Day 1, June 14, 2018, Thursday

Session 02 Keynote Panel - Meeting Challenges of Continuous Transformation
Sponsored by Wuhan University, Economics and Management School

Time: 08:30-10:30
Room: Jingchu Hall
Chair/Discussant: Zhi-Xue Zhang, Peking University

1. Network Advantage in China versus the West
   Ronald Burt, University of Chicago

2. Entrepreneurship Environments: Community Effects on Organizations
   Henrich Greve, INSEAD

   Jing Zhou, Rice University

Session 3A (Paper) - Inside the Executive Suite
Sponsored by Central China Normal University, School of Economics and Business Administration

Time: June 14, 2018, 10:45 - 12:15
Room: Wuhan
Chair/ Discussant: Carl F. Fey, Aalto University/The Chinese University of Hong Kong

1. CEO International Work Experience and Firms’ Temporal Orientation: From A Lens of Executive Job Demands
   Cuili Qian, The University of Texas at Dallas
   Gary Lipeng Ge, University of Groningen
   Tianyu Gong, The Hong Kong University of Science and Technology

2. Giving Green an Office: The Effectiveness of Chief Sustainability Officer Presence
   Yi Tang, Hong Kong Baptist University
   Ruchunyi Fu, City University of Hong Kong
   Guoli Chen, European Institute of Business Administration

3. Do Military CEOs Foster Corporate Innovation? Evidence from China
   Dayuan Li, Central South University
   Yini Zhao, Central South University

4. TMT Dispositional Optimism Composition and Firm Performance: The Mediating Role of Competitive Actions
   Jianhong Chen, University of New Hampshire
   Tianxu Chen, Portland State University
   Ho Kwong Kwan, Tongji University
   Sucheta Nadkarni, University of Cambridge

Session 3B (Paper) - Creativity

Time: June 14, 2018, 10:45 - 12:15
Room: Xiangyang
Chair/ Discussant: Yaping Gong, The Hong Kong University of Science and Technology

1. Female Businesspersons’ Creativity Processes: The Impact of Gender-Professional Identity Integration (G-PII)
   Chi-Ying Cheng, Singapore Management University
   Yi-Wen Tan, Singapore Management University

Papers marked with ** are best paper award winners.
Session 3C (Paper) - Abusive Supervision and Workplace Incivility

Time: June 14, 2018, 10:45 - 12:15
Room: Shiyan
Chair/ Discussant: Yan Zhang, Peking University

The Devil Wears Prada: Dual-Tuning Effects of Abusive Supervision on Employee Objective Performance in Call Center Teams
Yonghong Liu, University of North Carolina at Greensboro
Chen Zhao, Beijing University of Posts and Telecommunications
Zhonghua Gao, Capital University of Economics and Business

Why Does Abusive Supervision Occur? The Perspective of Morality
Yujie Ma, Tongji University

An Identification-Based Model of Workplace Incivility and Employee Creativity: Evidence from China
Zhicheng Li, Sun Yat-sen University
Wenhao Luo, North China University of Technology
Xiaojun Zhan, Jiangxi University of Finance and Economics

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

Time: June 14, 2018, 10:45 - 12:15
Room: Suizhou
Chair:
Johann Peter Murmann, UNSW Business School
Participants:
Xiaobo Wu, Zhejiang University
Bin Guo, Zhejiang University
Can Huang, Zhejiang University

The Management Transformation of Huawei
Johann Peter Murmann, UNSW Business School
Xiaobo Wu, Zhejiang University
Bin Guo, Zhejiang University
Can Huang, Zhejiang University

Session 3F (Paper) - Career Development

Time: June 14, 2018, 10:45 - 12:15
Room: Yichang
Chair/ Discussant: Jingjing Yao, IESEG School of Management

Managing One’s Career: Joint Effects of Job Autonomy, Supervisor Support, and Calling
Jie Li, Shanghai University
Xue Han, Shanghai University
Jipeng Qi, Beijing Jiaotong University

Career Construction Model of Adaptation and Social Support: A Meta-Analytic Path Analysis
Haibo Yu, Beijing Normal University
Zhenhua Dong, Beijing Normal University
Long Cheng, Beijing Normal University
Changli Yan, Beijing Normal University
Program Daily Sessions in Detail

B. English Scholarly Program

Yiming Dai, Beijing Normal University

A Humble Path to the Top: Preliminary Findings about Humility and Career Success
Yi Ou, National University of Singapore
Danni Wang, Rutgers University
Jiwen Song, Renmin University of China
Subra Tangirala, The University of Maryland

The Role of Gender in Career Mobility Preference: A Cross-Classified Model Considering Both Organizational and Occupational Contexts
Jiali Duan, The University of New South Wales
Sunghoon Kim, The University of New South Wales

Session 3I (Paper) - Research and Development

Time: June 14, 2018, 10:45 - 12:15
Room: Tianmen
Chair/ Discussant: Di Fan, University of Western Australia

Institution Matters: Reexamining the Performance Feedback-R&D Expenditure Relationship in China
Shibao Zhou, Xi'an Jiaotong-Liverpool University
Xiaoping Zhao, Shanghai Jiao Tong University

When Tough Get Going: Performance of R&D in the Adverse Economic Conditions
Yiyi Su, Tongji University
Rekha Rao-Nicholson, Newcastle University London
Di Fan, Curtin University

The Effects of Slack Resource of R&D Professionals on Firm Performance: Evidence from Traditional Manufacturing Firms in an Emerging Economy
Ying Zhang, Hong Kong Baptist University
Ji Li, Hong Kong Baptist University
Chang Liu, Jilin University
Yanghong Hu, Hong Kong Baptist University
Wanxing Jiang, Hong Kong Baptist University

Session 3K-E01 (Roundtable) - Organizational Learning

Time: June 14, 2018, 10:45 - 12:15
Room: Qianjiang
Chair/ Discussant: Yifei Du, University of Electronic Science and Technology of China

Performance Feedback and Corporate Social Responsibility: A Perspective from the Behavioral Theory of the Firm
Bhagyavi Habaragoda, Huazhong University of Science and Technology
Zhi Yang, Huazhong University of Science and Technology

Managing Vendor’s Project Uncertainty: A Cross-Levels Study on Roles of Organizational Learning and Entrepreneurial Orientation
Jia Pan, Xi'an Jiaotong University
Yi Liu, Shanghai Jiao Tong University
Liang Wang, China Europe International Business School

Aspiration Determination under Varying Environmental Conditions: An Attention-Based View
Lingli Luo, The University of New South Wales
George Shinkle, The University of New South Wales

Session 3K-E02 (Roundtable) - Internationalization

Time: June 14, 2018, 10:45 - 12:15
Room: Qianjiang
Chair/ Discussant: Shuo Zhang, Central University of Finance and Economics

Global Value Chain Participation and Upgrading of Emerging Market Firms: A Resource Dependence Logic
Ziyuan Zhu, Renmin University of China
Ziliang Deng, Renmin University of China

Foreign Equity, Exporting and Firm Innovation
Jianghua Zhou, Beijing Normal University
Zixu Liu, Beijing Normal University
Jizhen Li, Tsinghua University
County Components, Firm Internationalization and Performance: A Comparative Meta-Analysis between Developing and Developed Countries
Xiaolong Chen, University of Southampton

What Drives Foreign Subsidiaries to Conduct Subsequent OFDI? A Behavioral Perspective
Tingting Li, Renmin University of China
Ziliang Deng, Renmin University of China

Session 3K-E03 (Roundtable) - Entrepreneurship

Time: June 14, 2018, 10:45 - 12:15
Room: Qianjiang
Chair/ Discussant: Haijian Liu, Nanjing University

Technology Entrepreneurship: A Systematic Review of Literature
Yunqing Liu, University of Electronic Science and Technology of China
Min Wang, University of Electronic Science and Technology of China
Lu Yin, University of Electronic Science and Technology of China

Strategic Thinking, Relational Capital and Migrant Entrepreneurs’ Success
Na Zou, Goethe University Frankfurt am Main

The Expansion Habit: The Role of Resource Imprinting in IPO on the Diversification Strategy
Yanyu Wang, Beijing University of Posts and Telecommunications
Jianqiao Yu, Tsinghua University
Rui Wu, Tsinghua University

Moral Consistency or Moral Balance? A Test Using Entrepreneurs’ Donations from Chinese Private Firms
Guangxi Zhang, Zhejiang University of Technology

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

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

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

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

Is Employee’s Job Crafting Related to Partner’s Work Characteristics and Well-Being? A Curvilinear Examination
Xiaoxia Zhu, Central University of Finance and Economics
Lin Lin, Central University of Finance and Economics

Job Insecurity and Employee Performance and Well-being Outcomes: Organizational Identification as A Double-Edged Sword
Yan Tu, Huazhong University of Science and Technology
Haijiang Wang, Huazhong University of Science and Technology
Lirong Long, Huazhong University of Science and Technology

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

Time: June 14, 2018, 10:45 - 12:15
Room: Moli
Chair/ Discussant: Jia Lin, The Hong Kong Polytechnic University

When Does Employees’ Gratitude Matter? Work-Family Segmentation and Family-Supportive Organization Perceptions as Boundary Conditions for Work-Family Conflict, OCB, and Turnover Intention
Ye Li, Peking University
Minya Xu, Peking University

How Family Support Influences Work Cynicism and Employee Silence: The Moderating Role of Gender
Shan Xu, Southwestern University of Finance and Economics
Long Zhang, Hunan University

The Crossover Effect of Work-Family Conflict between Supervisors and Subordinates
Su-Ying Pan, Macau University of Science and Technology
Program Daily Sessions in Detail

**Session 4A (Paper) - Emerging Multinationals**
Sponsored by China Europe International Business School
中欧国际工商学院冠名赞助

Time: June 14, 2018, 13:30 - 15:00
Room: Wuhan
Chair/ Discussant: Peter Ping Li, University of Nottingham Ningbo China

The Effects of Repetitive Momentum on Foreign Sequential Entry Mode Choice by Chinese MNEs: A Structural Inertia Perspective
Gangxiang Xu, Shaoxing University
Bin Guo, Zhejiang University
Wen Li, Zhejiang University

Residual Control and Emerging Multinationals
Mike Peng, The University of Texas at Dallas
En Xie, Xi’an Jiaotong University
Joyce Wang, The University of Texas at Dallas
Sergey Lebedev, San Francisco State University

Relational Competence vs. Local Isomorphism: Strategic Choices of EMNEs in Advanced Economies
Liang Wang, University of San Francisco
Hongjuan Zhang, Tianjin University
Xiaohua Yang, University of San Francisco
Justin Tan, York University

What Are the New Success Factors in the Management of Post-Acquisition Integration by Chinese MNCs in Europe?
Qi Ai, University of Northampton
Hui Tan, Royal Holloway University of London

“Pilgrims” from the East: Chinese Expatriate Scholars’ Identity Strain and Embeddedness in the US
Jingqiu Chen, Shanghai Jiao Tong University
Lois Tetrick, George Mason University

Experience Profiles of Expatriates’ Performance: Examining the Longitudinal Change Patterns of Expatriates’ Work-Related Experiences
Riki Takeuchi, The University of Texas at Dallas
Yixuan Li, University of Florida
Mo Wang, University of Florida

Managing Expatriates of Chinese Multinationals: Toward an Institutional Work Perspective
Di Fan, Curtin University
Yiyi Su, Tongji University
Fang Lee Cooke, Monash University

**Session 4B (Paper) - Expatriate Management**

Time: June 14, 2018, 13:30 - 15:00
Room: Xiangyang
Chair/ Discussant: Jessica Yuk-Yee Kwong, The Chinese University of Hong Kong

“Pilgrims” from the East: Chinese Expatriate Scholars’ Identity Strain and Embeddedness in the US
Jingqiu Chen, Shanghai Jiao Tong University
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Di Fan, Curtin University
Yiyi Su, Tongji University
Fang Lee Cooke, Monash University

**Session 4C (Symposium) - Hidden Innovation Champions**

Time: June 14, 2018, 13:30 - 15:00
Room: Shiyan
Keynote Speaker:
Danica Purg, President of IEDC-Bled School of Management, Slovenia

Panelists:
Xiaobo Wu, Zhejiang University
Linan Lei, Zhejiang University

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

Hidden Innovation Champions in Transforming Economies: A New Pillar of Economic Development?
Arie Lewin, Duke University
Xiaobo Wu, Zhejiang University

**Session 4E (Paper) - Empowering Leadership and Empowerment**

Time: June 14, 2018, 13:30 - 15:00
Room: Xiaogan
Chair/ Discussant: Dora C. Lau, The Chinese University of Hong Kong

Hidden Innovation Champions in Transforming Economies: A New Pillar of Economic Development?
Arie Lewin, Duke University
Xiaobo Wu, Zhejiang University

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B. English Scholarly Program

How Authentic Leadership Influences Employee Proactiveness: The Sequential Mediating Effects of Psychological Empowerment and Core Self-Evaluations and the Moderating Role of Employee Political Skill
Jing Zhang, Renmin University of China
Yue Wang, Renmin University of China
Guangjian Liu, Renmin University of China

Beyond Empowerment: The Roles of Perceived Insider Status and Outcome Expectation
Qin Zhou, Durham University Business School

Linking Empowering Leadership and Employee Work Engagement: The Effects of Person-Job Fit, Person-Group Fit, and Proactive Personality
Yan Sun, Shandong University
Di Cai, Shandong University
Peng Ma, Shandong University
Hua Cai, Shanghai University of Finance and Economics

Session 4F (Paper) - HRM and Socialization

Time: June 14, 2018, 13:30 - 15:00
Room: Yichang
Chair/ Discussant: Kenneth Tai, Singapore Management University

A Qualitative Research on Information Seeking Behavior of New-Generation Newcomers in Socialization
Jing Zhong, Tongji university
Yiting Zhang, Tongji university
Jinlian Luo, Tongji university
Yue Wu, Tongji university

Guanxi HRM and Employee Well-Being in China
Li Liu, Université Toulouse 1 Capitole
Jacques Igalens, Université Toulouse 1 Capitole
Yu Jia, Wuhan University

Does Seeing “Eye to Eye” Matter? The Effects of Congruence between Managers’ and Employees’ Perceptions of HR Practices on Employees’ Psychological Well-Being
Ying Wang, The University of New South Wales

Sunghoon Kim, The University of New South Wales
Alannah Rafferty, Griffith University

Taking Stock of Research on Green Human Resource Management
Shuang Ren, Deakin University
Guiyao Tang, Shandong University
Susan Jackson, Rutgers University

Session 4I (Paper) - Social Enterprises

Time: June 14, 2018, 13:30 - 15:00
Room: Tianmen
Chair/ Discussant: Ming Jia, Northwestern Polytechnical University

Institutional Logic Evolution with Entrepreneurs Identity in Hybrid: A Double Case Study in Aged-Care Social Enterprise
Tianti Feng, University of Electronic Science and Technology of China
Lu Bai, University of Electronic Science and Technology of China

Institutional Logics and Strategic Orientations in Firms: The Case of Social Enterprises
Yingzhao Xiao, The Chinese University of Hong Kong
Kevin Au, The Chinese University of Hong Kong
Zhen Liu, Qingdao University of Technology

Business Planning and the Sustainability of Social Enterprises: Evidence from Hong Kong
Thomas Wing Yan Man, Hang Seng Management College
Lei Li, Nottingham University Business School China

Legitimization of Social Enterprises across Developmental Stages: Two Case Studies
Yuanqiong He, Huazhong University of Science and Technology
Xin Chen, Huazhong University of Science and Technology
Lihua Wang, San Francisco State University

Session 4L-E01 (Roundtable) - Individual Creativity

Time: June 14, 2018, 13:30 - 15:00
Room: Moli
Chair/ Discussant: Jie Wang, University of Nottingham Ningbo China

Paternalistic Leadership and Employee Creativity: Influences of Voice Behavior and Power Distance Orientation
William Appienti, University of Electronic Science and Technology of China
Lu Chen, University of Electronic Science and Technology of China / Nankai University

The Necessity of Process Justice for Employee Creativity: An Uncertainty Management Perspective
Li-Yun Sun, Macau University of Science and Technology
Chenwei Li, University of Electronic Science and Technology of China / Nankai University
Li-Yun Sun, Macau University of Science and Technology
Chenwei Li, Nankai University

A Social Exchange View on Individual Creativity: Team-Member Exchange, Psychological Safety, and Cognitive Mistrust in Supervisor as Predictors
Dejun Kong, University of Houston
Chris Chu, University of Surrey
Reuben Mondejar, City University of Hong Kong
David Allen, University of Exeter

Session 4L-E02 (Roundtable) - Team Performance

Time: June 14, 2018, 13:30 - 15:00
Room: Moli
Chair/ Discussant: Ning Li, University of Iowa

To Dedicate or Not, Efficacy Matters: The Role of Perceived Team- and Self-Efficacy in Determine Team Member’s Effort via Team Identification
Linna Xu, Peking University
Zhi-Xue Zhang, Peking University

Collective Sorting Theory: How Team Reward Systems Influence Multiple Sorting Processes in Teams
Grace Ching Chi Ho, The Hong Kong Polytechnic University
David DeGeest, The Hong Kong Polytechnic University
Feng Bai, The Hong Kong Polytechnic University

Team Leader Emotional Intelligence and Team Performance—A Multilevel Study
Long Zhang, Hunan University
Chih-Hsing Liu, Ming Chuan University
Mengxi Yang, Tsinghua University
Jingtao Zhu, Erasmus Research Institute of Management
Jie Feng, Rutgers University
Miles M. Yang, Macquarie University

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

Time: June 14, 2018, 13:30 - 15:00
Room: Moli
Chair/ Discussant: Wendong Li, The Chinese University of Hong Kong

Leader Emotional Intelligence Promotes Team Voice: Mechanism and Boundary Conditions
Yu Yu, Tsinghua University
Xiaoming Zheng, Tsinghua University

You Ask, I May Tell: Leaders’ Feedback Seeking as A Mediator of the Relationship between Authentic Leadership and Employees’ Voice Behavior
Jing Qian, Beijing Normal University
Baib Song, Beijing Normal University
Bin Wang, Beijing Normal University

The Impact of Mentoring Quality on Protégés’ Organization-Based Self-Esteem and Proactive Behavior: The Moderating Role of Traditionality
Xiangfan Wu, Xinjiang University of Finance and Economics
Yijing Lyu, Shanghai University of Finance and Economics
Ho Kwong Kwan, Tongji University
Haiyan Zhai, Shanghai Lixin University of Accounting and Finance

Session 5A (Paper) - Governance and Ownership

Time: June 14, 2018, 15:30 - 17:00
Room: Wuhan
Chair/ Discussant: David Hongquan Zhu, Arizona State University

Collective Sorting Theory: How Team Reward Systems Influence Multiple Sorting Processes in Teams
Grace Ching Chi Ho, The Hong Kong Polytechnic University
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Jingtao Zhu, Erasmus Research Institute of Management
Jie Feng, Rutgers University
Miles M. Yang, Macquarie University

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

Time: June 14, 2018, 13:30 - 15:00
Room: Moli
Chair/ Discussant: Wendong Li, The Chinese University of Hong Kong

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Session 5A (Paper) - Governance and Ownership

Time: June 14, 2018, 15:30 - 17:00
Room: Wuhan
Chair/ Discussant: David Hongquan Zhu, Arizona State University
**Program Daily Sessions in Detail**

**Session 5B (Paper) - Personality and Individual Differences**

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

*Room: Xiangyang*

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

**When the Big Five Personality Traits Make Employees Green? The Role of Green Climate**  
*Yun Zhang, Xi'an Jiaotong University*

**I Serve, You Take Charge: When Proactive Employees Are Prosocially Motivated**  
*Angela Xu, Jinan University*  
*Cheris Chow, University of Macau*

**Similarity-Attraction vs. Similarity-Competition: How Board Chairs Select Independent Directors with Background Similarity?**  
*Renfei Gao, The University of Melbourne*  
*Helen Hu, The University of Melbourne*  
*Toru Yoshikawa, Singapore Management University*

**Change in Ownership Structure in A Transitional Economy**  
*Xuesong Geng, Singapore Management University*  
*Jingyuan Li, Shanghai Jiao Tong University*  
*Daniel Han Ming Chng, China Europe International Business School*  
*Long Su, China Europe International Business School*

**Session 5C (Paper) - Cross-Cultural Research**

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

*Room: Shiyan*

*Chair/ Discussant: Zhaoli Song, National University of Singapore*

**Chinese Acceptance of Mistreatment by In-Relation Offenders, Neutralized by Triggering A “Group” Collectivism Perspective**  
*Shu-Cheng Chi, National Taiwan University*  
*Raymond Friedman, Vanderbilt University*  
*Chih-Chieh Chu, National Taiwan University*  
*Huei-Lin Shih, Industrial Technology Research Institute*

**Collective Turnover and Team Performance: A Tale of Two Cultures**  
*Yusi Jiang, Shanghai Jiao Tong University*  
*Longwei Tian, Shanghai Jiao Tong University*

**Session 5F (Paper) - Servant Leadership**

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

*Room: Yichang*

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

**When Coworkers' Incompetence Accusations Hinder my Psychological Safety and Creativity: The Moderating Role of Servant Leadership**  
*Ye Li, Peking University*  
*Riyou Mao, Southwestern University of Finance and Economics*  
*Jiang Wang, Peking University*
**Session 5I (Paper) - Corporate Social Responsibility**

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

Collective and Individual Learning: The Effects of Servant Leadership by CEOs on Middle Managers' Work Outcomes  
Wen Wu, Beijing Jiaotong University

CSR Report Equals to CSR Substance? Corporate Social Responsibility Disclosure, Information Asymmetry and Firm-Idiosyncratic Risk in China  
Haijian Liu, Nanjing University  
Yixue Wu, Nanjing University

The Free-Riding Problem in Shareholder Engagement: What We Know and Don't Know  
Shuping Li, The Hong Kong Polytechnic University  
Jyun-Ying Trent Fu, National Chengchi University

Business Group Affiliation, CSR, and Reputational Benefits: The External Source of Competitive Advantages  
Yalan Xu, The Chinese University of Hong Kong

Exchanging Corporate Social Responsibility Performance from the Perspective of Human Capital Management  
Ya Hui Ling, I-Shou University

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

Chair:  
Jian Liang, Tongji University

Presenters:  
Mingyun Huai, The Hong Kong University of Science and Technology  
Rui Shu, Shanghai Jiao Tong University  
Fenghao (Andrew) Wang, The Hong Kong Polytechnic University  
Xiaoshuang Lin, The Australian National University

Discussant:  
Xu Huang, Hong Kong Baptist University

Participants:  
Lingling Zhang, University of Macau  
Gilad Feldman, Maastricht University  
Zheng Xiong (George) Chen, The Australian National University  
Rongwen (Tina) Jia, The Hong Kong Polytechnic University  
Kaixian Mao, The Hong Kong University of Science and Technology  
Chia-Hui Wu, The London School of Economics and Public Science  
Wu Wei, Wuhan University  
Wu Liu, The Hong Kong Polytechnic University

Mingyun Huai, The Hong Kong University of Science and Technology  
Kaixian Mao, The Hong Kong University of Science and Technology  
Lingling Zhang, University of Macau  
John Jamison, The Hong Kong University of Science and Technology  
Gilad Feldman, Maastricht University

How Should I Speak Up in Facilitating Leader Endorsement? Examining a Dual-Path Model  
Rui Shu, Shanghai Jiao Tong University  
Jian Liang, Tongji University

Voice towards Peers and Voice Endorsement: The Role of Moods of Both Parties  
Fenghao (Andrew) Wang, The Hong Kong Polytechnic University  
Wu Liu, The Hong Kong Polytechnic University  
Rongwen (Tina) Jia, The Hong Kong Polytechnic University
Session 5L-E01 (Roundtable) - Alliances and Networks

Time: June 14, 2018, 15:30 - 17:00
Room: Qianjiang
Chair/ Discussant: Weiting Zheng, The University of New South Wales

How Environmental Damage Matters in Cross Sector Partnership Formation: A Legitimacy Perspective
Jiawei Chen, Jinan University
Feng Zhang, South China University of Technology

The Effect of Alliance Experience on Alliance Formation and Alliance Governance Structure: A Meta-Analysis
Peng Wang, Xi'an Jiaotong University / City University of Hong Kong
Yongyuan Ma, Xi'an Jiaotong University
Zhongquan Hu, Xi'an Jiaotong University

Alliance Portfolio Partners Knowledge Complementarity and Breakthrough Technological Innovation: The Moderating Role of Knowledge Search and Process Dependence
Yanbo Wu, University of Electronic Science and technology of China
Yunfei Shao, University of Electronic Science and technology of China

State-Owned Enterprises (SOE) as A Prototype: The Influence of SOE Identification on Guanxi Behavior
Xi Chen, University of Nottingham Ningbo China

Session 5L-E02 (Roundtable) - External Environments

Time: June 14, 2018, 15:30 - 17:00
Room: Qianjiang
Chair/ Discussant: Xiaoping Zhao, Shanghai Jiao Tong University

Family Business Priorities: A Comparison of US and China
Xi Yang, University of Texas Rio Grande Valley
Sibin Wu, University of Texas Rio Grande Valley
Yuanqing Li, Dominican University

Social Entrepreneurship in Relation to Well-Being across Economies: The Configurational Impact of Institutions and Social Capital
Wei Deng, Xi’an Jiaotong University
Qiaozhuan Liang, Xi’an Jiaotong University
Peihua Fan, Shanghai International Studies University

Does Distance Matter? Firm-Government Geographic Proximity and Strategic Corporate Philanthropy
Wei Liu, The University of Sydney
Jing Yu Yang, The University of Sydney
Yameng Zhang, University of Glasgow

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

Time: June 14, 2018, 15:30 - 17:00
Room: Qianjiang
Chair/ Discussant: Runtian Jing, Shanghai Jiao Tong University

An Extension of Lord, Dinh, and Hoffman’s Quantum Approach to Change: Constraints on The Way to Planned Changes
Lin Shi, Macau University of Science and Technology
Alan Pan, University of Amsterdam
Gary Frazier, University of Southern California

Reexamine Fit in Activity Systems: A Social Entrainment Perspective
Fangmei Lu, University of Electronic Science and Technology of China
Runtian Jing, Shanghai Jiao Tong University

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

Time: June 14, 2018, 15:30 - 17:00
Room: Moli
Chair/ Discussant: Chenwei Li, San Francisco State University

The Influence of Rewards on Creativity: The Role of Selectivity of the Rewards
Ranran Li, Soochow University
Chu-Yen Lin, Soochow University
Relational Power, Creative Self-Efficacy, Radical and Incremental Creativity
Jun Xu, Xi'an Jiaotong University
Yufan Shang, Xi'an Jiaotong University
Yuhui Jiang, Xi'an Jiaotong University

When Does Motivation to Learn Decrease Innovative Behavior? An Examination of Mediated-Moderation Model
Mingchuan Yu, Shanghai Normal University / Shanghai Jiao Tong University
Xiaotao Zheng, Shanghai Normal University
Dai Yi, Shanghai Dianji University

Session 5L-E05 (Roundtable) - Resources Theory and Resource Constraints
Time: June 14, 2018, 15:30 - 17:00
Room: Moli
Chair/ Discussant: Dennis Hsu, The University of Hong Kong

Should I Stay or Should I Go? The Cognition of Exploration and Exploitation
Sheen Levine, University of Texas / Columbia University

Job Insecurity and Job Performance: The Moderating Role of Job Embeddedness and the Mediating Role of Affective Commitment
Shan Qian, Nankai University
Qinghong Yuan, Nankai University
Wan Niu, Nankai University

CSR, Employee Exhaustion and Turnover Intention: The Perspective of the Conservation of Resources Theory
Shan Xue, Sun Yat-sen University
Lin Zhang, Sun Yat-sen University
Hong hui Chen, Sun Yat-sen University

Session 5L-E06 (Roundtable) - Behavioral Research
Sponsored by Hubei University, School of Business
湖北大学商学院冠名赞助

Exploring Identity Paradox: How Individuals Enact Dual Identification to Career and Team
Yuhao Zuo, Zhejiang University
Kun Luan, China University of Petroleum
Ciaoyun Xie, Zhejiang University

Linking Narcissistic Personality with Team Member Proactivity: The Role of OBSE and Shared Leadership
Zhibai Cheng, Hubei University of Economics
Wenxiong Liu, Zhongnans University of Economics and Law
Kong Zhou, Huazhong University of Science and Technology
Yi Han, Zhongnans University of Economics and Law

How Do Customers Derive Enjoyable Experience in Online Brand Communities? The Role of Customer-to-Customer Interaction
Jifei Wu, Sun Yat-sen University
Rong Liu, Sun Yat-sen University
Hongyan Yu, Sun Yat-sen University

Day 2, June 15, 2018, Friday

Session 8A (Keynote Panel) - Strategy Research
Sponsored by Huazhong University of Science & Technology, School of Management
华中科技大学管理学院冠名赞助

Implications of the Platform Economy: US, China, and ROW
Martin Kenney, University of California, Davis

2018 The Eighth Biennial IACMR Conference
Session 8B (Keynote Panel) - Frontiers in Organizational Behavior Research
Sponsored by Shandong University, School of Management
山东大学管理学院冠名赞助

Time: 09:15-10:45
Room: Huanghe Hall
Chair/Discussant: Chao C. Chen, Rutgers University
Navigating Global Business: A cultural compass
Oded Shenkar, Ohio State University

The world is not flat: Toward a Better Understanding of Hierarchy
Yaru Chen, Cornell University

Hawthorne Revisited
Chen-Bo Zhong, University of Toronto

Session 9A (Paper) – Alliances, Acquisitions and Business Groups
Sponsored by Hubei University of Technology, School of Economics and Management
湖北工业大学经济与管理学院冠名赞助

Time: June 15, 2018, 11:00 - 12:30
Room: Wuhan
Chair/ Discussant: Zhenzhen Xie, Tsinghua University
Resource-at-a-Distance and International Joint Venture Takeover: The Moderating Role of Business Associations
Jun Xia, The University of Texas at Dallas
Jing Li, Simon Fraser University
Zhouyu Lin, Jinan University

The External Alliances of Japanese Keiretsu Member Firms
Tianyou Hu, King Fahd University of Petroleum and Minerals

Andrew Delios, National University of Singapore
Shu Yu, City University of Hong Kong

Stakeholder Preservation or Stakeholder Appropriation? The Role of Target Social Performance in Acquisitions
Li Tong, Singapore Management University
Jun Xia, The University of Texas at Dallas
Heli Wang, Singapore Management University

Session 9B (Paper) - Leader Behavior and Work Outcomes
Time: June 15, 2018, 11:00 - 12:30
Room: Xiangyang
Chair/ Discussant: Leigh Anne Liu, Georgia State University
The Effect of CEO Authentic Leadership on Employee Turnover: A Human Capital Perspective
Xiaoyun Wang, Nanjing University
Meng Xi, Nanjing University
Shuming Zhao, Nanjing University
Hao Cheng, University of Strathclyde

Authoritarian Leadership and Employee Work Outcomes: Test of A Multilevel Moderated Mediation Model
Yimo Shen, Southwest University
Wan-Ju Chou, Chang Jung Christian University
John Schaubroeck, Michigan State University

Directive Leadership and Newcomer Socialization: A Dynamic Approach
Han Liu, Huazhong University of Science and Technology
Haijiang Wang, Huazhong University of Science and Technology
Jianqiao Liao, Huazhong University of Science and Technology

Trust Develops from Scratch: An Experience Sampling Study of the Impact of Leader Interactional Justice, Newcomer Agreeableness and Anxiety
Serena Lyu, Shanghai University of Finance and Economics
Don Ferrin, Singapore Management University
Ronald Bledow, Singapore Management University
Devasheesh Bhave, Singapore Management University
Session 9C (Paper) - Identity and Identification
Sponsored by Harbin Institute of Technology, School of Management
哈尔滨工业大学管理学院冠名赞助

Time: June 15, 2018, 11:00 - 12:30
Room: Shiyan
Chair/ Discussant: Chi-Ying Cheng, Singapore Management University

Academic Entrepreneur’s Paradox: Social Identification in Entrepreneurial Transition
Bo Zou, Harbin Institute of Technology
Jinyu Guo, Harbin Institute of Technology
Sunny Li Sun, University of Massachusetts Lowell
Feng Guo, Harbin Institute of Technology

Is Stretch Goal Always A Good Thing? From the Perspective of Organizational Identification Theory
Chang Chen, Xi’an Jiaotong University

What Determines Entrepreneurial Success of Academics? A Multiple Social Identity Perspective
Bo Zou, Harbin Institute of Technology
Feng Guo, Harbin Institute of Technology
Lin Cai, The Australian National University
Simon Restubog, The Australian National University

Unfold Formation Process of Strategic Consensus: The Effects of Task-Relevant Information’s Elaboration and Collective Team Identification
Yi Liu, Xi’an Jiaotong University
Yaqun Yi, Xi’an Jiaotong University

Presenters:
Zhenyu Liao, Washington University in St. Louis
Ann C. Peng, Western University
Hun Whee Lee, Michigan State University
Lingling Pan, Michigan State University

Tell Me Good but Tell Me Bad As Well: A Dynamic Shift Perspective on Leader Feedback
Qin Su, The Chinese University of Hong Kong
Zhenyu Liao, Washington University in St. Louis
Yucheng Zhang, Hebei University of Technology
Dora C. Lau, The Chinese University of Hong Kong
Wansi Chen, East China University of Science and Technology

Leader Discipline, Learning from Mistakes, and Follower Performance
Ann C. Peng, Western University
Wei Zeng, Hunan University

What Does It Take for Voice Behavior to Lead to Creative Performance? Supervisor Listening as A Boundary Condition
Hun Whee Lee, Michigan State University
Joanna Lin, University of Massachusetts Amherst
Emma Zhao, Carnegie Mellon University
Jo K. Oh, Michigan State University

Tianxu Chen, Portland State University
Mark Simon, University of Michigan
Hong Qian, Oakland University
John Kim, Oakland University
Lingling Pan, Michigan State University

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

Time: June 15, 2018, 11:00 - 12:30
Room: Suizhou
Chairs:
Emma Y. Zhao, Carnegie Mellon University
Hun Whee Lee, Michigan State University
Discussant:
Russell E. Johnson, Michigan State University

Tell Me Good but Tell Me Bad As Well: A Dynamic Shift Perspective on Leader Feedback
Qin Su, The Chinese University of Hong Kong
Zhenyu Liao, Washington University in St. Louis
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Tianxu Chen, Portland State University
Mark Simon, University of Michigan
Hong Qian, Oakland University
John Kim, Oakland University
Lingling Pan, Michigan State University

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

Time: June 15, 2018, 11:00 - 12:30
Room: Xiaogan
Chairs:
David Hongquan Zhu, Arizona State University
Jane Yan Jiang, Nanjing University
Participants:
Session 9F (Paper) - Volunteering and Performance

Time: June 15, 2018, 11:00 - 12:30
Room: Yichang
Chair/ Discussant: Su-Ying Pan, Macau University of Science and Technology

Industrial Relations Climate, Union Instrumentality and Employee Performance
Qing Miao, Zhejiang University
Alexander Newman, Deakin University
Brian Cooper, Monash Business School
Peter Holland, Monash Business School
Julian Teicher, Central Queensland University

Volunteering Meaningfulness and Skills Acquired from Volunteering
Xing Li, University of Electronic Science and Technology of China

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

Dynamics of Volunteer Performance: Developing and Testing A Moderated Mediation Model
Xueqing Fan, Renmin University of China
Jinlong Zhu, Renmin University of China
Zhaoli Song, Renmin University of China
Kan Shi, Renmin University of China

Session 9I (Paper) - Gender and Inequality

Time: June 15, 2018, 11:00 - 12:30
Room: Tianmen
Chair/ Discussant: Zhi Huang, University of Kentucky

Women Hold Up Half the Sky? The Enduring Gender Gap in the Performance of Chinese Privately Owned Ventures
Eric Yanfei Zhao, Indiana University

Effects of Gender-Based Faultline Strength in Corporate Boards: An Optimal Distinctiveness Theory Approach
Jie Wu, University of Macau
Xinhe Zhang, University of Macau
Orlando Richard, The University of Texas at Dallas
Maria Triana, University of Wisconsin

Top Management Team Gender Equality and Firm Performance
Jing Cao, Peking University
Wei Zheng, University of Wisconsin - River Falls

Leaving Footprint in the Society: The Role of Organizational Pay Inequality
Kaifeng Jiang, The Ohio State University
Yingya Jia, Fudan University
Anne Tsui, University of Notre Dame

Session 9J (Paper) - Institutions and Institutional Change

Time: June 15, 2018, 11:00 - 12:30
Room: Xiantao
Taking History to Heart: How Sensemaking Mediates between Institutional Change and Entrepreneurial Networking
Chenjian Zhang, University of Bath
Tao Wang, Grenoble Ecole de Management

Regional Culture, Entrepreneurial Talent, and Institutional Change: Evidence from Private Firm Allocation in China
Sonja Opper, Lund University
Fredrik Andersson, Lund University

Institutional Quality and Internationalization of Emerging Market Firms: Focusing on Chinese SMEs
Shuo Zhang, Central University of Finance and Economics
Ping Deng, Cleveland State University

Local Legal System Quality and Syndication Strategy: Cross-Border Venture Capital Investments in China
Jing Zhang, Old Dominion University
Wei Zhang, Tsinghua University

Does Sound Corporate Social Responsibility Mitigate the Negative Intra-Industry Contagion Effects? Investor’s Perception of Financial Scandal
Haijian Liu, Nanjing University
Yusen Dong, Nanjing University

Organizational Structure, Slack Resources, and Corporate Social Performance
Ying Zhang, Hong Kong Baptist University
Lan Liang, Stony Brook University
Wenwen Song, China Construction Bank (Asia)
Herly Yang, Les vergers Boiron
Ji Li, Hong Kong Baptist University

Integrating Corporate Social and Corporate Political Strategies: Performance Effects and Institutional Contingencies in China
Tao Bai, Xi’an Jiaotong-Liverpool University
Jialin Du, Renmin University of China
Stephen Chen, University of Newcastle

Paradox Strategic Cognition and ECSR: A Three-Tripod Perspective
Xi Song, Xi’an Jiaotong University
Zelong Wei, Xi’an Jiaotong University

Organizational Slack, Entrepreneurial Orientation, and Corporate Political Activity
Yanyan Li, Xi’an Jiaotong University
Shanxing Gao, Xi’an Jiaotong University
Yu Gao, Xi’an Jiaotong University

Individual and Collective Engagement in Political Strategy: The Evidence from China
Xinning Deng, Wuhan University
Zhen Ye, Wuhan University

Quest for Status: TMT Status Hierarchy, Status Inequality, and Executive Turnovers
Zhi Huang, University of Kentucky
Wei Chi, Tsinghua University
Rui Wu, Tsinghua University
Xiruo Wang, Tsinghua University
Mijia Gong, Xi’an Jiaotong University

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

Time: June 15, 2018, 11:00 - 12:30
Room: Moli
Chair/ Discussant: Zhi Liu, Peking University

Job Crafting between Generations X and Y: A Cross-Cultural Study of Iran and China
Amir Hossein Emamizadeh, Nottingham University Business School China
Alim Beveridge, Nottingham University Business School China

Predictors of Employee Attitudes toward Strikes in Multinational Corporations in China: A Multilevel Relational Model
Ying Chen, University of Illinois at Urbana-Champaign

Session 9L-E05 (Roundtable) - Managerial Behavior

Time: June 15, 2018, 11:00 - 12:30
Room: Moli
Chair/ Discussant: Christy Zhou Koval, The Hong Kong University of Science and Technology

Turn the Devil into An Angel: Moral Balance and Leader Attribution Perspectives of Employee Time Theft
Xi Zou, Wuhan University
Yan Liu, Wuhan University
Julie Zhu, University of Macau

The Double-Edged Sword Effect of Managerial Coaching Behavior for Actors: An Investigation of Personal Accomplishment and Work Overload
Zhuolin She, Tsinghua University
Quan Li, Tsinghua University
Yanan Dong, Tsinghua University
Qingli Li, Lanzhou University
Baiyin Yang, Tsinghua University

Session 11A (Paper) - Strategy and Competition

Time: June 15, 2018, 16:00 - 17:30
Room: Wuhan
Chair/ Discussant: Weiwen Li, Sun Yat-sen University

Good? Bad? Why So Diversified? A Study of Internationalization-Performance Relationship by Combining Meta-Analysis and Meta-Regression Approaches
Limin Chen, Wuhan University
Xiaoxia Wang, Wuhan University

Intra-Organizational Coopetition as the Micro-Foundation of Evolutionary Processes: Evidence from the Instant Messaging Service Sector
Zhijing Zhu, University of Nottingham Ningbo China
Johann Murmann, The University of New South Wales

Polychronicity in Managing Multiple Goals: The Effect of Control Formalization and Control Flexibility
Feifei Yang, East China Normal University
George Shinkle, The University of New South Wales
Hang Zhao, The University of New South Wales
Lingli Luo, The University of New South Wales

Session 11B (Paper) - Chinese Management

Time: June 15, 2018, 16:00 - 17:30
Room: Xiangyang
Chair/ Discussant: Jianjun Zhang, Peking University

Relationship between Union Instrumentality, Union Commitment and Job Involvement in the Chinese Context: A Moderated Mediation Model
Wenyuan Huang, South China University of Technology
Min Li, South China University of Technology
Mengtao Wu, South China University of Technology

Bin Yang, Tsinghua University
Wensheng He, Lanzhou University

Wenyuan Huang, South China University of Technology
Min Li, South China University of Technology
Mengtao Wu, South China University of Technology
When My Subordinate Is My Boss’ Close Pal: The Role of Indirect Guanxi in Manager Personnel Decision Making in Chinese Organizations
Han Ren, Sichuan University
Xiaoping Chen, University of Washington
Weizheng Chen, Sichuan University

How Buddhism Affects Time Allocation of Chinese Entrepreneurs in New Ventures
Zuhui Xu, Shanghai University of Finance and Economics
Zhiyang Liu, Shanghai University of Finance and Economics
Yi Tang, Hong Kong Baptist University

Session 11E (Paper) - Ethical Leadership and Morality
Time: June 15, 2018, 16:00 - 17:30
Room: Xiaogan
Chair/ Discussant: Jingqiu Chen, Shanghai Jiao Tong University

Ethical Leadership and Followership Behavior: A Moderated Mediation Model
Wei Fan, East China Normal University

The Influence of Senior Management’s Ethical Leadership on Employees’ Community Citizenship Behaviors: The Mediating Role of Prosocial Motivation
Abby Zhou, University of Nottingham Ningbo China
Alexander Newman, Deakin University
Steven Zhou, University of Nottingham Ningbo China
Nathan Eva, Monash University

An Empirical Test of the Moral Virtue Theory of Status Attainment
Feng Bai, The Hong Kong Polytechnic University
Grace Ho, The Hong Kong Polytechnic University
Haoyi Tan, The Hong Kong Polytechnic University

Session 11F (Paper) - Service Context Research
Time: June 15, 2018, 16:00 - 17:30
Room: Yichang
Chair/ Discussant: Ho Kwong Kwan, Tongji University

The Effects of Leader and Member Daily Exercises on Customer Daily Helping Behavior: A Multilevel Moderated Mediation Model
Yucheng Zhang, Hebei University of Technology
Yuyan Zheng, London School of Economics and Political Science
Yuan Li, Hebei University of Technology
Bing Xu, Southwestern University of Finance and Economics

How Customer-Initiated Positive Interactions Influence Service Providers’ Proactive Service and Life Satisfaction: An Experience Sampling Study
Nan Wang, Lingnan University (Hong Kong)
Zhaoli Song, National University of Singapore
Jinlong Zhu, Renmin University of China
Wendong Li, The Chinese University of Hong Kong

Whether and When Employees Will Respond Properly toward Customer Mistreatment: The Role of Psychological Capital and Service Climate
Phoenix H. H. Chan, University of Macau
Julie N. Y. Zhu, University of Macau
Long W. Lam, University of Macau
Cheris W. C. Chow, University of Macau
Ling Z. Zhang, University of Macau

Linking Customer Participation to Employee Work-to-Family Enrichment: The Role of Job Crafting and OBSE
Raymond Loi, University of Macau
Angela Xu, Jinan University
Cheris Chow, University of Macau
Wilco Chan, The Hong Kong Polytechnic University

Session 11H (Paper) - Internationalization
Time: June 15, 2018, 16:00 - 17:30
Room: Jingzhou
Chair/ Discussant: Ping Deng, Cleveland State University

Outward FDI from Emerging Economies: A Social Relational Perspective
Ping Deng, Cleveland State University
The Coevolution of State-Owned Enterprises’ Internationalization and State Ownership Reduction
Joyce Wang, The University of Texas at Dallas
Mike Peng, The University of Texas at Dallas

Cross-Border Status Attainment of Chinese Actors
Andrew Shipilov, European Institute of Business Administration
Stan Xiao Li, Xi’an Jiaotong University/York University
Wan Li, University of Saskatchewan

Internationalization of State-Owned Multinationals: The Role of the Home Country Political Regime
Hinrich Voss, University of Leeds
Jeremy Clegg, University of Leeds
Janja Tardios, King’s College London

Session 11I (Symposium) - Intellectual Property and Innovation Strategy
Time: June 15, 2018, 16:00 - 17:30
Room: Tianmen
Chair: Can Huang, Zhejiang University
Participants: Frans Greidanus, Zhejiang University
Tony Tong, Purdue University
Kenneth G. Huang, National University of Singapore

Intellectual Property and Innovation Strategy
Can Huang, Zhejiang University
Frans Greidanus, Zhejiang University
Tony Tong, Purdue University
Kenneth Huang, National University of Singapore

CEO Self-Regarding Value and Firm’s R&D Investment: The Contingent Effects of Internal Interest Alignment and External Environmental Uncertainty
Rui Shen, Peking University
Wei Zheng, Peking University

Does R&D Spending Respond to CSR? Evidence from Chinese Manufacturers Based on A Perspective of Idiosyncratic Risk
Dong Hua, Nanjing University
Yixue Wu, Nanjing University

Session 11I-E01 (Roundtable) - Research and Development
Time: June 15, 2018, 16:00 - 17:30
Room: Qianjiang
Chair/ Discussant: Jialin Du, Renmin University of China

CEO Self-Regarding Value and Firm’s R&D Investment: The Contingent Effects of Internal Interest Alignment and External Environmental Uncertainty
Rui Shen, Peking University
Wei Zheng, Peking University

Does R&D Spending Respond to CSR? Evidence from Chinese Manufacturers Based on A Perspective of Idiosyncratic Risk
Dong Hua, Nanjing University
Yixue Wu, Nanjing University

Session 11I-E02 (Roundtable) - Technology and Innovation
Time: June 15, 2018, 16:00 - 17:30
Room: Qianjiang
Chair/ Discussant: Abby Jingzi Zhou, University of Nottingham Ningbo China

A SAT View on Technological Capability Structure of China’s Automobile Firm: The Case Study of GAC Group
Man Huang, Guangzhou University
Fang Liu, Guangzhou University

Service Innovation Strategy of Manufacturing Firms: A Contingent Perspective
Haina Zhang, Lancaster University
Feng Zhang, Nankai University
David Brown, Lancaster University

Session 11I-E03 (Roundtable) - Leadership and Work Outcomes
Time: June 15, 2018, 16:00 - 17:30
Room: Moli
Chair/ Discussant: Pervez Ghauri, University of Birmingham

Serving Employee Life: When and How Servant Leadership Influences Employee Life Satisfaction
Yan Li, Wuhan University
Diwan Li, Wuhan University
Yidong Tu, Wuhan University
Program Daily Sessions in Detail

**B. English Scholarly Program**

2018 The Eighth Biennial IACMR Conference

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

Jie Liu, Nanjing University

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

Roulin Chen, Jilin University
Hong Tian, Jilin University

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

Ying Xia, Harbin Institute of Technology
Li Zhang, Harbin Institute of Technology
Yanhong Chen, Harbin Institute of Technology

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

Jingzhou Pan, Tianjin University
Bin Ma, City University of New York
Xu Huang, Hong Kong Baptist University
Ziyang Tang, Tianjin University

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

Yucheng Zhang, Hebei University of Technology
Shan Xu, Southwestern University of Finance and Economics
Long Zhang, Hunan University
Mengxi Yang, Tsinghua University
Miles M. Yang, Macquarie University
Jie Feng, Rutgers University

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

Xueliang Han, Henan University of Finance and Law
Xuefeng Wang, Ecole Supérieure de Commerce de Toulouse

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

Lei Qi, Shandong University
Di Cai, Shandong University
Bing Liu, Shandong University
Song Chang, Hong Kong Baptist University

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

Day 3, June 16, 2018, Saturday

Sponsored by Zhejiang University, School of Management

Time: 08:00-10:30
Room: Qingchuan Hall
Chair:
**Session 13A (Paper) - Networks and Social Capital**

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

*Room: Wuhan*

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

<table>
<thead>
<tr>
<th>Title</th>
<th>Speakers/ Participants</th>
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</table>
| Intermediary Relational Governance, Organizational Engagement and Service Innovation Network Performance | **Ou Bai,** Zhejiang Agriculture and Forestry University  
**Jiang Wei,** Zhejiang University  
**Xiaohua Yang,** University of San Francisco  
**Roger Chen,** University of San Francisco |
| Depth vs. Breadth: Network Strategy in Emerging Markets               | **Shameen Prashantham,** China Europe International Business School  
**Abby Zhou,** University of Nottingham Ningbo China  
**Charles Dhanaraj,** Temple University |
| The Influence of Immigrant Social Capital on Foreign Direct Investment in the Presence of Institutional Risks | **Chengguang Li,** Paderborn University |

**Session 13B (Paper) - Leadership and Creativity**

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

*Room: Xiangyang*

**Chair/ Discussant:** Yuan Jiang, Shanghai Jiao Tong University

<table>
<thead>
<tr>
<th>Title</th>
<th>Speakers/ Participants</th>
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| Empowering Leadership and Creativity: Personal and Task Constraints  | **Wei Zheng,** University of Wisconsin - River Falls  
**Jun Wei,** University of Science and Technology Beijing  
**Mian Zhang,** Tsinghua University |
| Paternalistic Leadership and Employee Creativity: The Role of Meaning of Work and Perspective Taking | **Jinyun Duan,** Soochow University  
**Lifeng Han,** Macau University of Science and Technology  
**Jonathan Kwok,** The Hong Kong Polytechnic University |
| Does Subjective Ambivalence Mediates Paradoxical Leadership Behavior-Employee Creativity Relationship? The Role of Holistic Thinking | **Ying Zhang,** Peking University  
**Yan Zhang,** Peking University |

**Session 13E (Paper) - Cognition and Decision Making**

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

*Room: Xiaogan*

**Chair/ Discussant:** Qin Zhou, Durham University Business School

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<tr>
<th>Title</th>
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| Can Team Boundary Spanning Activity Bring Team Creativity? An Interactive Team Cognition Perspective | **Mingze Li,** Wuhan University of Technology  
**Pengcheng Zhang,** Huazhong University of Science and Technology  
**Fang Qian,** University of Macau |
| Pathways to Ambidexterity in Exploration-Exploitation                 | **Sheen Levine,** University of Texas / Columbia University |
| Reflection in A Complex Decision-Making Task: Initial Capability and Primed Learning Goals as Boundary Conditions | **Miles Yang,** Macquarie University  
**Yucheng Zhang,** Hebei University of Technology  
**Feifei Yang,** East China Normal University |
Tae-Yeol Kim, China Europe International Business School
Jie Wang, University of Nottingham Ningbo China
Tingting Chen, Lingnan University
Yue Zhu, Zhejiang Gongshang University
Rui Sun, China Europe International Business School

Session 13F (Paper) - Leadership

Time: June 16, 2018, 10:45 - 12:15
Room: Yichang
Chair/ Discussant: Wu Liu, The Hong Kong Polytechnic University

Supervisor Inclusiveness and Subordinates’ Team Role Performance and Turnover: The Mediating Role of Perceived Group Insider Status
Yumei Wang, Shanghai Jiao Tong University
Ningyu Tang, Shanghai Jiao Tong University
Chiyin Chen, Shanghai Jiao Tong University

A Meta-analytic Path Analysis Review of Leader Humility and Its Consequences: The Mediating Role of Psychological Safety
Tao Su, South China University of Technology
Zhenyu Liao, Washington University in St. Louis
Zhaoli Song, National University of Singapore
Chunhua Chen, Peking University

Experiencing Meaningfulness Climate in Teams: How Spiritual Leadership Enhances Team Effectiveness When Facing Uncertain Tasks
Fu Yang, Southwestern University of Finance and Economics

Ethical Leadership and Unethical Employee Behavior: A Moderated Mediation Model of Moral Justification and Moral Identity
Chenjing Gan, Ningbo University
Duanxu Wang, Zhejiang University

Session 13H (Paper) - Political Processes

Time: June 16, 2018, 10:45 - 12:15
Room: Jingzhou
Chair/ Discussant: Pei Sun, Fudan University

Selection and Learning: Asymmetric Impact of Political Ties on Firm Performance and Efficiency in Competition
Weiting Zheng, The University of New South Wales

Institutional Legacies: Explaining the Uneven Landscape of Corporate Political Activity across Chinese Cities
Cuifen Weng, Peking University
Peter Sheldon, The University of New South Wales
David Morgan, The University of New South Wales

Measurement of Corporate Political Connection and Its Effects on Entrepreneur International Trade Preferences
Yilang Feng, University of Michigan

A Political Cycle of FDI Spillovers in Emerging Market: Evidence from China
Can Li, Peking University
Danxue Gao, Central University of Finance and Economics
Weiguo Zhong, Peking University

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

Time: June 16, 2018, 10:45 - 12:15
Room: Tianmen
Chair/ Discussant: Eric Yanfei Zhao, Indiana University

Consumption of Cultural Products in Transitional Markets: Korean Drama Consumption in China
Chi-Nien Chung, National University of Singapore
Yun Hou, National University of Singapore
Heeyom Kim, National University of Singapore

How Stable is Regional Cultural Variability in Human Cooperation? Evidence from China since the Holocene
Sonja Opper, Lund University
Fredrik Andersson, Lund University

Chinese Organizational Culture via Value Statements: An Emic-Etic Yin-Yang Approach
Bradley Koch, Grand Valley State University
Yiheng Deng, Southwest University of Finance and Economics
Pamela Koch, Grand Valley State University

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

Time: June 16, 2018, 10:45 - 12:15
Room: Xiantao
Chairs:
Yen-Hung Steven Liu, Georgia State University
Leigh Anne Liu, Georgia State University
Discussant:
Chao C. Chen, Rutgers Business School-Newark and New Brunswick

Dynamic Relationality in Intercultural Negotiations: A Mixed-Strategy Approach
Junjun Cheng, Sungkyunkwan University
Yong Su, Fudan University
Yimin Huang, Macquarie University
Zhan Wu, The University of Sydney

Ambassadors or Traitors? Attitudinal Roots of Trust in In-Group Members Who Accommodate Their Behavior to Foreign Norms
Jaee Cho, The Hong Kong University of Science and Technology
Michael W. Morris, Columbia University
Zhi Liu, Peking University

Cross-cultural Dialogue: The Co-Sensemaking and Co-Sensegiving Process
Chang Chang Liu, Jiangsu Maritime Institute
Liang Ding Jia, Nanjing University

Internationalisation through Social Entrepreneurship: MNEs in Emerging Markets
Pervez N. Ghauri, University of Birmingham

Forming Dynamic Capability beyond Cross-Border Incongruences: A Global Identity Perspective
Yen-Hung Steven Liu, Georgia State University

Leigh Anne Liu, Georgia State University
Jing Betty Feng, SUNY Farmingdale State College

Session 14A (Paper) - Innovation Processes
Sponsored by Shandong University, School of Management

Time: June 16, 2018, 13:30 - 15:00
Room: Wuhan
Chair/ Discussant: Xiaotao Yao, Xi’an Jiaotong University

The Cultural Roots of Compositional Innovation in China
Abby Zhou, University of Nottingham Ningbo China
Peter Li, University of Nottingham Ningbo China
Steven Zhou, University of Nottingham Ningbo China
Shameen Prashantham, China Europe International Business School

The Decision of Eco-Innovation Scope in Service Sector: The Effects of Market Demand, Environmental Proactivity, and Technology Competency
Yi-Chuan Liao, Shandong University
Kuen-Hung Tsi, National Taipei University

Zhijing Zhu, University of Nottingham Ningbo China
Johann Murmann, The University of New South Wales

Status Seeking and Boundary Breaking: Why Middle-Status Universities Commercialize Less in China?
Xirong Shen, Cornell University
Zhi Huang, University of Kentucky

Session 14B (Paper) - Voice Behavior

Time: June 16, 2018, 13:30 - 15:00
Room: Xiangyang
Chair/ Discussant: Long W. Lam, University of Macau

Could You Transfer My Voice to Our Leader? -Transit Voice, Status, and Leader’s Endorsement
Rongwen Jia, The Hong Kong Polytechnic University
**Session 14D (Paper) - Job Crafting**

Time: June 16, 2018, 13:30 - 15:00  
Room: Suizhou  
Chair/ Discussant: Yi Amy Ou, National University of Singapore

**Job Satisfaction and Union Participation in China: Developing and Testing A Mediated Moderation Model**  
Enhua Hu, Nanjing University of Aeronautics and Astronautics  
Maolong Zhang, Nanjing University of Aeronautics and Astronautics  
Hongmei Shan, Nanjing University of Posts and Telecommunications  
Long Zhang, Nanjing University of Aeronautics and Astronautics  
Yaqing Yue, Nanjing University of Aeronautics and Astronautics

**Can Embedded Employees Be Satisfied? The Role of Job Crafting and Goal-Striving Orientations**  
Iris D. Zhang, University of Macau  
Long W. Lam, University of Macau  
Julie N. Y. Zhu, University of Macau

**Powered to Craft? The Roles of Flexibility and Perceived Organizational Support**  
Raymond Loi, University of Macau  
Xiaowan Lin, University of Macau  
Alice Tan, University of Macau

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

Time: June 16, 2018, 13:30 - 15:00  
Room: Xiaogan  
Chair:  
Mo Chen, University of Science and Technology of China

**Bad Apple or Bad Barrel? Condoning of Managers’ Pro-Organizational Bribery as a Function of Implicit Theories of Agency**  
Zhi Liu, Peking University  
Michael W. Morris, Columbia University

**For the Sake of Organization: How Collectivism Relates to Workplace Unethical Behaviors**  
Mo Chen, University of Science and Technology of China  
Chao C. Chen, Rutgers University

**An Exploration of the Business Amorality Belief and Unethical Pro-Organizational Behavior**  
Wen Zhang, Xiamen University

**Interteam Competition and Team Members’ Pro-Team Unethical Behaviors: A Social Identity Threat Perspective**  
Mingyun Huai, The Hong Kong University of Science and Technology  
Mo Chen, University of Science and Technology of China  
Chao C. Chen, Rutgers University

**Session 14F (Paper) - Emotion and Work Outcomes**

Time: June 16, 2018, 13:30 - 15:00  
Room: Yichang  
Chair/ Discussant: Bonnie Cheng, The Hong Kong Polytechnic University

**Supervisor Negative Emotions and Subordinate Work and Family Outcomes: A Chain Mediation Model**  
Xi Wen (Carys) Chan, The Australian National University  
Thomas Kalliath, The Australian National University  
David Cheng, The Australian National University
Work Connectivity, Emotional Exhaustion and Turnover Intention: The Moderating Role of Work-Life Balance  
Shuo Yuan, Shandong University  
Jian Wu, Shandong University

The Nonlinear Relationship between Political Skill and In-Role Performance: The Effects of Job Control and Emotional Engagement  
Zhenduo Zhang, Harbin Institute of Technology  
Yang Qiu, Harbin Institute of Technology  
Long Chen, Harbin Institute of Technology

Anger and Entrepreneurial Persistence: The Mediating Role of the Tendency to Taking Risks  
Guifeng Ding, Henan university  
Ning Chen, Clarion University of Pennsylvania  
Li Zhang, Henan University  
Xixi Gu, Hofstra University

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

Time: June 16, 2018, 13:30 - 15:00  
Room: Jingzhou  
Chairs:  
David Hongquan Zhu, Arizona State University  
Shihua Chen, Dongbei University of Finance and Economics  
Participants:  
Sun Hyun Park, Seoul National University  
Yao-wei Zhang, Nankai University  
Wei-an Li, Tianjin University of Finance and Economics / Nankai University  
Shi-shan Chen, Nankai University

Chinese Traditional Values and Chinese Corporate Governance  
Xuhong Li, Fudan University  
David Hongquan Zhu, Arizona State University  
Yuejun Tang, Fudan University  
Xuan Feng, Fudan University

Political Promotion and Stock Price Crash Risk: Evidence from Chinese State-Owned Enterprises  
Shihua Chen, Dongbei University of Finance and Economics

The Impact of Board Informal Hierarchy on Decision-Making Processes: Political Behavior or Procedural Rationality  
Lidong Wu, Nankai University

Harmony but Not Sameness: Joint Effects of Board Faultiness and Integrative Complexity on Decision Quality  
Yao-wei Zhang, Nankai University  
Wei-an Li, Tianjin University of Finance and Economics / Nankai University  
Shi-shan Chen, Nankai University

Governance Innovations in East Asia  
Sun Hyun Park, Seoul National University  
Yanlong Zhang, Peking University  
Lisa A. Keister, Duke University

Session 14I (Paper) - Nonprofit and Social Organizations

Time: June 16, 2018, 13:30 - 15:00  
Room: Tianmen  
Chair/ Discussant: Tianli Feng, University of Electronic Science and Technology of China

Collide or Collaborate: The Interplay of Competing Logics and Institutional Work in Cross-Sector Social Partnerships  
Juelin Yin, Xi'an Jiaotong-Liverpool University  
Dima Jamali, American University of Beirut

International NGO’s Organizational Change in China Transitional Institutional Environment: A Case Study on Heifer China  
Bingjie Wang, University of Electronic Science and Technology of China  
Tianli Feng, University of Electronic Science and Technology of China

Cross-sector Agents and Rationalization of Nonprofit Organizations: The Case from Zhejiang Province  
Chengchong Song, East China Normal University  
Juelin Yin, Xi'an Jiaotong-Liverpool University
Session 15A (Paper) - Innovation and Performance
Sponsored by Shenzhen University, College of Management
深圳大学管理学院冠名赞助

Time: June 16, 2018, 15:30 - 17:00
Room: Wuhan
Chair/ Discussant: Jun Xia, The University of Texas at Dallas

*Market Dissimilarity, Technology Complementarity and Collaborative Innovation Performance: The Moderating Effects of IT Adoption*
Jianghua Zhou, Beijing Normal University
Jizhen Li, Tsinghua University
Zixu Liu, Beijing Normal University
Hao Jiao, Beijing Normal University

*National Power Equality and Innovation Performance – The Moderating Role of Societal Tightness*
Chenchen Li, Southwestern University of Finance and Economics
Chi-yue Chiu, The Chinese University of Hong Kong

*The Innovation Performance of Chinese Firms’ Global R&D Strategies*
Zhibin Lin, Durham University
Xianming Wu, Wuhan University
Kefei You, University of Greenwich
Yuanyuan Xiang, Wuhan University

*Infantilisation and “Tough Love” in the Chinese Workplace: Towards A New Form of Paternalism?*
Jingqi Zhu, Newcastle University
Rick Delbridge, Cardiff University

Session 15B (Paper) - Phenomenon-based Research

Time: June 16, 2018, 15:30 - 17:00
Room: Xiangyang
Chair/ Discussant: Helen Hailin Zhao, The University of Hong Kong

*One or Many? Why More Apologizers Hinder Apology Effectiveness*
Yaxuan Ran, Zhongnan University of Economics and Law
Haiying Wei, Jinan University

*The Influence of Different Phrasings on Negotiators’ Competitiveness*
Jingjing Yao, IÉSEG School of Management
Zhi-Xue Zhang, Peking University
Li Ma, Peking University
Zhe Shang, Peking University

*Improving Doctor-Patient Relationships in Mobile Healthcare Service: Evidences from the Remote Consultation Process in China*
Mengling Yan, Beijing University of Posts and Telecommunications
Hongying Tan, Beijing University of Posts and Telecommunications
Jingshuang Zhang, Beijing University of Posts and Telecommunications
Rou Wen, Xinyu University

*Managers’ Affective Attachment Toward Change-Support: A Moderated Mediation Model*
Xueliang Han, Henan University of Finance and Law

Session 15C (Paper) - Leadership and Performance

Time: June 16, 2018, 15:30 - 17:00
Room: Shiyan
Chair/ Discussant: Wei Chi, Tsinghua University

*A Diligent General Brings Lazy Soldiers: The Dark Side of Leader Self-sacrifice*
Shengming Liu, Peking University
Minya Xu, Peking University
Leader-Subordinate Regulatory Fit and Organizational Citizenship Behavior: Polynomial Regression and Response Surface Analysis
Li-Fang Chou, National Cheng Kung University
Chia-Chieng Lim, National Cheng Kung University
Chun-Jung Tseng, National Sun Yat-sen University

Explaining Supervisor-Subordinate Guanxi and Subordinate Performance through A Conservation of Resources Lens
Xiaoyu Guan, Beijing Normal University
Stephen Frenkel, The University of New South Wales

** Follow the Leader? Initial and Longer-Term Effects of Mid-Level Leader Succession on Unit-Level Turnover Rates
Huisi (Jessica) Li, Cornell University
John Hausknecht, Cornell University
Lisa Dragoni, Wake Forest University

Session 15E (Paper) - Entrepreneurship
Time: June 16, 2018, 15:30 - 17:00
Room: Yichang
Chair/ Discussant: Xin Liang, University of Minnesota Duluth

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

Faultline and Entrepreneurial Passion in Start-up Teams
Qin Su, The Chinese University of Hong Kong
Lingli Luo, UNSW Business School
Dora Lau, The Chinese University of Hong Kong

Entrepreneurial Alertness and Business Model Innovation: the Role of Entrepreneurial Learning and Risk Perception
Wenhong Zhao, Xi'an Jiaotong University
Te Yang, Xi'an Jiaotong University

What Makes Entrepreneurs Happy in An Emerging Economy? Analyzing Informal Institutions
Rui Li, Peking university
Di Fan, Curtin University

Session 15H (Paper) - CSR and Political Strategy
Time: June 16, 2018, 15:30 - 17:00
Room: Tianmen
Chair/ Discussant: Cuili Qian, The University of Texas at Dallas

The Impact of Transactional and Relational Corporate Political Strategies on Charitable Donations
Qi Li, Cornell University

A Behavioral Theory of Nonmarket Strategy: The Case of CSR Reporting in China
Xiaoping Zhao, Shanghai Jiao Tong University
Audrey J. Murrell, University of Pittsburgh
Shouming Chen, Tongji University

The Contingent Impacts of Political Competition on Corporate Social Responsibility: Evidence from Chinese Public Firms
Shuping Li, The Hong Kong Polytechnic University
Jane Lu, China Europe International Business School