B. English Scholarly Program

Papers marked with "**" are best conference paper award finalists.

**Day 1, June 16, 2016, Thursday**

**Session 2** : **Keynote Panel - Culture and Chinese Management**

Time : June 16, 2016, 8:30-10:30
Room : Crystal Ballroom
Chair/Discussant : Ray Friedman, Vanderbilt University

Why and how does culture matter for Chinese management?  
**Ying-yi Hong, The Chinese University of Hong Kong**

Polyculturalism: A paradigm for 21st century research on culture in social science and business  
**Michael Morris, Columbia University**

Strategic Importance of Innovation in China's Development.  
**Chi-Yue Chiu, The Chinese University of Hong Kong**

**Session 03A - Paper - Motivation at Work**

Time : June 16, 2016, 10:45 - 12:15
Room : Diamond 1
Chair/ Discussant : Zhixue Zhang, Peking University

Mindset Switching Increases the Appeal of Wants over Shoulds  
**Jin Yan, Zhejiang University; Nannan Zhang, Zhejiang University**

From Obsessive Passion to Harmonious Passion: The Roles of Perceived Supervisory Support and Team Supportive Climate  
**Guiquan Li, Nankai University; Qing Qu, Tsinghua University; Pingping Fu, The University of Nottingham Ningbo China**

A Motivational Framework of Followership Behavior: Scale Development and Nomological Network  
**Wenhao Luo, North China University of Technology; Kai Zhang, Renmin University of China**

How do Work-Family Practices Influence Individual Work-Family Conflict: Moderations of High Commitment HRM and Individual Human Capital  
**Yu Zhou, Renmin University of China; Chenxi Wang, Renmin University of China; Ying Hong, Fordham University**

**Session 03C - Paper - HRM Practices**

Time : June 16, 2016, 10:45 - 12:15
Room : Diamond 3
Chair/ Discussant : Dong Liu, Georgia Institute of Technology

Predicting Chinese Human Resource Managers' Strategic Competence: Roles of Identity, Career Variety, Organizational Support and Career Adaptability  
**Yanjun Guan, Durham University; Weiguo Yang, Renmin University of China; Xiang Zhou, The Hong Kong Polytechnic University; Hong Deng, London School of Economics and Political Science**

How Do High Performance Human Resource Practices Matter for Team Creativity? The Mediating
Role of Collective Efficacy and Knowledge Sharing
Zixiang Ma, Huazhong University of Science and Technology; Lirong Long, Huazhong University of Science and Technology; Yong Zhang, Huazhong Agricultural University; Junwei Zhang, Huazhong Agricultural University

Dong Liu, Georgia Institute of Technology; Yaping Gong, The Hong Kong University of Science and Technology; Jing Zhou, Rice University

Ying Wang, University of New South Wales; Karin Sanders, University of New South Wales

Session 03D - Paper - Entrepreneurship in China
Time : June 16, 2016, 10:45 - 12:15
Room : Diamond 4
Chair/ Discussant : Garry D. Bruton, Texas Christian University

Should the Less Resourceful Be More Generous? Linking Chinese Entrepreneurs’ Career Background, Charity Donation, and Exit Pace of External Equity Investment
Zhi Tang, Rochester Institute Of Technology; Jintong Tang, Saint Louis University; Renhong Zhu, Sun Yat-sen University; Xinchun Li, Sun Yat-sen University

Entrepreneur Industry Status and Firm Innovation in Chinese Private Ventures
Jun Li, University Of New Hampshire; Wenge Zhang, Huazhong University Of Science & Technology; Yiyuan Mai, Huazhong University of Science and Technology

Who You Know and Who You Count On: A Risk-Taking Model of Entrepreneurs' Social Tie Utilization in Venture Fundraising
Han Jiang, The University of Arizona

How Does Entrepreneurial Orientation Affect Firm Performance in the Context of an Emerging Market
Lin Cui, Australian National University; Di Fan, Deakin University; Yi Fan, The Australian National University

Session 03E - Symposium - Exploring the Consequences of Proactive Behaviors: New Directions
Time : June 16, 2016, 10:45 - 12:15
Room : Diamond 5
Co-Chair : Wu Liu, The Hong Kong Polytechnic University
Co-Chair : Xu Huang, The Hong Kong Baptist University
Discussant : Riki Takeuchi, The Hong Kong University of Science and Technology

Taking Charge as a Double-Edged Sword: Examining When and How It Helps and Hurts Employees at Work
Kan Ouyang, Shanghai University of Finance and Economics; Wing Lam, The Hong Kong Polytechnic University

Everyone Needs to Speak up: The Role of Team Voice Density for Team Innovation
Jian Liang, Shanghai Jiaotong University
Linking Team Voice Behavior with Team Innovation: A Motivated Information-Processing in Groups Model
Siu Yin Cheung, The Hong Kong Baptist University; Zhijun Chen, Shanghai University of Finance and Economics

Back Stabbers vs. Guardian Angels: Supervisory Retaliation for Skip-level Voice
Xu Huang, The Hong Kong Baptist University; Wu Liu, The Hong Kong Polytechnic University; Xinyan Wang; Jie Yang

Session 03G - Paper - Teams and Groups
Time: June 16, 2016, 10:45 - 12:15
Room: Bauhinia 2
Chair/ Discussant: Chun Hui, The University of Hong Kong

A Social Cognitive Perspective of Team Level Employee-Organization Relationships on Team Performance
Juexing Li, Nanjing University; Liangding Jia, Nanjing University; Yahua Cai, Shanghai University of Finance and Economics; Ho Kwong Kwan, Shanghai University of Finance and Economics; Shuyang You, Dongbei University of Finance and Economics

Revisiting Experiential Learning from Von Restroff Perspective: A Longitudinal Study of National Basketball Association (NBA) Teams
Fenghua Bao, Shanghai Jiaotong University; Xunyong Xiang, Shanghai Jiaotong University; Jinjuan Zang, City University of Hong Kong; Longwei Tian, Shanghai Jiaotong University

Promoting Employee’s Learning from Errors by Inclusive Leadership: Does Gender Matter?
Qingyan Ye, Zhejiang University; Duanxu Wang, Zhejiang University; Xi Li, Zhejiang University

Group Positive Emotions and Group Process: The Mediation Role of Collective Psychological Capital
Jing Hu, University of Toronto; Jia Lin Xie, University of Toronto; Xichao Zhang, Beijing Normal University

Session 03H - Paper - Mergers and Acquisitions
Time: June 16, 2016, 10:45 - 12:15
Room: Conference Room 1
Chair/ Discussant: Sunny Sun Li, University of Missouri – Kansas City

International Acquisitions by Chinese Firms in Advanced Countries: A Macro-level Analysis
Monica Yang, Adelphi University; Ping Deng, Cleveland State University

An Investigation of Private Firm’s Acquisition Activity in China: How the Government Policy Matters
Jieyu Zhou, The Hong Kong University of Science and Technology; Guoguang Wan, The Hong Kong University of Science and Technology; Qian Lu, National University of Singapore

Marriage Properly Matched: Selecting M&A Target Beyond Local Network Structure
Rung-Tai Wu, Sun Yat-sen University; Cheng-Hsin Chiang, Macau University of Science and Technology; Zhang Ying-Yin, Nantang College of Sun-Yat-sen University

The Impact of Business Ties on Enterprise’s International Competitiveness in Cross-Border M&A: The Moderated Mediating Effecting
Cong Cheng, Zhejiang University of Technology
**Session 04A - Paper - Creativity**

**Time**: June 16, 2016, 13:30 - 15:00  
**Room**: Diamond 1  
**Chair/ Discussant**: Paul S. Hempel, The City University of Hong Kong

When Can We Be Creative? Joint Influences of Team Creative Composition and Task Interdependence on Team Creative Efficacy and Team Creativity  
*Crystal Farh, University of Washington; Yong Zhang, Huazhong Agricultural University; Lirong Long, Huazhong University of Science and Technology*

**Buffering or Exacerbating? Climate Effects on the Curvilinear Relationship between Abusive Supervision and Creativity**  
*Riki Takeuchi, The Hong Kong University of Science and Technology; Ruixue Zhang, Hong Kong University of Science and Technology*

Entrepreneurial Orientation, Social Network, and Employee Creativity: A Cultural Perspective  
*Yapu Zhao, Shanghai Jiaotong University; Yuan Li, Shanghai Jiao Tong University*

Linking Challenge-Hindrance Demand to Creative Process Engagement: The Moderating Role of Job Control  
*Yana Du, Harbin Institute of Technology; Yanhong Chen, Harbin Institute Of Technology*

**Session 04C - Paper - Institutional Legitimacy**

**Time**: June 16, 2016, 13:30 - 15:00  
**Room**: Diamond 3  
**Chair/ Discussant**: Eric W.K. Tsang, University of Texas at Dallas

Profit or Legitimacy? What Drives Firms to Prioritize Social Stakeholders?  
*Lihua Wang, San Francisco State University; Xiaoya Liang, Fudan University*

How Managerialism Shapes the Rationalization of Nonprofit Organizations: A Mixed Study from China  
*Chengcheng Song, Zhejiang University; Juelin Yin, Xi’an Jiaotong-Liverpool University*

Institutional and Cognitive Underpinnings of Strategic Choice: A Discursive Perspective of Google and Apple’s Cases  
*Changgui Peng, Inner Mongolia University; Yuan Lu, University of Shantou*

**Session 04D - Paper - Political Ties in Transition Economy**

**Time**: June 16, 2016, 13:30 - 15:00  
**Room**: Diamond 4  
**Chair/ Discussant**: Chi-Nien Chung, National University of Singapore

Political Position and Firms’ Defiance Response to Governmental Mandates  
*Christopher Marquis, Cornell University; Yuhuan Liu, Southwest Jiaotong University; Runtian Jing, Shanghai Jiao Tong University*

The Double Sword Role of Political Ties on R&D Investment and Contingency Value: Empirical Evidence from China’s Private Sector  
*Shuangying Chen, University of Electronic Science and Technology of China; Tailan Chi, The University of Kansas; Laura Poppo, The University of Kansas*

Are Political Ties and Market Capabilities Complements or Substitutes in Fostering Firm
Performance? Evidence from China
Danqing Wang, The University of Hong Kong; Fei Du, The University of Hong Kong; Kevin Zhou, The University of Hong Kong

Learning Ambidexterity and Novel Product Innovation: The Moderating Role of Managerial Ties in Emerging Markets
Jie Zhao, Xidian University

Session 04E - Symposium - Bringing Paradox Research Back to China: A Symposium in Honor of Kwok Leung
Time: June 16, 2016, 13:30 - 15:00
Room: Diamond 5
Co-Chair: Josh W. Keller, Nanyang Technological University
Co-Chair: Amy Y. Ou, National University of Singapore
Participant: Peter Ping Li, Xi’an Jiaotong-Liverpool University
Participant: Yan Zhang, Peking University
Participant: Angela Ka-ye Leung, Singapore Management University

Session 04G - Paper - Dyadic and Collective Forms of Relationships
Time: June 16, 2016, 13:30 - 15:00
Room: Bauhinia 2
Chair/ Discussant: Herman H.M Tse, Monash University

The Role of Formal Team Leader in the Development of Shared Leadership
Jinlong Zhu, National University of Singapore; Jiafeng Lu, Hong Kong Institute of Education; Zhaoli Song, National University of Singapore; Wendong Li, Kansas State University; Nan Wang, National University of Singapore; Neha Tripathi, National University of Singapore

Examining the Interpersonal Process and Consequence of Leader-Member Exchange Comparison in Coworker Dyads
Herman H.M Tse, Monash University; Catherine K. Lam, City University of Hong Kong; Jun Gu, Monash University; Xiaosong Lin, Xiamen University

Congruence in Supervisor-Employee Humility and Counterproductive Work Behavior: The Mediating Role of Hostility toward Supervisors
Xin Qin, Sun Yat-sen University; Xin Liu, Tsinghua University; Xiaoming Zheng, Tsinghua University

Coming to Make Decisions Together: The Theoretical Themes and Proximal Antecedents of Shared Leadership
Jong Gyu Park, Pennsylvania State University; Weichun Zhu, Pennsylvania State University; Bora Kwon, Pennsylvania State University

Session 04H - Paper - Interfirm Relationships & Networks
Time: June 16, 2016, 13:30 - 15:00
Room: Conference Room 1
Chair/ Discussant: Jun Xia, The University of Texas at Dallas

Social Embeddedness in the Creation of Economic Capital: Market Institutions and Network Ties in a Transitional Economy
Wubiao Zhou, The Chinese University of Hong Kong

Do Ongoing Networks Block Out New Friends? Reconciling the Dilemma Between Resource Dependence and Network Embeddedness
Curbing Opportunism in Logistics Outsourcing Relationships: The Role of Relational Norms and Contract
Baofeng Huo, Zhejiang University; Dijia Fu, Zhejiang University; Xiande Zhao, China Europe International Business School; Jingwen Zhu, Xi’an Jiaotong University

Business-to-Business Networks in Establishing Reliable Inter-firms Relationships: Evidence from the Chinese Private Enterprises
Shaoyu Zhao, University of Nottingham

Session 04J - E01 - Round Table - Ethics
Time: June 16, 2016, 13:30 - 15:00
Room: Pearl Room
Facilitator: Jingzhou Pan, Tianjin University

Empathy as Moderator of Gender Differences in Business Ethical Sensitivity of Chinese Insurance Agents
Na Zhang, Beihang University; Jian Zhang, University of Science and Technology Beijing

In-Group Favoritism and Moral Decision-Making
Fei Song, Ryerson University; C. Bram Cadsby, University of Guelph; Ninghua Du, Shanghai University of Finance and Economics

The Effect of Ethical Leadership and CSR on Managerial Voice
Pablo Cardona, China Europe International Business School; Ruo Mo, IESE Business School

Session 04J - E02 - Round Table - Negative Aspects of Work
Time: June 16, 2016, 13:30 - 15:00
Room: Pearl Room
Facilitator: Run Ren, Peking University

Lagged Effect of Daily Surface Acting on Subsequent Day’s Fatigue
Long Zhang, The University of New South Wales; Yumeng Yue, The University of New South Wales

Effects of Individual Versus Collective Goals on Unethical Behavior in Repeated Competitive Contexts
Yi Zhu, Southwest University of Finance and Economics; Lijing Zheng, Southwestern University of Finance and Economics

After the Emotional Tail Wags the Rational Dog: The Role of Escalation in Alleviating Negative Affect
Zhengyang Leng, Zhejiang University; Gang Zhang, Zhejiang University; Shimei Yan, Zhejiang University

The Interaction between Human Resource Management System and Leadership: How does HCWS Counteract Abusive Supervision’s Damage in Chinese Context?
Wenwen Zhao, Renmin University of China; Runna Wang, Renmin University of China; Chao Liu, Renmin University of China
Session 04J - E03 - Round Table - Creativity
Time : June 16, 2016, 13:30 - 15:00
Room : Pearl Room
Facilitator : Juan Wang, Xi’an Jiaotong University

Understanding How Leader Humility Enhances Employee Creativity: The Roles of Perspective-Taking and Cognitive Reappraisal
Juan Wang, Xi’an Jiaotong University; Zhe Zhang, Xi’an Jiaotong University; Jia Ming, Northwestern Polytechnical University

Can Good Soldiers Become Smart Ones? Exploring the Moderation Role of LMX and Collectivism in the Link Between Organizational Citizenship Behavior and Employee Creativity in China
Pengcheng Zhang, Huazhong University of Science and Technology; Si Li, Huazhong University of Science and Technology; Mingze Li, Huazhong University of Science and Technology; Meiqin Jiang, Huazhong University of Science and Technology

Too Happy to Be Creative: The Emotional and Cognitive Routes Underlying the Multiculturalism–Creativity Link
Chi-Ying Cheng, Singapore Management University; Tsung-Yu Wu, National Taiwan University

A Cross-level Study on Demographic Trait, Knowledge Network and Employee Creativity
Chaoying Tang, University of Chinese Academy of Sciences; Lina Yi, University of China Academy of Sciences

Session 04J - E04 - Round Table - OCB and Voice
Time : June 16, 2016, 13:30 - 15:00
Room : Pearl Room
Facilitator : Erica Xu, The Hong Kong Baptist University

The Impact of Leaders' Voice Expectations on Employee Voice Behavior: A Role-Based Pygmalion Approach
Jinyun Duan, Suzhou University; Chenwei Li, San Francisco State University; Yue Xu, Soochow University

Social Harmony or Social Competition: Which Most Influences Leadership and Employees’ Organizational Citizenship Behavior?
Junting Lu, Xi’an Jiaotong University; Zhe Zhang, Xi’an Jiaotong University; Jia Ming, Northwestern Polytechnical University; Guangming Lu, Northwestern Polytechnical University

Assumed Resource Loss from Speaking up: The Roles of Implicit Voice Theories
Xiaowan Lin, University of Macau

Representing the Organization: The Influence of Team Leaders’ Organizational Embodiment on Members’ Team Identification and Helping Behavior
Yu-Hsiang Hou, Ling Tung University; Lida L. Zhang, University of Macau; Rico Wai Lam, University of Macau

Session 04J - E05 - Round Table - Leadership
Time : June 16, 2016, 13:30 - 15:00
Room : Pearl Room
Facilitator : Pengcheng Zhang, Huazhong University of Science and Technology

How to Communicate Critique to Subordinates? Effects of Negative Gossip and Negative Feedback
from Supervisors
Jie Wang, The University of Nottingham Ningbo China; Tingting Chen, Lingnan University

A Four-Component Conceptualization of Supervisor-Subordinate Relationship (SSR)
Liuqing Yang, Xi’an Jiaotong University; Qiaozhuan Liang, Xi’an Jiaotong University

Paternalistic leadership: The Confucianism Root, and the Harmonious Organization
Kaili Zhang, Shanghai Jiao Tong University; Ningyu Tang, Shanghai Jiao Tong University

Thanks for Leaving Me Alone: Positive Impact of Manager’s Conflict Avoidance in China
Inju Yang-McCourt, EDC Paris Business School; Ming Li, University of Hull

Session 04J - E06 - Round Table - Negative Side of Work
Time: June 16, 2016, 13:30 - 15:00
Room: Pearl Room
Facilitator: Ann Peng, Western University

When Workplace Ostracism Leads to Burnout: Role of Job Self-Determination and Future Time Orientation
Jing Qian, Beijing Normal University; Zhuyun Jin, Beijing Normal University; Bin Wang, Beijing Normal University; Haiwan Wang, Beijing Normal University

When Does Coworker Ostracism Lead to Employee Turnover? It Depends on Supervisor
Long Zhang, Hohai University; Yulin Deng, Hohai University

Workplace Ostracism and Employee Voluntary Behavior: The Moderating Role of 360 Degree Feedback
Ann Peng, Western University; Wei Zeng, Hunan University

Competition and Interpersonal Conflict: The Mediating Role of Territoriality
Yuchuan LIU, Singapore Management University; Zhenyu Liao, National University of Singapore; Jun Liu, Renmin University of China

Session 04J - E07 - Round Table - China-Based Phenomena
Time: June 16, 2016, 13:30 - 15:00
Room: Pearl Room
Facilitator: Haibo Yu, Beijing Normal University

An Institutional Exploration of the Determinants of Effective Client Entertainment in China:
Francis Sun, Brock University

Derived from Interaction: The Effect of Customer Perceived Value on Satisfaction and Customer Engagement in Wellness Tourism
Lishan Xie, Sun Yat-sen University; Yingxin He, Sun Yat-sen University; Xinhua Guan, Guangdong University of Finance & Economics

Human Capital: A Single Case Study of Returnee Entrepreneurs in Shanghai
Zhou Li, Nottingham University Business School; Maris H. Farquharson, Nottingham University Business School China

Belief in Luck and Superstition in Decision Making: The Cultural Influence of Agency Beliefs
Ning Chen, Clarion University Of Pennsylvania
Family-Friendly Work practices and Their Outcomes in China: The Mediating Role of Work-to-Family Enrichment and the Moderating Role of Gender
Wansi Chen, East China University of Science and Technology; Eason Zhang, Southwestern University of Finance and Economics; Karin Sanders, University of New South Wales; Shan Xu, Southwestern University of Finance and Economics

Session 04J - E08 - Round Table - Negotiation and Fairness
Time : June 16, 2016, 13:30 - 15:00
Room : Pearl Room
Facilitator : Wenhao Luo, North China University of Technology

Exploring New Frontiers of Relationality in Negotiations: A Systematic Review
Junjun Cheng, Macquarie University; Yimin Huang, Macquaire University; Yong Su, Fudan University; Zhan Wu, University Of Sydney

Chinese Employees’ Reactions to Psychological Contract Breach Depend on Their Perceptions of Contract Replicability
Thomas W. H. Ng, The University of Hong Kong

Overall Justice and Its Consequences: A Longitudinal Study for the Dual Mediating Mechanisms
Xiaomin Xu, Peking University; Danyang Du, Erasmus University Rotterdam; Haijiang Wang, Eindhoven University of Technology; Changqin Lu, Peking University

Session 04J - E09 - Round Table - HRM
Time : June 16, 2016, 13:30 - 15:00
Room : Pearl Room
Facilitator : Fu Yang, Southwest University of Finance and Economics

Bridging the Gap: How Supervisors’ Perceptions of Guanxi HRM Practices Influence Subordinates’ Work Engagement
Fu Yang, Southwest University of Finance and Economics

Compensating Teams: A Multilevel Review of Individual and Team Pay for Performance
Jia Yu, University of Iowa; Helen H. Zhao, University Of Hong Kong

High Performance Work Systems and Organization Attraction: The Moderating Effects of Vocational Interests
Hwanwoo Lee, China Europe International Business School; Steve Werner, University of Houston; Tae-Yeol Kim, China Europe International Business School

Guanxi HRM and Employee Affective Commitment: Moderating Effects of LMX and Generations
Jie Shen, Shenzhen University

Session 04J - E10 - Round Table - Leadership
Time : June 16, 2016, 13:30 - 15:00
Room : Pearl Room
Facilitator : Chao Miao, Wilkes University

Leader Emotional Intelligence and Subordinate Job Satisfaction: A Meta-Analysis of Main, Mediator, and Moderator Effects
Chao Miao, Wilkes University; Ronald H. Humphrey, Lancaster University; Shanshan Qian, Towson University
Gain without Pay Causes Lazybones' Loss: The Influence of Formal and Informal Supervisor-subordinate Relationships on Customer Service Performance  
Wen Wu, Beijing Jiaotong University

How to Deal with Employees’ Turnover Intention: The Impact of Humble Leader Behavior  
Jie Li, Xi'an Jiaotong University; Qiaozhuan Liang, Xi'an Jiaotong University; Zhenzhen Zhang, Xi'an Jiaotong University

Chinese Indigenous Leadership: Comparative Case Study Between Political Elites in Ancient China  
Yongrui Li, Beijing Normal University

Session 05A - Paper - Executive Leadership  
Time: June 16, 2016, 15:30 - 17:00  
Room: Diamond 1  
Chair/ Discussant: Xiaofu Si, Zhejiang University

The Influence of CEO Relationship-Focused Behaviors on Firm Performance: A Chain-Mediating Role of Employee Relations Climate and Employees’ Attitudes  
Meng Xi, Nanjing University; Qin Xu, Southeast University; Xiaoyu Wang, Nanjing University; Shuming Zhao, Nanjing University

Tough Love and Creativity: How Authoritarian Leadership Tempered by Benevolence Influences Employee Creativity  
Qinxuan Gu, Shanghai Jiaotong University; Paul S. Hempel, The City University of Hong Kong; Mingchuan Yu, Shanghai Jiaotong University

Entrepreneur’s Creativity and Firm-Level Innovation in SMEs: The Intermediate Effect of Bricolage  
Wenwen An, Sun Yat-sen University; Zisheng Guo, Lingnan University / Sun Yat-Sen University; Jianqi Zhang, Sun Yat-sen University

The Bright and Dark Side of CEO Creativity: Exploring Whether and When Creative CEOs Lead to Less/More Fraudulent Financial Reporting  
Xin Qin, Sun Yat-sen University; Junsheng Zhang, Sun Yat-sen University; Hang Zhu, Sun Yat-sen University

Session 05C - Paper - Leadership and Work Outcomes  
Time: June 16, 2016, 15:30 - 17:00  
Room: Diamond 3  
Chair/ Discussant: George Zhen Xiong Chen, Australian National University

Dual-level Effects of Transformational Leadership on Employee Job Outcomes: A Relational Model  
Junfeng Wu, University of Illinois at Chicago; Jiwen Song, Renmin University of China; Lin Lu, Shanghai Jiaotong University

Empowered to Speak up: Applying Self-Determination Theory to Employee Silence  
Dong Ju, Communication University of China; Run Ren, Peking University; Yichi Zhang, Peking University

The Interpersonal Benefits of Leading Mindfully: Leader Mindfulness Promotes Employee Job performance via increased procedural justice enactment and reduced employee emotional exhaustion  
Sebastian C. Schuh, China Europe International Business School; Xue Zheng, China Europe International Business School; Juan Fernandez, China Europe International Business School;
Katherine Xin, China Europe International Business School

When the Creative Leader Can Affect Creativity: Role of Leader Identification
Liqun Wen, Harbin Institute of Technology Shenzhen Graduate School; Mingjian Zhou, Harbin Institute of Technology Shenzhen Graduate School; Qiang Lu, Harbin Institute of Technology Shenzhen Graduate School

Team Leader Coaching and Team Voice: The Role of Team Reflexivity and Prosocial Motivation
Jing Jiang, Tsinghua University; Yang Sui, University of Science and Technology Beijing; Baiyin Yang, Tsinghua University

Session 05D - Paper - Multinational Enterprises
Time: June 16, 2016, 15:30 - 17:00
Room: Diamond 4
Chair/ Discussant: Changhui Zhou, Peking University

Engage Stakeholders and Attain Legitimacy: The Case of Chinese Multinational Enterprises in Western Countries
Lei Li, The University of Nottingham Ningbo China; Peter S. Hofman, The University of Nottingham Ningbo China; Yanxue Sun, Independent Scholar

Zooming In: Untangling Home Country Sub-national Institutional Effects on Chinese Firms’ Outward FDI
Cuifen Weng, University of New South Wales; David Morgan, University of New South Wales; Peter Sheldon, University of New South Wales; Ricardo Flores, University of New South Wales

The Second-Home Model toward the Dual-Core Paradigm: The Implications of ISE for MNEs from Advanced and Emerging Economies
Peter Ping Li, Xi'an Jiaotong-Liverpool University

Location Strategy of Chinese Multinational Enterprises: The Impact of Initial Major Market Entry and Home Country Institutions
Lin Li, The University of Nottingham Ningbo China; Lei Li, The University of Nottingham Ningbo China

Session 05E - Symposium - China's Innovation Challenge: Overcoming the Middle Income Trap
Time: June 16, 2016, 15:30 - 17:00
Room: Diamond 5
Chair and Moderator: Arie Lewin, Duke University
Participant: John Child, University of Birmingham
Participant: Douglas Fuller, Zhejiang University
Participant: Can Huang, Zhejiang University
Participant: Johann Peter Murmann, UNSW Australia
Participant: Michael A. Witt, INSEAD
Participant: Zhixue Zhang, Peking University

Session 05G - Paper - Cultural Values and Practices
Time: June 16, 2016, 15:30 - 17:00
Room: Bauhinia 2
Chair/ Discussant: Wendong Li, Kansas State University

Gender, Task Conflicts, and Intercultural Collaborations
Roy Y.J. Chua, Singapore Management University; Mengzi Jin, Singapore Management University

HPWPs and Innovative Behaviour: Do HR Strength and National Culture matter?
Karin Sanders, University of New South Wales; Frances Jorgenson, Royal Roads University; Yvonne Van Rossenberg, University of Bath; Ying Wang, University of New South Wales; Helen Shipton, Nottingham Trent University; Xiaobei Li, East China University of Science and Technology

**The Dynamic Alignment of Multicultural Experience and Identities in Intracultural and Intercultural Negotiations**
Leigh Anne Liu, Georgia State University; Li Ma, Peking University; Chei Hwee Chua, University of Miami; Zhixue Zhang, Peking University; Cordula Barzantyn, Toulouse Business School

**Session 05H - Paper - Strategic Human Resource Management**
Time: June 16, 2016, 15:30 - 17:00
Room: Conference Room 1
Chair/ Discussant: Gracy Yang, University of Sydney

Collectivism-Oriented HRM and Individual Creative Contribution: The Roles of Value Congruence and Task Interdependence
Slu Chen, Wuhan University of Technology; Ji Li, The Hong Kong Baptist University; Guanglei Zhang, Wuhan University of Technology; Wanxing Jiang, The Hong Kong Baptist University; Ying Zhang, The Hong Kong Baptist University

Wenhong Zhang, Nanjing University; Yapu Zhao, Shanghai Jiaotong University; Dong Liu, University of South Florida

Executive Staffing Strategies of Japanese Multinational Enterprises in China
Kun Yao, University of Illinois at Urbana-Champaign; Gracy Yang, The University of Sydney; Song Chang, The Hong Kong Baptist University; Andrew Delios, National University of Singapore

**Session 05I - Paper - Institutional Context of Corporate Philanthropy**
Time: June 16, 2016, 15:30 - 17:00
Room: Conference Room 4
Chair/ Discussant: Xuesong Geng, Singapore Management University

Institutional Isomorphism and Corporate Philanthropy in Chinese Private Firms
Douglas Fuller, Zhejiang University; Lu Zheng, Tsinghua University; Zongshi Chen, Zhejiang University

Corporate Philanthropy and Corporate Financial Performance: An Institutional Comparison Between China and the United States
Jane Lu, University of Melbourne; Heli Wang, Singapore Management University; Xueji Liang, Sun Yat-sen University

The Institutionalization of Corporate Philanthropy and the Change of Stakeholder Responses in China: The Influence of Wenchuan Earthquake
Guoguang Wan, The Hong Kong University of Science and Technology; Heli Wang, Singapore Management University; Xuesong Geng, Singapore Management University; Kenneth Huang, National University of Singapore
Day 2, June 17, 2016, Friday

**Session 8A** : **Keynote Panel - Strategy Research**

- **Time** : 09:15-11:00
- **Room** : Pearl Room
- **Chair/Discussant** : Arie Y. Lewin, Duke University

Understanding SME business models from an industry perspective  
*John Child, University of Birmingham*

The Chinese Bureaucracy in Three Lenses: Weberian, Confucian, and Marchian  
*Xueguang Zhou, Stanford University*

Institutional Complexity and Corporate Strategies in China  
*Xiaowei Rose Luo, INSEAD*

**Session 8B** : **Keynote Panel - Frontiers in Organizational Behavior Research**

- **Time** : 09:15-11:00
- **Room** : Crystal Ballroom 1+2
- **Chair/Discussant** : Jiing-Lih Larry Farh, Hong Kong University of Science and Technology

Complex Multilevel Interplay between Individual and their Work Teams  
*Gilad Chen, University of Maryland*

Role of Different Forms of Communication in Leadership, Team, and Organization Effectiveness  
*Xiao-Ping Chen, University of Washington*

Strategic Human Capital Management  
*Riki Takeuchi, Hong Kong University of Science and Technology*

**Session 09A - Paper - Ethics**

- **Time** : June 17, 2016, 11:15 - 12:45
- **Room** : Diamond 1
- **Chair/Discussant** : James Jian-Min Sun, Renmin University of China

The Use of Company Resources for Personal Ties: The Role of Work-Personal Spheres Overlapping  
*Xiaoxiao Liu, Xiamen University; Yingyi Hong, Chinese University of Hong Kong*

No Harm, no Foul? Exploring the Role of Moral Disengagement in the Link between Narcissistic Leadership and Employees’ Organizational Deviance.  
*Wenxing Liu, Zhongnan University of Economics and Law; Si Li, Huazhong University of Science and Technology; Pengcheng Zhang, Huazhong University of Science and Technology; Yi Han, Zhongnan University of Economics and Law*

The Spillover Effect of Surface Acting on Employees’ Unethical Behavior: A Self-Control Perspective  
*Qiongjing Hu, Peking University; Run Ren, Peking University*

Ethical Leadership, Affect-Based Trust, Task Conflict, and Upward Knowledge Sharing: A Cross-Level Investigation  
*Jiwen Song, Renmin University of China; Junfeng Wu, University of Illinois at Chicago*

**Session 09C - Paper - Identity and Identification**
Hierarchy of Influences on Professional Role Perceptions among Chinese Online Journalists: A Multilevel Analysis
Yu Xu, University of Southern California

Does Organizational Identification Always Improve Task Performance? Evidence from Two Field Studies.
Yan Liu, Wuhan University; Raymond Loi, University of Macau

Perceived Insider Status and Social Identity among Chinese Employees
Jieying Xu, The Hong Kong Baptist University; Chang Liu, Jilin University; Qin Zhou, Durham University; Wenwen Song, The Hong Kong Baptist University; Chris Chu, University of Surrey

Why Human Resource Practices May or May Not Retain Chinese Migrant Workers? An Explanation from Social Identity Perspective
Hongyu Zhang, Central University of Finance and Economics; Xiaobei Li, East China University of Science and Technology; Eleanor Ling, King's College London

Session 09D - Paper - Philosophical View on Organizational Change
Time: June 17, 2016, 11:15 - 12:45
Room: Diamond 4
Chair/ Discussant: Peter Ping Li, Xi'an Jiaotong-Liverpool University

A Paradoxic View of Strategic Change Process
Runtian Jing, Shanghai Jiao Tong University; Xuelian Huang, University of Electronic Science and Technology of China

From Pioneer Firm to Cluster Architect: Suntech and the Emergence of China's Leading Solar PV Cluster
Wei Zhang, Tsinghua University; Steven White, Tsinghua University; Jianxi Luo, Singapore University of Technology and Design

Solutions to Organizational Paradox: A Philosophical Perspective
Xin Li, Copenhagen Business School; Verner Worm, Copenhagen Business School; Peihong Xie, Shanghai University of International Business and Economics

Generative Capability
Li Sun, University of Missouri - Kansas City; Bo Zou, Harbin Institute of Technology

Session 09G - Paper - Proactivity
Time: June 17, 2016, 11:15 - 12:45
Room: Bauhinia 2
Chair/ Discussant: Jian Liang, Shanghai Jiaotong University

The Role of Social Capital on Job Satisfaction, OCB and Modulating Role of Grafted Knowledge: A Study of Chinese Employees' Organizational Commitment
Mohammad Rahman, Shandong University; Kang-hwa Shaw, Shandong University

From Leaders’ Empowering Behavior and Psychological Capital to Employees’ Job Satisfaction: The Mediating Role of Employees’ Psychological Capital
Ye Li, Peking University; Hui Wang, Peking University

Changes in Newcomers’ Proactivity, Leaders’ Feedback, and Trust in Supervisor during Entry: An Interactionist Perspective on the Honeymoon-Hangover Effect
Qin Su, The Chinese University of Hong Kong; Zhenyu Liao, National University of Singapore; Zhaoli Song, National University of Singapore; Chaoping Li, Renmin University of China

I Choose It vs. I Own It: How Empowering Leadership Fuels Proactivity at Work and When
Melody Jun Zhang, The Chinese University of Hong Kong; Lin Wang, Sun Yat-sen University; Yolanda NA Li, The Chinese University of Hong Kong; Kenneth Law, The Chinese University of Hong Kong

Session 09H - Paper - Institutions Matter
Time: June 17, 2016, 11:15 - 12:45
Room: Conference Room 1
Chair/ Discussant: Ling Yang, Tsinghua University

Dual-Rational Leadership in China: Reviewing Indigenous Research from the Institutional Theory Perspective
Xiaojun Zhang, Xi’an Jiaotong-Liverpool University

Factors that Affect Labor Contract Law Compliance among Domestic Private Firms in China
Ying Chen, University of Illinois at Urbana-Champaign; Yuanyuan Sun, University of Minnesota Duluth

Subnational Institutional Environments, CEO Managerial Discretion and Firm Geographical Diversification: Evidence from Transitional China
Sanbao Zhang, Wuhan University; Zhixue Zhang, Peking University

Institutional Spillover and Organizational Identity Group in Emerging Market: A Contingency View
Pengji Wang, James Cook University Singapore; Lin Yuan, University of Macau

Session 11A - Paper – Cross - Cultural Research
Time: June 17, 2016, 15:20 - 16:50
Room: Diamond 1
Chair/ Discussant: Riki Takeuchi, The Hong Kong University of Science and Technology

Effects of Job Autonomy on Employees in High vs. Low Power Distance Cultures
Thomas W. H. Ng, The University of Hong Kong

How Perspective-Taking Facilitates Intercultural Conflict Management: The Moderating Role of Cultural Essentialism
Jingdan Yao, The Hong Kong University of Science and Technology; Melody M. Chao, The Hong Kong University of Science and Technology; Angela Ka-yee Leung, Singapore Management University

The Multifaceted Role of Culture in Individuals' Subjective Experience with Organizational Paradoxes: A US-China Comparison
Josh W. Keller, Nanyang Technological University; Wen Chen, Nanyang Technological University; Angela Ka-yee Leung, Singapore Management University

Session 11C - Paper - Reputation and Status in Organizations

Wenhao Luo, North China University of Technology; Chao C. Chen, Rutgers University; Payal Sharma, Rutgers University

Between State and Market: A Dependence Model of Corporate Elite Profile among Listed Firms in China (1996 - 2009)
Jianjun Zhang, Peking University; Jun Xia, University of Texas at Dallas; Kunyuan Qiao, University of Pennsylvania

How Does Community Status Affect Organisational Founding? Evidence from China
Lingli Luo, University of New South Wales; Xufei Ma, The Chinese University of Hong Kong; Shige Makino, The Chinese University of Hong Kong

**Painted with the Same Brush: Negative Reputation Spillover among Emerging Market Firms Listed in Developed Market
Xiwei Yi, Rice University; Weiwen Li, Sun Yat-Sen University

Buffer and Bridge: How Firms Respond to Celebrity Pressure
Weiping Liu, Shanghai University of Finance and Economics; Yanling Lian, East China Normal University; Cuili Qian, The City University of Hong Kong

Session 11D - Paper - Entering a Foreign Country

How Institutions Shape MNCs Foreign Market Entry Strategy: Toward an Interactive Institution-based View
Jialin Du, The University of Hong Kong

What Determine the Outcome of Chinese Firms’ Foreign Market Entry Attempts? The Influence of Firm Characteristics and Institutional Distance in the Case of Chinese Outward Foreign Direct Investment
Shuo Zhang, Cornell University

Technological Resources, Political Resources and the Entry Mode Choices of R&D FDI from an Emerging Economy
Yanyu Wang, Tsinghua University; Zhenzhen Xie, Tsinghua University; Wei Xie, Tsinghua University; Jizhen Li, Tsinghua University

Who Cares about Diplomacy? A Study of Location Choice by Multinational Enterprises
Klaus Meyer, China Europe International Business School; Jing Li, Simon Fraser University; Hua Zhang, China Europe International Business School; Yuan Ding, China Europe International Business School

Session 11G - Paper - Leadership in Chinese Context

Wenhao Luo, North China University of Technology; Chao C. Chen, Rutgers University; Payal Sharma, Rutgers University

Session 11C - Paper - Reputation and Status in Organizations

Time : June 17, 2016, 15:20 - 16:50
Room : Diamond 3
Chair/ Discussant : Xufei Ma, The Chinese University of Hong Kong

Session 11D - Paper - Entering a Foreign Country

Time : June 17, 2016, 15:20 - 16:50
Room : Diamond 4
Chair/ Discussant : Jia-Tao Li

Session 11G - Paper - Leadership in Chinese Context

Time : June 17, 2016, 15:20 - 16:50
Room : Bauhinia 2
Chair/ Discussant : Sam Aryee, King's College London
Paternalistic Leadership and Its Effectiveness on Followers: A Person-Centered Approach
Wei Si, The Hong Kong Polytechnic University; Pingping Fu, The University of Nottingham Ningbo China; Qing Qu, Tsinghua University; Jiing-Lih Farh, The Hong Kong University of Science and Technology; Fei Kang, Tsinghua University

Solving the Social Dilemma Embedded in Teamwork: The effects of Paradoxical Leader Behavior on Member Contribution and Team Sustainability
Yulan Han, Shanghai University of Finance and Economics; Yan Zhang, Peking University; Xiaoping Chen, University of Washington

Impact of Benevolent Leadership on Follower Taking Charge: Role of Work Engagement and Role-Breadth Self-Efficacy
Qin Xu, Southeast University; Meng Xi, Nanjing University; Shuming Zhao, Nanjing University

The Two Sides of Zijiren/Wairen: A Multilevel Model Linking Paternalistic and Chaxu Leadership to Employee Turnover Intention
Lei Wang, Dongbei University of Finance and Economics; Mengyu Cheng, Feng Chia University; Song Wang, Zhejiang University

Session 11H - Paper - Gender in Organizations
Time: June 17, 2016, 15:20 - 16:50
Room: Conference Room 1
Chair/ Discussant: Amy Y. Ou, National University of Singapore

Community Norms and Corporate Philanthropic Giving: The Moderating Role of Women on Boards of Directors: Evidence from China
Xin Wang, Xi’an Jiaotong University; Zhe Zhang, Xi’an Jiaotong University; Ming Jia, Northwestern Polytechnical University

Are Female CEOs Underpaid in China?
Joyce Wang, University of Texas at Dallas; Livia A. Markoczy, The University of Texas at Dallas; Sunny Li, University of Missouri – Kansas City; Mike Peng, University of Texas at Dallas

Putting Women into Their Place: Boards’ Cognitive Lenses, Status Ranking, and Firm Outcomes
Livia A. Markoczy, The University of Texas at Dallas; Sunny Li, University of Missouri – Kansas City; Jigao Zhu, University of International Business and Economics

Session 11J - E01 - Round Table - Corporate Social Responsibility
Time: June 17, 2016, 15:20 - 16:50
Room: Pearl Room
Facilitator: Na Ni, The Hong Kong Polytechnic University

Enabling Conditions of Sustained Emergence: The Case of Socially Responsible Investing in Greater China
Shipeng Yan, IESE Business School

A Holistic Way out of Business-Environmental Dilemma: Evidence from China’s Manufacturing Industry
Fenghua Bao, Shanghai Jiaotong University; Longwei Tian, Shanghai Jiaotong University; Yuan Li, Shanghai Jiao Tong University

The Role of Top Managers in Shaping Corporate Social Responsibility: A Review
Lin Zhang, Sun Yat-sen University; Honghui Chen, Sun Yat-sen University

Compliance or Cooperation? Corporate Social Responsibility of Chinese Firms in Global Supply Chains
Xiaoyu Guan, University of New South Wales

Session 11J - E02 - Round Table - Corporate Green Practices
Time : June 17, 2016, 15:20 - 16:50
Room : Pearl Room
Facilitator : Jingjiang Liu, Zhejiang University

The Effect of Knowledge Decomposability on Technological Exploration in Technological Acquisitions
Zhengyu Li, Shanghai University of Finance and Economics; Geert Duysters, Tilburg University; Victor Gilsing, University of Antwerp

How Multinational Corporations and Nonprofits Collaborate in the Context of Sustainability: Assessing Social Alliance from the Emerging Markets
Juelin Yin, Xi'an Jiaotong-Liverpool University; Dima Jamali, American University of Beirut

Stakeholder Pressures and Corporate Green Practices
Xueyong Zhan, The Hong Kong Polytechnic University; Xubing Zhang, The Hong Kong Polytechnic University; Carlos Wing-hung Lo, The Hong Kong Polytechnic University; Wei Guo, The Hong Kong Polytechnic University; Dalu Fang, The Hong Kong Polytechnic University

The Role of Collaboration and Green Dynamic Capability in Fostering Indigenous Eco-Innovations: Evidence from China
Peter S. Hofman, The University of Nottingham Ningbo China; Abby Jingzi Zhou, University of Nottingham Ningbo China; Steven Shijin Zhou, University of Nottingham Ningbo China

Session 11J - E03 - Round Table - Corporate Political Strategy
Time : June 17, 2016, 15:20 - 16:50
Room : Pearl Room
Facilitator : Zhenzhen Xie, Tsinghua University

Who Will Keep an Eye on Policy Change: Evidence from Chinese Pharmaceutical Firms
Ying Zheng, Nanjing University; Robert Wood, University of Melbourne; Chuanming Chen, Nanjing University

TMT’s Acquisition Experience and International Acquisition Performance: The Moderating Role of TMT’s Pay Dispersion
Jianzu Wu, Lanzhou University; Liling Chen, Lanzhou University

The Impact of Local Government on Firm Diversification in China
Jakob Arnoldi, Aarhus University; Yulia Muratova, Aarhus University

Session 11J - E04 - Round Table - Institutions Matter
Time : June 17, 2016, 15:20 - 16:50
Room : Pearl Room
Facilitator : Sali Li, University of South Carolina

Playing Field Reconstruction and Inclusive Market system Building
Yanbin Jiang, Zhejiang University; Ziyi Zhao, Zhejiang University
The Contingency Effect of Institutions on the Knowledge Advantages of Returnee Entrepreneurs  
Xiaohui Liu, Loughborough University; Tianxiao Xia, Loughborough University; Jiangyong Lu, Peking University

Too Much of a Good Thing: Exploring the Impact of Organizational Regulatory Legitimacy on Product innovation in Chinese SMEs  
Hai Guo, Renmin University of China; Rui Shen, Peking University

**Session 11J - E05 - Round Table - Entrepreneurship**
**Time**: June 17, 2016, 15:20 - 16:50  
**Room**: Pearl Room  
**Facilitator**: Aiqi Wu, Zhejiang University

Entrepreneurial Team Formation in China: The Role of the Founding Institutional Environment and Active Trust Development  
Chenjian Zhang, University of Bath

Resource Seeking of an Emerging Markets' High-Tech Venture: The Dynamic Effects of Entrepreneurial Bricolage and Legitimation  
Wensong Bai, Uppsala University

Why China Doesn't Have Its Own Steve Jobs? --An Exploratory Research on the Factors Influence the Opportunities Evaluation of Entrepreneurs  
Yuanqing Li, University of Texas Rio Grande Valley; Sibin Wu, University of Texas-Rio Grande Valley

Deciding to Discover Entrepreneurial Opportunities: A Multi-Level Investigation Based on Informational Economics and Resource Dependence Theory  
Shanshan Qian, Towson University; Dalong Ma, Missouri Western State University; Chao Miao, Wilkes University

**Session 11J - E06 - Round Table - Relational Ties**
**Time**: June 17, 2016, 15:20 - 16:50  
**Room**: Pearl Room  
**Facilitator**: Baofeng Huo, Zhejiang University

The Ethic of BAO and Supplier-buyer Relations in China: An Empirical Test  
Ji Li, The Hong Kong Baptist University; Jieying Xu, The Hong Kong Baptist University; Ying Zhang, The Hong Kong Baptist University; Wanxing Jiang, The Hong Kong Baptist University; Wenwen Song, The Hong Kong Baptist University

The Novelty-Action Paradox in Interfirm Exploration: A Relational Ties Perspective  
Qiyuan Zhang, Zhejiang University; Kevin Zhou, The University of Hong Kong

The Impact of Power and Communication on Opportunism in Buyer-Supplier Relationships: Combining Combining the Perspectives of TCE and SET  
Zhaojun Han, Zhejiang University; Baofeng Huo, Zhejiang University; Rob Handfield, North Carolina State University; Yu Tian, Sun Yat-sen University

Relative Buyer-Supplier Relational Strength and Supplier's Information Sharing  
Hai Zhang, Huazhong University of Science and Technology
Session 11J - E07 - Round Table - Internationalization Challenges
Time: June 17, 2016, 15:20 - 16:50
Room: Pearl Room
Facilitator: Lei Li, The University of Nottingham Ningbo China

The Rapid Start of Chinese Privately-Owned SMEs’ Internationalisation
Cici Xiao He, University of Otago

Accelerate or Delay? The Consequences of Big Step Internationalization
Shu Yu, National University of Singapore

The Influences of Institutional Distances on Foreign Ownership Strategy of Emerging Economy Multinationals
Yang Yang, Beijing Technology and Business University; Xiaohua Yang, University of San Francisco

From International New Ventures to MNCs: Crossing the Chasm Effect on Internationalization Paths
Qinghai Li, Tongji University; Deli Yang, Trinity University; Ping Deng, Cleveland State University; Sizong Wu, Tongji University

Session 11J - E08 - Round Table - Philosophical View on China Management
Time: June 17, 2016, 15:20 - 16:50
Room: Pearl Room
Facilitator: Tony Fang, Stockholm University

Tachia Chin, Hangzhou Dianzi University; Renhuai Liu, Jinan University

Changing Russian Cultural Values: A Yin Yang Perspective
Dina Chimenson, Stockholm University; Tony Fang, Stockholm University

Evolutionary Governance Logics and Dual Growth Pathways of Chinese Public Firms
Junzhe Wang, Peking University

Understanding the Varieties of Chinese Management: The ABCD Framework
Xin Li, Copenhagen Business School

Session 11J - E09 - Round Table - Strategic Leadership in Organizations
Time: June 17, 2016, 15:20 - 16:50
Room: Pearl Room
Facilitator: Dong Liu, Georgia Institute of Technology

The Relationship Between Leader Motivating Language and Employee Personal Initiative: A Moderated Mediation Model
Bin Ling, Ho Hai University

The Springboarding EMNE: Transformational Leadership and Organizational Resilience
Alim Beveridge, The University of Nottingham Ningbo China; Shameen Prashantham, China Europe International Business School

Institutional Work in and Around Institutional Voids: Investigating the Role of Strategic Leadership
Xiaojun Zhang, Xi’an Jiaotong-Liverpool University; Juelin Yin, Xi’an Jiaotong-Liverpool University; Jose L. Alves, University of Saint Joseph; Youmin Xi, Xi’an Jiaotong University
The Empirical Research on Independent Director’s Role Orientation to the Impact of Working Performance: An Analysis Based on Chinese Enterprise Survey Data  
Liang Qu, Zhejiang Gongshang University; Yale Qian, Zhejiang Gongshang University

**Session 11J - E10 - Round Table - Fostering Organizational Innovations**

**Time**: June 17, 2016, 15:20 - 16:50  
**Room**: Pearl Room  
**Facilitator**: Wenlong He, University of International Business and Economics

Building Absorptive Capacity and Innovation: Interactive Effects of Top Management Support of Learning, Employees Learning Orientation and Decentralization Structure  
Chenwei Li, San Francisco State University; Liyun Sun, Macau University of Science and Technology; Yuntao Dong, University of Connecticut

The Interaction of Innovation Promotors and Service Innovation Network Orchestration: The Case of Knowledge Intensive Business Services in China  
Ou Bai, Zhejiang University; Jiang Wei, Zhejiang University

How Does R&D Strategy and Standardization Affect Innovation Performance: Evidence from Chinese Firms  
Jian Li, Hunan University

**Session 11J - E11 - Round Table - Strategically Managing Human Resources**

**Time**: June 17, 2016, 15:20 - 16:50  
**Room**: Pearl Room  
**Facilitator**: Song Chang, The Hong Kong Baptist University

The Money Buffer Effect in China: High Income Cannot Make You Much Happier but might Make You Worry Less  
Bin Li, Jinan University; Aimei Li, Jinan University; Xiaotian Wang, Jinan University; Guangxing Xiong, Jinan University; Wenquan Ling, Jinan University

Knowledge-Based Employment, Knowledge Sharing and Innovation: The Longitudinal Analysis of Intermediate Linkages  
Young Jin Ko, Peking University

Commitment-Based Human Resource Management as a Predictor of Innovation Strategy  
Young Jin Ko, Peking University; Li Ma, Peking University

The Mediating Role of Human Resource Management Strength: Evidence from China  
Bingjie Yu, Shandong University; Guiyao Tang, Shandong University; Yang Chen, Southwestern University of Finance and Economics

**Session 11J - E12 - Round Table - Social Capital for Organizations**

**Time**: June 17, 2016, 15:20 - 16:50  
**Room**: Pearl Room  
**Facilitator**: Weiwen Li, Sun Yat-sen University

A Conceptual Model For Trust and Trust Building  
Peter King, Beijing University of Technology

Does Social Capital Work the Same Way in China and the West? A Meta-Analysis
Hongjuan Zhang, Tianjin University; Liang Wang, University of San Francisco; Rong Han, Tianjin University of Finance and Economics

The Relative Social Capital in Signaling Entrepreneurial Firms’ IPO Performance: Evidence from an Emerging Market
Junwei Shi, Zhongnan University of Economics and Law; Haiyan Fu, Zhongnan University of Economics and Law; Jie Zhang, Zhongnan University of Economics and Law

Unmixed Signals: Stock Market Reaction to Subsequent Announcements of Strategic Alliances
Zhao Chao, Harbin Institute of Technology; Tienan Wang, Harbin Institute of Technology

**Session 12A - Paper - China-based Phenomena**

**Time**: June 17, 2016, 17:00 - 18:30
**Room**: Diamond 1
**Chair/ Discussant**: Baofeng Huo, Zhejiang University

Recasting Contextualization: An Epistemological Reminder for Chinese Organizational Behavior Scholars
Ryan Shuwei Hsu, National Sun Yat-sen University; James Stanworth, National Changhua University of Education / National Cheng Kung University

A Framework of “Wu”-based Innovation at the Team Level: A Case Study on Indigenous Innovation in the Aerospace Projects Context
Xin Wang, Beijing Institute of Technology; Peter Ping Li, Xi’an Jiaotong-Liverpool University

How Does Guanxi Affect the Supplier Selection and Performance?
Yuanqing Li, University of Texas Rio Grande Valley; Sibin Wu, University of Texas-Rio Grande Valley

Do People Trust Guanxi-Rule Based Decision Makers in Chinese Organizations? It Depends on How Close Their Guanxi Is
Xiao-Ping Chen, University of Washington; Jingzhou Pan, Tianjin University

**Session 12C - Paper - Abusive Supervision**

**Time**: June 17, 2016, 17:00 - 18:30
**Room**: Diamond 3
**Chair/ Discussant**: Raymond Loi, University of Macau

Performance Promotion Effect of Abusive Supervision: Attribution Theoretical Perspective on the Contingent Roles of Subordinate Task Performance and Political Skills.
Riki Takeuchi, The Hong Kong University of Science and Technology; Jun Yang, Renmin University of China; Xiaoming Zheng, Tsinghua University

Why Abusive Supervision Persist? Understanding Why and When Exhausted Supervisors Abuse
Serene Ng, Nanyang Technological University; Xiujuan Zhang, Sun Yat-sen University; George Zhen Xiong Chen, Australian National University; Sam Aryee, King’s College London

How Does Abusive Supervision Thwart Proactive Behavior: The Combined Effect of Self-Perception and Affirmational Thinking
Chao Ma, Australian National University; Zhijun Chen, University of Western Australia; George Zhen Xiong Chen, Australian National University

Abusive Supervision, Psychological Distress, and Silence: The Effects of Gender Dissimilarity
Between Supervisor and Subordinates
Joon Hyung Park, University of Nottingham Ningbo China; Min Carter, Southern Illinois University Carbondale; Richard S. DeFrank, University Of Houston; Qianwen Deng, Bank of China (Ningbo branch)

Session 12D - Paper - Antecedents of Corporate Philanthropy
Time: June 17, 2016, 17:00 - 18:30
Room: Diamond 4
Chair/Discussant: Christopher Marquis, Cornell University

Jianhua Ge, Renmin University of China

Can Corporate Philanthropy be Driven from the Bottom to the Top? Evidence from China
Lin Zhang, Sun Yat-sen University; Xuelian Cheng, Sun Yat-sen University; Honghui Chen, Sun Yat-Sen University; Shenjiang Mo, Sun Yat-sen University

How Competing Institutional Logics Shape the Diffusion of CSR in China
Peter S. Hofman, The University of Nottingham Ningbo China; Youqing Fan, University of Western Sydney

The Power of Religious Believing: Does Religion Influence Corporate Philanthropic Giving?
Wenlong Wang, Tsinghua University; Rui Wu, Tsinghua University

Session 12E - Symposium - National Culture, Institutions, Entrepreneurs, and Managers: A Comparative Perspective
Time: June 17, 2016, 17:00 - 18:30
Room: Diamond 5

The Moderating Effects of National Culture on Women and Men Entrepreneurs Networks and New Venture Growth
Bat Batjargal, University of Nottingham Ningbo China

Impact of Corruption and Red Tape on Firm Innovativeness: Multi-Level Analysis
Garry D. Bruton, Texas Christian University

How Do National Culture and Institutions Affect How Social Networks Influence Individual Creativity
Carl F. Fey, Aalto University School of Business

Session 12G - Paper - Individual Differences
Time: June 17, 2016, 17:00 - 18:30
Room: Bauhinia 2
Chair/Discussant: Jack Ting-Ju Chiang, Peking University

Harmonious Work Passion as a Function of Motivation and Psychological Climate
Violet T. Ho, University of Richmond; Tony Kong, University of Houston; Chay-Hoon Lee, Keppel Offshore and Marine Ltd.; Philippe Dubreuil, Université du Québec à Trois-Rivières; Jacques Forest, ESG UQAM

Narcissim and Humility: A Self Concept Approach to Understanding Motivation to Lead
Lu Chen, University of Electronic Science and Technology

Measuring the Cognition-Based Antecedents of CWB: Development and Validation of the
Instrumental Consideration (IC) Scale
Shiyong Xu, Renmin University of China; Zhen Wang, Renmin University of China; Eason Zhang, Southwestern University of Finance and Economics; Long Zhang, The University of New South Wales

Curvilinear Relationship Between Personality and Performance in High–Risk Industries: The Moderating Effect of Supervisor Support
Xiao Yuan, Institute of Psychology, Chinese Academy of Sciences; Yaoshan Xu, Institute of Psychology, Chinese Academy of Sciences; Yongjuan Li, Institute of Psychology, Chinese Academy of Sciences

Session 12H - Paper - Alliance Learning
Time: June 17, 2016, 17:00 - 18:30
Room: Conference Room 1
Chair/ Discussant: Kun Yao, University of Illinois at Urbana-Champaign

The Relationship Between Gender-Related Asymmetrical Effects and Firm Performance: The Moderating Effect of Diversification Strategy
Ji Li, The Hong Kong Baptist University; Wanxing Jiang, The Hong Kong Baptist University; Jieying Xu, The Hong Kong Baptist University; Ying Zhang, The Hong Kong Baptist University; Wenwen Song, The Hong Kong Baptist University

Knowledge Boundary Effects of Alliance Portfolio Configuration
Zhengyu Li, Shanghai University of Finance and Economics; Geert Duysters, Tilburg University; Victor Gilsing, University of Antwerp

Examining the Conditional Limits of Resource Complementarity in International Joint Ventures: Moderating Roles of Cultural Distance and Partner Competition
Lu Jin, The University of Hong Kong; Liwen Wang, University of Oxford

Management Innovation in Megaproject Organizing: An Organizational Learning Process Perspective
Yi Hu, Tongji University; Albert P.C. Chan, The Hong Kong Polytechnic University

Session 12J - E01 - Round Table - Strategic Choices and Business Models
Time: June 17, 2016, 17:00 - 18:30
Room: Pearl Room
Facilitator: Ping Deng, Cleveland State University

Integrative Capability, Business Model Innovation and Performance: Contingent Effects of Business Strategy
Changwei Pang, Nanjing University of Science and Technology; Qiong Wang, Nanjing University of Science & Technology

To Respond to Government Signals or Not? Political Dependence and Political Strategy of Chinese Real Estate Firms in Aged Housing
Cynthia Yang, The Chinese University of Hong Kong; Xufei Ma, The Chinese University of Hong Kong; Sai Lan, Peking University

Reassessing Knowledge-Based Explanations for Venture Capital Firms’ Syndication Strategy
Lin Zhang, Peking University; Xiru Zhang, Peking University

How Would Strategy Makers Make Strategic Choices? The Role of Cognitive Style
Session 12J - E02 - Round Table - Family Business

Time: June 17, 2016, 17:00 - 18:30
Room: Pearl Room
Facilitator: Xinchun Li, Sun Yat-sen University

The Determinants of Family Business Owners' Intrafamily Succession Intention: An Integration of Theory of Planned Behavior and Neo-Institutional Theory
Yonglong Zhou, Peking University; Qiongjing Hu, Peking University; Jingjing Yao, IESEG School of Management

Clogs to Clogs in Three Generations? Knowledge Transfer Model of Family Business Succession in China
Yu Liu, The Hong Kong Polytechnic University; Yi Tang, The Hong Kong Polytechnic University

Formalization, Flexibility, or Both? Investigating Operational Governance
Feifei Yang, University of New South Wales; Mirjam Goudsmit, University of New South Wales; George Shinkle, University of New South Wales

How Do Entrepreneurial Rewards Affect Business Family Offspring's Entrepreneurial Intention?
Dan Wang, Zhejiang University

Day 3, June 18, 2016, Saturday

Session 14A : Keynote Panel - Organizations and Human Well-Being
Time: 08:30-10:30
Room: Crystal Ballroom 1+2
Chair: John Child, University of Birmingham
Commentator: Jason Shaw, The Hong Kong Polytechnic University

Income Inequality and Stakeholder Wellbeing: A Study of Chinese Organizations
Xuhong Li, Fudan University

Well-Being, Work and Citizenship: Insights from Happiness Economics
Benjamin Radcliff, Notre Dame University

Income Equality, Productivity, and Well-being in Organizations: The Role of Responsible Leadership
Anne Tsui, Arizona State University

The Impact of Organizational Structuring and Governance on Human Well-being
John Child, University of Birmingham

Session 14B : Keynote Panel - Dean's Forum
Time: 08:00-10:30
Room: Crystal Ballroom 3
Chair: Gerry George, Singapore Management University

Speakers: Hongbin Cai, Peking University
Gerry George, Singapore Management University
Dan LeClair, Executive Vice President and COO, AACSB
Judy Olian, University of California, Los Angeles
**Topic: Research in Business Schools: What is Wrong and What Should We Do?**

Academics, deans, members of the business community as well as other business school stakeholders have broadly criticized current research practices in business schools. The main criticism is that business school research has not produced knowledge useful for practice and is biased in its choice of research topics.

A recent Wharton School study estimated the cost of an A-journal article to be about $400,000, counting only the salary of the research faculty. Every year, millions if not billions are spent on research that are published but not read or used. At the same time, many critical and pressing questions receive no research attention. What is wrong with business school research and what should we do?

The purpose of this Deans Forum Keynote Panel is to discuss potential solutions and identify opportunities for business schools to contribute to the increasing complex societies with technological progress, internet-based commerce, new organizational forms, and new forms of employment relationships.

**Session 14C: Deans Symposium (Deans Only)**
- **Time:** 10:50 - 12:50
- **Room:** Crystal Ballroom 3
- **Chair:** Xiaobo Wu, Zhejiang University
- **Speakers:**
  - Yuan Ding, CEIBS
  - Jiye Mao, Renmin University
  - Xiaobo Wu, Zhejiang University
  - Yuli Zhang, Nankai University

**Session 15A - Paper - Work Engagement and Motivation**
- **Time:** June 18, 2016, 10:45 - 12:15
- **Room:** Diamond 1
- **Chair/ Discussant:** Hui Wang, Peking University

_Tae-Yeol Kim, China Europe International Business School; Brad Gilbreath, Colorado State University – Pueblo; Sang Pyo Kim, Gyeongnam National University of Science and Technology_

**Linking Managerial Coaching to Employee Engagement: The Mediating Role of Harmonious Passion**  
_Fei Kang, Tsinghua University; Qing Qu, Tsinghua University_

**Want Engaged Temporary Agency Workers? Think Beyond The Money**  
_Jianwu Jiang, Shenzhen University_

**Turning Work Engagement into Organizational Citizenship Behavior: The Moderating Role of Task-contingent Conscientiousness**  
_Jason L. Huang, Michigan State University; Zhongze Guo, Renmin University of China; Yanyuan Cheng, Renmin University of China_

**Session 15C - Paper - Team Creativity**
- **Time:** June 18, 2016, 10:45 - 12:15
- **Room:** Diamond 3
High Performance Entrepreneurial Ventures: The Role of CEO Entrepreneurial Leadership and Entrepreneurial Team Psychological Safety

Alexander Newman, Deakin University; Qing Miao, Zhejiang University; Nathan Eva, Monash University; Brian Cooper, Monash University

**"How Do Teams "Bounce Back" from Low Performance to Being Creative? Examining the Roles of Psychological Safety and Organizational Virtuousness**

Lin Lu, Shanghai Jiaotong University; Anne Tsui, Peking University; Jie Wang, The University of Nottingham Ningbo China; Bradley L. Kirkman, Texas A&M University

How and When does Cultural Diversity Suppress Team Creativity? The Effects of Negative Social Dynamics

Lin Lu, Shanghai Jiaotong University; Fuli Li, Xi'an Jiaotong University; Kwok Leung, Chinese University of Hong Kong

Does Self-serving Leadership Hinder Team Innovation? The Buffering Effect of Task Interdependence

Jian Peng, Jinan University; Xiao Wang, Jinan University

**Session 15D - Paper - Corporate Governance**

Time: June 18, 2016, 10:45 - 12:15
Room: Diamond 4
Chair/ Discussant: Wei Shen, Arizona State University

**"The Complexity of Agency Problems in Public Family Businesses and Its Implications for Performance**

Qian Gu, Georgia State University; Lin-Hua Lu, National University of Singapore

Agency Theory and Corporate Governance in China: A Meta-Analysis

Canan Mutlu, Kennesaw State University; Marc Van Essen, St.Gallen University; Mike Peng, University of Texas at Dallas; Sabrina Saleh, University of South Carolina

CEO Outside Directorship and Firm Innovative Performance

Hongyan Yang, The Hong Kong Polytechnic University; Ting Ren, Peking University Shenzhen Graduate School; Xuanye Li, Peking University HSBC Business School; Dai Sun, Peking University HSBC Business School

Pay to Incentivize or Pay to Co-Opt: Evidence from Independent Directors Voting in Chinese Publicly Listed Firms

Jyunying Fu, Imperial College London

**Session 15E - Symposium - Chinese Outward Foreign Direct Investment (OFDI)**

Time: June 18, 2016, 10:45 - 12:15
Room: Diamond 5
Chair: Jian Du, Zhejiang university
Discussant: Bin Guo, Zhejiang University
Discussant: Yue (Tina) Xu
Discussant: Hinrich Voss, University of Leeds
Discussant: Dong Wu, Zhejiang University
Discussant: Quan Zhou, Zhejiang University
Discussant: Jing Li, Zhejiang University
The Institutional Influence on the Location Strategies of Multinational Enterprises from Emerging Economies: Evidence from China’s Cross-border Mergers and Acquisitions  
*Peter Buckley, University of Leeds; Pei Yu; Surender Munjal; Qing Liu; Pan Tao*

Outward FDI, Home-Country Political Ties and Innovation Performance of Emerging Market Enterprises  
*Panagiotis Piperopoulos; Chengqi Wang, University of Nottingham; Jie Wu*

The New Two-Way Street of Chinese Direct Investment in the European Union  
*Jeremy Clegg, Leeds University; Hinrich Voss, University of Leeds*

**Session 15G - Paper - Conflict**

Time: June 18, 2016, 10:45 - 12:15  
Room: Bauhinia 2  
Chair/ Discussant: Xinwen Bai, China Academy of Sciences

**Buying Insurance Against Perceived Relational Costs: A Relational Perspective on Conflict Avoidance**  
*Xin Cindy Wei, University of International Business and Economics; Zhixue Zhang, Peking University; Kwok Leung, Chinese University of Hong Kong*

How Task Conflict Impact Members’ Voice Behavior: The Role of Relational Conflict and Participative Leadership  
*Changchun Xiang, China Three Gorges University; Xiaohua Wang, Renmin University of China; Lirong Long, Huazhong University of Science and Technology*

Conflict Management for Coordination Between Shift Teams in Shanghai Subway Stations  
*Huihua Liu, Shanghai Jiaotong University; Xinan Zhang, Shanghai Jiao Tong University; Dean Tjosvold, Lingnan University*

**The Effect of a Subconscious Goal on Reconciling the Conflict Between a Personal Goal and a Group Goal**  
*Jing Hu, University of Toronto*

**Session 15H - Paper - R&D Strategies**

Time: June 18, 2016, 10:45 - 12:15  
Room: Conference Room 1  
Chair/ Discussant: Fuller Douglas, Zhejiang University

Environmental Configurations of R&D Strategies: A Dependence Explanation of Innovation Performance  
*Jing Quan, Renmin University of China; Zhouyu Lin, 福州大学; Lei Zhang, University of South Florida; Marshall Jiang, Brock University; Jun Xia, University of Texas at Dallas*

How do Chinese Firms Benefit from R&D internationalization in Europe Developed Economies? Exploring the moderating roles of Absorptive Capacity and Entry Mode of firms  
*Jiang Wei, Zhejiang University; Yang Yang, Zhejiang University; Qi Wu, Zhejiang University*

Knowledge Sourcing, Ownership Control and Firms' R&D Structure  
*Wenlong He, University of International Business and Economics; Shisong Jiang, Wuhan University; Rui Shen, Peking University*
The Interaction Effects of Internal R&D Capability and External Networking Ties on High-tech Firms’ NPD Outcome in China
Yan Xie, Northwestern Polytechnical University; Chen Han, Xi’an Jiaotong University; Shanxing Gao, Xi’an Jiaotong University

Session 16A - Paper - Extra-role Behaviors at Work
Time : June 18, 2016, 13:30 - 15:00
Room : Diamond 1
Chair/ Discussant : Ying Chen, University of Illinois at Urbana-Champaign

Leader-Member Guanxi Versus Leader-Member Exchange: A Field Study Comparing Impacts on Employees' Voice Behavior
Wen Wu, Beijing Jiaotong University

What Matters in Employee Volunteering, Time or Money? Testing a Moderated Mediation Model
Shenjiang Mo, Sun Yat-sen University

The Mediation Effect of Shared Leadership Between Team’s Concentration of Voice Behavior and OCB
Pan Hu, Tsinghua University; Lei Wang, Tsinghua University

Perceived Managerial Endorsement, Pride and Voice
Chunyan Dong, Australian National University; George Zhen Xiong Chen, Australian National University

Session 16C - Paper - Foreign Direct Investment
Time : June 18, 2016, 13:30 - 15:00
Room : Diamond 3
Chair/ Discussant : Jing Li, Simon Fraser University

Foreign Competition and Domestic Firm Performance: The Role of Competitive Reaction and Political Ties
Weiting Zheng, The Hong Kong Polytechnic University; Siah Ang, Victoria University of Wellington; Kulwant Singh, National University of Singapore Business School

Institutional Escapism and Internationalization of Chinese SMEs
Bing Wu, East China University of Science and Technology; Ping Deng, Cleveland State University

State-Owned Enterprises and Outward Foreign Direct Investment Activities: The Moderating Role of Home Institutions
Jing Li, Simon Fraser University; Jun Xia, University of Texas at Dallas; Daniel M. Shapiro, Simon Fraser University; Zhouyu Lin, Fuzhou University

**The Legacy of the Past: Multiple Historic Events and the distributions of Contemporary FDI Inflows in Chinese Cities 1842-2011
Jiangling Yi, Nanjing University

Session 16D - Paper - Diversity and Faultiness in Organizations
Time : June 18, 2016, 13:30 - 15:00
Room : Diamond 4
Chair/ Discussant : David Zhu, Arizona State University

Top Management Team Job-Related Diversity and Organizational Innovation: A Paradoxical
Guoguang Wan, The Hong Kong University of Science and Technology; Jiatao Li, The Hong Kong University of Science and Technology; Liangding Jia, Nanjing University; Dequan Jiang, Wuhan University

The Impact of New CEO-TMT Relational Demography on Strategic Change
Danyang Li, Tsinghua University; Riki Takeuchi, The Hong Kong University of Science and Technology

Team Faultline: Types, Configuration and Influence -- Evidence from Chinese Provincial Top Cardres Teams
Yue Zhang, Xi'an Jiaotong University; Qiaozhuan Liang, Xi'an Jiaotong University; Jing Zhang, Xi'an Jiaotong University

Market-Oriented Sustainability, Environmental Knowledge Integration, and Export Performance
Lianxi Zhou, Brock University; Esther Lingyee Li, Lingnan University; Aiqi Wu, Zhejiang University

Session 16E - Symposium - Localizing Global Management Education for Chinese Learners: Adjusting to Chinese Culture
Time: June 18, 2016, 13:30 - 15:00
Room: Diamond 5
Discussant: Joy Beatty

Creating Effective Learning Environments for Chinese Learners
William M. Foster, University of Alberta

Engaging Chinese Learners Through Innovative Assessment Methods
Dirk C. Moosmayer, Nottingham University Business School China

Creating Relevance - Translating Western Business Concepts to Chinese Learners' Worlds
Karin Sanders, University of New South Wales

Towards a Culture of Chinese Management Education
James Jian-Min Sun, Renmin University of China

Session 16G - Paper - Moderation and Congruence Analysis
Time: June 18, 2016, 13:30 - 15:00
Room: Bauhinia 2
Chair/ Discussant: Chenwei Liao, Michigan State University

The Effects of Balance and Imbalance in Team-Member Exchange: A Multilevel Moderated Mediation Congruence Model
Eason Zhang, Southwestern University of Finance and Economics; Xin Liu, Tsinghua University; Wansi Chen, East China University of Science and Technology

How to Argue the Moderating Mechanism in Management and Organization Research? Patterns and Evidences
Liangding Jia, Nanjing University; Yaqin Zheng, Nanjing University; Shuyang You, Dongbei University of Finance and Economics; Juexing Li, Nanjing University

Is Low Value Congruence Always Bad? A Study of Authentic Leadership, Values, and Performance
Yuanmei Qu, University of Miami; Mi Zhou, Xi'an Jiaotong University; Marie Dasborough, Univeristy of Miami; Gergana Todorova, University of Miami
Session 16H - Paper - Managing Innovations
Time: June 18, 2016, 13:30 - 15:00
Room: Conference Room 1
Chair/Discussant: Changqi Wu, Peking University

Independent Innovation, Foreign Cooperation, and Performance: Evidence from China
Longwei Tian, Shanghai Jiaotong University; Yuan Li, Shanghai Jiaotong University

How Ownership Structures Spillovers for Innovation: Private Sector Inbreeding in Chinese Manufacturing
Fan Xia, ESC Rennes School of Business; Gordon Walker, Southern Methodist University

Behind Eco-Innovation: Managerial Environmental Awareness and External Resource Acquisition
Xuerong Peng, Zhejiang Gongshang University; Yang Liu, South China University of Technology

Hidden but in Plain Sight: The Role of Absorptive Capacity in SMEs' Non-R&D Activities
Yan-ting Guo, Zhejiang University; Gang Zheng, Zhejiang University; Fang Liu, Zhejiang University

Session 16J - E01 - Round Table - Teams
Time: June 18, 2016, 13:30 - 15:00
Room: Pearl Room
Facilitator: Jason L. Huang, Michigan State University

Diversity and Creativity in Cross-National Teams: The Role of Team Knowledge Sharing and Inclusive Climat
Ali Bodla, Shanghai Jiao Tong University; Ningyu Tang, Shanghai Jiao Tong University

Team Adaptation to Equipment Replacement: A Study of Chinese Manufactory Industry
Chen Yue, The Hong Kong Polytechnic University; Patrcik S.W. Fong, The Hong Kong Polytechnic University; Gang Zhang, Zhejiang University

Determined by Myself or by My Group? Lay Theories of Agency and Favoritism in the Workplace
Zhi Liu, Peking University

Does Team Structure Promote or Inhibit Team Performance? The Moderating Role of Team Longevity and the Mediating Role of Team Learning
Xiaoyun Xie, Zhejiang University; Hao Ji, Zhejiang University; Chuding Ling, Zhejiang University

Session 16J - E02 - Round Table - Beyond Work
Time: June 18, 2016, 13:30 - 15:00
Room: Pearl Room
Facilitator: Yahua Cai, Shanghai University of Finance and Economics

Beyond Work-Family Relation: An Interactive Career Development Perspective
Meijia Sun, Shanghai Administration Institute; Xiangyu Liu, Nankai University; Barbara Ribbens, Illinois State University; Xinjian Li, Nankai University; Weibo Cheng, Zhongnan University

Design Workplace for Creativity: Toward an Integrated Model of Creative Indoor Physical Environment
Li Guo, Peking University; Chaoying Tang, China Academy of Sciences

Impact of Corporate Philanthropy on Employees' Life Satisfaction: A Behavioral Economics
Approach
Ben Nanfeng Luo, Renmin University of China; Lu Xing, Renmin University of China; Rongrong Zhang, Renmin University of China; Xinyu Fu, Renmin University of China

Session 16J - E03 - Round Table - Cultural Values
Time: June 18, 2016, 13:30 - 15:00
Room: Pearl Room
Facilitator: Jingjing Yao, IESEG School of Management

Mapping and Exploring the Effects of Relational and Group Collectivism Across China
Huadong Yang, University of Liverpool; Yongli Wang, Sun Yat-Sen University; Xiaopeng Ren, Institute Of Psychology, Chinese Academy Of Science; George Michaelides, University of London

Investigating the Moderating Role of Traditionality in the Relationships Among Parental Support, Career Decision-Making Self-Efficacy and Career Adaptability
Planpian Guan, South China University of Technology; Shari Read, Australian National University; Min Li, South China University of Technology

Understanding Cultural Differences in Creativity Through Value and Norm Mechanisms: A multi-level Framework
Chenchen Li, Southwest University of Finance and Economics; Chi-Yue Chiu, The Chinese University of Hong Kong

Session 16J - E04 - Round Table - Motivation
Time: June 18, 2016, 13:30 - 15:00
Room: Pearl Room
Facilitator: Ang Gao, Beijing Institute of Technology

Empirical Study on Public Service Motivation of Public Servant in China Based on Self-Determination Theory
Haibo Yu, Beijing Normal University; Ran An, Beijing Normal University; Lu Zhang, Beijing Normal University; Tao Zhu, Beijing Normal University

Public Service Motives and Their Relationship With Work Outcomes: A Preliminary Study in China
Yi Sun, The University of Texas at Tyler; Qinxuan Gu, Shanghai Jiaotong University

Experimental Analysis of Five Self-Directed Exercises on Developing Psychological Capital
Jing Hu, University of Toronto; Xichao Zhang, Beijing Normal University; Ze Zhu, Beijing Normal University

The Link Between Organizational Identification, Work Engagement and Employee Behaviour: A Moderated Mediation Model
Yongxing Guo, UNSW; Steve Frenkel, The University of New South Wales

Session 16J - E05 - Round Table - Diversity and Individual Differences
Time: June 18, 2016, 13:30 - 15:00
Room: Pearl Room
Facilitator: Guofeng Wang, University of Electronic Science and Technology of China

How Individual Differences Shape Applicants’ Perceptions of Selection Fairness: The Mediating Role of Fairness Expectations
Qingjuan Wang, Nankai University; Rick Hackett, McMaster University; Yiming Zhang, Nankai University; Xun Cui, Nankai University
Male or Female Leadership Advantage? Examining Interacting Effects of Transformational Leadership and Both Leader and Follower Gender  
An-Chih Wang, National Sun Yat-sen University; Huan-Chun Liao, Chung Yuan Christian University

Job Demands and Resources, Employee Well-Being and Resilience in Foreign-Invested Retail Stores in China: a Gender Perspective  
Qi unh Huang, Lancaster University Management School; Yijun Xing, Beijing Jiao Tong University; Jos Gamble, University of London

Shielding Women from the Threat of Gender Stereotypes in Negotiations: The Roles of Self-Esteem Level, Social Contingent Self-Esteem, and Anxiety  
Changhong Lu, Singapore Management University; Layne Paddock, ETH-Zurich; Jochen Reb, Singapore Management University

**Session 16J - E06 - Round Table - Interpersonal Interactions**

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<td>Facilitator</td>
<td>Xiao Chen, Tsinghua University</td>
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Good Friends or Bad? How Perceptions of Instrumental Networking Can Impact Social Capital Within Organizations  
Song Wang, Zhejiang University; Ying Fu, Zhejiang University

The Congruence of Enterprise Owner and Manager in Internal Locus of Control and Turnover Intention: The Mediating Role of Role Conflict  
Bo He, Southwest University of Science and Technology; Yue Yuan, Southwest University of Science and Technology; Ming Kong, Tsinghua University

Can You Have the Cake and Eat It? The Contingent Effect of Instrumental Networking on Job Performance and Satisfaction  
Song Wang, Zhejiang University; Mengyu Cheng, Feng Chia University; Lei Wang, Dongbei University of Finance and Economics

Does Morality Matter? A Mediated Moderation Model of how Exchange Ideology Influences Team Member Creativity Through Shared Leadership  
Zhigang Song, Shanghai Jiaotong University; Qinxuan Gu, Shanghai Jiaotong University

**Session 16J - E07 - Round Table - Social Learning**

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<td>Facilitator</td>
<td>Weipeng Lin, Nankai University</td>
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The Impact of Corporate Expatriation on the Perceived Career Success of Chinese International Assignees  
Christian Yao, Victoria University of Wellington; Kaye Thorn, Massey University; Bin Fan, Nanjing University of Science and Technology

Impacts of Modernization on Values and Behavioral Tendency: An Empirical Study in China  
Lydia Qianqian Li, Shanghai University; Qiuzhi Xue, Fudan University

How Training Enhances Job Performance: An Curvilinear Mediated Moderation Perspective  
Wei Amy Tian, University of Western Australia; Jie Cao, Shanghai Univeristy of Finance and
Economics

Session 16J - E08 - Round Table - Authority and Status
Time : June 18, 2016, 13:30 - 15:00
Room : Pearl Room
Facilitator : Wei He, Huazhong University of Science and Technology

Perspective Taking in Organizations: Time to Study Beyond Societal Context and Build the Compassionate Organization
Kaili Zhang, Shanghai Jiaotong University

The Effect of Authority from Different Sources on Employees’ Psychological and Behavioral Outcomes
Yuanyuan Huo, The Hong Kong Baptist University; Ziguang Chen, The City University of Hong Kong; Yaolin Du, The City University of Hong Kong

The Highest Branch is not the Safest Roost: The Downside of High Status
Mingyun Huai, The Hong Kong University of Science and Technology

The Domino Effect: The Formation Mechanism of Collective Turnover: A Triple-Pathway Based on Causal Mapping Analysis
Bowen Dong, Zhejiang University; Yefeng Zhou, Sun Yat-sen University

Session 17A - Paper - Emotions and Stress
Time : June 18, 2016, 15:30 - 17:00
Room : Diamond 1
Chair/ Discussant : Jia Lin Xie, University of Toronto

Emotional Regulation and Job Characteristics as Predictors of Emotional Exhaustion, Holistic Well-Being, and Physiological Health: A Study of Chinese Flight Attendants
Xiao Chen, Tsinghua University; Xiaoming Zheng, Tsinghua University; Yu Yu, Tsinghua University

Buffering Emotional Job Demands: The Interplay Between Proactive Personality and Team Potency
Raymond Loi, University of Macau; Yan Liu, Wuhan University; Rico Lam, University of Macau; Angela J. Xu, University of Macau

Time-Lagged Associations Between Challenge–Hindrance Stressors and Job Performance and the Moderation of Occupational Self-Efficacy
Changqin Lu, Peking University; Danyang Du, Erasmus University Rotterdam; Yan Duan, Peking University; Fei Li, Peking University; Haijiang Wang, Eindhoven University of Technology

Who Should Be Responsible for Subordinate Behavior? A Study on Ripple Effects of Leader Emotions on Follower
Yolanda Na Li, The Chinese University of Hong Kong; Melody Jun Zhang, The Chinese University of Hong Kong; Kenneth Law, The Chinese University of Hong Kong; Ming Yan, Sun Yat-sen University

Session 17C - Paper - Meaning of Work
Time : June 18, 2016, 15:30 - 17:00
Room : Diamond 3
Chair/ Discussant : Alim Beveridge, Nottingham University Business School China

The Effect of Secondary Control on Turnover Intentions among Chinese Migrant Workers: A Moderated Mediation Model of Social Axioms and Perceived Person-Job Fit
Isabel Ng, Fudan University; Pablo Cardona, China Europe International Business School; Rongwei Chu, Fudan University

Effects of Servant Leadership on Work-family Balance in China
Minmin Wang, Shanghai University of Finance and Economics; Ho Kwong Kwan, Shanghai University of Finance and Economics

The Meaning of Work and Work Meaningfulness Among Chinese Employees of a Western MNE
Alim Beveridge, Nottingham University Business School China; Angela Cheng, University of Nottingham Ningbo China

Is More Always Better? Understanding the Repair Effects of Financial Compensation on Trust
Xiaoyu Wang, Nanjing University; Shuming Zhao, Nanjing University

Session 17D - Paper - Corporate Social Strategies
Time : June 18, 2016, 15:30 - 17:00
Room : Diamond 4
Chair/ Discussant : Cuili Qian, The City University of Hong Kong

The Variation and Adaptation of Corporate Social Strategies: Evidence from Chinese Listed Companies
Yanlong Zhang, Peking University; Xiaoyu Zhou, Shanghai Tech University; Heli Wang, Singapore Management University; Marjorie Lyles, Indiana University - Iupui

Ownership, Multiple Stakeholder Orientation, and Corporate Social Responsibility
Ting Ren, Peking University Shenzhen Graduate School; Yan Feng, Peking University; Hongyan Yang, The Hong Kong Polytechnic University; Wenli Liu, Aon Hewitt

Multifaceted State Influence on Corporate Environmentalism in China
Ruxi Wang, Erasmus University Rotterdam; Frank Wijen, Erasmus University Rotterdam; Pursey Heugens, Erasmus University Rotterdam

Factors that Affect Governmental Attention on Firms: A Study of Environmental Violations in China
Christopher Marquis, Cornell University; Yanhua Zhou, Harvard Business School

Session 17E - Symposium - Game Changing Requirements for Publishing in Social Science: New Policies You Need to Understand
Time : June 18, 2016, 15:30 - 17:00
Room : Diamond 5
Chair : Arie Lewin, Duke University
Participant : Anne Tsui, University of Notre Dame
Participant : Xiao-Ping Chen, University of Washington
Participant : Eric Tsang, University of Texas Dallas, MOR Senior Editor

Session 17G - Paper - Venture Capitals
Time : June 18, 2016, 15:30 - 17:00
Room : Bauhinia 2
Chair/ Discussant : Mike Peng, University of Texas at Dallas

How History Can Inform the Debate over Intellectual Property
Mike Peng, University of Texas at Dallas; David Ahlstrom, The Chinese University Of Hong Kong; Shawn Carraher, University of Texas at Dallas; Weilei Shi, Baruch College
Venture Capital Attributes and Enterprise Technological Innovation Capability
Sai Lan, Peking University Shenzhen Graduate School; Xuefei Ma, The Chinese University of Hong Kong; Yong Li, State University Of New York At Buffalo

China's Venture Capital Industry: A Punctuated Structuration Model of Institutional Entrepreneurship
Wei Zhang, Tsinghua University; Steven White, Tsinghua University; Jiguo Qi, Tsinghua University

Does Government-Sponsored Venture Capital Investment Crowd In Private Investment? Evidence from China
Xiru Zhang, Peking University; Waverly Ding, University of Maryland; Jiangyong Lu, Peking University

Session 17H - Paper - Organizational Changes
Time : June 18, 2016, 15:30 - 17:00
Room : Conference Room 1
Chair/ Discussant : Bilian N. Sullivan, The Hong Kong University of Science and Technology

Under Pressure: How do Institutionally Deviant Organizations Survive?
Shipeng Yan, IESE Business School

Mitigating the Dual Liability of Market Newness and Foreignness in Capital Markets: The Role of Returnee Independent Directors
Weiwen Li, Sun Yat-Sen University; Garry D. Bruton, Texas Christian University; Igor Filatotchev, City University London

Compositional Advantage and Strategy: Understanding How Resource-Poor Firms Survive and Thrive
Xin Li, Copenhagen Business School