki Sekiguchi, Fabian Jintae Froese, Susan Hong Zhu, Surrender Munjal, Sunghoon Kim, and Yoshio Yandori. We are very grateful to our local host, The University of Kitakyushu and in particular to the dean of business school, Xiaoping Wang for all the help with local arrangements. We must also acknowledge Nimer Uraidi, a doctoral student at the University of Sydney Business School, who has been of great help in communicating with authors and building the program. Last, but not the least, we must thank the submitting authors and reviewers without whom the conference would have never taken place.

Once again, we hope that you will enjoy the conference as much as we enjoyed putting the program together. It has been a truly rewarding experience for us and we are sure that your participation on the conference will make it a memorable event for everyone.

Sincerely,

Program Chairs

Vikas Kumar
University of Sydney

Seung-Hyun (Sean) Lee
University of Texas at Dallas
Officers and Board Members

AAOM Officers and Board Members

- **President**: Ajai Gaur, Rutgers University
- **Past President**: Daphne Yiu, Chinese University of Hong Kong
- **Vice-President**: Seung-Hyun Lee, University of Texas, Dallas
- **Secretary**: Gracy J. Yang, University of Sydney
- **Treasurer**: Xufei Ma, Chinese University of Hong Kong

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- Stephen Teo, Auckland University of Technology
- Toru Yoshikawa, Singapore Management University
- Asli M. Colpan, Kyoto University, Japan
- Yuan Lu, Shantou University, China

2017 AAOM Conference Program Chairs and Track Chairs

**Program Chairs:** Seung-Hyun Lee, University of Texas, Dallas
Vikas Kumar, University of Sydney

**Track Chairs:**

**Strategic Management**
- Jing Li, Simon Fraser University, Canada
- Yong Li, SUNY Buffalo, USA

**Organization & Management Theory:**
- Junichi Yamanoi, Waseda University, Japan
- Gracy Yang, University of Sydney, Australia

**Entrepreneurship, Technology, & Innovation Management**
- Pavida Pananod, Thammasat University, Thailand
- Amit Karna, Indian Institute of Management (Ahmedabad), India

**Organizational Behavior**
- Tomoki Sekiguchi, Osaka University, Japan
- Fabian Jintae FROESE, Georg-August-University Göttingen, Germany

**International Management**
- Susan Hong Zhu, Peking University, China
- Surender Munjal, University of Leeds

**Human Resources Management**
- Sunghoon Kim, University of New South Wales, Australia
- Yoshio Yanadori, University of South Australia

Doctoral Student Consortium Chair:
- Kazuhiro Asakawa, Keio University, Japan

Paper Development Workshop Chair
- Jesper Edman, Hitotsubashi University, Japan
- Elisabeth Rose, University of Otago, New Zealand

2017 TAOM Conference Track Chairs

**English session Track Chairs:**

**Strategic Management/Technology Management/International Business**
- Mei-Chih Hu, National Tsing Hua University

**Organizational Behavior/Human Resource Management**
- Shyh-her Chen, National Sun Yat-sen University

**Chinese session Track Chairs:**

**Strategic Management/Technology Management**
- Shu-Jou Lin, National Taiwan Normal University

**Organizational Behavior**
- Chih-Hsun Chuang, National Chung Hsing University

**International Business**
- Ho-Min Chen, National Taiwan University

**Human Resource Management**
- Nien-Chi Liu, National Central University

**Local Host**
- Xiaoping Wang, The University of Kitakyushu
Keynote 1 (June 20th)

Title: The Content, Context and Consequences of Corporate Globalization: Definitions, Measures and Empirical Assessment

Dr. Alain Verbeke
University of Calgary

Abstract:
If the international business (IB) and international management (IM) research communities want the scholarly work on globalization to advance, and if we want a cumulative body of knowledge to be created on the evolution and meaning of corporate globalization, a common understanding will need to be crafted in the empirical literature on definitions, measures and actual measurement, as well as on the meaning of the measured outcomes, both descriptively and prescriptively. Here, common ground would not only be useful for cumulative knowledge development in the IB/IM field, but it may also incentivize data gathering agencies to collect data and to disseminate these in a form that will be useful to further research. We will focus on a wide variety of research problems, in terms of what constitutes the content of globalization, the context of globalization, and the performance consequences of globalization, whereby we will highlight the absence of coherence along these three dimensions in empirical work on globalization.

The concept of corporate globalization is widely used in IB/IM studies but a common understanding of this concept is lacking in the empirical literature, as expressed in a wide variety of approaches in studies on both large MNEs and ‘born globals’: such wide variety can be found in the diverging definitions of the concept; the operationalization of the concept; the data used to measure corporate globalization; and managerial/policy prescriptions. In most cases, insufficient attention is devoted to the context of globalization, inter alia, to (a) the strategic motivations in industry for foreign expansion, which will also affect the expected content and level of ‘globalization’, and its outcomes (cf. operating modes chosen; timing of expected performance effects; types of outcomes sought; etc.); (b) the institutional diversity across countries, which will again affect globalization content and level, as well as outcomes; (c) the internal complexity/diversity within countries, with the country level not always doing justice to what globalization really means (e.g., expansion to large cities only); (d) the external contextual change that can again affect globalization content, levels and outcomes (e.g., regional integration; exchange rate changes; changes in IPR protection strategies; dramatic country-level policy changes vis-à-vis MNEs).

Bio:
Dr. Alain Verbeke is a Professor of International Business Strategy and holds the McCaig Research Chair in Management at the Haskayne School of Business, University of Calgary. He is also the Research Director of the Strategy and Organization Area at the Haskayne School of Business. In 2014, Dr. Verbeke was elected as the Inaugural Alan M. Rugman Memorial Fellow at the Henley Business School, University of Reading (UK). He is the Editor-in-Chief of the Journal of International Business Studies (2017 – 2019). Dr. Verbeke has authored or edited more than 30 books and more than 200 refereed publications, including many articles in leading scholarly journals such as the Journal of International Business Studies, the Strategic Management Journal and the Journal of Management Studies.

Keynote 2 (June 21st)

Title: The IMPACT Project

Jason D. Shaw
The Hong Kong Polytechnic University

Abstract:
In this presentation, I will discuss The IMPACT Project—Investigating Merit Pay Across Countries and Territories. The study is a global effort aimed at testing four psychological theories of how individuals will react to merit pay changes. The project involves about 50 countries and territories and about 70 researchers around the world. The alternative theoretical approaches will be outlined, the study design will be described, progress toward a final cross-cultural data set will be addressed, and the challenges ahead will be discussed. Finally, a call for additional researcher participation in the project will be offered.

Bio:
Jason D. Shaw is Chair Professor of Management, Head of Department of Management and Marketing, and Director of the Centre for Leadership and Innovation in the Faculty of Business at The Hong Kong Polytechnic University. He is the Editor-in-Chief of Academy of Management Journal. His research has appeared or been accepted for publication in the Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, Organization Science, Strategic Management Journal, Organizational Behavior and Human Decision Processes, Harvard Business Review, and Personnel Psychology, among other scientific outlets. He has served or is serving on the editorial boards of Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, and Personnel Psychology, among other outlets. He has been invited for visiting scholar positions and other speaking engagements in China, Finland, Austria, Denmark, Ghana, Ethiopia, Norway, England, Germany, Hong Kong, Spain, Israel, Macau, Taiwan, Singapore, Australia, Canada, Belgium, Thailand, and the USA. Prior to his appointment at PolyU, he was the Curtis L. Carlson School-wide Professor in the Carlson School of Management at the University of Minnesota, the Clark Material Handling Company Professor at the University of Kentucky, an assistant professor at Drexel University, and an analyst for the Boeing Company. He received his Ph.D. from the University of Arkansas in 1997.
### Panels

**20 June 2017 (Tuesday)**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>10:15-11:30</td>
<td>Session 4: <strong>Panel: Context and Internationalization (Room C)</strong>&lt;br&gt;Chair: Alvaro Cuervo-Cazzura, Northeastern University, USA&lt;br&gt;Session 8: <strong>Panel: Innovation in the Asian Context (Room B)</strong>&lt;br&gt;Chair: Jaeyong Song, Seoul National University, Korea&lt;br&gt;Panelists: Ishtiaq P. Mahmood, National University of Singapore&lt;br&gt;Kazuhiro Asakawa, Keio University</td>
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<td>15:30-16:45</td>
<td>Session 32: <strong>Panel: What's on Japanese Management (Room A)</strong>&lt;br&gt;Chair: Shige Makino, Chinese University of Hong Kong, Hong Kong&lt;br&gt;Hajime Baba, Kansai University, Japan&lt;br&gt;Heejin Kim, Tohoku University, Japan&lt;br&gt;Masato Sasaki, Hiitotsubashi University, Japan&lt;br&gt;Tetsuya Usui, Nihon University, Japan</td>
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<tr>
<td>15:30-16:45</td>
<td>Session 35: <strong>Panel: Real option theory and implications for the strategy of Asian firms (Room E)</strong>&lt;br&gt;Chair: Tailan Chi, University of Kansas, USA&lt;br&gt;Panelists: Shubin Wu, University of Liverpool, UK&lt;br&gt;SeungHyun (Sean) Lee, University of Texas at Dallas, USA</td>
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**21 June 2017 (Wednesday)**

<table>
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<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>11:00-12:15</td>
<td>Session 51: <strong>Panel: CHINESE FOREIGN DIRECT INVESTMENT (FDI) IN AFRICA (Room B)</strong>&lt;br&gt;Chair: Mike Peng, University of Texas at Dallas, USA&lt;br&gt;Xueli Huang, RMIT University, Australia&lt;br&gt;Wen Li, Zhejiang University, China&lt;br&gt;Jane Lu, University of Melbourne, Australia&lt;br&gt;Mike Peng, University of Texas at Dallas, USA&lt;br&gt;Habte Woldu, University of Texas at Dallas, USA&lt;br&gt;Aiqi Wu, Zhejiang University, China&lt;br&gt;David Zoogah, Xavier University, USA</td>
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<td>13:15-14:30</td>
<td>Session 67: <strong>Panel: Research Opportunities on Business Behaviors of Muslim in China and in the One Belt One Road Countries (Room B)</strong>&lt;br&gt;Chair: Xuhua Wei, Lanzhou University, China&lt;br&gt;Guoxian Bao, Lanzhou University, China&lt;br&gt;Linzhi Du, Lanzhou University, China&lt;br&gt;Guangjian Liu, Lanzhou University, China&lt;br&gt;Wumei Liu, Lanzhou University, China&lt;br&gt;Haizhen Wang, Lanzhou University, China&lt;br&gt;Zeying Wang, Lanzhou University, China&lt;br&gt;Xuhua Wei, Lanzhou University, China&lt;br&gt;Jianzu Wu, Lanzhou University, China&lt;br&gt;Na Yang, Lanzhou University, China&lt;br&gt;Qi Zha, Lanzhou University, China&lt;br&gt;Ruooyang Zhang, Lanzhou University, China&lt;br&gt;Gang Zheng, Lanzhou University, China</td>
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20 June 2017 (Tuesday)

10:15 - 11:30
Session 4: Panel: Context and Internationalization (Room C)
Chair: Alvaro Cuervo-Cazzura, Northeastern University, USA

12:30 - 13:45
主持人: 黄家齊, 國立政治大學
與談人: 鍾基年, 新加坡國立大學
黄熾森, 香港中文大學
戚樹誠, 國立臺灣大學

21 June 2017 (Wednesday)

11:00 - 12:15
Session 51: Panel: CHINESE FOREIGN DIRECT INVESTMENT (FDI) IN AFRICA (Room B)
Chair: Mike Peng, University of Texas at Dallas, USA
Xueli Huang, RMIT University, Australia
Wen Li, Zhejiang University, China
Jane Lu, University of Melbourne, Australia
Mike Peng, University of Texas at Dallas, USA
Habte Woldu, University of Texas at Dallas, USA
Aiqi Wu, Zhejiang University, China
David Zoogah, Xavier University, USA

13:15 - 14:30
Session 67: Panel: Research Opportunities on Business Behaviors of Muslim in China and in the One Belt One Road Countries (Room B)
Chair: Xuhua Wei, Lanzhou University, China
Guoxian Bao, Lanzhou University, China
Linzhi Du, Lanzhou University, China
Guangjian Liu, Lanzhou University, China
Wumei Liu, Lanzhou University, China
Xingyong Tu, Lanzhou University, China
Haizhen Wang, Lanzhou University, China
Zeying Wang, Lanzhou University, China
Xuhua Wei, Lanzhou University, China
Jianzu Wu, Lanzhou University, China
Na Yang, Lanzhou University, China
Qi Zha, Lanzhou University, China
Ruoyong Zhang, Lanzhou University, China
Gang Zheng, Lanzhou University, China
Program Overview

19 June 2017 (Monday)
14:00-17:00  Asia Pacific Journal of Management PDW (Room E)
16:00-18:00  Conference Registration (First floor Main entrance Hall)
18:00-19:30  Opening Reception (Skylounge) Rihga Royal hotel [Rhiga Top]

20 June 2017 (Tuesday)
08:45-09:00  Opening Ceremony (Main Hall)
09:00-10:00  Keynote Speech 1
Alain Verbeke, Editor in Chief, Journal of International Business Studies (Main Hall)
University of Calgary, Canada
10:00-10:15  Coffee Break (1st floor Public Lounge and 2nd floor Subfoyer)
10:15-11:30  Concurrent Paper Sessions
Session 1: Social trust, social capital and risk management (Room J)
Session 2: Internationalization and performance (Room E)
Session 3: Family business in Asia (Room F)
Session 4: Panel: Context and Internationalization (Room C)
Session 5: Culture matters: The importance of culture in OB (Room D)
Session 6: Institutions and practices (Room A)
Session 7: Competitive interactions (Room K)
Session 8: Panel: Innovation in the Asian Context (Room B)
Session 9: LMX & Voice (Room G)
Session 10: 創新與創業 (Room H)
Session 11: 組織公民行為 (Room I)
11:30-12:30  Lunch (Main Hall)
12:30-17:00  Doctoral Consortium (Room B)
12:30-13:45  Concurrent Paper Sessions
Session 12: Corporate social responsibility and performance (Room E)
Session 13: Organizational learning and innovation (Room F)
Session 14: Non-market strategy in Asia (Room K)
Session 15: Opportunity recognition and performance (Room C)
Session 16: Culture and diversity (Room D)
Session 17: Entrepreneurial orientation in Asia (Room J)
Session 18: Challenges and strategies of Asian MNCs (Room A)
Session 19: Social Capital & Innovation (Room G)
Session 21: 國際企業 (Room I)
13:45-14:00  Coffee Break (1st floor Public Lounge and 2nd floor Subfoyer)
14:00-15:15  Concurrent Paper Sessions
Session 22: Corporate political ties and firm performance (Room A)
Session 23: Family business management (Room E)
Session 24: Emotions and employee outcomes (Room F)
Session 25: Emerging research in organizational behaviour (Room C)
Session 26: Diversity and work-life balance (Room D)
Session 27: Learning and innovation management (Room J)
Session 28: SMEs and institutional and social environments (Room K)
Session 29: Strategy I (Room G)
Session 30: 威權與家長式領導 (Room H)
Session 31: 高績效工作系統 (Room I)

15:15 - 15:30 Coffee Break (1st floor Public Lounge and 2nd floor Subfoyer)
15:30 - 16:45 Session 32: Panel: What's on Japanese Management (Room A)
15:30 - 16:45 Concurrent Paper Sessions
- Session 33: Leader-member exchange (Room D)
- Session 34: Benefits and perils of morality (Room C)
- Session 35: Panel: Real option theory and implications for the strategy of Asian firms (Room E)
- Session 36: FDI and institutions (Room F)
- Session 37: Managing emotional labor (Room J)
- Session 38: Strategy, structure and performance of Chinese firms (Room K)
- Session 39: Outcomes of HRM (Room G)
- Session 40: 策略與績效 (Room H)
- Session 41: 創新與知識分享 (Room I)

16:45 - 18:00 Session 42: Cross-border mergers and acquisitions (Room E)
- Session 43: Voice, proactivity, and deals (Room A)
- Session 44: International entrepreneurship and SME (Room F)
- Session 45: Socially responsible HRM (Room C)
- Session 46: New insights on employee performance (Room J)
- Session 47: Emotions and performance (Room K)
- Session 48: 招募與甄選 (Room G)
- Session 49: 不當督導 (Room H)
- Session 50: 情緒 (Room I)

19:00 - 22:00 Gala Event (Royal Hall) Rhiga Royal Hotel

21 June 2017 (Wednesday)
08:45-9:45 Keynote Speech 2 (Main Hall)
Jason D. Shaw, Editor, Academy of Management Journal
Hong Kong Polytechnic University, Hong Kong

9:45-10:00 Coffee Break (1st floor Public Lounge and 2nd floor Subfoyer)

10:00-11:00 Meet the Editors (Main Hall)
Moderator: SeungHyun (Sean) Lee, University of Texas at Dallas
Jason D. Shaw, Editor, Academy of Management Journal
Jane Lu, Editor, Asia Pacific Journal of Management
Alvaro Cuervo Cazzura, Editor, Global Strategy Journal

11:00-12:15 Concurrent Paper Sessions
- Session 51: Panel: CHINESE FOREIGN DIRECT INVESTMENT (FDI) IN AFRICA (Room B)
- Session 52: Organizational control, learning and implementation in Asian firms (Room A)
Session 53: Fit at multiple levels (Room C)
Session 54: Management and leadership of teams (Room D)
Session 55: International HRM-I (Room J)
Session 56: Emotion and affect (Room K)
Session 57: Strategy II (Room G)
Session 58: 建言 (Room H)
Session 59: 員工協助方案 (Room I)

12:15-13:15  Lunch (Main Hall)
13:15-14:30  Concurrent Paper Sessions
Session 60: Top management team, corporate governance, and firm (Room F)
Session 61: Institutions, Innovation and Technology (Room E)
Session 62: Organizational citizenship behaviour (Room A)
Session 63: HRM Process and Career Behaviors (Room C)
Session 64: International HRM-II (Room D)
Session 65: Executive Compensation and Employee Payment (Room J)
Session 66: Unethical behavior in organizations (Room K)
Session 67: Panel: Research Opportunities on Business Behaviors of Muslim in China and in the One Belt One Road Countries (Room B)
Session 68: Leadership (Room G)
Session 69: 組織與社會 (Room H)
Session 70: 領導 (Room I)

14:30-14:45  Coffee Break (1st floor Public Lounge and 2nd floor Subfoyer)
14:45-16:00  Concurrent Paper Sessions
Session 71: Antecedents and consequences of alliances and interfirm collaborations (Room A)
Session 72: Knowledge at the individual and team level (Room C)
Session 73: New leadership theories (Room F)
Session 74: Human capital acquisition (Room D)
Session 75: Dispositional differences and employee outcomes (Room J)
Session 76: Psychological process and HRM (Room K)
Session 77: Employee Voice (Room E)

Adjourn
Floor Plans and Maps

First Floor
Access to Innovation, Kitakyushu City

Kitakyushu International Convention Zone and Downtown Area

北九州国際コンベンションゾーンと市内中心部

10th AAOM & 10th AOUM Joint Conference
19-21 June 2017, Kitakyushu, Japan
# Conference Program Details

### 19 June 2017 (Monday)

<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>14:00-17:00</td>
<td>APJM PDW (Room E)</td>
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<td>16:00-18:00</td>
<td>Conference Registration</td>
<td>First floor Main entrance Hall</td>
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<td>18:00-19:30</td>
<td>Opening Reception (Skylounge) Rihga Royal hotel [Rhiga Top]</td>
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### 20 June 2017 (Tuesday)

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<tr>
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<td>Opening Ceremony (Main Hall)</td>
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<tr>
<td>09:00-10:00</td>
<td>Keynote Speech 1</td>
<td>Alain Verbeke, Editor in Chief, Journal of International Business Studies (Main Hall) University of Calgary, Canada</td>
</tr>
<tr>
<td>10:00-10:15</td>
<td>Coffee Break</td>
<td>1st floor Public Lounge and 2nd floor Subfoyer</td>
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### Concurrent Paper Sessions

#### Session 1: Social trust, social capital and risk management (Room J)

- **Chair:** Chia-Yi Liu, Tunghai University
    - Arif Mahmood, Hong Kong Baptist University
    - Michael Young, Hong Kong Baptist University
  - Dyadic Risk Perceptions and Ambidextrous Supply Chains: Managing Risk in Taiwan’s Organic Agri-Products Market
    - Chia-Yi Liu, Tunghai University

#### Session 2: Internationalization and performance (Room E)

- **Chair:** Masaaki Kotabe, Temple University
  - A Longitudinal Assessment of S-Curve Theory on Relationship between Multinationality and Firm Performance
    - Seong-Bong Lee, Seoul Women's University
    - Masaaki Kotabe, Temple University
    - Albert H. Yoon, US Bureau of Economic Analysis
  - Strategic Environment and ‘Troika’: A Case Study Based on Hospitality Industry in China
    - HuoWeiwei, Shanghai University
    - Lu Peirong, Shanghai University
    - Nie Jing, Shanghai University

#### Session 3: Family business in Asia (Room F)

- **Chair:** Chi-Nien Chung, National University of Singapore
  - Institutional Logics in Family Businesses: Evidence from Board Structure in Indian Pubic Firms
    - Tara Shankar Shaw, Indian Institute of Technology
    - Lerong He, State University of New York at Brockport
  - Resource Access or Status Identity: Marriage Ties among Large Family Business Groups in an Emerging Economy
    - Chi-Nien Chung, National University of Singapore
    - Zong-Rong Lee, Academia Sinica
    - Hongjin Zhu, McMaster University
  - Passing On the Throne: The Influence of Performance Feedback on CEO succession in family firms
    - Jaemin Lee, Imperial College
    - Xiaowei Rose Luo, INSEAD
    - Ji-Yub (Jay) Kim, INSEAD
  - Changing Concept of Family Logic and Trans-generational Entrepreneurship in Highly-regulated Institutional Environment – A Case Study from Taiwan's Healthcare Industry
    - Chan, Shu-Ting, National Association of Small & Medium Enterprises R.O.C
    - Lu, Yi-Chun, National Sun Yat-sen University
    - Chung Hsi-Mei, I-Shou University

#### Session 4: Panel: Context and Internationalization (Room C)
Chair: Alvaro Cuervo-Cazzura, Northeastern University

Session 5: **Culture matters: The importance of culture in OB (Room D)**

Chair: Thomas W. H. Ng, University of Hong Kong

- Boundary Conditions of Effectiveness of Leadership in China: Emic and Etic Values of Followers
  Jing Du, Wuhan University
  Yuan Jing Luo, Wuhan University
  Jin Nam Choi, Seoul National University
- A Meta-Analytical Investigation of the Extreme and Acquiescence Response Styles in Job Performance Rating in Individualistic and Collectivist Cultures
  Thomas W. H. Ng, University of Hong Kong
- Is this Job Meaningful? Nomological Network of Perceived Job Meaningfulness and the Moderating Effects of Individualism-Collectivism and Time
  Thomas W. H. Ng, University of Hong Kong

Session 6: **Institutions and practices (Room A)**

Chair: Mike Peng, University of Texas at Dallas

- The role of institutional logics in cross-national practice adoption: A cognitive perspective
  Stone Han, I-Shou University
  Hsi-Mei Chung, I-Shou University
  Fu-Sheng Tsai, Cheng Shiu University
- Toward an institution-based view of global IPR history
  Mike W. Peng, University of Texas at Dallas
  David Ahlstrom, Chinese University of Hong Kong
  Shawn M. Carraher, University of Texas at Dallas
  Weilei (Stone) Shi, City University of New York
- Passing the Torch: The Story of the Cloud Gate Dance Theater of Taiwan
  Ching Horng, National Chung Cheng University

Session 7: **Competitive interactions (Room K)**

Chair: Xin Liang, University of Minnesota Duluth

- What are you fighting for? A Sensemaking Perspective on Competitive Actions
  Xin Liang, University of Minnesota Duluth
  Sanjay Goel, University of Minnesota Duluth
- Current wealth, gain and loss: organizational risk-taking after mixed gambles
  Sasaki Hiroyuki, Waseda University
- How Revenue Allocation Affects Performance: Evidence from Asian Firms
  Jingji Wang, Chinese University of Hong Kong
- How Does the Technology Merger and Acquisition Effect on the Research and Development Activities of Seller Firms: A Case Study of a Taiwanese Firm in Chemical Industry
  Lichao Cui, Osaka City University
  Jin-ichiro Yamada, Osaka City University

Session 8: Panel: **Innovation in the Asian Context (Room B)**

Chair: Jaeyong Song, Seoul National University
Panelists: Ihsitq P. Mahmood, National University of Singapore

Kazuhiro Asakawa, Keio University

Session 9: **LMX & Voice (Room G)**

Chair: Mei-Ling Wang, Tamkang University

- Examining the Antecedents of Individual Change Readiness: Voice Behavior as a Mediator
  Mei-Ling Wang, Tamkang University
  Min-Shi Liu, Soochow University
  Min-Fen Tu, Tamkang University
- The relationship between LMX and voice: The moderating role of the linking-pin position of team leader
  Szu-Chi Lu, National Chung Cheng University
  Yu-Chin Lee, Shu-Te University
  Cheng-Chen Lin, National Pingtung University of Science and Technology
  Liang-Chih Huang, National Chung Cheng University
- The Moderating Effects of Leader-Member Exchange Differentiation on Individual Social Processes and Job Performance: A Multilevel Examination
  Viet H. Nguyen, National Cheng Kung University
  Hao-Chieh Lin, National Sun Yat-Sen University
  Nguyen Huu Lam, University of Economics HCMC

Session 10: **創新與創業 (Room H)**

Chair: 涂敏芬，淡江大學
• 從代工到品牌 - 企業文化之調適
  劉恕偉, 國立政治大學
  于卓民, 國立政治大學

• 團結就是力量？女性創業能力與成長期待之研究
  謝如梅, 國立屏東科技大學
  蔡依倫, 國立澎湖科技大學
  劉怡君, 國立屏東科技大學

• 影響線上眾眾籌資平台之參與行為的因素探討
  曾紀幸, 國立屏東大學
  林子娟, 國立屏東大學
  郭信智, 靜宜大學

• 局外借力：傳統產業創新來源、途徑與擴散
  虞邦祥, 明志科技大學

• 新能源汽車需求市場培育的政策取向：供給側抑或需求側——基於中國大陸地區試點推廣城市資料的實證與啟示
  熊勇濤, 中南大學
  陳曼琳, 中南大學

Session 11: 組織公民行為 (Room I)
Chair: 李旭梅, 大葉大學

• 讓員工真心為你推薦-探討員工權益主張對正面員工口碑之影響
  陳淑媛, 國立聯合大學
  王崇維, 國立聯合大學
  林欣儀, 國立聯合大學
  范雅嫻, 國立聯合大學
  許甜恬, 國立聯合大學

• 公民動機、組織公民行為與組織認同之探究
  李旭梅, 大葉大學

• 高績效工作系統對服務導向組織公民行為之影響 - 以情感性承諾為中介效果
  吕思齊, 國立中正大學
  楊詠詠, 國立中正大學
  程蓓芬, 樹德科技大學
  李郁芩, 樹德科技大學
  黃良志, 國立屏東科技大學

• 中庸如何影響員工行為? ——兩視角中介作用分析
  杜旌, 武漢大學
  段承瑶, 武漢大學

• 西方 EAP 適合導入台灣嗎？職場壓力管理介入方案的西方發展回顧與台灣現況反思
  鍾佩芳, 國立臺灣科技大學
  吳宗祐, 國立臺灣大學
  邱淑芬, 國立臺灣科技大學

11:30-12:30 Lunch (Main Hall)
12:30-17:00 Doctoral Consortium (Room B)
Chair: Kazuhiro Asakawa, Keio University
Faculty Panelists: Jesper Edman, Hitotsubashi University
12:30-13:45 **Concurrent Paper Sessions**

**Session 12: Corporate social responsibility and performance (Room E)**
Chair: Yalan Xu, Chinese University of Hong Kong
- Organizational Slacks, CSR Activities, and Emerging Economy Firms’ Performance: The Moderating Effects of Ownership Type and Business Group Affiliation  
  Yalan Xu, Chinese University of Hong Kong  
  Xufei Ma, Chinese University of Hong Kong  
- Getting By or Getting Ahead? Strategic Response to the Institutionalization of CSR among Chinese Listed Firms  
  Yanlong Zhang, Peking University  
  Xiaoyu Zhou, ShanghaiTech University,  
  Marjorie A. Lyles, Indiana University  
  Heli Wang, Singapore Management University
- Chain of Ownership Control, Inclusion Timing, Resource Relatedness and Performance of Group-affiliated Companies in Taiwan  
  Chien-Nan Chen, National Dong Hwa University  
  Bernard Gan, Griffith University

**Session 13: Organizational learning and innovation (Room F)**
Chair: Kevin Zheng Zhou, University of Hong Kong
- Organizational Learning in an Emerging Economy: Effects of Learning Type, Organizational Capabilities, and Inter-Institutional Gaps  
  Xiaoyun Chen, University of Macau  
  Kevin Zheng Zhou, University of Hong Kong  
  Xiaofeng Zhang, Shenzhen Graduate School
- Not Neophilia but Love of Continuity and Connection: Analysis of the Life-cycle Management in the Japanese Pharmaceutical Industry  
  Shigeru Asaba, Waseda University,  
  Taichiro Yanabe, Teijin Pharma Limited  
- Service Innovation as a Mediator of the Relationship between Internal Interdepartmental Integration and Customer Loyalty  
  Tzu-Jung Wu, National Sun Yat-Sen University  
  Yuh-Sun Chiu, Kerry TJ Logistics Co, Ltd  
  Wei-Chang Huang, National Sun Yat-Sen University  
  Ing-Chung Huang, National University of Kaohsiung

**Session 14: Non-market strategy in Asia (Room K)**
Chair: Jun Xia, University of Texas at Dallas
- Domain protection and organizational ties: regulatory standards making as a corporate political action  
  Jun Xia, University of Texas at Dallas  
  Fiona Kun Yao, University of Illinois at Urbana-Champaign  
  Xiaoli Yin, City University of New York
- Do Business Groups Care to Provide Informative CSR Reporting?  
  Weichieh Su, National Chengchi University  
  Danchi Tan, National Chengchi University
- The Influence of Culture and Contextual factors on Corporate Social Responsibility: A Study in Taiwan  
  Ya Hui Ling, I-Shou University

**Session 15: Opportunity recognition and performance (Room C)**
Chair: Tomoki Sekiguchi, Kyoto University
- Not user’s shoes but user’s heart: Role of empathy in opportunity recognition: An experimental study in Japan  
  Saddam Khalid, Osaka University  
  Tomoki Sekiguchi, Kyoto University
- Are diverse functional experiences good for founding teams?  
  Sze-Sze Wong, Nanyang Business School  
  Xue-Li Wang, Tsinghua University  
  Mian Zhang, Tsinghua University

**Session 16: Culture and diversity (Room D)**
Chair: Youngok Kim, University of New South Wales
• Limits of transformational leadership in collectivist societies
  Divya Bhutiani, University of Groningen and Nanyang Technological University
  Padmakumar Nair, Thapar University

• Diversity and Faultline in China
  Qin Su, Chinese University of Hong Kong
  Dora C. Lau, Chinese University of Hong Kong
  Grace Poon, Chinese University of Hong Kong

• Linking leadership and job satisfaction: The moderating role of regional identity
  Youngok Kim, University of New South Wales
  Hyun Chae Park, Chonnam National University

Session 17: Entrepreneurial orientation in Asia (Room J)
Chair: Arif Mahmood, Hong Kong Baptist University

• Why do people work for social enterprises? – A critical analysis of its value-creating mission
  Nguyen Quynh Trang, Chung Yuan Christian University
  Lee Ming Yen, Chung Yuan Christian University

• Ethical or Rational: Co-rational between a Formal Entrepreneur and Informal Employee in Salary Negotiation
  Arif Mahmood, Hong Kong Baptist University
  Morgan Yang, Hang Seng Management College
  Zhenyao Cai, Shanghai University

• Can a humble entrepreneur predicts a better firm performance: Contextualizing the informal economy from social capital perspective
  Arif Mahmood, Hong Kong Baptist University
  Michael Young, Hong Kong Baptist University

• Management ability, entrepreneurial strategy making and exploitation of value and rareness for competitive advantages in Taiwanese public firms
  Tingko Lee, National Defense University
  Hsien-Ming Liu, National Defense University

Session 18: Challenges and strategies of Asian MNCs (Room A)
Chair: William P. Wan, City University of Hong Kong

• Exploring the role of language convergence in organizational legitimacy: a study of Hong Kong firms in mainland china
  William P. Wan, City University of Hong Kong
  Daphne W. Yiu, Chinese University of Hong Kong
  Jeanne Ho-Ying Fu, City University of Hong Kong

• Challenges and Strategies of Ethical Decision-Making in Indian Multinational Corporations: An Institutional Theory Perspective
  Christopher Chan, York University
  Subramaniam Ananthram, Curtin University

• To outsource or not to outsource? When RDT and RBV meet
  Eugene Tung, Chinese University of Hong Kong

• The Role That Complex of Corporate Governance Mechanisms Played on Detecting and Stopping a Fraud: Olympus Case Study
  Maria Ilieva, Osaka City University
  Jin-Ichiro Yamada, Osaka City University

Session 19: Social Capital & Innovation (Room G)
Chair: Fu-Sheng Tsai, Cheng Shiu University

• The Effects of Social Capital on Knowledge Heterogeneity
  Fu-Sheng Tsai, Cheng Shiu University
  I-Chieh Hsu, National Changhua University of Education

• Service Innovation as a Mediator of the Relationship between Internal Interdepartmental Integration and Customer Loyalty
  Tzu-Jung Wu, National Sun Yat-sen University
  Yuh-Sun Chiu, Kerry Ti Logistics Co, Ltd
  Wei-Chang Huang, National Sun Yat-sen University
  Ing-Chung Huang, National University of Kaohsiung

• Interactive Effects of Workplace Ostracism and Psychological Capital on Job Performance, Job Stress, and Emotional Exhaustion: Evidence from Pakistan
  Ameer A. Basit, University of Management and Technology
  Inam Ul Haq, Riphah International University
  Muhammad Umer Azeem, University of Management and Technology

Session 21: International Enterprise (Room I)
Chair: Fu-Sheng Tsai, Cheng Shiu University
- Internationalization signal of government resources on R&D
  - Yang Hsin-Wei, National Sun Yat-Sen University
  - Wang Kuan-Hsiung, National Sun Yat-Sen University
  - Lee Hsing-Er, National Sun Yat-Sen University

- Global/local brand hybrid consumption behavior exploratory study - Global-local perspective
  - Lin Wei-Chang, National Sun Yat-Sen University
  - Wang Miao-Ju, National Sun Yat-Sen University
  - Lin Jun-Rong, National Sun Yat-Sen University

- Family-controlled public firms
  - Lin Wei-Chang, National Sun Yat-Sen University
  - Chen Shyh-Jer, National Sun Yat-Sen University
  - Cheng Shiu University

- The value of political ties on firm performance: The effects of proself, prosocial engagement, and institutional development
  - Haijian Liu, Nanjing University
  - Gracy (J.Y.) Yang, University of Sydney
  - Darline Augustine, University of Stellenbosch

- How political ties influence firm’s internationalization growth and its performance implication
  - Xinning Deng, Wuhan University
  - Huizi Wang, Wuhan University

Session 22: Corporate political ties and firm performance (Room A)
Chair: Gracy (J.Y.) Yang, University of Sydney
- The value of political ties on firm performance: The effects of prosel, prosocial engagement, and institutional development
  - Haijian Liu, Nanjing University
  - Gracy (J.Y.) Yang, University of Sydney
  - Darline Augustine, University of Stellenbosch

- How political ties influence firm’s internationalization growth and its performance implication
  - Xinning Deng, Wuhan University
  - Huizi Wang, Wuhan University

Session 23: Family business management (Room E)
Chair: Chiung-Wen Tsao, National University of Tainan
- Exploring the antecedents of succession planning in Confucian family businesses
  - Shyh-Jer Chen, National Sun Yat-Sen University
  - Miao-Ju Wang, National Sun Yat-Sen University
  - Chiung-Wen Tsao, National University of Tainan

- Time does matter: How the effects of CEO duality and successor’s governance choices on R&D intensity are moderated in family-controlled public firms
  - Hsing-Er Lin, National Sun Yat-Sen University
  - Chiung-Wen Tsao, National University of Tainan

Session 24: Emotions and employee outcomes (Room F)
Chair: Timothy Sun, The Chinese University of Hong Kong
- An exploratory study on the stability of positive and negative emotions and employee outcomes
  - Yong Wang, Hualiyn Institute of Technology
  - Kelly Z. Peng, Hong Kong Shue Yan University
  - Yina Mao, Nanjing University
  - Junbang Lan, Hong Kong Baptist University
  - Chi-Sum Wong, The Chinese University of Hong Kong

- Can learned hopelessness regulate anger? A multilevel affective process model of service employees’ reactions to customer mistreatment
  - Timothy C. Sun, The Chinese University of Hong Kong
  - Sophia S. Jeong, Chinese University of Hong Kong

Session 25: Emerging research in organizational behavior (Room C)
Chair: Pei-Chuan Mao, Southern Taiwan University of Science and Technology
- Gossip prevalence and work outcomes: The mediating role of performance pressure
  - Huang Ching-Ting, Southern Taiwan University of Science and Technology
  - Chen Lin-Mei, National Taiwan University
  - Lee Chih-Chuan, National Taiwan University

13:45-14:00 Coffee Break (1st floor Public Lounge and 2nd floor Subfoyer)
14:00-15:15 Concurrent Paper Sessions

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<td>Noriko Tan, National University of Singapore&lt;br&gt;Kai Chi Yam, National University of Singapore&lt;br&gt;Jared Nai, National University of Singapore&lt;br&gt;Remus Ilies, National University of Singapore</td>
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<td>• <strong>Fuel Thriving for Employees with Disabilities: The Role of Job Self-efficacy, Inclusion and Team Learning Climate</strong>&lt;br&gt;Xiji Zhu, Chinese University of Hong Kong&lt;br&gt;Kenneth S. Law, Chinese University of Hong Kong&lt;br&gt;Timothy C. Sun, Chinese University of Hong Kong&lt;br&gt;Dan Yang, Chinese University of Hong Kong</td>
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<td>• <strong>In the eyes of the supervisor: How does supervisor attribution influence the effectiveness of employee impression management tactics?</strong>&lt;br&gt;Pei-Chuan Mao, Southern Taiwan University of Science and Technology&lt;br&gt;Tai-Kuang Peng, I-Shou University&lt;br&gt;Cheng-Chen Lin, National Pingtung University of Science and Technology</td>
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<td>• <strong>Work-Family Spillover and Crossover Effects of Authentic Leadership: The Moderating Role of Work-Home Segmentation Preference</strong>&lt;br&gt;Ziwei Wang, Henan University of Economics and Law&lt;br&gt;Ho Kwong Kwan, Shanghai University of Finance and Economics&lt;br&gt;Aiqin Zhou, Hong Kong Polytechnic University&lt;br&gt;Frederick Hong-kai Yim, Hong Kong Baptist University</td>
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<td>• <strong>Economic vs. Sociological factors on career decision making among female managers in the United States and South Korea</strong>&lt;br&gt;Mina Lee, Xavier University</td>
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<td>• <strong>What is going on in non-startup smes during their pre-IPO period?: a case study of Japanese firms</strong>&lt;br&gt;Yuki Hayashi, Osaka City University</td>
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<td>• <strong>Institutional Support and Entrepreneurial Orientation in Emerging Markets: Curvilinear Effects and Multi-facet Institutional Contingencies</strong>&lt;br&gt;Zhenxin Xiao, City University of Hong Kong&lt;br&gt;Maggie Chuoyan Dong, City University of Hong Kong&lt;br&gt;Shanxing Gao, Xi'an Jiaotong University&lt;br&gt;Kevin Zheng Zhou, University of Hong Kong</td>
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<td>• <strong>The Effect of CEO’s Moral Identity on Corporate Illegal Behaviors: A Social Identity and Social Learning Perspective</strong>&lt;br&gt;Dan Yang, Chinese University of Hong Kong&lt;br&gt;Xiji Zhu, Chinese University of Hong Kong&lt;br&gt;Timothy Cong Sun, Chinese University of Hong Kong</td>
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<td>• <strong>The interplay effects of independent directors on the relationship between CEO’s career experience and firm innovativeness</strong>&lt;br&gt;Shu-Jou Lin, National Taiwan Normal University</td>
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Session 30: 威權與家長式領導 (Room II)  
**Chair:** 楊美玉，致理大學  
- 無法成為主管心中好部屬的後果：探討反原型部屬、威權領導及工作績效間的關係  
  胡宛仙，健行科技大學  
  林家五，東華大學  
- 集體主義下的威權領導：構念建立與效度檢驗  
  周婉茹，國立臺灣大學  
  鄭昱宏，國立臺灣大學  
  連玉輝，國立臺灣大學  
  鄭伯墉，國立臺灣大學  
- 家長式領導與職場靈性對工作績效與幸福感的影響  
  楊美玉，致理大學  
  蘇玉華，致理大學  
- 威權領導的效果：部屬知覺與自我監控的作用  
  楊美玉，致理大學  
  蘇玉華，致理大學  
  
Session 31: 高績效工作系統 (Room I)  
**Chair:** 李芸蘋，國立台南大學  
- 高績效工作系統與員工績效之跨層次研究：人力資本中介與創意自我效能、服務導向干擾效果探討  
  吳家美，台南應用科技大學  
  陳世哲，國立中山大學  
- 推行高績效人力資源管理系統真的會讓員工付出更多嗎？  
  張博堅，澳門科技大學  
  簡睿清，國立中山大學  
  蘇玉華，致理大學  
- 高績效工作系統、服務氣候與服務績效關係之研究  
  呂思齊，國立中正大學  
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  朱明綺，國立中正大學  
  施讓龍，杭州萬向職業技術學院  
  趙紅梅，南京審計大學  
  李郁芩，樹德科技大學  
  蔡賢志，國立中正大學  
- 高績效工作系統對員工主動行為之研究：以自我效能為中介效果  
  許昌隆，國立中山大學  
  賴韻惠，國立中正大學
| 15:15 -15:30 | **Coffee Break** *(1st floor Public Lounge and 2nd floor Subfoyer)* |
| 15:30-16:45 | **Session 32: Panel: What's on Japanese Management (Room A)**  
**Chair:** Shige Makino, Chinese University of Hong Kong  
Hajime Baba, Kansai University  
Heejin Kim, Tohoku University  
Masato Sasaki, Hitotsubashi University  
Tetsuya Usui, Nihon University  
| 15:30-16:45 | **Concurrent Paper Sessions**  
**Session 33: Leader-member exchange (Room D)**  
Chair: Angela Xu, University of Macau  
- The Moderating Effects of Leader-Member Exchange Differentiation on Individual Social Processes and Job Performance: A Multilevel Examination  
Viet H. Nguyen, National Cheng Kung University  
Hao-Chieh Lin, National Sun Yat-Sen University  
Nguyen Huu Lam, University of Economics HCMC  
- Work Engagement and LMX as Determinants of Promotive Voice: A Role Theory Perspective  
Dejun Tony Kong, University of Houston  
Chris Chu, University of Surrey  
Reuben Mondejar, City University of Hong Kong  
David Bruce Allen, University of Exeter  
- When Leader-Member Exchange (LMX) Enables Employee Thriving and Cross-selling: An Approach-Avoidance Perspective to Unravel the Impact of Contextualized LMX  
Angela J. Xu, University of Macau  
Raymond Loi, University of Macau  
Cheris W.C. Chow, University of Macau  
**Session 34: Benefits and perils of morality (Room C)**  
Chair: Kaushik Chaudhuri, Shiv Nadar University  
- How and when does benevolent leadership lead to unethical pro-organizational behavior? Based on the social identity theory  
Kang-Hwa Shaw, Shandong University  
Hung-Yi Liao, Xiamen University Tan Kah Ke College  
- The Benefits and Perils of Job Candidates’ Morality in Selection Decisions  
Kai Chi Yam, National University of Singapore  
Yukun Liu, National University of Singapore  
Scott Reynolds, University of Washington  
Scott Wiltermuth, University of Southern California  
- Employee perceptions of Affective Organizational and Occupational commitments: Role of Stressors and Age at HPWS workplaces in Japan  
Kaushik Chaudhuri, Shiv Nadar University  
Hirayuki Oba, Reitaku University  
**Session 35: Panel: Real option theory and implications for the strategy of Asian firms (Room E)**  
Chair: Tailan Chi, University of Kansas  
Panelists: Shubin Wu, University of Liverpool  
Seung-Hyun (Sean) Lee, University of Texas at Dallas  
**Session 36: FDI and institutions (Room F)**  
Chair: Hongjin Zhu, McMaster University  
- Seeking friends, seeking resources- How do diplomatic relationships affect natural resource FDI?
Session 37: Managing emotional labor (Room J)
Chair: Nai-Wen Chi, National Sun Yat-Sen University
- Emotion displays in emotionally demanding job: the effects of perceived supervisor support and work engagement
  Julie N. Y. Zhu, University of Macau
  Long W. Lam, University of Macau
  Jennifer Y. M. Lai, University of Macau
- From Servant Leadership to Emotional Labor: The Motivational Functions of Gratitude
  Anyi Chung, National Changhua University of Education
  Shu Yu Chen, Changhua Christian Hospital
  Shu-Chen Chang, Changhua Christian Hospital
  I-Heng Chen, National Sun Yat-sen University
- Trickle down effects of positive and negative leadership on service performance: Examining the mechanism and boundary condition
  Nai-Wen Chi, National Sun Yat-Sen University
  Yen-Chun Chen, 1-Shou University
  Tun-Chun Huang, National Changhua University of Education
  Shih-Feng Chen, National Sun Yat-Sen University

Session 38: Strategy, structure and performance of Chinese firms (Room K)
Chair: Haibin Yang, City University of Hong Kong
- A Double-dimensional Behavioural Model of SOEs’ Investment: Evidence from China
  Renfei Gao, University of Melbourne
  Jane Lu, University of Melbourne
  Helen Hu, University of Melbourne
  Geoff Martin, Melbourne Business School
- Leadership Structure and Performance of Chinese Mixed-ownership Firms
  Ting Ren, Peking University
  Shaoming Fang, Industrial Securities Co., Ltd
  Hongyan Yang, Lingnan University
- When organizational learning is better for innovation performance: the context of innovative culture in Chinese firms
  Bo Zou, Harbin Institute of Technology
  Feng Guo, Harbin Institute of Technology
  Jinyu Guo, Harbin Institute of Technology
  Lin Cui, Australian National University
  George Chen, Australian National University
  Giles Hirst, Australian National University

Session 39: Outcomes of HRM (Room G)
Chair: Su-Ying Pan, Macau University of Science and Technology
- Corporate Citizenship and Employee Outcomes: Does a High Commitment Work System Matter?
  Yi-Ting Lin, National Central University
  Nien-Chi Liu, National Central University
- A Model of Linkages Between Perceived Accessibility of Work Family Practices and Turnover Intentions: Work-Family Conflict and Stress as Mediators
  Pin-Hua Chiang, National Central University
  Nien-Chi Liu, National Central University
- Successors’ Regulatory Foci and Succession: Moderating Role of Predecessors’ Paternalistic Leadership
  Peter Jih-Hsin Sher, Feng Chia University
  Wen-Long Zhuang, National Chi Nan University
  Chun-Han Lee, National Chi Nan University
- Do Workaholic Supervisors Provide Family-Supportive Supervision? A Role Identity Perspective
  Su-Ying Pan, Macau University of Science and Technology

Session 40: 策略與績效 (Room H)
Chair: 鮑芃羽，輔仁大學
環境因素、組織績效與高階管理團隊異質特性對高階管理團隊替換率之影響
薆芃羽，輔仁大學
劉怡媛，亞東技術學院
郭軒宏，輔仁大學

初次上市公司之策略、集團企業與外部權益資金之關係：訊號理論觀點
林玟廷，國立中正大學
李佳玲，國立政治大學
廖珮君，國立中正大學

多重市場接觸、產品互補性、廠商銷售成長背離關係之研究
賴勇成，健行科技大學
楊君琦，輔仁大學
莊祐連，約克大學 York University

群眾科學：一個探索性的研究
曾詠青，元智大學
陳奕廷，國立清華大學

網路風險趨避、口碑有用性與購買意圖之關係及性別趨向差異之探討
袁宇熙，元培醫事科技大學
張媁雯，國立臺灣師範大學

群眾科學: 一個探索性的研究
曾詠青，元智大學
陳奕廷，國立清華大學

Session 41: 創新與知識分享 (Room I)
Chair：沈其泰，國立彰化師範大學

地位競爭不利于團隊知識共享及創新嗎？——基于組織公平的調節視角
程德俊，南京大學
李虎，南京大學
戴萬穗，南京大學
杜鵬程，安徽大學

魚與熊掌可以兼得：次團體(任務、友誼、邊緣人物)在團體一致性和團體創新之間的干擾效果
沈其泰，國立彰化師範大學
高珮珊，國立彰化師範大學

團隊目標導向與團隊創新與個人創新行為關係之多層次研究：團隊任務反思的中介效果
黃家齊，國立政治大學
吳恬妤，國立政治大學
廖巍庭，國立政治大學

運用電子化師徒制跨界協同培育大學生產品設計創造力之策略
賴志樫，國立臺灣師範大學
蔡錫濤，弘光科技大學
葉俊偉，東南科技大學
劉烝伊，國立臺灣大學

Session 42: Cross-border mergers and acquisitions (Room E)
Chair: Chinmay Pattanaik, University of Sydney

Contextualizing internationalization of emerging market firms: Cases of Chinese agrifood value chain target decisions
Chui Shiam (Connie) Chan, University of Sydney
Chinmay Pattanaik, University of Sydney

Making sense of context in international business: Some theoretical and methodological reflections
Jakobsen, Michael, Copenhagen Business School
Session 43: **Voice, proactivity, and deals (Room A)**

Chair: Kan Ouyang, Shanghai University of Finance and Economics Shanghai

- Is Proactive Behavior Always Good? An Investigation of the Personal Costs of Proactivity
  
  Kan Ouyang, Shanghai University of Finance and Economics Shanghai
  
  Wing Lam, Hong Kong Polytechnic University
  
  Bonnie Hayden Cheng, Hong Kong Polytechnic University
  
  Ziguang Chen, City University of Hong Kong
  
  Chiu Ming Raymond Law, Hang Seng Management College
  
- What Underlies the Relationship between Job Satisfaction and Voice? Different Moderating Roles of the Prosocial Helping Norm and Implicit Voice Theory
  
  Xiaowan Lin, University of Macau
  
  Long W. Lam, University of Macau
  
- Why Idiosyncratic Deals Can Have Both Positive and Negative Consequences: An Investigation of Hong Kong Employees
  
  Thomas W. H. Ng, University of Hong Kong

Session 44: **International entrepreneurship and SME (Room F)**

Chair: Youngok Kim, University of New South Wales

- SME networks and internationalization performance: The Taiwanese centre satellite case
  
  Ku-Ho Lin, National Chung Hsing University
  
  Yao-Ping Peng, Huaxia University
  
- The founder-CEO effect on entrepreneurial firms’ intention to go public: evidence from china
  
  Xiaoyu Zhou, ShanghaiTech University
  
  Jin Dai, ShanghaiTech University
  
- Technological Innovation, Organizational Innovation, and Exports: The Case of Korean Manufacturing Firms
  
  Youngok Kim, University of New South Wales
  
  Steven Lui, University of New South Wales

Session 45: **Socially responsible HRM (Room C)**

Chair: Subha D. Parida, Curtin University

- High Performance Work System theory in building the Human Resources’ capacity to incorporate Environmental Sustainability in organisations operating in Asia: A conceptual paper
  
  Subha D. Parida, Curtin University
  
- Managing tensions in social enterprises: the role of high performance work systems in the korean context
  
  Jeong Won Lee, Yonsei University
  
  Long Zhang, Hunan University
  
  Matt Dallas, University of New South Wales
  
  Hyun Chin, Samsung Economic Research Institute
  
- A comprehensive framework for SHRM: Integrating best practice and contingency perspectives
  
  Jin Feng Uen, National Chiao Tung University
  
  Shu-Yuan Chen, National United University
  
- Finance-Oriented Directors and Crisis Management: Blissful Ignorance in the Hospitality Industry?
  
  Anthony L. Iaquinto, Cleveland State University
  
  Vivien Jannicelle, Cleveland State University
  
  Wayne G. Macpherson, Massey University

Session 46: **New insights on employee performance (Room J)**

Chair: Riki Takeuchi, Hong Kong University of Science & Technology

- Challenging Job Demands and Employee Performance: The Moderating Role of a Learning Orientation with a Curvilinear Relationship
  
  Irene Hau-siu Chow, Hang Seng Management College
  
  Yuanyuan Gong, National United University
  
- The Effect of Dispositional individual Characteristics on Employee Job Outcomes over Time: The Three Possible Ways
  
  Kelly Peng, Hong Kong Shue Yan University
  
  Yong Wang, Huaiyin Institute of Technology
  
  Yina Mao, Nanjing University
  
  Chi-Sum Wong, Chinese University of Hong Kong
  
- The influence of prior work experiences on expatriate job performance change: A four-wave, longitudinal examination
  
  Riki Takeuchi, Hong Kong University of Science & Technology

Session 47: **Emotions and performance (Room K)**

Chair: Jochen Reb
• Combined Effects of Positive and Negative Affect on Employee Outcomes
  Yina Mao, Nanjing University  
  Kelly Peng, Hong Kong Shue Yan University  
  Yong Wang, Huauiyin Institute of Technology  
  Junbang Lan, Hong Kong Baptist University  
  Chi-Sum Wong, Chinese University of Hong Kong

• We Have Feelings but We Can't Show Them! Authoritarian Leadership, Group Emotion Suppression Climate, and Group Performance
  Jack Ting-Ju Chiang, Peking University  
  Xiao-Ping Chen, University of Washington  
  Lihong Gu, Xi'an Jansen Pharmaceutical Company  
  Ye Zhang, Peking University  
  Satoshi Akutsu, Hitotsubashi University  
  Jih-Yu Mao, Peking University

**Session 48: 招募與甄選 (Room G)**

**Chair:** 吳祉芸，東海大學

- 面試環境與組織人才吸引力: 關鍵接觸理論與推敲可能性模式之應用
  黃敦群，國立彰化師範大學

- 從履歷表看出你是誰？以 RAM 觀點探討人格推論一致性與正確性之二項實驗
  黃敦群，國立彰化師範大學

- 個人-工作適配、內外控信念及工作績效關係之研究—以教育部春暉小組為例
  许海權，台南市私立崑山高級中學

- 面試環境與組織人才吸引力: 關鍵接觸理論與推敲可能性模式之應用
  黃敦群，國立彰化師範大學

- 面試環境與組織人才吸引力: 關鍵接觸理論與推敲可能性模式之應用
  黃敦群，國立彰化師範大學

- 個人-工作適配、內外控信念及工作績效關係之研究—以教育部春暉小組為例
  许海權，台南市私立崑山高級中學

**Session 49: 不當督導 (Room H)**

**Chair:** 梁欣光，國立國防大學

- 不當督導對工作塑造與尋求回饋之影響 - 自我效能為中介變項
  吳亭，澳門科技大學

- 不當督導對工作塑造與尋求回饋之影響 - 自我效能為中介變項
  廖志雄，國立臺灣師範大學

- 不當督導對工作塑造與尋求回饋之影響 - 自我效能為中介變項
  劉宇輝，國立中山大學

- 不當督導對工作塑造與尋求回饋之影響 - 自我效能為中介變項
  蔡秋芸，國立中正大學

- 不當督導對工作塑造與尋求回饋之影響 - 自我效能為中介變項
  黃貫志，國立中正大學

- 不當督導對工作塑造與尋求回饋之影響 - 自我效能為中介變項
  賴志揚，國立臺灣師範大學

- 不當督導對工作塑造與尋求回饋之影響 - 自我效能為中介變項
  劉宇輝，國立中山大學

- 不當督導對工作塑造與尋求回饋之影響 - 自我效能為中介變項
  蔡秋芸，國立中正大學

- 不當督導對工作塑造與尋求回饋之影響 - 自我效能為中介變項
  劉宇輝，國立中山大學

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  賴志揚，國立臺灣師範大學

**Session 50: 情緒 (Room I)**

**Chair:** 劉敏熙，東吳大學

- 「科技使員工更幸福？」 - 工作要求-資源模式
Combined Effects of Positive and Negative Affect on Employee Outcomes
Yina Mao, Nanjing University
Kelly Peng, Hong Kong Shue Yan University
Yong Wang, Huaiyin Institute of Technology
Junbang Lan, Hong Kong Baptist University
Chi-Sum Wong, Chinese University of Hong Kong

We Have Feelings but We Can't Show Them! Authoritarian Leadership, Group Emotion Suppression Climate, and Group Performance
Jack Ting-Ju Chiang, Peking University
Xiao-Ping Chen, University of Washington
Lihong Gu, Xi'an Jansen Pharmaceutical Company
Ye Zhang, Peking University
Satoshi Akutsu, Hitotsubashi University
Jih-Yu Mao, Peking University

Session 48:
Chair: 吳祉芸,東海大學
• 面試環境與組織人才吸引力:關鍵接觸理論與推敲可能性模式之應用
黃敦群,國立彰化師範大學
• 从履歷表看出你是誰?以RAM觀點探討人格推論一致性與正確性之二項實驗
黃敦群,國立彰化師範大學
陳珈汶,國立彰化師範大學
• 个人-工作適配、内外控信念及工作績效關係之研究—以教育部春暉小組為例
許海權,台南市私立崑山高級中學
曹瓊文,國立臺南大學
劉冠岑,國立臺南大學
• 结构化面試中之應徵者順序效果
吳祉芸,東海大學
楊文芬,國立中正大學
陳乃維,東海大學

Session 49:
Chair: 梁欣光,國立國防大學
• 不當督導對工作塑造與尋求回饋之影響-自我效能為中介變項
吳亭,澳門科技大學
賴志樫,國立臺灣師範大學
劉宇璟,國立中山大學
蔡欣芸,國立中正大學
黃良志,國立中正大學
• 自己與同事經歷主管不當督導之反應模型:情緒與認知歷程
陳淑貞,銘傳大學
蔡明潔,銘傳大學
• 探討不當督導與強迫性組織公民行為之關係:心理安全感與組織政治知覺所扮演的角色
劉娜婷,銘傳大學
王政文,銘傳大學
• 以反芻思考認知的觀點連結不當督導與部屬負向情感:核心自我評價特質的調節效果
梁欣光,國立國防大學
陳彥君,義守大學

Session 50:
Chair: 劉敏熙,東吳大學
• 「科技使員工更幸福?」-工作要求-資源模式
劉敏熙,東吳大學
汪美伶,淡江大學
許淑晴,東吳大學
• 人力資源管理制度如何提升顧客忠誠?員工工作滿意、情緒勞動與顧客滿意的中介效果:服務利潤鍊的觀點
紀乃文,國立中山大學
陳珮綺,國立中山大學
陳怡箐,國立中山大學
• 每日顧客負面事件的負面連鎖效應:顧客負面事件對客觀工作績效及身心健康的關係:負向心情的中介效果、以及修復體驗的干擾效果
蔡泓育,國立中山大學
• 自拍上傳被按讚的連續效果之研究:透過人際關係進而對自我價值感的助益分析
洪中郁,國立台中教育大學
許碧芬,國立台中教育大學

19:00-22:00 Gala Event (Royal Hall) Rhiga Royal Hotel

21 June 2017 (Wednesday)
08:45-9:45 Keynote Speech 2 (Main Hall)
Jason Shaw, Editor, Academy of Management Journal
Hong Kong Polytechnic University

9:45-10:00 Coffee Break (1st floor Public Lounge and 2nd floor Subfoyer)

10:00-11:00 Meet the Editors (Main Hall)
Moderator: SeungHyun (Sean) Lee
University of Texas at Dallas
Panelists:
Jason Shaw, Editor, Academy of Management Journal
Jane Lu, Editor-in-Chief, Asia Pacific Journal of Management
Alvaro Cuervo-Cazurra, Editor, Global Strategy Journal

11:00-12:15 Concurrent Paper Sessions
Session 51: Panel: CHINESE FOREIGN DIRECT INVESTMENT (FDI) IN AFRICA (Room B)
Chair: Mike Peng, University of Texas at Dallas
Xueli Huang, RMIT University
Wen Li, Zhejiang University
Jane Lu, University of Melbourne
Mike Peng, University of Texas at Dallas
Habte Woldu, University of Texas at Dallas
Aiqi Wu, Zhejiang University
David Zoogah, Xavier University

Session 52: Organizational control, learning and implementation in Asian firms (Room A)
Chair: Naoki Yasuda, Rikkyo University
• Momentum and Deceleration in Temporal Cycling between Exploration and Exploitation
Naoki Yasuda, Rikkyo University
• Parent control and ownership monitoring in publicly listed subsidiaries in Japan
Hideaki Sakawa, Nagoya City University
Naoki Watanable, Nagoya City University
• CSR implementation in Vietnamese companies: combining institutional and stakeholder perspectives
Lan Do, RMIT University
Charlie Huang, RMIT University
Adela McMurray, RMIT University
- Dual aspects of knowledge integration mechanisms for R&D alliance
Naohiro Sawada, Aoyama Gakuin University
Kazuhiro Asakawa, Keio University
Hiroshi Nakamura, Keio University

Session 53: Fit at multiple levels (Room C)
Chair: Raymond Loi, University of Macau
- How leader–follower congruence in proactive personality effects work outcomes. 
Wei-Kuang Hou, I-Shou University
- The Influences of Extraversion on Person-group Fit and Person-job Fit 
Yuann-Jun, Liaw, Taiwan Society of Agriculture and Life, Chi-Po Zhai Chinese Medical Clinic System, Min Chi University of Technology, Min Chi University of Technology, Jason D. Shaw, Hong Kong Polytechnic University
- Supervisors’ and Subordinates’ OBSE: Their relationship and interaction 
Raymond Loi, University of Macau
Angela J. Xu, University of Macau
Yan Liu, Wuhan University
Long W. Lam, University of Macau

Session 54: Management and leadership of teams (Room D)
Chair: Chiung-Yi Huang, Yuan Ze University
- When shared leadership fails to work: The role of team-member competence and team conflict 
Jiaojiao Zhang, Wuhan University
Yan Liu, Wuhan University
- A Self-Evaluation Maintenance Model of Team Leaders’ Responses to Members’ High Performance 
Ronghao Rao, Wuhan University
Yan Liu, Wuhan University
- The antecedents and consequences of teams’ transactive memory systems: teams’ specific status cues as a moderator 
Chiung-Yi Huang, Yuan Ze University

Session 55: International HRM-I (Room J)
Chair: Franz Wohlgezogen, University of Melbourne
- Managerial perceptions of external environments and the temptations of cultural particularism 
Franz Wohlgezogen University of Melbourne
- When opposites attract: A study on cultural attractiveness, entry modes and subsidiary staffing 
Tiffany (Y.Q.) Cheong, University of Sydney
- How LMX influences expatriate workplace deviance: The mediating role of job insecurity and job autonomy 
Ya-Ping Chiu, Chung Yuan Christian University

Session 56: Emotion and affect (Room K)
Chair: KyongJi Han, Baylor University
- The Effects of Emotion, Declared Time Pressure and Perceived Time Estimation on Individual Creativity 
Nie Jing, Shanghai University
Hu Liang, Shanghai University
Huo Weiwei, Shanghai University
- The Magnitude and Individual Difference of Temporal Stability in Momentary Affect: A Signal-based Experience Sampling Study using Mobile Phones 
Wei Xuan Ng, National University of Singapore
Jinlong Zhu, National University of Singapore
Zhaoli Song, National University of Singapore
Nan Wang, Lingnan University
Seang Mei Saw, National University of Singapore
Eric Andrew Finkelstein, Duke-NUS Graduate Medical School
Vicki Drury, National University of Singapore and University of Leeds
- Affective Ups and Downs Do Matter! When Negative Affective States Influence Employee Service Performance 
Man-Nok Wong, Hong Kong Baptist University
Wu Liu, The Hong Kong Polytechnic University
Xu Huang, Hong Kong Baptist University
Erica Xu, Hong Kong Baptist University

Session 57: Strategy II (Room G)
Chair: Fred Phillip, Yuan Ze University
Session 57: Strategy II
Chair:

Session 56:
Chair

Session 55:
Chair:

Session 54:
Management and leadership of teams (Room D)
Chair:

Session 53:
Fit at multiple levels (Room C)

- How LMX influences expatriate workplace deviance: The mediating role of job insecurity and job
- When opposites attract: A study on cultural attractiveness, entry modes and subsidiary staffing
- Managerial perceptions of external environments and the temptations of cultural particularism
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- The Influences of Extraversion on Person-group Fit and Person-job Fit
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- A Self-Evaluation Maintenance Model of Team Leaders’ Responses to Members’ High
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- Dual aspects of knowledge integration mechanisms for R&D alliance
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- How leader–follower congruence in proactive personality effects work outcomes.
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- The Real Options View on Self-serving Decision: Evidence of Family Firm’s Ownership Change in the New Venture
- Jung-Ching Lin, Commerce Development Research Institute
- Hsueh-Liang Wu, National Taiwan University
- •
- Juei-Kuo Shu, Chung Yuan Christian University
- Samuel K.C. Chang, Chung Yuan Christian University
- Horng-Der Leu, Chung Yuan Christian University
- Yung-Cheng Lai, Chien Hsin University
- •
- Mentoring Support and Protégé Voice: The Moderating Roles of Protégé Job Dissatisfaction and Power Distance Orientation
- Changya Hu, National Chengchi University
- Jui-Chieh Huang, National Taipei University of Business
- Chun-Chi Yang, Fu Jen Catholic University

Session 58: 議題 (Room H)
Chair：胡昌亞，國立政治大學

- 晓之以理還是挐之以威？變革策略對員工變革行為的影響研究
  - 鄭元靜，武漢大學
  - 杜 stm，武漢大學
- 建言還是離開：延伸性認同模式的觀點
  - 簡忠仁，國立臺灣大學
  - 賴伯增添了，國立臺灣大學
- 從不確定管理理論探討個人與主管適配如何影響員工建言
  - 陳怡靜，國立臺灣師範大學
  - 吳宗祐，國立臺灣大學
  - 游佳臻，台北市職能發展學院
- Mentoring Support and Protégé Voice: The Moderating Roles of Protégé Job Dissatisfaction and Power Distance Orientation
  - Changya Hu, National Chengchi University
  - Jui-Chieh Huang, National Taipei University of Business
  - Chun-Chi Yang, Fu Jen Catholic University

Session 59: 員工協助方案(Room I)
Chair：吳宗祐，國立臺灣大學

- 工作家庭衝突與工作家庭目標：個人工作家庭區隔觀點
  - 劉亦琪，國立中央大學
  - 劉愛中，工業技術研究院產業學院
- 一线员工体面劳动感知对其组织公民行为的影响研究
  - 郭浩，西南财经大学
  - 宋錫新，西南财经大学
  - 李貴卿，成都信息工程大学
- 工作-家庭丰富对任务绩效的影响：工作满意感与社会支持的中介调节效应
  - 李貴卿，成都信息工程大学
  - 王敏霞，成都信息工程大学
  - 郭浩，西南财经大学
- 台灣員工協助方案下企業志工之助人經驗
  - 呂雅慧，國立中正大學
  - 徐妍榛，國立中正大學

12:15-13:15 Lunch (Main Hall)
13:15-14:30 Concurrent Paper Sessions
Session 60: Top management team, corporate governance, and firm (Room F)
Chair: Liqun Wei, Hong Kong Baptist University
• TMT Advice seeking and decision quality: The moderating role of CEO procedural fairness and environmental dynamism
  Liqun Wei, Hong Kong Baptist University
  Song Chang, Hong Kong Baptist University
  Yoyo Huo, University of Surrey
  Wei Sun, Inner Mongolia Finance and Economics University
• Agency theory and corporate governance in china: A meta-analysis
  Canan Mutlu, Kennesaw State University
  Mark Van Essen, University of South Carolina
  Mike Peng, University of Texas at Dallas
  Sabriah Saleh, University of South Carolina

Session 61: Institutions, Innovation and Technology (Room E)
Chair: Kevin Au, Chinese University of Hong Kong
• Doing Well and Doing Good: Strategic Orientations in China’s Social Enterprises
  Yingzhao Xiao, Chinese University of Hong Kong
  Kevin Au, Chinese University of Hong Kong
  Zhen Liu, Qingdao University of Technology
  Marta Dowejko, Hong Kong Baptist University
• Capitalizing on Exploitation Strategy in Power Asymmetric Relationships: The Mediating Roles of Exploration Strategy and Marketing Capability
  Revti Raman Sharma, Victoria University of Wellington
  Thao Kim Nguyen, University of Economics of HCMC
• The Relationships between Multiple Product-Endorser Types and Consumers’ Purchase Intention
  Tsung-Kai Yeh, National Cheng Kung University, Taiwan and R.O.C. Air Force Institute of Technology
  Huai-Liang Liang, R.O.C. Air Force Institute of Technology
• To Checkout or Not to Checkout My Mobile Shopping Cart: Attribute Conflicts, Interpersonal Conflicts and Self-efficacy
  Guei-Hua Huang

Session 62: Organizational citizenship behaviour (Room A)
Chair: Jane Y. Jiang, Nanjing University
• Interpersonal conflict and citizenship behavior: the moderating role of suppression and goal interdependence
  Catherine K. LAM, City University of Hong Kong
  Frank WALTER, Justus-Liebig-University Giessen
• Can organizational corporate citizenship climate promote employees’ organizational citizenship behaviors? An examination of mediating mechanisms
  Yi-Ting Lin, National Central University
  Nien-Chi Liu, National Central University
• Can organizational corporate citizenship climate promote employees’ organizational citizenship behaviors? An examination of mediating mechanisms
  Hua LI, Xi'an Jiaotong University
  Fuli LI, Xi'an Jiaotong University
  Tingting CHEN, Lingnan University
  Organizational Socialization and Newcomer Networks: The Mediating Role of Network Size on Person-Organization Fit and Organizational Citizenship Behaviors
  Jane Yan Jiang, Nanjing University
  Blake E. Ashforth, Arizona State University
  Jia Li, Nanjing University

Session 63: HRM Process and Career Behaviors (Room C)
Chair: Philip Rose, Hannam University
• An Integrative HRM Process Model Cooperative-Competitive Dynamics: Employees’ Reactive and Proactive Strategies
  Chen, Yuan-Ling, National Sun Yat-sen University
  Cheng-Chen Lin, National Pingtung University of Science & Technology
  Yueh-Tzu Kao, I-Shou University
• Finding individual dominant career anchors: Indonesian academics’ perceptions
  Meliani Meliani, University of Bengkulu
  Reni Farida, University of Bengkulu
• Locus of Control and Future Work Selves: Predicting Proactive Career Behaviours amongst the next generation of Chinese employees.
  Philip Rose, Hannam University
  Amy Wei Tain, Curtin University

Session 64: International HRM-II (Room D)
Chair: Pingping Fu, Nottingham University Business School China
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### Session 65: Executive Compensation and Employee Payment (Room J)

**Chair:** Yoshiyo Yanadori, University of South Australia

- Factors affecting gender difference in executive compensation: An empirical study in China
  - Wu, Xiaotian, Chinese University of Hong Kong
  - Ngo, Hang-yeu, Chinese University of Hong Kong
- Executive Gender and Pay: A Comparison between Asia and the West (Proposal)
  - Kevin K. Lee, Texas A&M University
  - Adrian Tippit, Washington State University
- Does employee bonuses lead to better financial performance in tourism industry?
  - Yeh, Tsung-Kai, National Cheng Kung University
  - Liu, Shu-Bing, Shih Chien University Kaohsiung Campus

### Session 66: Unethical behavior in organizations (Room K)

**Chair:** Ke Michael Mai, National University of Singapore

- How perpetrator gender influences reactions to premeditated versus impulsive unethical behavior: A role congruity approach
  - Ke Michael Mai, National University of Singapore
- Is Rebuke Helpful? Abusive Supervision and Employee General Health, Affective Commitment: The Moderating Effect of Employee Assistance Programs
  - I-An, Wang, Shih Chien University, National Sun Yat-Sen University
  - Hui-Ching Lin, National Sun Yat-Sen University
  - Nai-Wen Chi, National Sun Yat-Sen University

### Session 67: Panel: Research Opportunities on Business Behaviors of Muslim in China and in the One Belt One Road Countries (Room B)

**Chair:** Xuhua Wei, Lanzhou University

**Participants:**
- Guoxian Bao, Lanzhou University
- Linzhi Du, Lanzhou University
- Guangjian Liu, Lanzhou University
- Wumei Liu, Lanzhou University
- Xingyong Tu, Lanzhou University
- Haizhen Wang, Lanzhou University
- Zeying Wang, Lanzhou University
- Xuhua Wei, Lanzhou University
- Jianguo Hu, University of Notre Dame
- Na Yang, Lanzhou University
- Qi Zha, Lanzhou University
- Ruoyong Zhang, Lanzhou University
- Gang Zheng, Lanzhou University

### Session 68: Leadership (Room G)

**Chair:** Min-Ping Huang, Yuan-Ze University

- Exploring When Abusive Supervision Leads to Supervisor-directed Deviance: A Social-Norms Perspective
  - Shu-Cheng Steve Chi, National Taiwan University
  - Shin-Guang Liang, National Defense University
  - Hsi-Fong Lai, National Taiwan University
- The Cascading Effect of Transformational Leadership in Teams: The Role of Leaders’ Person-Team Fit
  - Jia Hu, University of Notre Dame
  - Chih-Hsun Chuang, National Chung Hsing University
  - Yu-Ching Chiao, National Chung Hsing University
- Team Leadership in Innovation Teams: Construct Clarification and Measure Development
Min-Ping Huang, Yuan-Ze University
Feng-Hsia Kao, National Taipei University of Nursing and Health Science

- A Study of Relationships among Transformational Leadership, Organizational Identification and Working Performance- A Case of S Army Officers and Soldiers
  Ing-chung Huang, National University of Kaohsiung
  Pey-Ian Du, National Quemoy University
  Dae-Hue Yang, National Kaohsiung First University of Science and Technology
  Shin-yuan Lu, National Kaohsiung First University of Science and Technology

Session 69: 組織與社會 (Room H)
Chair: 李傳楷，國立清華大學

- 為勞苦大眾服務：中國非正式金融的道德構框
  李傳楷，國立清華大學
  張淑珍，國立清華大學
  洪世章，國立清華大學

- 環球水泥的下一步—家族企業社會責任之選擇
  劉建君，國立中山大學
  詹淑婷，社團法人中華民國全國中小企業總會
  鍾寶梅，義守大學

- 非營利組織轉型社會企業後，組織變革對組織績效以及企業形象影響之研究，以組織認同為干擾效果
  吳慈榕，國立中山大學
  黃維章，國立中山大學
  鄧 Después，嘉里大榮物流股份有限公司
  黃英忠，國立高雄大學
  杜佩蘭，國立金門大學

- 從制度同型到異質的組織：制度邏輯研究回顧
  蔡依倫，國立澎湖科技大學
  謝如梅，國立屏東科技大學

Session 70: 領導 (Room I)
Chair: 李俊賢，國立高雄師範大學

- 領導藏在細節裡！探討團隊員工微型不公平感受前因及影響
  陳淑媛，國立聯合大學
  王筱禎，國立聯合大學
  王瀚陞，國立聯合大學
  林昕潔，國立聯合大學
  黃筱晴，國立聯合大學

- 真誠領導與服务導向組織公民行為之關係：跨層次中介模式
  邱雅誠，國立清華大學
  張婉菁，國立清華大學

- 主管會原諒展現羞恥感的犯錯部屬嗎？一個調節中介模型
  姚樹誠，國立臺灣大學
  朱志傑，國立臺灣大學
  賴麗方，國立臺灣大學
  梁欣光，國立國防大學

- 轉換型領導與領導部屬交換對員工工作成果連結下的雙元信任機制
  薛惠玲，大葉大學

- 轉換型領導對知識分享之影響：以學習氣候知覺為中介角色
**Concurrent Paper Sessions**

**Session 71: Antecedents and consequences of alliances and interfirm collaborations (Room A)**

Chair: Ji Li, Hong Kong Baptist University

- Middle Way: To partner up or against each other: Among Inter-Alliance and Intra-Alliance members.
  - Yu-Ching Chiao, National Chung Hsing University
  - Chun-Chien Lin, National Chung Hsing University
  - Chun-Ping Chang, National Chung Hsing University

- Value chain analysis in the Thai sugar cane industry: Preliminary Research
  - Pipattawade Wannaree, RMIT University
  - Ferry Jie, Edith Cowan University
  - Mark Goh, RMIT University

**Session 72: Knowledge at the individual and team level (Room C)**

Chair: Chia-I Kuo, National Tsing Hua University

- Paternalistic leadership and knowledge sharing with outsiders in emerging economies: Based on social exchange relations
  - Seung Hoon Jang, Bloomsburg University of Pennsylvania
  - Sang Youn Leeb, Hoseo University
  - Jeoung Yul Lee, Hongik University

- Team Knowledge-convergence Efficiency as Influenced by Knowledge Diversity and Member Homophily
  - Wan-Jing April Chang, National Tsing Hua University

- Gaining from scientific knowledge: The role of knowledge accumulation and knowledge combination
  - Chia-I Kuo, National Tsing Hua University
  - Chia-Hung Wu, Yuan Ze University
  - Bou-Wen Lin, National Tsing Hua University

**Session 73: New leadership theories (Room F)**

Chair: Sally Cheung, Hong Kong Baptist University

- You Humble, I Proactive: Effects of Leader Humility on Employee Proactive Work Behaviors from the Theory of Planned Behavior
  - Yolanda Na Li, Chinese University of Hong Kong
  - Lin Wang, Sun Yat-sen University
  - Kenneth S. Law, Chinese University of Hong Kong
  - Melody Jun Zhang, Chinese University of Hong Kong

- Paradoxical leader behavior and innovation in work teams: testing the multilevel mediation role of ambidexterity
  - Melody Jun Zhang, Chinese University of Hong Kong
  - Kenneth S. Law, Chinese University of Hong Kong
  - Yan Zhang, Peking University

- Leader humility and employee creativity: testing on a moderated mediation model
  - Sally S-Y Cheung, Hong Kong Baptist University
  - Song Chang, Hong Kong Baptist University
  - Li-Qun Wei, Hong Kong Baptist University
  - Christine Chan, University of Hong Kong

**Session 74: Human capital acquisition (Room D)**

Chair: Diep Nguyen, Edith Cowen University

- Do Interns’ want to Learn? The Moderating Role of Perceived Over Qualification on Internship Learning in Vietnam
  - Philip Rose, Hannam University
  - Diep Nguyen, Edith Cowen University
  - Stephen Teo, Edith Cowen University
  - Nguyen Phong, University of Economics
  - THAI THINH DANG, University of Economics

- Why Your Interns are not Attracted? Toward an Understanding of Internship as a Recruitment Source
  - Irene Wen-fen Yang, National Chung Cheng University
  - Yu-yin Wu, INNOLUX Corporation
| Session 75: **Dispositional differences and employee outcomes (Room J)**  
| Chair: Andrea Kim, Sungkyunkwan University  
| - Employer Branding Strategies on Corporate Recruiting Websites and Effect on Employer Attractiveness  
  Chu-chen Rosa Yeh, National Taiwan Normal University  
  Cheng-Huan Liu, National Taiwan Normal University  
| - Context in engagement research; future research direction  
  Kunte_Manjiri, Mahidol University  
  Dr. Parisa Rungruang, Mahidol University  
| - How Group Corporation and Sanction Climate Influence Employee’s Voice Behavior? Exploring the Mechanisms of Psychological Capital and Group Size  
  Xiaoye, Qian, Sichuan University  
  Qian, Li, Beijing Foreign Studies University  
  Hao, Zhou, Sichuan University  
| - Is high performance work system good or bad? The roles of leadership and employee perception  
  Xueqing Fan, Renmin University of China  
  Yan Liu, Wuhan University  
| Session 76: **Psychological process and HRM (Room K)**  
| Chair: Thomas W. H. Ng, The University of Hong Kong  
| - Mindfulness and Creativity: The Role of Competitive Orientation and Creative Self-Efficacy  
  Emily Guohua Huang, Hong Kong Baptist University  
  Song Chang, Hong Kong Baptist University  
  Li-Qun Wei, Hong Kong Baptist University  
  Haizhen Wang, Lanzhou University  
| - Goal orientation and transfer of training  
  Ieok Si Au, Cecilia, OCBC Wing Hang Bank Limited  
  Xiaowan Lin, University of Macau  
  Hui Tian, University of Macau  
| Session 77: **Employee Voice (Room E)**  
| Chair: Alice Tan, University of Macau  
| - Perceived meaningful work and employee voice behaviors: The moderating effect of transformational leadership  
  Shih-Han Li, National Sun Yat-sen University  
  Shyh-Jer Chen, National Sun Yat-sen University  
  Miao-Ju Wang, National Sun Yat-sen University  
  Dan Yang, Chinese University of Hong Kong  
  Xi Ji Zhu, Chinese University of Hong Kong  
  Timothy Cong Sun, Chinese University of Hong Kong  
| - Does embedded employee voice more? The moderating role of interactional justice  
  Alice J. M. Tan, University of Macau  
  Raymond Loi, University of Macau  
  Long W. Lam, University of Macau  
  Kun Seng Vong, University of Macau  

**Adjourn**
Notes
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