



# 9th Asia Academy of Management and 8th Taiwan Academy of Management Joint Conference

## Innovation for and from Asian Emerging Markets

22-24 June 2015



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# 9th Asia Academy of Management and 8th Taiwan Academy of Management Joint Conference

Hong Kong

## “Innovation for and from Asian Emerging Markets”

*Hosted by the Department of Management and Center for International Business Studies,  
The Chinese University of Hong Kong*

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# Welcome Messages

## Asia Academy of Management President



Dear new and old members of the AAOM community,

Welcome to the 2015 Asia Academy of Management and Taiwan Academy of Management Joint Conference!

This is the first time we moved the AAOM biennial conference from winter to summer to better suit the needs of our community members. This is also the first time we collaborated with academic associations in Asia for a joint conference, with the aim to enlarge the conference scope for more intellectual exchange and networking opportunities, as well as to enrich the conference with bilingual paper submissions and presentations. We hope these new initiatives serve to better meet the objectives of AAOM – “to encourage contextualized management research with Asia relevance towards global contribution to scholarship.” In this regard, I would like to extend my thanks to Professor Shyhjer Chen, President of Taiwan Academy of Management, for collaborating with us on this new move.

Another new initiative I brought to the Conference is to mobilize our officers and board members to be more engaged in the Conference by serving as program chairs, track chairs, and consortium chair. Please join me to give big applauses to all of them. My whole-hearted thanks to all of you for your great contributions to both the Conference and AAOM!

This year we are back to Hong Kong where the inaugural conference was held on 28-30 December 1998. This move carries special meaning to many of us who have been witnessing the growth and development of AAOM. After 17 years, AAOM has already transformed from a nurturing academic association as an affiliate of the Academy of Management to a highly recognized association in Asia for both ethnic Asian and non-ethnic Asian researchers to gather for sharing and discussing management issues relevant to Asia. I would like to take this opportunity to give thanks to our founding President, Professor Chung Ming Lau, who has been providing all kinds of support to AAOM over the years. Also, as the local host, the Department of Management at the Chinese University of Hong Kong, has provided substantial administrative and financial support to the Conference. I would like to express my deepest appreciation and gratitude to Professor Kalok Chan (Dean of Faculty of Business Administration), Professor Gongming Qian (Chairman of Department of Management), Professor Shige Makino (Director of Center for International Business Studies), Professor Chi-Sum Wong (local host chair), Professor Gordon Cheung (Associate Vice-President) and Office of Academic Links, and administrative staff of the Department of Management.

Hope you all will have an enjoyable and intellectual stimulating conference and let's continue to contribute to and support AAOM!

**Daphne W. Yiu**  
Associate Professor  
Department of Management  
The Chinese University of Hong Kong

## Taiwan Academy of Management President



Welcome to the 2015 joint conference of the 9th Asia Academy of Management (AAOM) and the 8th Taiwan Academy of Management (TAOM). On behalf of TAOM, I would like to extend my warmest welcome to all the distinguished scholars attending this year's conference. This is the first time for AAOM and TAOM to hold a joint conference. I would like to thank the president of AAOM, Prof. Daphne Yiu, and vice president, Prof. Rico Lam, for their supports to the joint conference, and all the support from the Chinese University of Hong Kong. This is the first time for TAOM to hold the conference outside Taiwan. We have been dedicated to providing wide communication channel for academics. Participants are welcome to take chance to learn new insights and make friends from the conference. Wish you all enjoy the program. Thank you.

**Shyh-Jer Chen, Ph.D.**  
President  
Taiwan Academy of Management  
Distinguished Professor  
National Sun Yat-sen University

## 9th Asia Academy of Management Conference Program Chairs

Dear Colleagues,

A very warm welcome to Hong Kong and to the 9th Asia Academy of Management and 8th Taiwan Academy of Management joint conference. We are delighted to present to you a very exciting program structured on the theme of “Innovation for and from Asian Emerging Markets” which is very timely and important for Asian economies and businesses. As Asian economies move to the next level of economic development, a focus on innovation will become critical for the success of Asian businesses in the global market place. This is the first time that Asia Academy of Management and the Taiwanese Academy of Management is jointly hosting the conference. We would like to thank the leadership of AAOM and TAOM for facilitating this joint conference, which presents a great opportunity for scholars in these two related organizations to interact and learn at the same place.

As you will see in the detailed program, the conference offers many intellectually stimulating and professionally rewarding opportunities to the participants. The program comprises two keynote speeches, four showcase panels, 26 competitive paper sessions, 10 roundtable paper sessions and a Special Issue session for the Asia Pacific Journal of Management. In addition, we have planned a paper development workshop for the first time in the conference. This workshop will be conducted by Michael Carney, the editor-in-chief of Asia Pacific Journal of Management and other senior editors of the journal, and will give an opportunities to prospective authors to polish their works for submission in leading academic journals.

Putting together this program has been a truly collaborative effort. As we put together the program, track chairs had to do the difficult job of conducting the reviews and making tough decisions. Special thanks are due to each of them: Aichia Chuang, Anil Nair, Asli Koplun, Fang Lee Cooke, Toru Yoshikawa, and Yue Wang. We are very grateful to our local host, the Chinese University of Hong Kong (CUHK) and in particular to Daphne Yiu and Chi-Sum Wong for all the help with local arrangements. We must also acknowledge Andres Velez Calle, a 2nd year doctoral student at the Rutgers Business School, and the IT support team at Rutgers Business School for facilitating the online submission of the manuscripts and for all assistance in coordinating and communicating with the authors. Sunny Liu, a MBA student at the University of Macau, has been instrumental in putting the program sessions together. Last, but not the least, we must thank the submitting authors and reviewers without whom the conference would have never taken place.

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

Sincerely,

### **Ajai Gaur**

Associate Professor  
Department of Management  
and Global Business  
Rutgers Business School –  
Newary and New Brunswick



### **Long W. Lam, Rico**

Professor and Head  
Department of  
Management and  
Marketing  
University of Macau



# Officers and Board Members

## AAOM Officers and Board Members

<b>President:</b>	Daphne Yiu, The Chinese University of Hong Kong
<b>Vice-President:</b>	Long W. Rico Lam, University of Macau
<b>Secretary:</b>	Ajai Gaur, Rutgers Business School
<b>Treasurer:</b>	Ziguang Chen, City University of Hong Kong

### Representatives at Large:

- **South and Southeast Asia region**  
Nagalakshmi Damaraju, Indian School of Business (2013-2015)  
Toru Yoshikawa, Singapore Management University, Singapore (2014-2016)
- **North and East Asia region**  
Asli M. Colpan, Kyoto University, Japan (2014-2016)  
Yuan Lu, Shantou University, China (2014-2016)
- **Other regions: Representative-at-large (2012-2015)**  
Xufei Ma, The Chinese University of Hong Kong, Hong Kong  
Yue Wang, Macquarie University, Australia

## 2015 AAOM Conference Program Chairs and Track Chairs

**Program Chairs:** Ajai Gaur, Rutgers Business School  
Long W. Rico Lam, University of Macau

### Track Chairs:

- **Strategic Management**  
Toru Yoshikawa, Singapore Management University
- **Entrepreneurship, Technology, & Innovation Management**  
Anil Nair, Old Dominion University, Norfolk
- **International Management**  
Asli Colpan, Kyoto University
- **Organization & Management Theory**  
Yue Wang, Macquarie University
- **Organizational Behavior**  
Aichia Chuang, National Taiwan University
- **Human Resources Management**  
Fang Lee Cooke, Monash University
- **Doctoral Students/Junior Faculty Consortium Chair**  
Xufei Ma, The Chinese University of Hong Kong, Hong Kong

## 2015 TAOM Conference Track Chairs

### English Track:

- **Strategic Management/Technology Management/International Business**  
Hao-Chieh Lin, National Sun Yat-sen University
- **Organizational Behavior/Human Resource Management**  
T. K. Peng, I-Shou University

### Chinese Track:

- **策略與科技管理**  
洪世章 (Shih-Chang Hung), 國立清華大學
- **國際企業**  
陳厚銘 ((Ho-Min Chen), 國立台灣大學
- **組織行為**  
黃家齊 (Jia-Chi Huang), 國立政治大學
- **人力資源管理**  
劉念琪 (Nien-Chi Liu), 國立中央大學

### Local Host Chair

Chi-Sum Wong, The Chinese University of Hong Kong, Hong Kong



# Keynote Speeches

## Asia Academy of Management The Role of International Business in the Global Spread of Technological Innovation



### John Cantwell

Dr. Cantwell is a Distinguished Professor of International Business at Rutgers Business School. Prior to that he held a Chair in International Economics at the University of Reading in the UK. He has also been a Visiting Professor at the University of Rome "La Sapienza", the University of the Social Sciences, Toulouse, and the University of Economics and Business Administration, Vienna. He is the author of *Technological Innovation and Multinational Corporations* (Basil Blackwell, 1989). This book helped to launch a new literature on multinational companies and international networks for technology creation, beyond merely international technology transfer. Altogether, John Cantwell has published fourteen books, over 70 articles in refereed academic journals, and over 80 chapters in edited collections.

Dr. Cantwell is currently serving as the Editor-in-Chief of the *Journal of International Business Studies* from 2011-16, which is the leading journal in the field of International Business scholarship. He was the President of the European International Business Academy (EIBA) in 1992, and in 2001 he was elected as one of four EIBA Founding Fellows. He served as the first Secretary of the EIBA Fellows from 2002-07. In 2005 he was elected as a Fellow of the Academy of International Business (AIB), and he was Vice President of the AIB in 2006-08, when he was responsible for the program of the annual conference of the AIB held in Milan in 2008. He is a Fellow of the Royal Society of Arts in the UK. Professor Cantwell was also an associate editor of the *Journal of Economic Behavior and Organization* from 2002-10.

## Taiwan Academy of Management Authority, Benevolence, and Morality: Reflections on three-decade Chinese leadership research



### Jiing-Lih (Larry) Farh

Jiing-Lih (Larry) Farh is Chair Professor of Management and Director of Hang Lung Center for Organizational Research at the Hong Kong University of Science and Technology. He is also the President (2014-2016) of International Association for Chinese Management Research (IACMR) and Program Chair of its 2012 Biennial Conference. He has authored or co-authored over 100 papers and book chapters on various topics in management. His articles have appeared in internationally-renowned management journals such as *Administrative Science Quarterly*, *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of International Business Studies*, *Journal of Organizational Behavior*, *Management and Organization Review*, *Organization Science*, *Personnel Psychology*, and *Organizational Behavior and Human Decision Processes*. He has also served as an editor or a review board member of many of the above journals. His current research examines organizational behavior in the Chinese contexts and focuses on topics such as cultural values of power distance and traditionality, Chinese-specific leadership styles, and Chinese manifestations of organizational citizenship behavior. He received his PhD in organizational behavior from Indiana University at Bloomington, MBA from National Chengchi University, and BS from National Taiwan University.

Abstract of the Talk: I have studied leadership in the Chinese contexts for more than three decades. In the 1980s, my initial work examined leader reward and punishment behavior. Later, my research interests evolved to examine specific leadership styles such as paternalistic leadership, transformational leadership, empowering leadership, abusive supervision, and ethical leadership in organizations in Mainland China, Taiwan, and Hong Kong. In this session, I will critically review the progress of Chinese leadership research, with a specific focus on paternalistic leadership and its three dimensions of authority, benevolence, and morality. I will then discuss its implications for leadership practices in the Chinese contexts and identify future directions for Chinese leadership research more broadly.

# Plenary Showcase Panels

## “Emerging Themes in Asian Management Research”

Date: 24 June 2015 | Time: 10:45-12:00 | Venue: LT7

In this panel, leading international business scholars will share their experiences about the emerging themes and potential avenues for research on Asian Management. Panelists will also discuss merits of different research stream from publication point of view. The panel discussion will include brief presentations by the panelists, followed by a question and answer session with the participants.

**Chair: Ajai Gaur (Rutgers University, USA)**

### Panelists:

**John Cantwell (Rutgers University, USA)**



Dr. Cantwell is a Distinguished Professor of International Business at Rutgers Business School. Prior to that he held a Chair in International Economics at the University of Reading in the UK. He has also been a Visiting Professor at the University of Rome “La Sapienza”, the University of the Social Sciences,

Toulouse, and the University of Economics and Business Administration, Vienna. He is the author of *Technological Innovation and Multinational Corporations* (Basil Blackwell, 1989). This book helped to launch a new literature on multinational companies and international networks for technology creation, beyond merely international technology transfer. Altogether, John Cantwell has published fourteen books, over 70 articles in refereed academic journals, and over 80 chapters in edited collections.

Dr. Cantwell is currently serving as the Editor-in-Chief of the *Journal of International Business Studies* from 2011-16, which is the leading journal in the field of International Business scholarship. He was the President of the European International Business Academy (EIBA) in 1992, and in 2001 he was elected as one of four EIBA Founding Fellows. He served as the first Secretary of the EIBA Fellows from 2002-07. In 2005 he was elected as a Fellow of the Academy of International Business (AIB), and he was Vice President of the AIB in 2006-08, when he was responsible for the program of the annual conference of the AIB held in Milan in 2008. He is a Fellow of the Royal Society of Arts in the UK. Professor Cantwell was also an associate editor of the *Journal of Economic Behavior and Organization* from 2002-10.

**Michael Carney (Concordia University, Canada)**



Dr. Carney is a Professor and Concordia University Research Chair in Strategy and Entrepreneurship. He has published extensively on the corporate and organizational strategies of Asia's family-owned business groups and on the development of the global institutional environment of international aviation. His

research focuses on entrepreneurship and the comparative analysis of business, financial and governance systems and their influence upon the development of firm capabilities and national competitiveness.

Dr. Carney is the Editor-in-Chief of the Asia-Pacific Journal of Management. In addition, he is a member of the editorial boards of the Journal of Management Studies, Family Business Review, Journal of Family Business Strategy. He is a member of the advisory board of the Center for Governance Institutions & Organizations at the National University of Singapore. He has published in Journals such as the Academy of Management Journal, Asia Pacific Business Review, Asia Pacific Journal of Management, Economic and Industrial Democracy, Entrepreneurship: Theory and Practice, Family Business Review, Journal of Management Studies, Management and Organization Review, Organization Studies, and Strategic Management Journal.

**Jane Lu (University of Melbourne, Australia)**



Dr. Lu is James Riady Chair in Asian Business and Economics in the Department of Management and Marketing, the University of Melbourne. Her research centers on international strategy such as FDI location choice, entry mode choice and alliance partner selection. Her recent research

continues this line of research but with a focus on emerging market firms and their internationalization. Jane Lu has published in leading academic journals such as Academy of Management Journal, Strategic Management Journal, Journal of International Business Studies, Journal of Management and Journal of Business Venturing, among others. Jane Lu is the incoming Editor-in-Chief of Asia Pacific Journal of Management and a senior editor of Journal of World Business. She also serves on the editorial boards of various leading international journals.

**Mike Peng (University of Texas, Dallas, USA)**



Dr. Peng is the Jindal Chair of Global Strategy at the Jindal School of Management, University of Texas at Dallas, and a National Science Foundation CAREER Award winner. Between 2005 and 2011, he was the Provost's Distinguished Professor, which was created by UT Dallas to attract him

to join the faculty. At UT Dallas, he has been the number one contributor to the list of 45 top journals tracked by Financial Times, which ranked UT Dallas as a top 20 school in research worldwide. Overall, 41 of his articles appear on the Financial Times list.

Professor Peng is widely regarded as one of the most prolific and most influential scholars in global strategy. Truly global in scope, his research has investigated firm strategies in Australia, Canada, Chile, China, Finland, Hong Kong, India, Indonesia, Japan, Malaysia, Mexico, Norway, Peru, Russia, Singapore, South Africa, South Korea, Thailand, the United States, and Vietnam. He has published over 90 articles in leading journals, over 30 pieces in non-refereed outlets, and five books. He is an elected Fellow of Academy of International Business. He has been the Editor-in-Chief of Asia Pacific Journal of Management and serves on the editorial boards of several other journals.



## “What’s on Japan?”

Date: 24 June 2015 | Time: 10:45-12:00 | Venue: LT8

It has been a while since Japanese business lost much of its competitive edge in the global economy. The periods of economic turbulence in Japan started in the early 1990s after the collapse of the “bubble” economy, followed by the Asian financial crisis in the late 1990s, the Lehman shock in the early 2000s, and the economic recessions following two major earthquakes in the mid-1990s and the early 2010s. In this panel, we discuss what Japanese firms have learned from these “lost” decades, what changes they have undertaken, and what they are trying to do to regain their competitive advantages in the era of globalization.

**Chair: Shige Makino (The Chinese University of Hong Kong)**

### Panelists:

**ASABA, Shigeru (Waseda University)**

**“Have the Japanese firms regained power to earn?”**



Shigeru Asaba is a professor of strategy at Waseda Business School. He received his Ph.D. in economics from the University of Tokyo and his Ph.D. in management from University of California, Los Angeles (UCLA). His current research focuses on competition, collaboration, and imitation among firms, characteristics of firm behavior and industrial organization in Japan, business model creation (especially in retail sector), impacts of ownership structure on firm behavior (study of family business or foreign owned firms), and global strategy of Japanese firms. He has published several books on strategy and business economics in Japanese. He has also published articles on mechanisms of imitation, foreign firms in Japan, and investment behavior of family firms in journals such as *Academy of Management Review*, *Advances in International Management*, and *Asia Pacific Journal of Management*.

**IGUCHI, Chie (Keio University)**

**“Local and Global Innovation by Japanese MNEs”**



Chie Iguchi is Associate Professor of International Business at the Faculty of Business and Commerce at Keio University in Tokyo, Japan, where she teaches International Business and MNEs’ Strategic Management in Host Asian Countries. She received her Ph.D. and M.Sc. in International Business from University of Reading, UK, her M.Sc. in Development Economics from SOAS, University of London, UK. Today, her research interests lie in the field of Global Innovation Management and Global R&D management of MNEs, Knowledge Transfer between Subsidiaries and Headquarter, Subsidiary Evolution in host Asian countries. Besides her professorship at Keio University, she was a visiting professor at Thammasat Business School in Bangkok

between 2008 and 2012. She currently serves as Executive Secretary of Euro-Asia Management Studies Association (EAMSA) since January 2009, National Representative of Japan of European International Business Academy (EIBA) since April 2013, Treasurer of the Association of Japanese Business Studies (AJBS) since July 2013, and a board member of Japan Academy of Multinational Enterprises since July 2013.

**MAKINO, Shige (The Chinese University of Hong Kong)**  
**“Passion Transfer Across Borders: A Case of Japanese MNEs”**



Shige Makino is Professor of Management and the Director of the Center for International Business Studies at the CUHK Business School in the Chinese University of Hong Kong. Shige has LLB and MBA degrees from Keio University, and PhD from Ivey School of Business, University of Western Ontario.

His current research focuses on strategies and performance of multinational corporations. His research has appeared in a number of leading journals, including *Academy of Management Journal*, *Journal of International Business Studies*, *Journal of Management Studies*, *Organization Science*, and *Strategic Management Journal*. He is the former President of the Association of Japanese Business Studies and is a Fellow of the Academy of International Business (AIB Fellow). He has been serving as a senior editor of *Global Strategy Journal* and *Oxford Research Review* and as an editorial and advisory board member of fifteen international journals in total. In 2005, he was ranked by a journal among top 15 most prolific international strategic management researchers worldwide. He has also received many teaching and research awards at the Chinese University of Hong Kong, including the Research Excellence Award and the Vice Chancellor’s Exemplary Teaching Award (the University’s top research and teaching awards), and is the first business school professor who received the title of the “Outstanding Fellow” from the University.

**SEKIGUCHI, Tomoki (Osaka University)**

**“The Impact of Globalization on Japanese Human Resource Management”**



Tomoki Sekiguchi is a Professor of Management at the Graduate School of Economics, Osaka University, Japan. He received his Ph.D. from the Michael G. Foster School of Business, University of Washington, USA, M.B.A. from Aoyama Gakuin University, Japan, and B.L. from the University of Tokyo, Japan. His research interests center around individual behaviors in organizations, organizational justice, person-environment fit, hiring decision making, management fashion, and international human resource management. He currently serves as an Associate Editor for *Applied Psychology: An International Review* and the *Asia Pacific Management Review*, a Guest Editor for the

*Asia Pacific Journal of Management* and *Asian Business & Management*, and is a member of the editorial boards of *Cross Cultural Management: An International Journal*, the *Australian Journal of Organisational Psychology* and the *Japanese Journal of Administrative Science*. His work has been published in such journals as *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, the *Journal of World Business*, the *Asia Pacific Journal of Management*, the *International Journal of Human Resource Management*, and *Applied Psychology: An International Review*.

**USUI, Tetsuya (Nihon University)**  
**“Network Embeddedness of Japanese SMEs”**



Dr. Usui (usui.tetsuya@nihon-u.ac.jp) is an Associate Professor of international business and marketing in the Department of Business and Law, College of Law, Nihon University, Tokyo. Dr. Usui's research focuses on international marketing strategy, global supply chain management of newly internationalizing Japanese MNEs, and Japanese traditional SME's internationalization. His research has appeared in Japanese leading journals in international business such as *Journal of International Business (Japan)* and *MNE Academy Journal*. He is currently serving as an Executive Director and Board member of the Japan Academy of Multinational Enterprises and he is also on the editorial boards of *Transcultural Business Review (Japan)*. He has industry experiences in Tokyo and has been a consultant to Japanese corporations that listed in the first section of the Tokyo Stock Exchange on their internationalization projects. He received his Ph.D. in international marketing from Meiji University, Tokyo in 2006.

## “What is Asia’s relevance in OB research?”

Date: 24 June 2015 | Time: 16:15-17:30 | Venue: LT7

In this panel, several top scholars in OB in Asia will discuss their latest research ideas. In particular, the speakers will discuss their study's implication to readers outside Asia; for example, in what ways readers outside Asia will be interested in their studies. In so doing, the panel aims to shed some light regarding the relevance of Asia in contemporary OB research.

Chair: Rico Lam (University of Macau)

Panelists:

**Aichia Chuang (National Taiwan University)**  
**“A Chinese Model of Person-Environment Fit”**

Aichia Chuang (achuang@ntu.edu.tw) is the outstanding research/teaching scholar of the National Taiwan University, where she is professor of organizational behavior and human resource management in the Department of Business Administration. She received her PhD from the University of Minnesota. Her research interests focus on inclusion (person–environment fit and diversity), leadership, multilevel theories and methods, cross-cultural management, and service climate and service performance. She has published in top journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, and *Organizational Behavior and Human Decision Processes*.

**Xu Huang (Hong Kong Polytechnic University)**  
**“The Ripple Effect of Abusive Supervision: The Activated ‘Evil Pleasure’ On The Observers”**

Xu Huang received his PhD from the University of Groningen (the Netherlands), MA from Lancaster University (UK), and Honors Diploma from Lingnan University (Hong Kong). Currently, he is a Professor of Management at the Department of Management and Marketing, the Hong Kong Polytechnic University. Since 2010, he has served as an Adjunct Professor in the Centre for Work, Organization and Wellbeing, Griffith University. He has also been appointed as a Visiting Chair Professor in Shanghai University of Finance and Economics since 2012. Professor Huang's research interests include leadership, employee's well-being and emotions, group dynamics, the dark-side of organizational behavior, cross-cultural organizational psychology, and management issues in China. He has published more than 50 papers in international journals including *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of International Business Studies*, *Journal of Management*, *Leadership Quarterly*, *Journal of Organizational Behavior*, *Human Relations* and so forth. Professor Huang has been active in international and regional research communities. He is the Senior Editor of the *Asia Pacific Journal of Management*. Also, he is now a board member of International Association of Chinese Management Research (IACMR) and is one of the co-chairs of the IACMR research committee.

**Dora Lau (The Chinese University of Hong Kong)  
“Group Diversity, Faultline, and Subgroups”**

Dora C. Lau (Ph.D., University of British Columbia) is an Associate Professor at the Chinese University of Hong Kong. Her research interests include demographic diversity and faultlines, relational trust, team dynamics, upper echelon composition and organizational impact, family business challenges and management, and Chinese management. She has published extensively in top-tiered journals such as *Academy of Management Review*, *Academy of Management Journal*, and *Journal of Applied Psychology*. Dora is currently serving as the Consulting Editor of the *Journal of Applied Psychology*, the Associate Editor of the *Journal of Trust Research*, and also guest-edited a Special issue for the *Asia Pacific Journal of Management*, namely *Leadership in Asia*.

**Discussant:**

**Jason D. Shaw (Hong Kong Polytechnic University)**

and Innovation in the Faculty of Business at The Hong Kong Polytechnic University. He received his Ph.D. from the University of Arkansas in 1997. His research has appeared or been accepted for publication in the *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Organization Science*, *Strategic Management Journal*, *Organizational Behavior and Human Decision Processes*, *Personnel Psychology*, and *Journal of Management*, among other scientific outlets. From 2010-2013, he served as Associate Editor of the *Academy of Management Journal*. He previously served in elected positions on the Executive Committee of the Human Resources Division of the Academy of Management and on the Board of Governors for the Southern Management Association. He has served or is serving on the editorial boards of *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Management*, *Organizational Psychology Review*, *Journal of Organizational Behavior*, *Journal of Vocational Behavior*, *Human Resource Management Review*, *Africa Journal of Management*, *Human Resource Management Journal*, and *Journal of Managerial Issues*. He has been invited for visiting scholar positions and other speaking engagements in China, Finland, Austria, Germany, Hong Kong, Taiwan, Singapore, Australia, Canada, Belgium, Thailand, and the USA. Prior to his appointment at PolyU, he was the Curtis L. Carlson School-wide Professor in the Carlson School of Management at the University of Minnesota, the Clark Material Handling Company Professor at the University of Kentucky, an assistant professor at Drexel University, and an analyst for the Boeing Company.

**How can research methodology make the contributions of Asian studies stronger?**

*Date: 24 June 2015 | Time: 16:15-17:30 | Venue: LT8*

In this panel, the panelists will share how specific empirical methods and theory-building research methods can make a study more contributory to the field of research, particularly when using Asia as the empirical context. The panelists consist of former chairs of AOM's Research Methods Division as well as editors of leading management and international business journals. They will offer advice on how research methodology can be part of the contributions to the theory and/or research field in Asia management.

**Chair: William P. Wan (City University of Hong Kong)**



William Wan is a Professor in the Department of Management, City University of Hong Kong. William Wan's research focuses on corporate strategy, international strategy, M&A, corporate editorial boards of *Academy of Management Journal*, *Group & Organization Management*, *Journal of International Business Studies*, *Journal of Management Studies*, and *Journal of World Business*. In addition, he is elected as the representative-at-large of the Corporate Strategy interest group of the Strategic Management Society. He has industry experiences in Hong Kong and California. Prior to joining City University of Hong Kong, he was Trinity Company Professor of Management at Texas Tech University. Previously, he was an associate professor at Thunderbird School of Global Management. He received his Ph.D. in strategic management from Texas A&M University.

**Panelists:**

**Brian K. Boyd (City University of Hong Kong)**



Prof. Boyd is Head of Department and Chair Professor of Strategic Management at City University of Hong Kong. He has served as a Visiting Professor at a number of leading business schools worldwide, including Tilburg University, the Australian Graduate School of Management, University of Queensland Business School, University of Western Australia, and Bocconi University. Previously, he was on the faculty at the W. P. Carey School, at Arizona State University. His main research interests include corporate strategy, strategy implementation, international management, and boards of directors. He has written regularly for *Strategic Management Journal*, and other prominent scholarly journals. His research has been cited over 4,000 times on Google Scholar. He is currently Associate Editor at *Organizational Research Methods*, and has served previously as Associate Editor at *Corporate Governance: An International Review*. He is also Co-Editor of five Special Issues at various journals. Prof.



Boyd has had numerous Editorial Board appointments, serving multiple terms at Strategic Management Journal, Academy of Management Journal, Journal of Management, Management & Organization Review, and Organizational Research Methods. He is a Fellow and also serves on the Advisory Board of the Center for the Advancement of Research Methods and Analysis. Prof. Boyd is actively involved in multiple professional societies. He is Program Chair of the Research Methods Division of the Academy of Management, and was also an officer of the Strategy & Governance Interest Group of the Strategic Management Society. He is serves on the faculty of the International Association for Chinese Management Research (IACMR) workshops on research methodology. He has received several awards for his work, including seven 'best paper' nominations at the Academy of Management and Strategic Management Society annual conferences. Prof. Boyd also received awards for outstanding Editorial Board Service at Strategic Management Journal in 2008 and 2009, and received a comparable award in 1999 for his service on the board of Academy of Management Journal. In 2011, Prof. Boyd was the recipient of Sage Publications/Robert McDonald Advancement of Organizational Research Methodology Award, with Steve Gove and Mike Hitt.

#### Gordon W.H. Cheung (The Chinese University of Hong Kong)



Professor Gordon W.H. Cheung is currently Associate Vice-President responsible for fostering internationalization at CUHK and Professor in the Department of Management at The Chinese University of Hong Kong. Professor Cheung obtained his BBA from CUHK and his PhD in management from Virginia Polytechnic Institute and State University. Professor Cheung is a dedicated researcher with expertise in research methods and structural equation modeling. He has received the Academy of Management Research Methods Division/Sage Publications Best Paper Award twice (2000 and 2009), and the Best Paper Published in Organizational Research Methods Award in 2008. Professor Cheung was elected as Division Chair of the Research Methods Division of the Academy of Management in 2006/07.

#### Tailan Chi (University of Kansas)



Tailan Chi is a Professor of International Business and Strategy and Carl A. Scupin Faculty Fellow at School of Business, University of Kansas, and also serves as Faculty Director at the School's Center for Global Business Studies. He holds a BE from University of International Business and Economics (Beijing, China), an MBA from University of San Francisco, and an MA in economics and a PhD in business administration from University of Washington.

Chi's research conducts economic analysis under the

constraints of information imperfections and potential cognitive biases and applies this approach to the study of international business. His work has examined such core international business issues as market entry and exit strategies, choice of operational modes, and organizational structures of multinational enterprises. He is a pioneer in integrating the concepts of the resource-based view into a property rights framework to understand the alternative organizational modes for pooling complementary assets from initially independent firms. He is also a major contributor to the application of the real options approach to the analysis of international business decisions. His current projects examine, *inter alia*, joint ventures as dynamic games under uncertainty, drivers of acquisitions by emerging economy firms in developed economies, and co-evolution of institutional reform and corporate governance in emerging economies. His research has been published in journals such as *Strategic Management Journal*, *Journal of International Business Studies*, *Management Science*, and *Global Strategy Journal*. He has recently co-authored a major textbook, *International Business* (3rd ed., Routledge), with Oded Shenkar and Yadong Luo.

Chi is a Consulting Editor at *Journal of International Business Studies* and also serves on the editorial boards of a number of academic journals, including *Strategic Management Journal* and *Journal of World Business*. He has taught or conducted workshops in many countries of the world.

#### Kenneth S. Law (The Chinese University of Hong Kong)



Professor Kenneth S. Law is the Professor of Management of The Chinese University Hong Kong. His areas of expertise are research methodology, Human Resource Management and Management in Chinese Context. He has published many articles in leading research journals such as the Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, Journal of International Business and Journal of Management. Professor Law has served as an Associate Editor of the Academy of Management Journal and as a Senior Editor of Management and Organization Review. He is currently serving in the editorial board of AMJ and as a consulting editor of the Journal of Occupational and Organizational Psychology.

# Program Overview

## 22 June 2015 (Monday)

09:30-15:00 APJM PDW (LT5)

16:30-17:45 Conference Registration (Foyer, Level 1, Cheng Yu Tung Building)

18:00-19:30 Opening Reception (Level 3, The Stage)

## 23 June 2015 (Tuesday)

09:00-09:30 Opening Ceremony (LT1)

09:30-10:30 AAOM Keynote Speech – Professor John Cantwell, Distinguished Professor, Rutgers University and Editor in Chief of Journal of International Business Studies (LT1)

10:30-10:45 Coffee break (Level 3, The Stage)

10:45-12:00 Concurrent sessions

Session 1: Employee Creativity and Innovation (AAOM; LT4)

Session 2: Alliance and New Venture Management (AAOM; LT5)

Session 3: Corporate Governance and Ties (AAOM; LT6)

Session 4: Leadership and Empowerment (AAOM; LT7)

Session 5: Knowledge Sharing and Innovation (TAOM; LT8)

12:00-13:00 Lunch (Level 3, The Stage)

13:00-14:15 Concurrent sessions

Session 6: Family Business (AAOM; LT4)

Session 7: Multinational Firms and FDI (AAOM; LT5)

Session 8: Culture, Value and Executive Compensation (AAOM; LT6)

Session 9: Does Organizational Climate Matter (AAOM; LT7)

Session 10: 價值創造 (TAOM; LT8)

Interactive sessions

Interactive Roundtable 1 – Firm Internationalization (Room 211)

Interactive Roundtable 2 – Proactive and Unethical Behaviors (Room 212)

14:15-14:30 Break

14:30-15:45 Concurrent paper sessions

Session 11: HR and Career Management (AAOM; LT4)

Session 12: Business Strategy and Performance (TAOM; LT5)

Session 13: 組織行為 (TAOM; LT8)

Interactive sessions

Interactive Roundtable 3 – The Role of Institutions and Government in Transition Economy (Room 212)

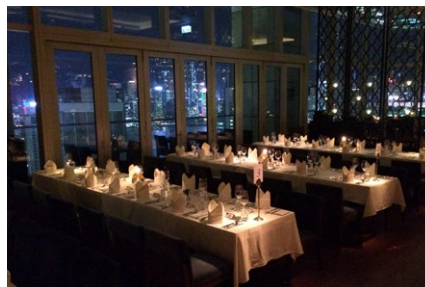
Interactive Roundtable 4 – Organizational Capabilities and Structure (Room 211)

Interactive Roundtable 5 – HRM and Socialization (Room 201)

15:45-16:15 Coffee break

16:15-17:30 TAOM Keynote Speech – Jiing-Lih (Larry) Farh, Chair Professor of Management and Director of Hang Lung Center for Organizational Research at the Hong Kong University of Science and Technology (LT8)

17:30-21:00 Gala event (Cocktails and Canapés with Laser Show)



**Venue: Harlan's** (Address: Level 19, THE ONE, 100 Nathan Road, Tsim Sha Tsui, Kowloon)

[Note: Shuttle buses will start departing at the roundabout at the entrance at Cheng Yu Tung Building at 17:15-18:00. Participants are highly recommended to proceed to the take off point on time. Return buses still start running from 21:00-21:30. Participants can come back on their own as well.]



## 24 June 2015 (Wednesday)

### 09:00-10:15 Concurrent sessions

Session 14: Firm Innovation (AAOM; LT4)

Session 15: Knowledge and Technology Management (AAOM; LT5)

Session 16: Person-organization Values and Ethics (AAOM; LT6)

Session 17: Effects of Abusive and Confrontational Leadership (AAOM; LT7)

Session 18: 公司治理與績效 (TAOM; LT8)

### 10:15-10:45 Coffee break (Level 3, The Stage)

### 10:45-12:00 Plenary showcase panels

*Emerging Themes in Asian Management Research (LT7)*

*What's on Japan? (LT8)*

### 12:00-13:00 Lunch (Level 3, The Stage)

### 13:00-14:15 Concurrent sessions

Session 19: New Directions of Leader-member Exchange (AAOM; LT4)

Session 20: Trust and Organization-based Self-esteem (AAOM; LT5)

Session 21: Fit and Employee Performance (AAOM; LT6)

Session 22: Organization Learning and Innovativeness (AAOM; LT7)

Session 23: 領導一 (TAOM; LT8)

#### Interactive sessions

Interactive Roundtable 6 – Innovation and Incubation (Room 211)

Interactive Roundtable 7 – Organizational Alliance and Governance (Room 212)

**Junior Faculty & Doctoral Student Workshop (LT6, starts at 14:15)**

**APJM Special Issue Workshop (Room 801)**

### 14:15-14:30 Break

### 14:30-15:45 Concurrent sessions

Session 24: Team Dynamics & Innovation (AAOM; LT4)

Session 25: Globalization and Cross-border Collaboration (AAOM; LT5)

Session 26: 領導二 (TAOM; LT8)

#### Interactive sessions

Interactive Roundtable 8 – Strategic Issues in Emerging Mkts (Room 212)

Interactive Roundtable 9 – EI and Learning (Room 211)

Interactive Roundtable 10 – Value, Attitudes and Ties (Room 201)

**Junior Faculty & Doctoral Student Workshop (LT6)**

**APJM Special Issue Workshop (Room 801)**

### 15:45-16:15 Coffee break (Level 3, The Stage)

### 16:15-17:30 Plenary showcase panels

*What is Asia's relevance in OB research? (LT7)*

*How can research methodology make the contributions of Asian studies stronger? (LT8)*

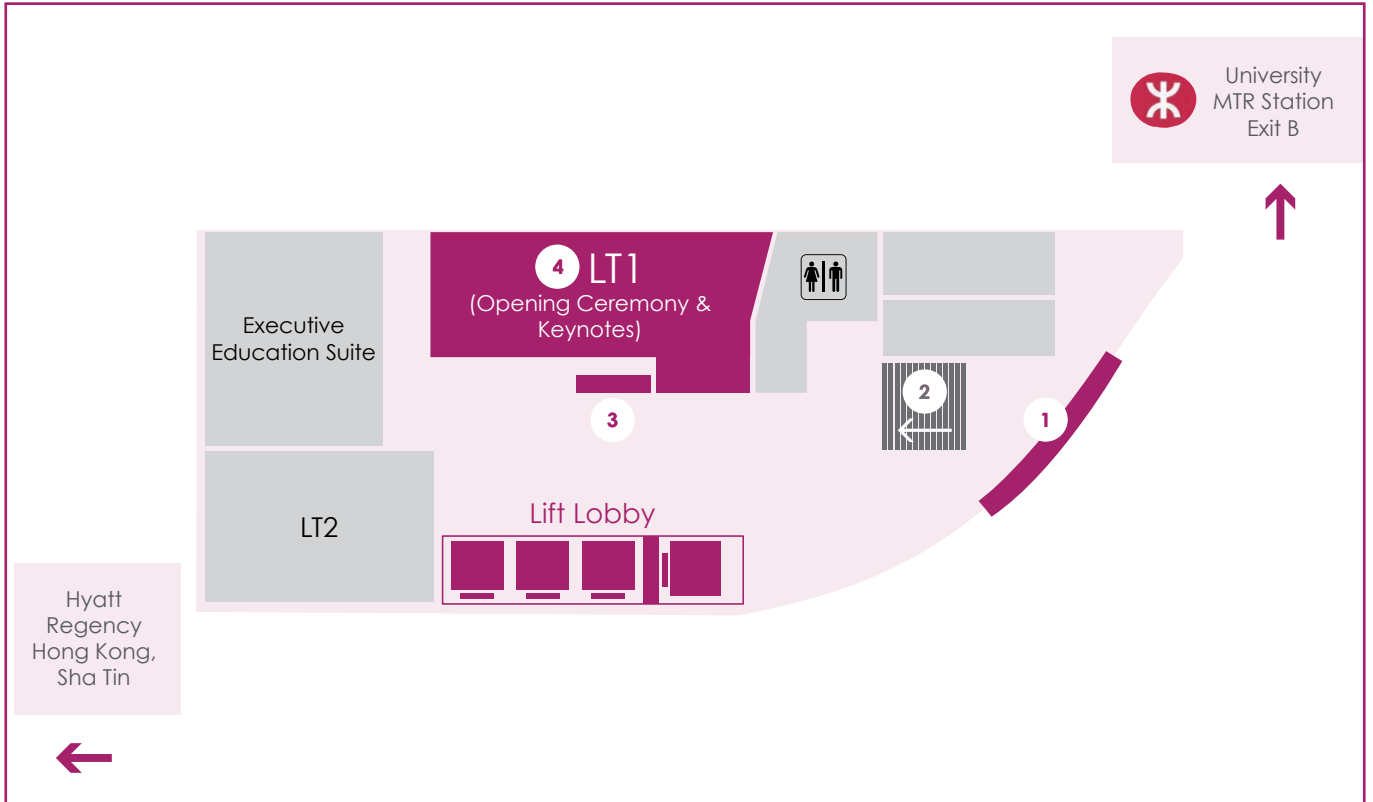
**Junior Faculty & Doctoral Student Workshop (LT6)**

**APJM Special Issue Workshop (Room 801)**

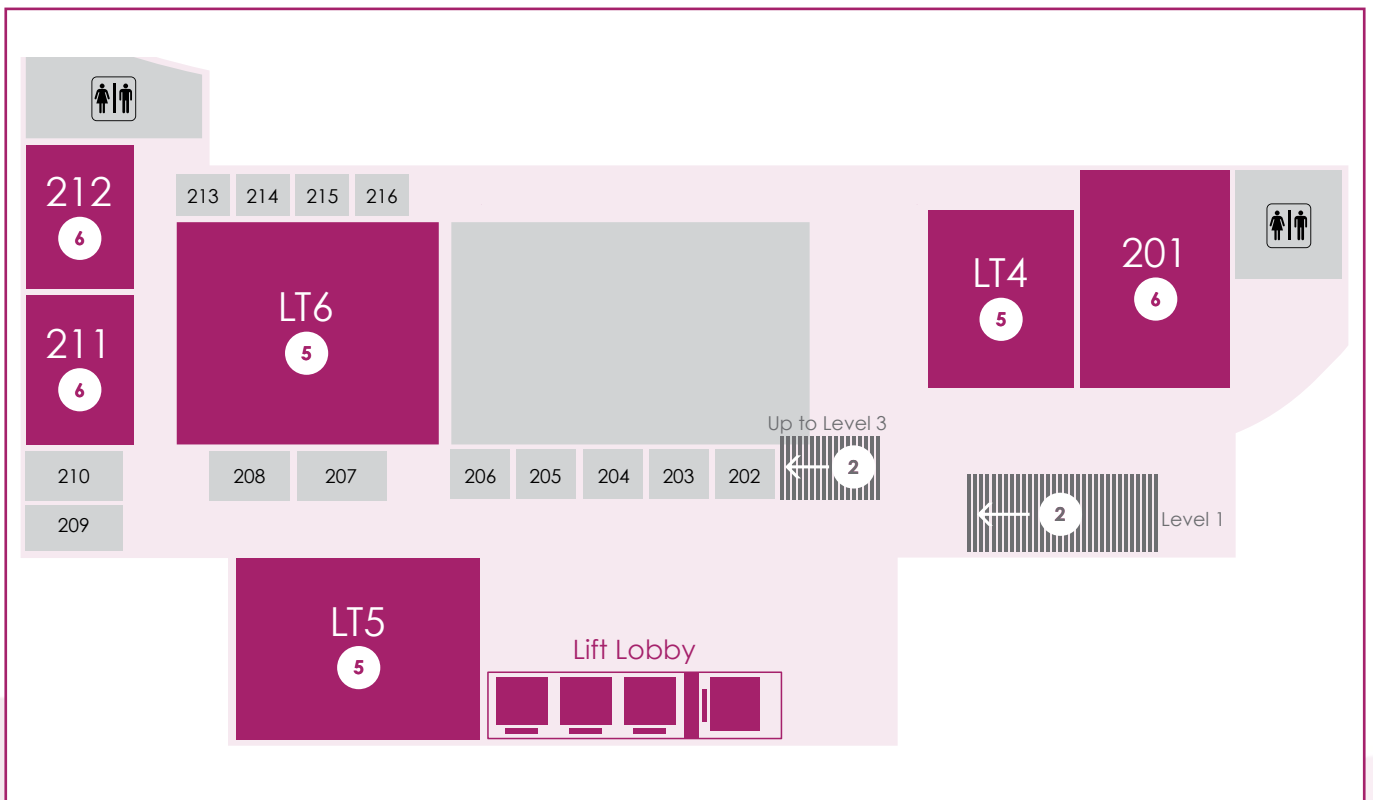
### 17:30-18:30 Closing reception (Level 3, The Stage)

# Floor Map

## Cheng Yu Tung Building – Level 1



## Cheng Yu Tung Building – Level 2





# Map



# Conference Program Details

<b>Date: 22 June 2015 (Monday)</b>	
09:30-15:00	<b>APJM PDW (Room: LT5)</b>
16:30-17:45	<b>Registration (Foyer, Level 1, Cheng Yu Tung Building)</b>
18:00-19:30	<b>Opening Reception (Level 3, The Stage)</b>
<b>Date: 23 June 2015 (Tuesday)</b>	
9:00-9:30	<b>Opening Ceremony (Room: LT1)</b> <b>Speakers:</b> Associate Vice-President, CUHK: Professor Gordon Cheung Dean of CUHK Business School: Professor Kalok Chan AAOM President: Professor Daphne Yiu TAOM President: Professor Shyhjer Chen
9:30-10:30	<b>AAOM Keynote Speech: The Role of International Business in the Global Spread of Technological Innovation</b> <i>Professor John Cantwell, Distinguished Professor at Rutgers University and Editor in Chief of Journal of International Business Studies</i>
10:30-10:45	<b>Coffee Break (Level 3, The Stage)</b>
10:45-12:00	<b>Concurrent Sessions</b> <b>Session 1: Employee Creativity and Innovation (AAOM) (Room: LT4)</b> <b>Chair:</b> Steven Lui, University of New South Wales <ul style="list-style-type: none"> <li>• A Multilevel Analysis on Employee Motivation, Creativity, and Objective Performance <i>Hsueh-Liang Fan, National Taiwan University</i> <i>Forrence Hsin-Hung Chen, National Chengchi University</i></li> <li>• Impact of Human Resource Management Systems on Employees' Knowledge Innovative Behavior — An Empirical Study for Taiwanese R&amp;D Professionals <i>Min-Shi Liu, Soochow University</i> <i>Mei-Ling Wang, Tamkang University</i></li> <li>• Extroversion and Creativity Performance <i>Shih Hsi-An, National Cheng Kung University</i> <i>Chu-Chun Hsu, Southern Taiwan University of Science and Technology</i> <i>Yun-Hwa Chiang, Ming Chuan University</i></li> </ul> <b>Session 2: Alliance and New Venture Management (AAOM) (Room: LT5)</b> <b>Chair:</b> Lin Yuan, University of Macau <ul style="list-style-type: none"> <li>• Increasing the Innovation Effectiveness of Exploratory Alliances: An Empirical Study on Korean Manufacturing Firms <i>Marco JinHwan Kim, Seoul National University</i> <i>Seunghwan Song, Korea University</i> <i>Klaus Marhold, Seoul National University</i> <i>Jina Kang, Seoul National University</i></li> <li>• Similarity-Attraction or Strategic Choice? The Effects of Ownership Structure on New Venture Teams <i>Aegean Leung, The University of Sydney Business School</i> <i>Der Leeds Maw, The University of Colorado at Boulder</i> <i>Poh Kam Wong, The National University of Singapore</i></li> <li>• Balanced Skills and Entrepreneurial Intention: How do Skill Quantity and Skill Diversity Add up? <i>Yingzhao Xiao, The Chinese University of Hong Kong</i> <i>Kevin Au, The Chinese University of Hong Kong</i> <i>Marta Dowejko, The Chinese University of Hong Kong</i></li> </ul> <b>Session 3: Corporate Governance and Ties (AAOM) (Room: LT6)</b> <b>Chair:</b> Hsi-Mei Chung, I-Shou University <ul style="list-style-type: none"> <li>• How Much Do Network Ties Matter in Firm Innovativeness of Internationalized Chinese Firms <i>Huan Zou, SOAS, University of London</i> <i>Jie Zhang, Fudan University</i></li> </ul>



	<ul style="list-style-type: none"> <li>• Agency Theory and Corporate Governance in China: A Meta-analysis Canan Mutlu, University of Texas at Dallas <i>Marc Van Essen, University of South Carolina</i> <i>Mike Peng, University of Texas at Dallas</i> <i>Sabrina Saleh, University of South Carolina</i></li> <li>• Same but Different? Similarities and Fundamental Differences of Informal Social Networks in China (Guanxi) and Korea (Yongo) <i>Sven Horak, St. John's University</i> <i>Markus Taube, Duisurg-Essen University</i></li> <li>• Governance Structure, Institutions and Political Ties in Emerging Economies <i>Chi-Nien Chung, National University of Singapore</i> <i>Hongjin Zhu, McMaster University</i></li> </ul>
	<p><b>Session 4: Leadership and Empowerment (AAOM) (Room: LT7)</b></p> <p><b>Chair:</b> Aichia Chuang, National Taiwan University</p> <ul style="list-style-type: none"> <li>• Reference Relationships and Their Impact on Supervisor Empowerment within the Work Group <i>Kenneth Law, The Chinese University of Hong Kong</i> <i>Lin Wang, Sun Yat-sen University, Lingnan (University) College</i> <i>Melody Jun Zhang, The Chinese University of Hong Kong</i></li> <li>• Is Being a Leader a Mixed Blessing? Dual Pathways Linking Leadership Role Occupancy to Well-being <i>Wendong Li, Kansas State University</i> <i>John Schaubroeck, Michigan State University</i> <i>Jia Lin Xie, University of Toronto</i></li> <li>• The Effect of LMX on Work-related Flow: A Moderated Mediation Model of Psychological Empowerment and Emotional Intelligence <i>Junbang Lan, Hong Kong Baptist University</i> <i>Chi-Sum Wong, The Chinese University of Hong Kong</i> <i>Chunyan Jiang, Nanjing University</i> <i>Yina Mao, Nanjing University</i></li> </ul>
	<p><b>Session 5: Knowledge Sharing and Innovation (TAOM) (Room: LT8)</b></p> <p><b>Chair:</b> Nien-Chi Liu, National Central University</p> <p><b>Discussants:</b> Kenneth A. Grant, Ryerson University Toronto Monica Yang, Adelphi University</p> <ul style="list-style-type: none"> <li>• The Effective Learning Mechanism for Sustainable Innovation: A Lesson from an Empirical Study from Asia <i>Jeewhan Yoon, California State University</i></li> <li>• Effects of Knowledge Diversity on Shared Knowledge Vision: The Mediation of Knowledge Creation Mechanisms <i>Fu-Sheng Tsai, Chang Shou University</i> <i>Chen-Wei Yang, Fooyin University</i></li> <li>• Coping with a Firm and Its Rivals' Earnings Pressure in Exploratory Innovation <i>Heng-Yu Chang, Chang Gung University</i> <i>Cheng-Yu Lee, Southern Taiwan University of Science and Technology</i> <i>Yun-Ping Amber Lee, National University of Tainan</i></li> </ul>
12:00-13:30	<b>Lunch (Level 3, The Stage)</b>
13:00-14:15	<p><b>Concurrent Sessions</b></p> <p><b>Session 6: Family Business (AAOM) (Room: LT4)</b></p> <p><b>Chair:</b> Sanjay Goel, University of Minnesota-Duluth</p> <ul style="list-style-type: none"> <li>• Increased Non-family Large Shareholders in Family-controlled Firms: Do They Affect Precipitate CEO Turnover? <i>Shuping Li, Kansas State University</i> <i>Will Mitchell, University of Toronto</i></li> </ul>

- Ownership Structure and Affiliate Firm Performance in Diversified Family Business Groups: A Generational Perspective  
*Hsi-Mei Chung, I-Shou University*
- Contact Hitters or Power Hitters? R&D Behavior of Family Firms in the Japanese Pharmaceutical Industry  
*Shigeru Asaba, Waseda University*  
*Tetsuo Wada, Gakushuin University*
- Expatriate Decision behind the Family in Multinational Family Business Groups: An Integrated Framework  
*Hsi-Mei Chung, I-Shou University*

**Session 7: Multinational Firms and FDI (AAOM) (Room: LT5)**

**Chair:** Janet Murray, University of Missouri-St. Louis

- Facing Changes in Political Environments and Political Capabilities of Multinational Corporations  
*Naoki Yasuda, Rikkyo University*
- The Sectorial and Spatial Impacts of Inward Foreign Direct Investment on Indigenous New Firm Creation in the Republic of Korea  
*Laixiang Sun, University of Maryland*  
*In Hyeock (Ian), Loyola University Chicago*  
*Eunsuk Hong, SOAS, University of London*
- Past Performance and FDI by Indian Software Firms  
*Nitin Pangarkar, National University of Singapore*  
*Naveen Kumar, University of Akron*  
*Lin Yuan, University of Macau*  
*Vikas Kumar, University of Sydney*

**Session 8: Culture, Value and Executive Compensation (AAOM) (Room: LT6)**

**Chair:** Mavis Yi-Ching Chen, National Taiwan Normal University

- Subnational Institutional Contingencies and Executive Pay Dispersion  
*Lerong He, State University of New York at Brockport*  
*Junxiong Fang, Fudan University*
- Stock Option Exercises of Chinese Executives  
*Kun Yao, University of Illinois, Urbana-Champaign*
- The Joint Effects of Societal Culture and Individual Values on Job Attribute Preferences: Evidence from Eight Nations  
*Ji Li, Hong Kong Baptist University*  
*Chris Chu, University of Surrey*  
*Tao Liu, Southwest University*  
*Hong Zhu, Tongji University*  
*Jieying Xu, Hong Kong Baptist University*
- Supervisors' Social Class, Cultural Values and Ethics  
*Chung-wen Chen, National Taiwan University of Science and Technology*

**Session 9: Does Organizational Climate Matter? (AAOM) (Room: LT7)**

**Chair:** Kwanghyun Kim, Korea University

- High Performance Work Systems and Organizational Service Performance: The Roles of Different Organizational Climates  
*Nien-Chi Liu, National Central University, Taiwan*  
*Yi-Ting Lin, National Central University, Taiwan*
- An Affective Perspective on the Cross-level Influence of Procedural Justice Climate  
*Xiaowan Lin, University of Macau*
- A Multilevel Examination of the Effect of Service Climate on Resident Loyalty  
*Mei-Ling Wang, Tamkang University*  
*Min-Shi Liu, Soochow University*

- A Study of Strategic Promotion: Exploring its Influence on Organizational Justice Climate and Employee Role Performance  
*Jin Feng Uen, National Sun Yat-sen University*  
*Shu-Yuan Chen, National United University*  
*Jhieh-Ren Jheng, National Sun Yat-sen University*

**Session 10: 價值創造 (TAOM) (Room: LT8)**

**Chair:** 蔡馥陞, 正修科技大學

**Discussants:** 謝如梅, 國立屏東科技大學; 彭長桂, 內蒙古大學

- 「永續價值的創造與移轉」—以資源基礎觀點探討女性家族成員對事業家族「無形資產」之世代傳承的影響  
*曹瓊文, 國立台南大學*  
*簡靜惠, 洪建全教育文化基金會*
- 業務擴張與能力成長：長城汽車的經驗  
*付清芬, 北京清華大學*
- 學術創業之價值創造研究  
*謝如梅, 國立屏東科技大學*
- 制度邏輯與戰略選擇：谷歌和蘋果案例的話語分析  
*彭長桂, 內蒙古大學經濟管理學院*  
*呂源, 汕頭大學*
- 千營共一呼：策略研討會中議題設定的實踐分析  
*曾詠青, 國立清華大學*  
*洪世章, 國立清華大學*

**Interactive Roundtables**

**Interactive Roundtable 1 – Firm Internationalization (Room: 211)**

**Chair:** Xufei Ma, The Chinese University of Hong Kong

- Organizational Identity and Internationalization: How Firms React to Social Identity Threat  
*Daphne Yiu, The Chinese University of Hong Kong*  
*Xiaocong Tian, The Chinese University of Hong Kong*
- MNEs' R&D from Emerging Markets for the Global Market  
*Ziliang Deng, Renmin University of China*
- Effect of Organizational Characteristics on Export-specific and Overall Performance: A Case of Australian SMEs  
*Mohammad Rahman, Shandong University*
- Firm Preferences for Internally Sourced versus Externally Sourced Local Market Knowledge  
*Mike Chen-ho Chao, William Paterson University*
- Sustainable Competitive Advantage as a Strategic Goal for Outward FDI - A Panel Analysis of Chinese Firms  
*Hua Zhu, Dongbei University of Finance and Economics*  
*Zhenhua Liu, Dongbei University of Finance and Economics*

**Interactive Roundtable 2 – Proactive and Unethical Behaviors (Room: 212)**

**Chair:** Amanuel G. Tekleab, Wayne State University

- Contamination or Transformation? The Impact of Coworkers' Unethical Behavior on Newcomers  
*Xiji Zhu, The Chinese University of Hong Kong*  
*Pingping Fu, The Chinese University of Hong Kong*  
*Ke Mai, The University of Arizona*
- Speaking Up in Teams: A Cross-Level Investigation of the Main and Interactive Effects of Group Affective Tone and Learning Goal Orientation on Individual Voice  
*Nai-Wen Chi, National Sun Yat-Sen University*  
*Long W. Lam, University of Macau*
- Fostering Employee Creativity in Asia Through Paternalistic Leadership: A Multilevel Perspective

	<p><i>Sen Sendjaya, Monash University</i>  <i>Giles Hirst, Monash University</i>  <i>Diah Yoshida, Monash University</i></p> <ul style="list-style-type: none"> <li>• Effects of Protégé's Impression Management on Mentor's Knowledge Sharing Behavior: The Mediating Role of Mentorship Quality  <i>Zhenyuan Wang, East China Normal University Business School</i>  <i>Yongjia Duan, Shanghai University</i>  <i>Yanfang Xia, Shanghai University</i></li> </ul>
14:15-14:30	<b>Break</b>
14:30-15:45	<p><b>Concurrent Sessions</b></p> <p><b>Session 11: HR and Career Management (AAOM) (Room: LT4)</b>  <b>Chair:</b> Nai-Wen Chi, National Sun Yat-Sen University</p> <ul style="list-style-type: none"> <li>• Alternative Explanations on the Relationship Between Vocational Interests and Career Maturity  <i>Yan Liu, Wuhan University</i>  <i>Kelly Zhengmin Peng, Hong Kong Shue Yan University</i>  <i>Yina Mao, Nanjing University</i>  <i>Chi-Sum Wong, The Chinese University of Hong Kong</i></li> <li>• Line Managers and Their Perceptions of the Performance of HR Departments in Vietnam  <i>Diep Nguyen, Auckland University of Technology</i>  <i>Stephen Teo, Auckland University of Technology</i>  <i>Carmen Galang, University of Victoria</i></li> <li>• Human Resource Development Practices, Intellectual Capital and Organizational Performance  <i>Mavis Yi-Ching Chen, National Taiwan Normal University</i>  <i>Long W. Lam, University of Macau</i></li> </ul> <p><b>Session 12: Business Strategy and Performance (TAOM) (Room: LT5)</b>  <b>Chair:</b> Shih-Chang Hung, National Tsing Hua University  <b>Discussants:</b> Yun-Ping Amber Lee, National University of Tainan  Chiung-Wen Tsao, National University of Tainan</p> <ul style="list-style-type: none"> <li>• An Analysis of Short-term and Long-term Performance of Cross-border M&amp;As by Emerging Market Firms  <i>Monica Yang, Adelphi University</i>  <i>Hannah Hu, Adelphi University</i></li> <li>• The entry mode evolution in a transitioning economy: The roles of parent capacity, industry relatedness, and external environment  <i>Chung-Jen Chen, National Taiwan University</i>  <i>Yung-Chang Hsiao, National University of Tainan</i></li> <li>• Small and Medium Sized Enterprises Foreign Direct Investment Activities, the Links Between China and Canada, a Preliminary Study  <i>Kenneth A Grant Ryerson University</i>  <i>Yubin Bai Ryerson University</i>  <i>Fei Yuan Ryerson University</i></li> </ul> <p><b>Session 13: 組織行為 (TAOM) (Room: LT8)</b>  <b>Session Chair:</b> 許壹傑 · 國立彰化師範大學  <b>Discussants:</b> 陳浩政 · 東吳大學；陳淑媛 · 國立聯合大學</p> <ul style="list-style-type: none"> <li>• 派外人員的文化智商與職涯滿意之研究—正向心理資本之調節效果  <i>黃良志 國立中正大學</i>  <i>吳亭 澳門科技大學</i>  <i>陳宣玟 國立中正大學</i></li> <li>• 越「速配」越「忠誠」？以個人與環境配適度觀點探討女性外籍配偶在台灣職場的組織情感承諾  <i>蔡正飛 文藻外語大學</i>  <i>曹瓊文 國立臺南大學</i></li> <li>• 休閒農場員工團隊凝聚力與社會賦閒關係之研究</li> </ul>

蔡倩雯 明新科技大學

曾文韻 明新科技大學

- 休閒農場業者因應遊客不當遊憩動機與行為之探討

蔡倩雯 明新科技大學

喻之瑤 明新科技大學

#### **Interactive Roundtables**

#### **Interactive Roundtable 3 – The Role of Institutions and Government in Transition Economy Job (Room: 212)**

**Chair:** Shige Makino, The Chinese University of Hong Kong

- How Organizations Experience and React to Institutional Complexity: the Presence of Outside Directors in China  
*Jiawen Chen, Xi'an Jiaotong University*  
*Xiaotao Yao, Xi'an Jiaotong University*
- Entrepreneurship and SME Development: Policy Considerations for Cambodia  
*Balbir B Bhasin, University of Arkansas - Fort Smith*  
*Lee Keng Ng, Toulouse Business School*
- The Role of Risk Taking and Environmental Dynamism in New Product Development: Evidence from China's Transition Economy  
*Xue Jiao, Shanghai Jiaotong University*  
*Peng Yunfeng, Shanghai Jiaotong University*
- Government Corruption, Entrepreneurial Climate and Nascent Entrepreneurs' Resource Acquisition in a Transition Economy  
*Jingyu (Gracy) Yang, University of Sydney*  
*Tian (Rachel) Li, NanKai University*  
*Jatao Li, Hong Kong University of Science and Technology*
- The Influence of Economic Development and Institutional Constraints on Entrepreneurial Intentions: the Mediator Role of Perceived Desirability and Perceived Feasibility  
*Jing Ru, Peking University HSBC Business School*  
*Da Hong, China Southern Asset Management Corporation*  
*Ting Ren, Peking University HSBC Business School*
- Fostering Innovation and Change in India: Need for Policy Reforms  
*Balram Bhushan, Xavier School of Management*

#### **Interactive Roundtable 4 – Organizational Capabilities and Structure (Room: 211)**

**Chair:** Gong-ming Qian, The Chinese University of Hong Kong

- Managing Supplier Portfolios across a Product Life Cycle: The Dynamic Role of Process Capabilities  
*Ruby Lee, Florida State University*  
*Arun Rai, Robinson College of Business Georgia State University*  
*Xinlin Tang, Florida State University*
- Amount or Structure? Organizational Slack Flexibility and Corporate Performances  
*Hui Yang, The Chinese University of Hong Kong*  
*Erming Xu, Renmin University of China*  
*Xufei Ma, The Chinese University of Hong Kong*
- The Role of Innovation Capability and Operation Capability in Logistics Performance of Transport Firms: A Conceptual Framework  
*Michael Wang, RMIT University*  
*Ferry Jie, RMIT University*  
*Ahmad Abareshi, RMIT University*
- A Comparative Study of the Benefits of ISO9000 Certification  
*C. P. Kartha, University of Michigan-Flint*
- Corporate Governance, Sell-off and Firm Performance  
*Chiung-Jung Chen, Chung Yuan Christian University*



	<p><b>Interactive Roundtable 5 – HRM and Socialization (Room: 201)</b></p> <p><b>Chair:</b> Raymond Loi, University of Macau</p> <ul style="list-style-type: none"> <li>• Human Resource Management and Labor Productivity in Indian Firms: The Influence of US-style Versus Japanese-style HR Practices <i>Mohan Pyari Maharjan, Osaka University</i> <i>Tomoki Sekiguch, Osaka University</i></li> <li>• The Influence of Collectivistic Human Resource Management on Team Innovation Performance: The Impact of Team Reflection and Psychological Safety <i>Silu Chen, Wuhan University of Technology</i> <i>Guanglei Zhang, Wuhan University of Technology</i></li> <li>• An Examination of Chinese Accounting Students' Vocational Interest: Using Holland's Congruence Theory and Socialization Process <i>Li Wing Sun, Beijing Normal University - Hong Kong Baptist University. United International College</i> <i>Ho Raymond, Beijing Normal University - Hong Kong Baptist University. United International College</i></li> <li>• Intern's as Organizational and Leadership Predictors, and Performance Outcomes in China <i>Philip Rose, Hannam University</i></li> </ul>
15:45-16:15	<b>Coffee Break (Level 3, The Stage)</b>
16:15-17:30	<p><b>TAOM Keynote Speech: Authority, benevolence, and morality: Reflections on three-decade Chinese leadership research (LT8)</b></p> <p><i>Jiing-Lih (Larry) Farh, Chair Professor of Management and Director of Hang Lung Center for Organizational Research at the Hong Kong University of Science and Technology</i></p>
17:30-21:00	<b>Gala event</b>

**Date: 24 June 2015 (Wednesday)**

9:00-10:15	<p><b>Concurrent Sessions</b></p> <p><b>Session 14: Firm Innovation (AAOM) (Room: LT4)</b></p> <p><b>Chair:</b> Peter Li, Copenhagen Business School</p> <ul style="list-style-type: none"> <li>• Social and Instrumental Antecedents of Firms' Innovation within the Subnational Regions: Evidence from China's Tire Industry <i>Lingli Luo, The Chinese University of Hong Kong</i> <i>Xufe Mai, The Chinese University of Hong Kong</i> <i>Makino Shige, The Chinese University of Hong Kong</i></li> <li>• Entrepreneurial Initiative-taking and Improvising for Business Model Innovation: Subsidiary-Enabled Dynamic Capability for Cross-Divide Entry with Top-Down Venture <i>Peter Li, Copenhagen Business School</i> <i>Yangfeng Cao, Institute of Global Entrepreneurship &amp; Innovation</i></li> <li>• How does Perceived Competition Influence Ambidextrous Innovation? The Mediating Role of Intellectual Capital <i>Mavis Yi-Ching Chen, National Taiwan Normal University</i> <i>Hsing-ER Lin, National Sun Yat-Sen University</i> <i>Edward McDonough, Northeastern University</i></li> <li>• Overseas Customers' Environmental Expectations and Innovation Strategy of Exporting Firms <i>Jie Wu, University of Macau</i> <i>Lin Yuan, University of Macau</i></li> </ul> <p><b>Session 15: Knowledge and Technology Management (AAOM) (Room: LT5)</b></p> <p><b>Chair:</b> Kevin Au, The Chinese University of Hong Kong</p> <ul style="list-style-type: none"> <li>• How History Can Inform the Debate Over Intellectual Property <i>Mike Peng, University of Texas at Dallas</i> <i>David Ahlstrom, The Chinese University of Hong Kong</i> <i>Shawn M. Carraher, University of Texas at Dallas</i> <i>Weilei Shi, Baruch College-City University of New York</i></li> </ul>
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- The Effects of Motivational, Structural and Cognitive Characteristics of the Organization Actor on Team Level Knowledge Transfer  
*Li Yan, University of Macau*  
*Xiaoyun Chen, University of Macau*  
*Chao Ma, Tongshang Rural Commercial Bank*
- Network-level Organizational Ambidexterity in Asian and Western Firms: Evidence from Technology Commercialization in Chemistry  
*Andrew Earle, University of New Hampshire*
- The Moderating Role of User Reviews on Mobile Application Trials  
*Guei-hua Huang, National Sun Yat-sen University*

**Session 16: Person-organization Values and Ethics (AAOM) (Room: LT6)**

**Chair:** Shu-Yuan Chen, National United University

- How Do Individual Anticipated Regret and Organizational Ethical Climate Affect Safety Behaviors? A Multi-Level Analysis  
*Hsien-Chun Chen, National Sun Yat-sen University*  
*Amber Lee, National University of Tainan*  
*I-Heng Chen, National Sun Yat-sen University*  
*Szu-Yin Lin, National Sun Yat-sen University*
- Achievement over Sentiment: When B-school Values Override Morality  
*Sophia S. Jeong, The Chinese University of Hong Kong*  
*Cong Sun, The Chinese University of Hong Kong*  
*Ping Ping Fu, The Chinese University of Hong Kong*
- Generational Differences in Work Values and the Influence of Person-Organization Value Congruence on Employee Attitudes: A Study of Generation X and Generation Y in Thai Workforce  
*Patchara Popaitoon, Chulalongkorn University*  
*Montira Wademongkolgone, Chulalongkorn University*
- Media Coverage and Recidivism of Corporate Finance Fraud  
*Yuehua Xu, Lingnan College, Sun Yat-sen University*

**Session 17: Effects of Abusive and Confrontational Leadership (AAOM) (Room: LT7)**

**Chair:** Kenneth Law, The Chinese University of Hong Kong

- Leader Confronting Behavior and Performance: Effects of Top-Down and Ground-Up Leadership  
*Elsa Chan, University of Colorado Boulder*  
*David Hekman, University of Colorado Boulder*  
*Maw Der Foo, University of Colorado Boulder*
- The Impact of Abusive Supervision on Hospitality Employees' Customer-oriented OCB: Evidence from Chinese Hospitality Industry  
*Yijing Lyu, Fudan University*  
*Hong Zhu, Tongji University*  
*Cynthia Lee, Northeastern University*  
*Hongjun Zhong, Shanghai University of Finance & Economics*  
*Leqi Hu, Biwei International Inspection Group China*
- Am I the Only One this Supervisor is Abusing? A Social Comparison Perspective on the Effect of Abuse Supervision on Employee Creativity  
*Wan Jiang, Shanghai Jiao Tong University*  
*Qinxuan Gu, Shanghai Jiao Tong University*

**Session 18: 公司治理與績效 (TAOM) (Room: LT8)**

**Chair:** 戚樹誠，國立臺灣大學

**Discussants:** 沈其泰，國立彰化師範大學；張恆瑜，長庚大學

- 企業一線員工體面勞動測量及有效性檢驗  
*卿濤 西南財經大學*  
*章璐璐 西南財經大學*  
*王婷 西南財經大學*

	<ul style="list-style-type: none"> <li>• 公司治理、高階經理人薪酬、智慧資本與企業績效關連性之研究—以台灣上市櫃公司為例 <i>韓志翔 國立政治大學</i> <i>遲淑華 國立政治大學</i></li> <li>• 探討公司治理與企業社會責任之關係 — 以人力資本為調節變數 <i>林芝樺 國立政治大學</i> <i>韓志翔 國立政治大學</i></li> <li>• 集團內的建議網絡：網絡中心性與競爭對企業績效的影響 <i>吳紹慈 文藻外語大學</i></li> <li>• 科技產業研發部門文化與知識創造過程對創新及組織績效關係之研究 <i>郭義汶 修平科技大學</i> <i>許壹傑 國立彰化師範大學</i> <i>鍾瑞國 修平科技大學</i></li> </ul>
10:15-10:45	<b>Coffee Break</b>
10:45-12:00	<b>Plenary showcase panels:</b> <b><i>Emerging Themes in Asian Management Research (LT7)</i></b> <b><i>What's on Japan? (LT8)</i></b>
12:00-13:00	<b>Lunch (Level 3, The Stage)</b>
13:00-14:15	<b>Concurrent Sessions</b> <b>Session 19: New Directions of Leader-member Exchange (AAOM) (Room: LT4)</b> <b>Chair:</b> Bob Liden, University of Illinois at Chicago <ul style="list-style-type: none"> <li>• Psychological Contract Violation, Organizational Identification, and Effectiveness: The Boundary Conditions of Employee Tenure and LMX <i>Yu-Hsuan Wang, National Chengchi University</i> <i>Changya Hu, National Chengchi University</i> <i>Jui-Chieh Huang, National Taipei University of Business</i> <i>Chuchun Tang, Southern Taiwan University of Science and Technology</i></li> <li>• Leader-member Exchange (LMX) Differentiation: A Double-edged Sword? The interactive Effect of LMX and LMX Differentiation on Followers' Job Burnout <i>Jennifer YM Lai, University of Macau</i> <i>Cheris WC Chow, University of Macau</i> <i>Raymond Loi, University of Macau</i></li> <li>• Moral Employees: How do Moral Identity Affect LMX and Voluntary Work Behaviors <i>Yuen Shan Noel Wong, The Chinese University of Hong Kong</i> <i>Pingping Fu, The Chinese University of Hong Kong</i></li> </ul> <b>Session 20: Trust and Organization-based Self-esteem (AAOM) (Room: LT5)</b> <b>Chair:</b> Dora Lau, The Chinese University of Hong Kong <ul style="list-style-type: none"> <li>• Does Supervisor Trust in Subordinates Matter? The Role of Followers' Organization-based Self-esteem and Narcissism <i>Donald Gardner, University of Colorado at Colorado Springs</i> <i>Guohua Huang, Hong Kong Baptist University</i> <i>Jon Pierceu, University of Minnesota Duluth</i> <i>Cynthia Lee, The Hong Kong Polytechnic University and Northeastern University</i></li> <li>• Trust as a Mechanism Linking Emotional Labor Strategies and Customer Loyalty: A Moderated Mediation Model <i>Xiao-Yu Liu, University of International Business and Economics</i> <i>Jin Wang, York University</i></li> <li>• Effects of Servant Leadership and Job Social Support on Spouse Family Satisfaction and Family Quality: The Mediating Role of Employee Organization-based Self-esteem <i>Zi-wei Yang, Shanghai University of Finance and Economics</i> <i>Haina Zhang, Lancaster University</i> <i>Ho Kwong Kwan, Shanghai University of Finance and Economics</i> <i>Shuming Chen, Tongji University</i></li> </ul>

**Session 21: Fit and Employee Performance (AAOM) (Room: LT6)**

**Chair:** In-Sue Oh, Temple University

- Does Fitting at One Dimension Enhance or Replace the Effect of Other Types of Fit? A Longitudinal Study  
*Tae-Yeol Kim, China Europe International Business School*  
*Yie-teen Lee, IESE*  
*Meng Chen, Penn State University*
- Is Emotional Engagement Possible for Emotionally Demanding Jobs? The Role of Leader-member Exchange  
*Long W. Lam, University of Macau*  
*Angela Xu, University of Macau*  
*Raymond Loi, University of Macau*
- An Interactionist Perspective view of the Roles of Job Control, Job Strain, and Perceived Organizational Support on Employee In-role Performance  
*Yana Du, HIT*  
*Li Zhang, HIT*  
*Amanuel Tekleab, Wayne State University*

**Session 22: Organization Learning and Innovativeness (AAOM) (Room: LT7)**

**Chair:** Tingting Chen, Lingnan University

- Openness and Technological Innovation: The moderating effect of TMT characteristics  
*Ming-Jen Yu, National Cheng-Chi University*  
*Wan-Chien Lien, National Cheng-Chi University*  
*Yeh-Yun Lin, National Cheng-Chi University*
- The Evolution of New Organizational Forms: An Unexpected Effects of the Hybrid Organizations  
*I-lun Tsai, Penghu University of Science and Technology*
- Is Customer Participation Good for Professional Service Co-creation Outcomes? The Role of Ambiguity and Interfirm Collaboration  
*Ruby Lee, Florida State University*  
*Yonggui Wang, University of International Business and Economics*  
*Shuang Ma, Beijing International Studies University*  
*Jeffrey Anderson, Florida State University*

**Session 23: 領導— (TAOM) (Room: LT8)**

**Chair:** 卿濤，西南財經大學

**Discussants:** 童惠玲，大葉大學；吳亭，澳門科技大學

- 轉換型領導、個人認同與部屬建言及順從的影響：部屬與主管創造性角色認定的影響  
*黃良志 國立中正大學*  
*林淑慧 國立中正大學*  
*林裘緒 湘潭大學*
- 領導者與成員交換關係對工作家庭衝突的影響：社會支持和敬業貢獻度的干擾型中介模式  
*沈其泰 國立彰化師範大學*
- 員工每日的負向心情能促進其預防性建言嗎？探討員工年資、領導部屬交換關係、以及建言動機的中介式干擾效果  
*紀乃文 國立中山大學*  
*高女嫻 國立中山大學*
- 誰才是關鍵守門人？台灣食品安全問題之省思—倫理領導、團隊表現、道德氣氛與團隊領導者與團隊交換關係之探討  
*陳淑媛 國立聯合大學*  
*巫銘貴 國立聯合大學*  
*林岑蔓 國立聯合大學*  
*張思雁 國立聯合大學*  
*葉亭好 國立聯合大學*

**Interactive Roundtables**

	<p><b>Interactive Roundtable 6 – Innovation and Incubation (Room: 211)</b></p> <p><b>Chair:</b> Kun Yao, University of Illinois Urbana-Champaign</p> <ul style="list-style-type: none"> <li>• Effects of the Fit Between Size and Environmental Uncertainty on SMEs' Innovation activity <i>Seung-Ho Kim, Kyungwoon University</i> <i>Seongik Ahn, Yeungnam University</i> <i>Taekyung Park, Yeungnam University</i></li> <li>• A Non-cooperative Game Model of Disruptive Innovation <i>Masahiro Ishii, Sophia University</i> <i>Hisanaga Amikura, Sophia University</i></li> <li>• The Evolution of Incubation Center: Variations of Phases in Taiwan <i>Wen-Lung Sung, I-Shou University</i> <i>Julia L Lin, I-Shou University</i> <i>Fu-Sheng Tsai, Cheng Shiu University</i></li> <li>• Integrating Technology and Innovation: Perspectives from Amazon.com, Amazon.cn, Amazon.in, Flipkart.com <i>Basant Purohit, AICTE</i></li> <li>• Absorbing or Leaking Critical Knowledge <i>Naohiro Sawada, Aoyama Gakuin University</i> <i>Kazuhiro Asakawa, Keio University</i> <i>Hiroshi Nakamura, Keio University</i></li> </ul>
	<p><b>Interactive Roundtable 7 – Organizational Alliance and Governance (Room: 212)</b></p> <p><b>Chair:</b> Warren Chiu, Hong Kong Polytechnic University</p> <ul style="list-style-type: none"> <li>• The Effect of Task and Partner-related Interactions on Trust in a Cooperative Relationship <i>Derek Man, University of Hong Kong</i> <i>Steven Lui, University of New South Wales</i></li> <li>• Confronting Ceremonial Compliance: Contrasting Compliance Strategies in Response to Converging Corporate Governance Regulations <i>Shelby Gai, The Wharton School - University of Pennsylvania</i></li> <li>• How does Pre-IPO Alliance Experience Reduce IPO Anomaly <i>Chia-Yi Liu, Tunghai University</i></li> <li>• Academia-industry Collaboration Activities of Private Universities in Taiwan: An Institutional Logic Perspective <i>Shu-Ting Chan, National Sun Yat-sen University</i> <i>Hsi-Mei Chung, I-Shou University</i> <i>Kuang-S. Yeh, National Sun Yat-sen University</i></li> <li>• Institutional Voids, Business Group Affiliations, Industrial Upgradation: A Study of Indian Apparel and Textile Exporters 2010-2014 <i>Soma Arora, Institute of Management Technology, IMT</i> <i>Rahul Gangwal, Roland Berger Consultants, India</i></li> <li>• Why do Few Firms Acquiesce to Mandatory Regulations? <i>Chia-Yi Liu, Tunghai University</i> <i>BiHui Zhong, National Taiwan University</i></li> </ul>
14:15-14:30	<b>Break</b>
14:30-15:45	<b>Concurrent Sessions</b>
	<p><b>Session 24: Team Dynamics &amp; Innovation (AAOM) (Room: LT4)</b></p> <p><b>Chair:</b> Kelly Zhengmin Peng, Hong Kong Shue Yan University</p> <ul style="list-style-type: none"> <li>• When I Don't Know What You Want from Me: The Impact on Individual Innovation <i>Sut I Wong Humborstad, BI Norwegian Business School</i></li> <li>• Social Capital, Service Innovation, and Performance of Sales Teams <i>John Lai, The Chinese University of Hong Kong</i> <i>Steven Lui, University of New South Wales</i> <i>Yin Yee Wong, University of New South Wales</i></li> </ul>



- Team's Status and Team Information Elaboration: From Status Characteristic Theory  
*Chiung Yi Huang, Yuan Ze University*  
*Jia-Chi Huang, National Chengchi University*

**Session 25: Globalization and Cross-border Collaboration (AAOM) (Room: LT5)**

**Chair:** Andrew Earle, University of New Hampshire

- The Power of Initial Conditions in Alliance Stability  
*Jungwon Min, Kyushu University*
- An Analysis of Short-term and Long-term Performance of Cross-border M&As by Emerging Market Firms  
*Monica Yang, Adelphi University*  
*Hannah Hu, Adelphi University*
- An Open-System Approach to National Innovative Capacity  
*Jie Wu, University of Macau*  
*Shuaihe Zhuo, University of Macau*

**Session 26: 領導二 (TAOM) (Room: LT8)**

**Chair:** 陳厚銘，國立台灣大學

**Discussants:** 蔡正飛，文藻外語大學；林淑慧，國立中正大學

- 心情好？心情壞？探討領導者情緒對於服務業團隊員工工作表現之影響  
*陳淑媛 國立聯合大學*  
*吳肇茗 國立聯合大學*  
*李芳菱 國立聯合大學*  
*張家豪 國立聯合大學*  
*溫金鳳 國立聯合大學*
- 文化領導——基於領導理論整合研究的概念模型  
*曲慶 北京清華大學*  
*富萍萍 香港中文大學*
- 產業群聚發展：研發人才轉職前後的網路構造與效應  
*中本龍市 日本椛山女學園大學*  
*陳浩政 東吳大學*
- 領導者何時展現出指示或授權？如何激化工作角色績效  
*童惠玲 大葉大學*  
*陳玉蘭 大葉大學*

**Interactive Roundtables**

**Interactive Roundtable 8 – Strategic Issues in Emerging Markets (Room: 212)**

**Chair:** Naoki Yasuda, Rikkyo University

- The Value Hierarchy of a Workforce that is Getting Younger: Empirical Evidence from Indonesia  
*Dina Sartika, The University of Western Australia*  
*Catherine Lees, The University of Western Australia*
- Support for Creativity in Sino-German Teams: The Role of Members' National Composition  
*Tobias Schumann, Ludwig-Maximilians-Universität München*  
*Marie Haude, Ludwig-Maximilians-Universität München*  
*Martin Hoegl, Ludwig-Maximilians-Universität München*
- Changing Japanese Management: Evidence of Hybridization  
*Camilla Nellemann, Rikkyo University*  
*Miguel Torres, Aveiro University*  
*Toshiya Ozaki, Rikkyo University*
- Reducing the Awareness-Motivation-Capability Barriers for Cooperation: Case Study of Taiwan Glass Group  
*Chia-Hui Yu, National Chengchi University*  
*Muyen Hsu, National Chengchi University*  
*Yichuan Wang, Auburn University*

	<ul style="list-style-type: none"> <li>• Management Practices and Performance in India and Malaysia <i>Takashi Sakikawa, Niigata University</i> <i>Kaushik Chaudhuri, Shiv Nadar University</i> <i>Nurhaizal Azam, Universiti Utara</i></li> <li>• Clash or Convergence of Banking Civilizations: Rise of Chinese Banks and the melding of Institutional Logics and Ethics in International Banking <i>W. Travis Selmier, II, Indiana University</i></li> </ul>
	<p><b>Interactive Roundtable 9 – Emotional Intelligence and Learning (Room: 211)</b></p> <p><b>Chair:</b> Chi-sum Wong, The Chinese University of Hong Kong</p> <ul style="list-style-type: none"> <li>• Leadership Team’s Emotional Intelligence and Team Members’ Rating of Project Success: Differential Impact of Max and Average <i>Artemis Chang, Queensland University of Technology</i> <i>Alicia Mazur, Queensland University of Technology</i> <i>Peter Jordan, Griffith University</i> <i>Jennifer Barbour, Macquarie University</i> <i>Neal Ashkanasy, University of Queensland</i></li> <li>• East Meets West: A Two-part Empirical Study on Culture and Emotional Intelligence <i>Sue Moon, Long Island University</i></li> <li>• The Effective Learning Mechanism for Sustainable Innovation: A Lesson from an Empirical Study from Asia <i>Jeewhan Yoon, California State University Los Angeles</i></li> <li>• Examining the Relationships among Trait-Like and State-Like Individual Characteristics, Commitment to Change, and Creative Support for Change <i>Chia Yen Yang, Monash University</i> <i>Fatimah Omar, Universiti Kebangsaan</i> <i>Fatimah Wati Halim, Universiti Kebangsaan</i> <i>Kok-Wai Chew, Multimedia University</i></li> </ul>
	<p><b>Interactive Roundtable 10 – Value, Attitudes and Ties (Room: 201)</b></p> <p><b>Chair:</b> Nancy Chen Yifeng, Lingnan University</p> <ul style="list-style-type: none"> <li>• Chinese Traditionality, Job Attitudes, and Job Performance: A Study of Chinese Employees <i>Hui Li, The Chinese University of Hong Kong</i> <i>Hang-yue Ngo, The Chinese University of Hong Kong</i></li> <li>• When Hypes Work or Backfire: Do All Employees Respond Equally to Corporate Social Responsibility? <i>Park Sang-Bum, Korea University</i></li> <li>• Factors Influencing Organizational Commitment: The Mediating Role of Happiness at Work <i>Kim-Leng Khoo, Faculty of Management, Multimedia University</i> <i>Peik-Foong Yeap, Faculty of Management, Multimedia University</i> <i>Kok-Wai Chew, Faculty of Management, Multimedia University</i></li> <li>• Affective Ties, Indigenous Context and Decision-making Behavior <i>Sven Horak, St. John’s University</i></li> <li>• Alliance Leadership: Moving forward to a strategic-alliance and process model for distributed leaders <i>Derek Man, University of Hong Kong</i></li> </ul>
15:45-16:15	<b>Coffee Break</b>
16:15-17:30	<p><b>Plenary showcase panels:</b></p> <p><b><i>What is Asia’s relevance in OB research? (LT7)</i></b></p> <p><b><i>How can research methodology make the contributions of Asian studies stronger? (LT8)</i></b></p>
17:30-18:30	<b>Closing reception</b>

## **APJM/AAOM Paper Development Workshop**

**Date:** 22 June 2015  
**Time:** 09:30-15:00  
**Venue:** LT5, Cheng Yu Tung Building  
**Chair:** Michael Carney (Concordia University)

## **Doctoral Student & Junior Faculty Consortium Program**

**Date:** 24 June 2015  
**Time:** 14:15-17:30  
**Venue:** LT6, Cheng Yu Tung Building

**Chair:** Xufei Ma (The Chinese University of Hong Kong)

### **Panelists:**

Xu Huang (Hong Kong Polytechnic University)  
Jane Lu (University of Melbourne)  
Jason Shaw (Hong Kong Polytechnic University)  
Riki Takeuchi (Hong Kong University of Science and Technology)  
Haibin Yang (City University of Hong Kong)

### **Program:**

14:15-14:20 Registration  
14:20-14:45 Introduction  
14:45-16:15 Panel Presentations and Discussions  
16:15-16:30 Coffee Break  
16:30-17:30 Breakout Sessions

## **APJM Special Issue 'Indigenous Management Research in Asia' Paper Development Workshop**

**Date:** 24 June 2015  
**Time:** 13:00-17:30  
**Venue:** Room 801, CUHK Business School, Cheng Yu Tung Building  
**Chairs:** Peter Ping Li (Copenhagen Business School)  
Kevin Zhou (University of Hong Kong)  
Tomoki Sekiguchi (Osaka University)

# Note

# Note





**Jointly Organized by**

The Asia Academy of Management  
The Taiwan Academy of Management

**Hosted by**

Department of Management, Faculty of Business Administration  
Center for International Business Studies  
The Chinese University of Hong Kong