

# PROGRAM DAILY SESSIONS IN DETAIL

## A. GENERAL CONFERENCE SESSIONS

June 13, 2018, Wednesday

2018年6月13日, 星期三

Pre-Conference (PC) Sessions

大会前夕主要活动

Session PC1: MOR-AMR Editors' Meeting

Time: 11:00 – 13:00

Room: Huangshan, Tingtao Building 2

**Chairs:**

Arie Lewin, Editor-in-Chief, MOR

Jay B. Barney, AMR, The University of Utah

Session PC2: AMR - MOR Theory  
Development and Preapproval Workshops

Time: 13:00 – 14:00 (no registration  
requirement)

14:00 – 15:00 (by invitation for authors with  
invited working papers)

Room: Huangshi

**Chairs:**

Arie Lewin, Editor-in-Chief, MOR

Jay B. Barney, AMR, The University of Utah

Session PC3a: Teaching & Learning Conference  
1 (TLC1)– Teaching Leading Change  
教学经验研讨会 1

Time: 13:00 – 16:00

Room: B127, School of E&M, Wuhan  
University

**Chairs:**

Ray Friedman, Vanderbilt University

Katherine Xin (忻榕), CEIBS

Session PC3b: Teaching & Learning

Conference 2 (TLC2) – Teaching Cases to  
Executives

教学经验研讨会 2

Time: 13:00 – 16:00

Room: B249, School of E&M, Wuhan  
University

**Chair:**

Neng Liang (梁能), CEIBS

**Panelists:**

Runtian Jin (井润田), Shanghai Jiao Tong University

Xuhong Li (李绪红), Fudan University

Yanping Li (李燕萍), Wuhan University

Session PC3c: Teaching & Learning Conference  
3 (TLC3)– Evidence-Based Teaching  
教学经验研讨会 3

Time: 13:00 – 16:00

Room: A120, School of E&M, Wuhan University

**Chairs:**

Zhi-Xue Zhang(张志学), Peking University

**Panelists:**

Yulan Han (韩玉兰), Shanghai University of Finance and  
Economics

Xin Qin (秦昕), Sun Yat-sen University

Xin Wei (魏昕), University of International Business and Economics

Zhi-Xue Zhang(张志学), Peking University

Session PC4: Workshop: Tips on Conducting  
Good Article Reviews

Time: 15:00 – 17:00

Room: Huangshi

**Organizer:**

Carl Fey, Aalto University

**Presenters:**

Carl Fey, Aalto University

Arie Lewin, Duke University

### Session PC5: New Member Orientation

新会员活动

Time: 16:30 – 18:00

Room: Wuhan

Chair:

Jiing-Lih Larry Farh (樊景立), IACMR Past President

Presenters:

Chao Chuan Chen (陈昭全), IACMR Past President Fellow

Xiao-Ping Chen (陈晓萍), IACMR Past President Fellow

Liangding Jia (贾良定), Nanjing University

Dong Liu (刘东), Georgia Institute of Technology

Anne Tsui (徐淑英), IACMR Founding President

Jia Lin Xie (谢家琳), IACMR Past President Fellow

### Session PC6: Management Insights Salon (Invited Attendees Only)

《管理视野》沙龙 (受邀者参加)

Time: 17:15 – 18:15

Room: Huangshi

Chair:

Xiao-Ping Chen (陈晓萍), University of Washington

### Session PC7: IACMR and MOR Welcome Reception

IACMR与《组织管理研究》欢迎招待会

Time: 18:30 – 20:30

Room: Changjiang Hall

Co-Chairs:

Neng Liang (梁能), IACMR President

Zhi-Xue Zhang (张志学), Conference Program Chair

Arie Lewin, Editor-in-Chief, MOR

## June 14, 2018, Thursday

2018年6月14日, 星期四

### Sessions M14A–14F Coffee and Conversation (registered participants only)

咖啡对话 (参加者限于已注册活动者)

Time: 07:00 – 07:40

Rooms: Kunlun, Huangshan, Tianshan, Cuiliu and Emei of Tingtao Building 2

### Session 01: Opening Session 开幕式

Time: 08:00 – 08:30

Room: Jingchu Hall

Co-Chairs:

Zhi-Xue Zhang (张志学), 2018 Conference Program Chair

Min Song (宋敏), 2018 Conference LAC Chair

### Session 02: Conference Theme Keynote Panel – Meeting Challenges of Continuous Transformation

主题报告会: 应对持续转型升级的挑战

Time: 08:30 – 10:30

Room: Jingchu Hall

Chair/Discussant:

Zhi-Xue Zhang (张志学), Peking University

Speakers:

Ronald Burt, University of Chicago

Henrich Greve, INSEAD

Jing Zhou (周京), Rice University

### Company Visits:

Three company visits (registered participants only)

1. Visit to Humanwell Healthcare

参访人福医药集团

2. Visit to ZALL Group

参访卓尔集团

3. Visit to Shengshileju (Wuhan) Technology

参访盛世乐居科技公司

Time: 13:00 – 17:00 (including time on route)

### Session 6A–6H: School Night: Receptions and Placement Services

院校之夜: 招待会与师资招聘会

Time: 18:30 – 20:30

Rooms: Huanghe Hall; Wuhan, Xiangyang, Shiyan, Huangshi, Jingzhou, Huilan and Yichang (黄鹤厅, 武汉厅, 襄阳厅, 十堰厅, 黄石厅, 荆州厅, 蕙兰厅, 宜昌厅)

## June 15, 2018, Friday

2018年6月15日, 星期五

### Sessions M15A–15E Coffee and Conversation (registered participants only)

咖啡对话 (参加者限于已注册活动者)

Time: 07:00 – 07:40

Rooms: Kunlun, Huangshan, Tianshan and

Emei of Tingtao Building 2

### Session 07: Appreciation, Awards and Presidential Speech

学会主席演讲、答谢及颁奖典礼

Time: 08:00 – 09:00

Room: Jingchu Hall

#### Co-Chairs:

Neng Liang (梁能), IACMR President

Ray Friedman, IACMR President Elect

Zhi-Xue Zhang (张志学), 2018 Conference Program Chair

Min Song (宋敏), 2018 Conference LAC Chair

### Session 8A: Keynote Panel – Strategy Research

主题报告会：战略研究

Time: 09:15 – 10:45

Room: Qingchuan Hall

#### Chair/Discussant:

Arie Lewin, Duke University

#### Speakers:

Martin Kenney, University of California, Davis

Xiaolan Fu (傅晓岚), University of Oxford

Johann Peter Murmann, The University of New South Wales

### Session 8B: Keynote Panel – Frontiers in Organizational Behavior Research

主题报告会：组织行为研究前沿

Time: 09:15 – 10:45

Room: Huanghe Hall

#### Chair/Discussant:

Chao C. Chen (陈昭全), Rutgers University

#### Speakers:

Oded Shenkar, Ohio State University

Yaru Chen (陈雅如), Cornell University

Chen-Bo Zhong (钟晨波), University of Toronto

### Session 10: Keynote Panel – China Forum (in Chinese)

(主题报告会) 中文论坛—新时代、新征程、新战略

Time: 13:30 – 15:30

Room: Huanghe Hall 黄鹤厅

#### Chair:

Hong Jian, Zhenglong (Beijing) Insurance Broker Co., Ltd.

#### Speakers:

Zhenhua Mao, China Credit Management Co., Ltd.

Ya Chen, Wuhan Hitech Biopharmaceuticals Co., Ltd.

Wei Zheng, Shengshileju (Wuhan) Technology Co., Ltd.

### June 16, 2018, Saturday

2018年6月16日, 星期六

### Sessions M16A–16E Coffee and Conversation (registered participants only)

咖啡对话 (参加者限于已注册活动者)

Time: 07:00 – 07:40

Rooms: Kunlun, Huangshan, Tianshan and Emei of Tingtao Building 2

### Session 12A: Keynote Panel – Responsible Research for a Better World

主题报告会：造福世界的负责任研究

Time: 08:00 – 10:30

Room: Qingchuan Hall

#### Chair:

Anne S. Tsui, University of Notre Dame and Peking University

#### Speakers:

Michael Frese, National University of Singapore

Heli Wang (王鹤丽), Singapore Management University

Markus Taussig, Rutgers University

Jianjun Zhang (张建君), Peking University

Eric Zhao (赵雁飞), Indiana University

#### Discussant:

Henrich Greve, INSEAD; Editor, ASQ

#### Moderator:

Chris Marquis, Harvard University and Cornell University

### Session 12B: Keynote Panel – Dean's Forum (in Chinese)

院长论坛

Time: 08:00 – 10:15

Room: Huanghe Hall

#### Chair:

Zhi-Xue Zhang (张志学), Peking University

#### Speakers:

Hongbin Cai (蔡洪滨), Hong Kong University

Qiao Liu (刘俏), Peking University

Yingyi Qian (钱颖一), Tsinghua University

Jiang Wei (魏江), Zhejiang University

### Session 12C: Dean's Symposium (in Chinese and by Invitation Only)

院长专题讨论会

Time: 10:30 – 12:30

Room: Huanghe Hall

#### Chair:

Min Song (宋敏), Wuhan University

#### Speakers:

Chong'en Bai (白重恩), Tsinghua University

Fan Wang (王帆), Sun Yat-sen University

Zongjun Wang (王宗军), Huazhong University of Science and Technology

### Session 16: Meet Keynote Speakers and Award Winners

主题演讲嘉宾与获奖者见面会

Time: 17:20 – 18:10

Rooms: Wuhan (Conference Theme)

Xiangyang (Strategy Research)

Shiyan (Organizational Behavior Research)

Huangshi (Meet Award Winners)

Jingzhou (Responsible Research)

#### Speakers:

Ronald Burt, University of Chicago

Yaru Chen (陈雅如), Cornell University

Michael Frese, National University of Singapore

Henrich Greve, INSEAD

Martin Kenney, University of California, Davis

Arie Lewin, Duke University

Oded Shenkar, Ohio State University

Markus Taussig, Rutgers University

Annie S. Tsui (徐淑英), University of Notre Dame and Peking University

Heli Wang (王鹤丽), Singapore Management University

Jianjun Zhang (张建君), Peking University

Eric Zhao (赵雁飞), Indiana University

Chen-bo Zhong (钟晨波), University of Toronto

Jing Zhou (周京), Rice University

### Session 17: IACMR Town Hall Meeting (All IACMR members are invited to attend)

IACMR工作报告与展望 (全体会员均可参加)

Time: 18:20 – 19:10

Room: Wuhan

#### Co-Chairs:

Neng Liang (梁能), IACMR President

Ray Friedman, 2016 Conference Program Elect

Report of Outgoing President

Plan and Perspective of Incoming President

Call for Nomination for Chinese Book Series Chief Editor

Member Comments, Suggestions and Q & A

### Session 18: Closing Reception – Appreciation of Outgoing Officers and Inauguration of New Officers

闭幕晚会及新一届学会领导交接

Time: 19:15 – 20:30

Room: Changjiang Hall

#### Co-Chairs:

Neng Liang (梁能), IACMR President

Ray Friedman, IACMR President Elect

Zhi-Xue Zhang (张志学), 2018 Conference Program Chair

Runtian Jing (井润田), 2020 Conference Program Chair

Min Song (宋敏), 2018 Conference LAC Chair

Wanjun Jiang (姜万军), 2020 Conference LAC Co-Chair

Gengzhong Feng (冯耕中), 2020 Conference LAC Co-Chair

# B. ENGLISH SCHOLARLY PROGRAM

Papers marked with \*\* are best paper award winners.

## Day 1, June 14, 2018, Thursday

### Session 02 Keynote Panel - Meeting Challenges of Continuous Transformation

Sponsored by Wuhan University, Economics and Management School

武汉大学经济与管理学院冠名赞助

Time: 08:30-10:30

Room: Jingchu Hall

Chair/Discussant:

Zhi-Xue Zhang, Peking University

### Network Advantage in China versus the West

*Ronald Burt, University of Chicago*

### Entrepreneurship Environments: Community Effects on Organizations

*Henrich Greve, INSEAD*

### Micro Foundations for Meeting New Challenges in a New Era of Transformation: Insights from Creativity and Innovation Research

*Jing Zhou, Rice University*

### Session 3A (Paper) - Inside the Executive Suite

Sponsored by Central China Normal University, School of Economics and Business Administration

华中师范大学经济与工商管理学院冠名赞助

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

Room: Wuhan

Chair/ Discussant: Carl F. Fey, Aalto University/  
The Chinese University of Hong Kong

### 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*

### 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*

### Do Military CEOs Foster Corporate Innovation? Evidence from China

*Dayuan Li, Central South University*

*Yini Zhao, Central South University*

### 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

### 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*

Just Do It? Gender Dynamics in How Autonomous Idea Championing Influences Creativity Evaluations

*Mengzi Jin, Singapore Management University*

*Roy Chua, Singapore Management University*

*Ronald Bledow, Singapore Management University*

A Curvilinear Relationship between Vertical Task Conflict and Employee Creativity: The Moderating Role of Individual Power Distance Orientation

*Ke Zhou, Shanghai Jiao Tong University*

*Xin-an Zhang, Shanghai Jiao Tong University*

Perceived Dissimilarity and Individual Creativity in Diverse Team: A Cross-Level Model

*Wang Chong, Northeast Electric Power University*

**Session 3C (Paper) - Abusive Supervision and Workplace Incivility**

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

Room: Shiyuan

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*

Why Paternalistic Leadership Cannot Behave Ethically? The Mechanism of Abusive Supervision in Territorial Conflict between Leader and Subordinate

*Lei Ju, Dongbei University of Finance and Economics*

*Haofan Li, Dongbei University of Finance and Economics*

*Wanyu Zhao, Dongbei University of Finance and Economics*

*Emad Elwakil, Purdue University*

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

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

Room: Suizhou

Chair:

*Johann Peter Murmann, The University of New South Wales*

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*

*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

*Shihao 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

*Ziyan 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

A Study of Socially Dirty Work: A Conservation of Resource Framework

*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, Human University*

The Crossover Effect of Work-Family Conflict between Supervisors and Subordinates

*Su-Ying Pan, Macau University of Science and Technology*



## 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*

## 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*

*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 4C (Symposium) - Hidden Innovation Champions

Time: June 14, 2018, 13:30 - 15:00

Room: Shiyang

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

How Authentic Leadership Influences Employee Proactivity: 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

Tianli 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, San Francisco State University*

*Alicia S.M. Leung, Hong Kong Baptist 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*

*Baihe 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

The Governance Role of Business Entertainment:  
Evidence from China

*Francis Sun, Goodman School of Business*

Escaping the Institutional Iron Cage: Competing  
Institutional Logics and CEO Compensation of State  
Owned Enterprises

*Weixen Li, Sun Yat-sen University*

*Shanshan Lin, Sun Yat-sen University*

*Xinchun Li, Sun Yat-sen University*

*Jiaqi Liu, Sun Yat-sen University*

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 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

Seeking Structure in Organizations: Understanding the  
Effect of Female Leaders' Personal Need for Structure  
on Subordinates' Perceived Team Faultlines and Job

*Ye Zhang, Peking University*

*Shengming Liu, Peking University*

*Jib-Yu Mao, Southwestern University of Finance and  
Economics*

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*

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*

*Riyao Mao, Southwestern University of Finance and Economics*

*Jiang Wang, Peking University*

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*

**Session 5I (Paper) - Corporate Social Responsibility**

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

Room: Tianmen

Chair/ Discussant: Juelin Yin, Xi'an Jiaotong-Liverpool 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*

Examining 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**

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

Room: Xiantao

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*

*John Jamison, The Hong Kong University of Science and Technology*

*Chia-Huei Wu, The London School of Economics and Public Science*  
*Wu Wei, Wuhan University*

*Wu Liu, The Hong Kong Polytechnic University*

When Safety / Efficacy Is More Important in Predicting Employee Voice? A Meta-Analysis on the Moderating Effects of Cultural Factors and Voice Types

*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

*Jiarwei 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

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

Room: Moli

Chair/ Discussant: Danni Wang, Rutgers University

### Exploring Identity Paradox: How Individuals Enact Dual Identification to Career and Team

*Yuban 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

*Zhibui Cheng, Hubei University of Economics*

*Wenxing Liu, Zhongnan University of Economics and Law*

*Kong Zhou, Huazhong University of Science and Technology*

*Yi Han, Zhongnan 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

Time: 09:15-10:45

Room: Qingchuan Hall

Chair/Discussant: Arie Lewin, Duke University

### Implications of the Platform Economy: US, China, and ROW

*Martin Kenney, University of California, Davis*

Will China Become a Leading Innovation Economy by 2035?

*Xiaolan Fu, University of Oxford*

Potential Disruptive Technologies (EVs, 5G, AI) and Opportunities for Engaged Indigenous Scholarship in China

*Johann Peter Murmann, The University of New South Wales*

### 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 Cui, 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*

## 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*

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*

### Money Buys Time, Really? A Contingency View of TMT-CEO Pay Gap and Competitive Response Speed

*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:

*Xuhong Li, Fudan University*  
*Liangding Jia, Nanjing University*  
*Runtian Jing, Shanghai Jiao Tong University*  
*Zhi-Xue Zhang, Peking University*

### The Evolution of Chinese Business Leadership

*Zhi-Xue Zhang, Peking University*

### Strategic Leadership from A Momentum Management Perspective

*Runtian Jing, Shanghai Jiao Tong University*

### Self-Transcendence and Self-Enhancement Values of CEOs and Corporate Innovation Strategy: Evidence from China

*Xuhong Li, Fudan University*

### CEO Humility and Firm Resource Orchestration: The Moderating Role of Environment Uncertainty

*Liangding Jia, Nanjing University*

*Peng Ning, Nanjing University*

### Five-Factor Model of Top Executives' Personality and Competitive Dynamics

*Jane Yan Jiang, Nanjing University*

## 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*  
*Shuran 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*

*Xinbe 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

Chair/ Discussant: Chenjian Zhang, University of Bath

### 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*

## Session 9L-E01 (Roundtable) - Corporate Social Responsibility

Time: June 15, 2018, 11:00 - 12:30

Room: Qianjiang

Chair/ Discussant: Zheng Cheng, University of Wisconsin Milwaukee

### 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*

## Session 9L-E02 (Roundtable) - Corporate Political Activity

Time: June 15, 2018, 11:00 - 12:30

Room: Qianjiang

Chair/ Discussant: Qi Li, Cornell 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

*Xinming Deng, Wuhan University*

*Zhen Ye, Wuhan University*

## Session 9L-E03 (Roundtable) - Governance and Ownership

Time: June 15, 2018, 11:00 - 12:30

Room: Qianjiang

Chair/ Discussant: Shuping Li, The Hong Kong Polytechnic 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*

Do Critical Mass of Females on Bods Engage More in Corporate Environmental Responsibility Disclosure? Evidence from China

*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, Wuhuan University*

*Yan Liu, Wuhuan 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*

*Qinqin Li, Lanzhou University*

*Baiyin Yang, Tsinghua University*

*Bin Yang, Tsinghua University*

*Wensheng He, Lanzhou 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, Wuhuan University*

*Xiaoxia Wang, Wuhuan University*

Intra-Organizational Coepetition 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*

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*

**Session 11L-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 Huo, *Nanjing University*

Yixue Wu, *Nanjing University*

**Session 11L-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 11L-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*

*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-E04 (Roundtable) - Big Data and Longitudinal Data

Time: June 15, 2018, 16:00 - 17:30

Room: Moli

Chair/ Discussant: Kawon Kim, The Hong Kong Polytechnic University

### Big Data Approach and Human Resource Management Research: An Integrative Review and New Directions for Future Research

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

Time: June 15, 2018, 16:00 - 17:30

Room: Moli

Chair/ Discussant: Wan-Ju Chou, Chung Yuan Christian University

### An Exploration of the Relationship between Confucianism Humanism and Chinese Humanistic Management

*Pingping Fu, University of Nottingham Ningbo China*

*Qing Qu, Tsinghua University*

*Bo Yang, University of Nottingham Ningbo China*

### Jiangyiqi as An Attitude: An Exploratory Research into Its Measure and Examination of Construct Validity

*Wu Wei, Wuhan University*

*Xin Liang, University of Minnesota Duluth*

*Jianyou Wang, Nankai University*

### Impact of Internship Quality on Entrepreneurial Intentions among Graduating Engineering Students of Research Universities in China

*Gaofeng Yi, Yancheng Normal University*

## Day 3, June 16, 2018, Saturday

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

Sponsored by Zhejiang University, School of Management

浙江大学管理学院冠名赞助

Time: 08:00-10:30

Room: Qingchuan Hall

Chair:

Anne S. Tsui, *University of Notre Dame and Peking University*

**Speakers:**

Michael Frese, *National University of Singapore*

Heli Wang, *Singapore Management University*

Markus Taussig, *Rutgers University*

Jianjun Zhang, *Peking University*

Eric Zhao, *Indiana University*

**Discussant:**

Henrich Greve, *INSEAD; Editor, ASQ*

**Moderator:**

Chris Marquis, *Harvard University and Cornell University*

### 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

#### 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

#### 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

#### 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*



Cognitive Appraisal and Pay Fairness Perception: The Moderating Effects of Preference for Consistency and the Merit Principle

*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

Jae-e 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

山东大学管理学院冠名赞助

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 Tsai, National Taipei University

### \*\* Antecedents of Chinese New-to-the-World Innovations: Evidence from International Patent Statistics

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

*Wu Liu, The Hong Kong Polytechnic University*

### I Am Full of Energy to Speak Up When You Are Humble: Examining Leader Humility in Organizations from the Theory of Relational Energy

*Chao Ma, The Australian National University*

*Chia-Huei Wu, London School of Economics and Political Science*

*Zhen Xiong Chen, The Australian National University*

*Wu Wei, Wuhan 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*

### Participants:

*Zhi Liu, Peking University*

*Wen Zhang, Xiamen University*

*Chao C. Chen, Rutgers University*

*Michael W. Morris, Columbia University*

*Mingyun Huai, The Hong Kong University of Science and Technology*

### 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 Amoralty 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*

*Lidong Wu, Nankai University*

*Yaowei Zhang, 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

*Chengcheng 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, IESEG 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: Shiyang

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*  
*Chiab-Chiang 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*

# C. CHINESE SCHOLARLY PROGRAM

## 中文学术议程

议程中题目前带\*\*的文章为大会最佳论文之一

第一天, 2018年6月14日, 星期四

### Session 3E (论文宣讲) – 企业竞争与绩效

时间: 2018年6月14日, 10:45–12:15

地点: 孝感厅

主持人/评议人: 贺小刚, 上海财经大学

企业竞争经验与组织生存的关系研究: 基于红皇后理论的实证检验

邓新明, 武汉大学

郭雅楠, 武汉大学

罗欢, 武汉大学

竞争逻辑如何实现共存? 一个整合的过程模型

王建刚, 江苏科技大学

杜义飞, 电子科技大学

吴洁, 江苏科技大学

合作协商和竞争协商对企业合作绩效的影响机制研究

王立, 西安交通大学

王龙伟, 西安交通大学

王文君, 西安交通大学

### Session 3G (论文宣讲) – 领导员工互动

Sponsored by Shanghai Jiao Tong University,  
Antai College of Economics & Management  
上海交通大学安泰经济与管理学院冠名赞助

时间: 2018年6月14日, 10:45–12:15

地点: 黄石厅

主持人/评议人: 唐宁玉, 上海交通大学

“水土不服”的导师制: 信任和控制协同机制对导师帮助行为的影响机制研究

于维娜, 山东师范大学

王占浩, 山东师范大学

员工对上悟性: 一个概念的提出

黄桂, 中山大学

许真仪, 中山大学

严玥, 广东广物房地产集团有限公司

领导-员工权力距离一致性对员工工作投入的影响

李婧, 北京航空航天大学

武欣, 北京航空航天大学

做上司的“意中人”: 是一种负担还是一种赋能?

彭坚, 广州大学

### Session 3H (论文宣讲) – 高管团队与企业捐赠

时间: 2018年6月14日, 10:45–12:15

地点: 荆州厅

主持人/评议人: 陈宏辉, 中山大学

女性CEO与企业捐赠: 基于利他视角的实证研究

曾春影, 南京大学

茅宁, 南京大学

CEO过往经历和企业捐赠——基于利他视角的实证研究

曾春影, 南京大学

茅宁, 南京大学

CEO军队战争经历与个人慈善捐赠——组织印记的视角

叶文平, 中山大学管理学院

朱沅, 中山大学管理学院

李新春, 中山大学管理学院

“扶上马、送一程”: 家族企业代际传承中的战略变革与父爱主义

祝振铎, 中山大学

李新春, 中山大学  
叶文平, 中山大学

### Session 3J (论文宣讲) - 工作与家庭

时间: 2018年6月14日, 10:45-12:15

地点: 丁香厅

主持人/评议人: 关浩光, 同济大学

#### 企业高管工作家庭冲突与工作耗竭关系研究: 主管部属关系和情绪调节策略的调节效果

吴东儒, 华侨大学工商管理学院

袁国书, 华侨大学工商管理学院

徐 婷, 上海大学管理学院

盖文娜, 华侨大学工商管理学院

#### 缺觉的人易失控: 睡眠不足引发人际冲突

肖晨洁, 暨南大学管理学院

李爱梅, 暨南大学管理学院

孙海龙, 暨南大学管理学院

王海侠, 暨南大学管理学院

#### 女性家族角色与家族企业参与之研究-以台湾集团企业为例

康敏平, 臺灣師範大學

顏學誠, 國立臺灣大學

### Session 3K-C01 (圆桌讨论) - 创造力与创新

时间: 2018年6月14日, 10:45-12:15

地点: 神农架厅

主持人/评议人: 王小晔, 清华大学

#### 创造力导向对知识员工创新行为的影响研究

黄 惠, 上海交通大学

叶 亮, 上海交通大学

路 琳, 上海交通大学

#### 打开参与式领导与创造力之间的黑箱: 心理安全感与创造性过程投入的连续中介作用

陈 璐, 电子科技大学/南开大学

黄 丽, 电子科技大学

柏帅皎, 成都理工大学

刘 军, 中国人民大学

#### 基于目标理论的创造力形成机制研究: 自组织的视角

仝嫦哲, 中国人民大学

吴 阳, 中国人民大学

#### 强连带与创造性过程参与度的倒U型关系以及心理安全感的调节作用

管智爽, 马里兰大学

刘 知, 北京大学

### Session 3K-C02 (圆桌讨论) - 领导员工关系

时间: 2018年6月14日, 10:45-12:15

地点: 神农架厅

主持人/评议人: 王安智, 中欧国际工商学院

#### 追随力从何而来? ——谦卑领导与威权领导的比较研究

陶厚永, 武汉大学

杨天飞, 武汉大学

李 薇, 武汉大学

#### 上司地位知觉对下属默契的影响——反馈寻求行为和观点采择的作用

王 岚, 暨南大学

叶茂林, 暨南大学

陈宇帅, 暨南大学

#### 相对领导-成员交换对自我效能感的作用——神经质视角下领导成员交换均值与差异的作用

张凯丽, 上海交通大学

唐宁玉, 上海交通大学

尹 奎, 北京科技大学

彭 坚, 广州大学

### Session 3K-C03 (圆桌讨论) - 员工职业规划与发展

时间: 2018年6月14日, 10:45-12:15

地点: 神农架厅

主持人/评议人: 贾建锋, 东北大学

#### 本科大学生的生涯适应力训练——基于职业规划与就业指导系列课程的准实验研究

关翩翩, 广东外语外贸大学



## Session 4D (论文宣讲) – 平台战略与价值创造

时间: 2018年6月14日, 13:30–15:00

地点: 随州厅

主持人/评议人: 周长辉, 北京大学

### 共享单车的主导设计与标准之争: 基于ofo和摩拜专利组合网络分析的研究

王 钦, 南京审计大学

杨张博, 西安交通大学

张艺巾, 南京审计大学

### 基于平台的企业创新组织机制研究——以韩都衣舍为例

白景坤, 东北财经大学

张贞上, 东北财经大学

薛刘洋, 东北财经大学

## Session 4G (论文宣讲) – 员工创造力

时间: 2018年6月14日, 13:30–15:00

地点: 黄石厅

主持人/评议人: 黄旭, 香港浸会大学

### 威权领导与员工创造力: 心理依赖的视角

张怡凡, 上海交通大学

陈 默, 中国科学技术大学

### 团队成员间地位差异对团队创造力的影响机制: 地位晋升方式的调节作用

刘智强, 华中科技大学

卫利华, 华中科技大学

彭婉莹, 华中科技大学

### 好创意为何易“夭折”: 基于创意领地视角的跨层次研究

霍伟伟, 上海大学

罗瑾璐, 同济大学

李鲜苗, 同济大学

忻 莹, 上海大学

蔡震尧, 上海大学

### 高创造性绩效科研团队的网络结构分析

李精精, 北京科技大学

张 剑, 北京科技大学

## Session 4H (论文宣讲) – 新创企业融资

Sponsored by Zhejiang University, School of Management

浙江大学管理学院冠名赞助

浙江大学管理学院冠名赞助

时间: 2018年6月14日, 13:30–15:00

地点: 荆州厅

主持人/评议人: 张钢, 浙江大学

### “烧钱”的神话: 公司IPO初期的增长战略选择

王 俊, 北京大学

李博柏, 北京大学

### 公司创业投资组合多元化、母公司价值溢出与创业企业价值创造——基于地域接近性双边调节效应的分析

王 雷, 江南大学

杨 焯, 江南大学

### 路演中董事长情绪与IPO后公司业绩变脸

贾 明, 西北工业大学管理学院

姚晨雨, 西北工业大学管理学院

张 喆, 西安交通大学管理学院

### 创始团队职业背景多样性对融资表现的影响——基于天使投资平台数据的研究

沈 睿, 北京大学

郑 玮, 北京大学

## Session 4J (论文宣讲) – 积极领导特质

时间: 2018年6月14日, 13:30–15:00

地点: 仙桃厅

主持人/评议人: 沈其泰, 彰化师范大学

### 公仆型领导对员工主动性行为的影响: 双中介模型

刘燕君, 中国人民大学

徐世勇, 中国人民大学

### 尊重型领导、感恩、帮助他人、以及互助行为之间的关系: 跨层次研究

沈其泰, 國立彰化師範大學

洪惠婷, 國立彰化師範大學  
連浩安, 國立彰化師範大學

谦逊型领导有助于促进员工跨界行为吗? ——基于组织的自尊和环境不确定性的作用

张 征, 山西财经大学

### Session 4K (论文宣讲) – 伦理领导

时间: 2018年6月14日, 13:30–15:00

地点: 丁香厅

主持人/评议人: 宋继文, 中国人民大学

领导者道德榜样下行效应的阻抑机制——部属微观社会心理视阈下的“漏斗效应”模型

赵书松, 中南大学

赵 君, 中南财经政法大学

张永军, 河南大学

领导者以身作则与外显沟通行为与部属对其道德评价之关系

曾荃钰, 國立中山大學

王勝斌, 國立中山大學

李思儀, 國立中山大學

王安智, 國立中山大學

### Session 4L-C01 (圆桌讨论) – 创新与企业成长

时间: 2018年6月14日, 13:30–15:00

地点: 潜江厅

主持人/评议人: 杜运周, 东南大学

专利组合与企业价值: 制度的调节效应

陈爽英, 电子科技大学经济与管理学院

钟晓红, 电子科技大学经济与管理学院

傅 锋, 电子科技大学经济与管理学院

创意凑组力与时间的对话: 新创企业的创业旅程

塗敏芬, 淡江大學

吴佳虹, 元智大學

动态环境下的企业柔性与新产品绩效: 三项交互效应研究

沈 奥, 西安交通大学

江 旭, 西安交通大学

### Session 4L-C02 (圆桌讨论) – 多元化管理实践

时间: 2018年6月14日, 13:30–15:00

地点: 潜江厅

主持人/评议人: 谢小云, 浙江大学

项目驱动型企业组织柔性和效率的协同机理——基于双个案的纵向性案例研究

孙秀霞, 大连理工大学

朱方伟, 大连理工大学

孙谋轩, 大连理工大学

多团队系统: 组织形式、应用情境与研究框架

刘 兵, 河北工业大学

牛 楠, 河北工业大学

李 嫒, 河北工业大学

齐亚琛, 河北工业大学

工作场所包容感知: 基于中国情境的质性研究

陈驰茵, 上海交通大学

唐宁玉, 上海交通大学

### Session 4L-C03 (圆桌讨论) – 知识、网络与创新

时间: 2018年6月14日, 13:30–15:00

地点: 潜江厅

主持人/评议人: 邵云飞, 电子科技大学

协同网络中知识耦合对企业二元创新的影响: 知识创造和组织记忆的中介作用

周惠平, 湖南大学

技术人员校友网络与企业创新

徐忆超, 华南理工大学

葛淳棉, 华南理工大学

姜军辉, 华南理工大学

王 琪, 新加坡国立大学

开放视角下企业知识治理与知识共享的关系研究

白景坤, 东北财经大学

李红艳, 东北财经大学

## Session 4L-C04 (圆桌讨论) – 员工身心健康与幸福感

时间: 2018年6月14日, 13:30–15:00

地点: 神农架厅

主持人/评议人: 杨百寅, 清华大学

### 发展还是维持? 不同导向的人力资源管理实践对工作幸福感的影响

林丛丛, 中国人民大学

李秀凤, 山东师范大学

### “你快乐于是我快乐”? 幸福感在组织中的滴涓效应与管理协同机制研究

王晨曦, 中国人民大学

周禹, 中国人民大学

金玉笑, 中国人民大学

### 不当督导、职家冲突以及身心健康问题之探讨——以负向情绪为中介变项

許妙穗, 國立中山大學

蔡泓育, 國立中山大學

### 阶层越高越幸福? 高职业声望从业人员职业污名感知和员工幸福感——基于认知失调视角

周晔, 山西财经大学

## Session 4L-C05 (圆桌讨论) – 工作与生活

时间: 2018年6月14日, 13:30–15:00

地点: 神农架厅

主持人/评议人: 贺伟, 南京大学

### 经理无礼行为对员工生活满意度的涓滴效应研究: 一个跨层分析

刘嫦娥, 湖南商学院

玉胜贤, 湖南商学院

黄杰, 湖南商学院

胡姝敏, 湖南商学院

谢玮, 湖南商学院

### 以外派经理人视角探讨工作-家庭冲突与返乡意愿研究——兼论主管部属关系的调节效果

袁国书, 华侨大学

吴东儒, 华侨大学

徐婷, 上海大学

盖文娜, 华侨大学

### 正念对工作-家庭增益的影响: 工作投入的中介作用和表层扮演的调节作用

倪丹, 清华大学

郑晓明, 清华大学

刘鑫, 清华大学

### 配偶间工作-家庭冲突的交叉效应: 作用机制与性别差异

姚蕾, 北京师范大学

彭坚, 广州大学

## Session 5D (论文宣讲) – 工作中的情绪

时间: 2018年6月14日, 15:30–17:00

地点: 随州厅

主持人/评议人: 刘武, 香港理工大学

### 资质过剩感对员工情绪耗竭的影响: 基于相对剥夺理论

于慧萍, 山西财经大学

杨付, 西南财经大学

孙健敏, 中国人民大学

### 领导的消极情绪对员工任务绩效的影响: 内-外控人格与工作投入的链式调节作用

熊冠星, 暨南大学/华南师范大学

李爱梅, 暨南大学

王虹, 暨南大学

陈晓曦, 暨南大学

### 工作情感研究的前因、结果及作用机制

吴欢伟, 武汉大学

许彦蕤, 武汉大学

### 情绪耗竭对第一线服务人员工作绩效之干扰效果研究

劉娜婷, 銘傳大學

許禾瑜, 銘傳大學

## Session 5E (论文宣讲) – 供应链管理与技术创新

时间: 2018年6月14日, 15:30–17:00

地点: 孝感厅

主持人/评议人: 古志辉, 南开大学

企业大数据采集能力对供应链弹性的影响研究——以供应链可视化中介变量

田东红, 中南财经政法大学  
张璇, 中南财经政法大学

供应链金融模式下商业银行与企业的收益及决策机理分析

肖奎喜, 广东外语外贸大学

Session 5G (论文宣讲) – 建言与建议

Sponsored by Lanzhou University, School of Management

兰州大学管理学院冠名赞助

时间: 2018年6月14日, 15:30-17:00

地点: 黄石厅

主持人/评议人: 段锦云, 苏州大学

组织中的建议寻求行为: 结构测量、目标导向前因与绩效结果

段锦云, 苏州大学  
凌斌, 河海大学  
欧琪雯, 苏州大学

相似会带来畅所欲言吗? 关系人口学特征对员工建言行为的影响机制研究

张若勇, 兰州大学  
邵琪, 兰州大学

员工建言行为与内控感: 主管中庸思维的调节效果

周麗芳, 國立成功大學  
林守紀, 國立中山大學  
任金剛, 國立中山大學

Session 5H (论文宣讲) – 商业模式创新

时间: 2018年6月14日, 15:30-17:00

地点: 荆州厅

主持人/评议人: 杨建君, 西安交通大学

持续转型升级的压力感知、机会识别与战略演进——基于云南白药集团转型过程的案例研究

宋志涓, 北京大学  
周长辉, 北京大学

商业模式创新属性二元如何作用创业企业成长

罗兴武, 浙江财经大学

技术视角下的商业模式研究: 回顾与展望

郭海, 中国人民大学  
韩佳平, 中国人民大学

Session 5K (论文宣讲) – 亲组织不道德行为

时间: 2018年6月14日, 15:30-17:00

地点: 丁香厅

主持人/评议人: 陈默, 中国科技大学

家丑不可外扬? 传统性员工与不道德的亲组织行为关系研究

蒋美琴, 华中科技大学

好员工是否更有底气“做坏事”? ——组织公民行为对亲社会违规行为的影响机理

刘婷婷, 华中科技大学  
周二华, 华中科技大学

恩威并济的家长式领导对不道德亲组织行为的影响: 一个有中介的调节模型

邵康华, 山东大学  
唐娜, 兰州大学  
廖亿, 上海师范大学

Session 5L-C01 (圆桌讨论) – 情绪与情绪管理

时间: 2018年6月14日, 15:30-17:00

地点: 神农架厅

主持人/评议人: 刘小禹, 对外经济贸易大学

职业身份威胁的情绪反应与信息寻求反应: 来自医生群体的实证分析

张若勇, 兰州大学  
杨娜, 中国人民大学

淡定的力量：平和心态与高激发情绪对工作投入不同的作用——基于社会支持的中介与交叉滞后模型

习怡衡，中国人民大学

王 颖，云南财经大学

王甫希，对外经济贸易大学

王 桢，中国人民大学

程延园，中国人民大学

李 洪，华南理工大学

杨丽倩，中国人民大学

情绪劳动对顾客信任和忠诚的影响机制研究——一个被调节的中介模型

刘小禹，对外经济贸易大学

王 敬，约克大学

Session 5L-C02 (圆桌讨论) – 组织中的人际互动

时间：2018年6月14日， 15:30–17:00

地点：神农架厅

主持人/评议人：罗瑾琨，同济大学

人际关系前端-中端-末端分析：一个文献综述

颜士梅，浙江大学管理学院

李雅琦，浙江大学管理学院

共享领导胜任力构念与测量研究

吴鑫磊，上海交通大学

顾琴轩，上海交通大学

胡冬青，上海交通大学

刘美琳，上海交通大学

人际压力的成因：一项华人管理分析研究

高鳳霞，國立臺北護理健康大學

鄭伯璦，國立臺灣大學

Session 5L-C03 (圆桌讨论) – 领导力与员工行为

时间：2018年6月14日， 15:30–17:00

地点：神农架厅

主持人/评议人：张燕，北京大学

授权型领导对员工建言行为的影响机制研究

杜凝乔，吉林大学

“满招损，谦受益”：基于链式中介的领导谦卑行为与员工人际指向反生产行为关系研究

王 悦，中国人民大学

宋继文，中国人民大学

张 静，中国人民大学

郭一蓉，中国人民大学

是直面还是闪躲？领导冒犯情境下的员工趋避机制研究回顾与展望

李 嫒，河北工业大学

刘庆福，河北工业大学

刘 兵，河北工业大学

步 磊，河北工业大学

Session 9G (论文宣讲) – 战略人力资源实践

Sponsored by Guizhou University, School of Management

贵州大学管理学院冠名赞助

时间：2018年6月15日， 11:00–12:30

地点：黄石厅

主持人/评议人：刘善仕，华南理工大学

集体主义导向人力资源管理如何影响团队创新——人际和谐与人力资源管理强度的作用

陈丝璐，华中师范大学

张光磊，武汉理工大学

多层次高绩效工作系统对深层扮演的影响机制

余 宇，清华大学

高承诺人力资源管理系统对工作幸福感的影响：基于资源保存理论的视角

李秀凤，山东师范大学

林丛丛，中国人民大学

孙健敏，中国人民大学

Session 9H (论文宣讲) – 创业理论

时间：2018年6月15日， 11:00–12:30

地点：荆州厅

主持人/评议人：石军伟，中南财经政法大学

创业拼凑研究前沿探析与未来展望

邓 巍，西安交通大学

梁巧转, 西安交通大学  
范培华, 上海外国语大学

### 从行动者到能动者: 制度创业中的社会认同及其情感机制

尤树洋, 东北财经大学  
贾良定, 南京大学

### 资源拼凑与社会创业企业成长: 组织合法性视角下的多案例研究

彭伟, 常州大学  
于小进, 常州大学  
郑庆龄, 常州大学  
黄剑飞, 上海理工大学

## Session 9K (论文宣讲) – 多元化和宽容管理

时间: 2018年6月15日, 11:00–12:30  
地点: 丁香厅  
主持人/评议人: 陈志俊, 上海财经大学

### 悖论式领导对员工创造力的跨层次影响研究

彭伟, 常州大学  
李慧, 常州大学  
金丹丹, 常州大学  
周欣怡, 常州大学

### 包容性领导与员工主动行为的关系研究: 目标接受与任务互依性的作用分析

曹曼, 南京大学  
徐云飞, 南京大学  
赵曙明, 南京大学

### 宽恕能否促进工作绩效吗? ——基于集体主义文化背景的宽恕模型的跨层次检验

于维娜, 山东师范大学  
王占浩, 山东师范大学  
薛贤, 西安交通大学

## Session 9L-C01 (圆桌讨论) – 中国企业转型升级

时间: 2018年6月15日, 11:00–12:30  
地点: 神农架厅  
主持人/评议人: 杨俊, 南开大学

### “约束”能促进企业转型吗? 基于悖论循环过程的纵向案例研究

杨静, 电子科技大学  
潘琼, 电子科技大学  
杜义飞, 电子科技大学

### 制度逻辑视角下企业转型升级响应行为研究: 一个理论框架和相关研究命题

涂智苹, 华南理工大学  
宋铁波, 华南理工大学  
杨书燕, 华南理工大学

### 使命感作为企业持续转型的精神动力——基于云南白药集团转型过程的案例研究

宋志涓, 北京大学  
周长辉, 北京大学

## Session 9L-C02 (圆桌讨论) – 社会福利体制改革

时间: 2018年6月15日, 11:00–12:30  
地点: 神农架厅  
主持人/评议人: 刘帮成, 上海交通大学

### 全面深化改革与心理学研究的“已然”和“应然”

李永瑞, 北京师范大学  
张珂, 北京师范大学  
徐佩, 北京师范大学  
黄佳, 北京师范大学  
吴璇, 北京师范大学

### 基于文献分析的《劳动合同法》立法思路争论的研究

陈维政, 四川大学  
陈玉玲, 四川农业大学

### 我国社会养老服务体系供给侧改革: 中国个省案例研究

蒋军成, 武汉工程大学

## Session 9L-C03 (圆桌讨论) – 组织与战略变革

时间: 2018年6月15日, 11:00–12:30  
地点: 神农架厅  
主持人/评议人: 张三保, 武汉大学

## CEO自恋对企业战略变革影响的实证研究——CEO创业注意力的中介作用

吴建祖, 兰州大学

龚敏, 兰州大学

## 基于管理者认知集中性与复杂性视角下的环境与组织战略变革关系研究：来自中国装备制造业的实证检验

邓新明, 武汉大学

刘禹, 武汉大学

罗欢, 武汉大学

## 第二天, 2018年6月15日, 星期五

### Session 10 (主题报告会) 中文论坛——新时代、新征程、新战略

Sponsored by Wuhan University, Economics and Management School

武汉大学经济与管理学院冠名赞助

时间: 13:30–15:30

地点: 黄鹤厅

主持人: 蹇宏, 正隆(北京)保险经纪股份有限公司

#### 企业扩张边界与融资约束

毛振华, 中国诚信信用管理有限公司

#### 新时代大健康产业的征程和战略

陈亚, 武汉海特生物制药股份有限公司

#### 新时代创业决策逻辑——盛世乐居成长之路

郑炜, 盛世乐居(武汉)科技控股有限公司

### Session 11C (专题讨论) – 中国情境下企业家精神

时间: 2018年6月15日, 16:00 – 17:30

地点: 十堰厅

主持人: 徐二明, 中国人民大学 / 汕头大学

演讲人: 李垣, 同济大学

张玉利, 南开大学

魏江, 浙江大学

贾良定, 南京大学

评议人: 李海洋, 莱斯大学

李新春, 中山大学

#### 创业、容错机制与企业家精神

张玉利, 南开大学

#### 亲或/和清: 企业家精神与企业稳健性

魏江, 浙江大学

#### 企业家制度突破能力与创新

李垣, 同济大学

#### 专业主义、工匠精神与企业家精神

贾良定, 南京大学

### Session 11D (论文宣讲) – 公众消费与投资

时间: 2018年6月15日, 16:00–17:30

地点: 随州厅

主持人/评议人: 舒成利, 西安交通大学

#### 回馈型群众募资成功因素之研究: 探讨专案特征、发起人特征对公共募资专案的影响

罗萱, 嘉南药理大学

#### 触摸屏, 还是点击鼠标? 触摸体验战略对旅游产品评估的影响机制研究

吴继飞, 中山大学

于洪彦, 中山大学

#### 价值型品牌危机响应策略对品牌资产的影响

田虹, 吉林大学

王琰, 吉林大学

### Session 11G (论文宣讲) – 辱虐管理

时间: 2018年6月15日, 16:00–17:30

地点: 黄石厅

主持人/评议人: 刘军, 中国人民大学

#### 上司辱虐管理与员工创新绩效: 有调节的中介模型

申传刚, 华侨大学

张昱城, 河北工业大学

杨璟, 华侨大学

#### 辱虐管理对道德推脱的影响: 工作不安全感中介作用和正念的调节作用

倪丹, 清华大学

郑晓明, 清华大学

主管辱虐管理行为对员工情绪劳动策略的影响

王振源, 华东师范大学

张慧萍, 华东师范大学

### Session 11J (论文宣讲) – 中国企业国际化: 投资与并购

时间: 2018年6月15日, 16:00–17:30

地点: 仙桃厅

主持人/评议人: 吴剑峰, 对外经济贸易大学

政治敏感型海外投资项目政治风险形成过程研究: 利益相关者行为视角

何金花, 华中科技大学

田志龙, 华中科技大学

管理层能力、海外并购经验与后发企业的并购绩效——所有制的调节作用

吴先明, 武汉大学

纪玉惠, 武汉大学

我国企业海外上市对跨国并购的影响研究

阎海峰, 华东理工大学

周海波, 华东理工大学

吴琼, 华东理工大学

### Session 11K (论文宣讲) – 负面领导特质

时间: 2018年6月15日, 16:00–17:30

地点: 丁香厅

主持人/评议人: 张勇, 华中农业大学

权力与领导者自利行为的关系机制: 基于人格特质的视角

杨红玲, 广东轻工职业技术大学

CEO工作狂对组织绩效的影响研究: 一个被调节的中介效应模型

李全, 清华大学

余卓霖, 清华大学

杨百寅, 清华大学

领导非伦理行为对员工工作绩效的影响: 一个有调节的中介模型

干晨静, 宁波大学

王端旭, 浙江大学

### Session 11L-C01 (圆桌讨论) – 组织的可持续发展

时间: 2018年6月15日, 16:00–17:30

地点: 神农架厅

主持人/评议人: 周祖城, 上海交通大学

企业社会责任与员工工作结果的关系: 基于中国样本的元分析

钱思, 中国人民大学

骆南峰, 中国人民大学

李赫, 中国人民大学

孙涂蔚, 中国人民大学

石伟, 中国人民大学

组织支持能推动企业实施环境行为吗? ——基于中国转型经济背景的实证研究

王宇菲, 吉林大学

自由与责任的辩证统一: 基于传统文化的可持续发展逻辑形成过程和机理

奚菁, 广东工业大学

罗智玲, 广东工业大学

晋琳琳, 广东工业大学

叶艳, 中山大学

### Session 11L-C02 (圆桌讨论) – 员工主动性

时间: 2018年6月15日, 16:00–17:30

地点: 神农架厅

主持人/评议人: 魏峰, 同济大学

人力资源实践对服务导向OCB的作用机制——员工关怀氛围的跨层次调节作用

李瑞, 山东大学(威海)商学院

李元勋, 山东大学(威海)商学院

非工作时间电子沟通对员工主动性行为影响研究

程欢, 武汉理工大学

李铭泽, 武汉理工大学

张光磊, 武汉理工大学



与读者互动能够提升文学作品的受欢迎度吗？一个基于社会地位视角的网络文学研究

王 月，北京大学

### Session 11L-C03 (圆桌讨论) – 员工社会化过程

时间：2018年6月15日，16:00–17:30

地点：神农架厅

主持人/评议人：姜嫵，南京大学

新建群体中的自我监控者：一项基于大学新生寝室的追踪研究

胡琼晶，北京大学

如何从挫折到追随？新员工挫折感形成与演变过程的追踪研究构想

刘 兵，河北工业大学

崔文静，河北工业大学

李 嫵，河北工业大学

步 磊，河北工业大学

潜在剖面分析：一种以人为中心的研究路径

尹 奎，北京科技大学

**第三天，2018年6月16日，星期六**

### Session 12B (专题讨论会) 院长论坛 (对所有参会者开放)

Sponsored by Central China Normal University, School of Economics and Business Administration

华中师范大学经济与工商管理学院冠名赞助

时间：08:00–10:15

地点：黄鹤厅

主持人：张志学，北京大学

商学教育的国际经验与中国特色：借鉴与创新

蔡洪滨，香港大学

新型全球化下商学教育的挑战与机遇

刘 俏，北京大学

商学教育创新的思与行：清华X-Lab五年历程

钱颖一，清华大学

未来已来，传统商学院会被颠覆吗？

魏 江，浙江大学

### Session 12C (专题讨论会) – 院长专题讨论会 (仅限于受邀院长)

Sponsored by Shanghai Jiao Tong University,

Antai College of Economics & Management

上海交通大学安泰经济与管理学院冠名赞助

时间：10:30 – 12:30

地点：黄鹤厅

主持人：宋 敏，武汉大学

演讲嘉宾：白重恩，清华大学

王 帆，中山大学

王宗军，华中科技大学

### Session 13C (论文宣讲) – 创新驱动下的战略

时间：2018年6月16日，10:45–12:15

地点：十堰厅

主持人/评议人：欧阳桃花，北京航空航天大学

产业速率分异情景下创新节奏对企业绩效的影响：机会观的解释逻辑

岑 杰，浙江工商大学

技术多元化、环境动态性与二元创新能力研究

张庆垒，南京财经大学

专利如何缓解企业融资约束——专利质押视角下的政策评价

郑 莹，南京工业大学

张庆垒，南京财经大学

制造企业业绩困境与创新突破：期望落差的维度拓展及其与创新关系的再审视

李 溪，中山大学

郑 馨，中山大学

张建琦，中山大学

## Session 13D (论文宣讲) – 企业和团队创新

时间: 2018年6月16日, 10:45–12:15

地点: 随州厅

主持人/评议人: 魏昕, 对外经济贸易大学

**差异化变革型领导对创新的跨层次影响: 基于社会交换视角**

付 博, 广州大学

于桂兰, 吉林大学

**建设性越轨行为的形成机制和对创新绩效的非线性影响**

王弘钰, 吉林大学

崔智淞, 吉林大学

邹纯龙, 吉林大学

**自我牺牲型领导与员工创新行为: 创造过程投入与团队信任的跨层次作用**

徐振亭, 临沂大学

曲怡颖, 华东政法大学

孙秀明, 青岛理工大学

## Session 13G (论文宣讲) – 共享领导与自我管理

时间: 2018年6月16日, 10:45–12:15

地点: 黄石厅

主持人/评议人: 李宁, 爱荷华大学

**由舍到得: 中国情境下分享型领导的有效性探索**

陈琇霖, 华中科技大学

龙立荣, 华中科技大学

**组织参与氛围对团队创造力的作用机理: 共享领导视角**

胡冬青, 上海交通大学

顾琴轩, 上海交通大学

宋志刚, 上海交通大学

**\*\* 共享型领导对团队创造力的影响机制——交互记忆系统的中介效应及团队目标导向的调节作用**

接 园, 清华大学

**组织中自我领导团队的组建与有效运行机制——基于海尔优秀创业小微的案例研究**

李朋波, 北京第二外国语学院

张庆红, 中国人民大学商学院

章 凯, 中国人民大学商学院

吴守强, 中国人民大学商学院

仝嫦哲, 中国人民大学商学院

## Session 13K (论文宣讲) – 身份与认同

时间: 2018年6月16日, 10:45–12:15

地点: 丁香厅

主持人/评议人: 李文东, 香港中文大学

**企业社会责任感知对员工态度和行为影响元分析**

王延玲, 云南财经大学/西南财经大学

徐 姗, 西南财经大学

刘丽芳, 云南林业职业技术学院

张红芳, 西南财经大学/四川文理学院

**从认同到绩效: 工作繁荣的中介与整体公正感的调节**

郭晟豪, 北京大学

**恶意报复还是认同驱动? 新员工角色社会化程度对其职场排斥行为的影响机制**

王海波, 中山大学

严 鸣, 暨南大学

王晓晖, 中山大学

**心理安全感、内部人身份认知与角色内绩效: 组织自尊的调节效应**

屠兴勇, 兰州大学

王泽英, 兰州大学

赵紫薇, 兰州大学

## Session 13L-C01 (圆桌讨论) – 组织特征与员工反应

时间: 2018年6月16日, 10:45–12:15

地点: 神农架厅

主持人/评议人: 秦昕, 中山大学

**竞争引起的非伦理行为: 框架效应的解释**

赵淡宁, 纽约大学

严 进, 浙江大学

**第三方视角下组织公平研究述评与展望**

赵书松, 中南大学

张一杰, 中南大学  
谭蓓菁, 中南大学  
吴 思, 中南大学

#### 组织家族主义之构念化与衡量

陳建男, 國立東華大學  
陳秋頻, 國立東華大學

#### 组织中个体腐败行为机理探究——权力与身份不匹配的视角

陈思璇, 中南大学  
刘咏梅, 中南大学

### Session 13L-C02 (圆桌讨论) – 员工身份与角色

时间: 2018年6月16日, 10:45–12:15  
地点: 神农架厅  
主持人/评议人: 周麗芳, 國立成功大學

#### 顾客不公平与服务绩效的关系: 资源保存理论观点

胡宛仙, 國立東華大學  
林珍如, 慈濟科技大學

#### 预防定向与安全绩效: 一项基于中国飞行员的实证研究

郑晓明, 清华大学  
刘 鑫, 清华大学  
刘露瞳, 清华大学  
李丽源, 北京师范大学  
余 宇, 清华大学

#### 华人部署向上影响策略: 内涵与衡量

黃敏萍, 元智大學  
鄭昱宏, 國立臺灣大學  
高立婷, 元智大學  
鄭伯堦, 國立臺灣大學

### Session 13L-C03 (圆桌讨论) – 创新创业理论探索

时间: 2018年6月16日, 10:45–12:15  
地点: 神农架厅  
主持人/评议人: 杨俊, 南开大学

创新链: 概念解析、过程性分析框架与本土化研究展望  
史璐璐, 西安交通大学  
江 旭, 西安交通大学

#### 创业环境、创业活动与退出之关联性研究: 总体层次分析

謝如梅, 國立屏東科技大學  
蔡依倫, 國立屏東大學  
賴鳳依, 國立屏東科技大學

#### 探索式与利用式技术创新领域的前沿及热点可视化研究——基于CiteSpace的分析

亢秀秋, 吉林大学

### Session 14C (论文宣讲) – 政治关联与非市场化战略

时间: 2018年6月16日, 13:30–15:00  
地点: 十堰厅  
主持人/评议人: 张建君, 北京大学

#### 高管政治关联与企业创新投入: 基于中外创业板制造业上市公司的实证研究

黃麗英, 福州大學  
何乐融, 福州大学

#### 政治关联、反腐与银行贷款成本

余峰燕, 天津大学  
张红娟, 天津大学  
梁 琪, 南开大学  
谭劲松, 约克大学

#### 企业生命周期视角下政治关联、多元化与企业绩效的关系——来自房地产上市公司的经验研究

謝佩洪, 上海對外經濟貿易大學  
汪春霞, 上海對外經濟貿易大學

### Session 14G (论文宣讲) – 员工主动性

时间: 2018年6月16日, 13:30–15:00  
地点: 黄石厅  
主持人/评议人: 梁建, 同济大学

### 员工的主动行为一定能带来好的结果吗？——员工主动行为对上下级和同事关系的影响研究

王淑红, 中南财经政法大学

张晶晶, 考文垂大学

王玉同, 中南财经政法大学

刘欢, 中南财经政法大学

### 主动性人格与员工工作绩效——组织社会化与组织认同的作用

张勇, 华中农业大学

宋靖, 信阳农林学院

贾铖, 华中农业大学

王明旋, 华中农业大学

### 真实型领导与主动行为：工作压力的调节作用

刘亚梅, 上海大学

## Session 14J (论文宣讲) – 员工主动性与企业变革

Sponsored by Wuhan University of Technology,  
School of Management

武汉理工大学管理学院冠名赞助

时间：2018年6月16日，13:30–15:00

地点：丁香厅

主持人/评议人：施俊琦，中山大学岭南学院

### 源清而流洁：精神型领导与员工主动变革行为的关系研究

张光磊, 武汉理工大学

周金帆, 武汉理工大学

### “能者”何时会主动变革：基于计划行为理论视角

张若勇, 兰州大学

刘光建, 中国人民大学

刘新梅, 西安交通大学

### 组织中正式地位如何驱动员工主动担责行为？——来自国有企事业单位的实证研究

邓传军, 河南大学

刘智强, 华中科技大学

周兴驰, 武汉纺织大学

### “方寸之间，自有天地”：企业转型变革中的组织情感与人情规避

韩雪亮, 河南财经政法大学

## Session 14K-C01 (圆桌讨论) – 企业高管团队

时间：2018年6月16日，13:30–15:00

地点：潜江厅

主持人/评议人：朱洪泉，亚利桑那州立大学

### 企业高管团队薪酬差距、地位不平等与企业创新

王曦若, 清华大学

迟巍, 清华大学

### 企业高管团队人力资本异质性与创新投入的关系——地位不平等的调节作用

王曦若, 清华大学

迟巍, 清华大学

陈国权, 清华大学

### 连锁董事网络、制度环境与民营企业慈善捐赠：基于嵌入视角的研究

鲍丰华, 上海交通大学

赵亚普, 同济大学

田龙伟, 上海交通大学

## Session 14K-C02 (圆桌讨论) – 外部环境，创新能力与绩效

时间：2018年6月16日，13:30–15:00

地点：潜江厅

主持人/评议人：李炜文，中山大学

### 企业制度环境变化与创业企业绩效：基于NEEQ企业的实证分析

徐二明, 中国人民大学/汕头大学

李维光, 中国人民大学

肖建强, 中国人民大学

### 动态环境下战略型领导如何提高企业创新能力：组织文化的角色

何洁, 湖南科技大学

张浩, 湖北经济学院

王冬冬, 中国人民大学

市场环境对零售企业经营效率的影响研究——基于资源约束型两阶段DEA模型的新视角

龚湛雪, 武汉大学  
李锡元, 武汉大学  
刘嘉文, 华中科技大学

Session 14K-C03 (圆桌讨论) – 治理结构, 资源整合与创业

时间: 2018年6月16日, 13:30-15:00  
地点: 潜江厅  
主持人/评议人: 孙霏, 复旦大学

中国民营企业家族化与职业化耦合机制研究: “混融型”组织模式——以望湘园(上海)餐饮管理有限公司为例

赵向龙, 上海交通大学  
江源, 上海交通大学  
陈景秋, 上海交通大学

分享经济创业中的资源构建: 基于资源拼凑视角的单一案例研究

何超, 中山大学  
张建琦, 中山大学  
林道溢, 中山大学

不透明度与家族企业股权融资成本

郭嘉琦, 山西大学  
李常洪, 山西大学  
焦文婷, 山西大学

Session 14K-C04 (圆桌讨论) – 大数据, 云与管理研究

时间: 2018年6月16日, 13:30-15:00  
地点: 茉莉厅  
主持人/评议人: 胡望斌, 南开大学

大数据环境下组织冗余与期望对企业绩效的作用机理

郭峰, 哈尔滨工业大学  
邹波, 哈尔滨工业大学  
郭津毓, 哈尔滨工业大学  
石岩, 哈尔滨工业大学

争议事件中的公众情绪变化趋势研究——基于“于欢案”微博评论数据

李璐, 中国社会科学院大学  
王晓田, 南达科他大学  
刘吴丹, 中国社会科学院大学  
陈蕴哲, 中央团校  
熊冠星, 华南师范大学

Session 14K-C05 (圆桌讨论) – 绿色治理与动态竞争

时间: 2018年6月16日, 13:30-15:00  
地点: 茉莉厅  
主持人/评议人: 葛建华, 中国人民大学

动态竞争条件下企业间竞争行动的对抗研究: 以我国团购行业为例

邓新明, 武汉大学  
龙贤义, 武汉大学

绿色产品创新对企业绿色竞争优势的影响研究——基于东北农产品加工企业实证数据

陈柔霖, 吉林大学  
田虹, 吉林大学

农业企业社会责任认知对行为的影响——基于动机中介效应的实证分析

陆华良, 南京财经大学  
张焕, 南京财经大学

Session 14K-C06 (圆桌讨论) – 非市场化战略

时间: 2018年6月16日, 13:30-15:00  
地点: 茉莉厅  
主持人/评议人: 姚小涛, 西安交通大学

政治联系与政策遵从对企业绩效的影响研究——基于战略三支柱视角

陈婉, 西安交通大学  
王龙伟, 西安交通大学  
陶世莲, 西安交通大学

### “战略即实践”学派述评——以及与“知行合一”观的对话

肖建强, 中国人民大学

孙黎, 洛厄尔马萨诸塞大学

罗肖依, 南开大学

### 科技企业为何以及如何响应政府创新政策?

田志龙, 华中科技大学

顾佳林, 华中科技大学

何金花, 华中科技大学

## Session 15F (论文宣讲) – 团队特质与互动

时间: 2018年6月16日, 15:30–17:00

地点: 黄石厅

主持人/评议人: 江源, 上海交通大学

### 地位竞争型断裂对团队创新绩效的作用机制扎根研究

邓传军, 河南大学

刘智强, 华中科技大学

### 团队断层的前因与后果: 元分析证据

卫旭华, 兰州大学

王傲晨, 兰州大学

### 团队权力分布对团队冲突管理的影响

金杨华, 浙江工商大学

谢江佩, 浙江工商大学

朱玥, 浙江工商大学

王婕, 宁波诺丁汉大学

### 多团队情境下领导团队代表性的“双刃剑”效应

梁永奕, 中山大学

严鸣, 暨南大学

储小平, 中山大学

## Session 15G (论文宣讲) – 本土企业制度环境

Sponsored by Nanjing University, Business School  
南京大学管理学院冠名赞助

时间: 2018年6月16日, 15:30–17:00

地点: 荆州厅

主持人/评议人: 贾良定, 南京大学

### 本土企业中家庭伦理泛化的场域形成机制研究——一个从唤醒到构建的过程模型

岳磊, 华南理工大学

晁罡, 华南理工大学

史丽华, 广州大学

### 从存在到演化: 组织合法性的一个过程框架

徐二明, 汕头大学

肖建强, 中国人民大学

李维光, 中国人民大学

### 制度逻辑、临时雇佣行为与企业绩效的关系研究——基于世界银行中国企业调查的经验证据

崔世娟, 深圳大学

陈丽敏, 深圳大学

杨红梅, 深圳大学

### 企业竞争行动复杂性、异常性与长短期绩效: 兼议战略观和制度观的纵向整合解释机制

岑杰, 浙江工商大学

## Session 15I (论文宣讲) – 创新创业

时间: 2018年6月16日, 15:30–17:00

地点: 仙桃厅

主持人/评议人: 王敏, 电子科技大学

### “诸侯割据”如何影响创新创业

倪嘉成, 对外经济贸易大学

林汉川, 对外经济贸易大学

李华晶, 北京林业大学

### 身份分化、关系多重性与商业生态圈构建——基于海尔集团创新创业的多案例研究

王凤彬, 中国人民大学

郑腾豪, 中国人民大学

王树文, 对外经济贸易大学

## Session 15J (论文宣讲) – 组织设计与员工感知

Sponsored by Huazhong University of Science & Technology, School of Management  
华中科技大学管理学院冠名赞助

时间: 2018年6月16日, 15:30–17:00

地点：丁香厅

主持人/评议人：龙立荣，华中科技大学

### 员工可就业性悖论：基于输入视角的研究

于海波，北京师范大学

程 龙，北京师范大学

晏常丽，北京师范大学

董振华，北京师范大学

戴一鸣，北京师范大学

### 薪酬和晋升政治知觉对绩效的影响机制——以组织心理所有权和工作满意度为连续中介

刘 芳，广州大学

### 基于建构型扎根理论的晋升公平感形成机制研究

王庆娟，南开大学

朱 征，南开大学

李 颖，南开大学

### 三种资本整合视角下的人岗匹配机制及其影响研究

谢智红，东华理工大学

陈维政，四川大学

## Session 15K (专题讨论) – 全球化与社会变迁下家长式领导的挑战、转化及适应

时间：2018年16日，15:30–17:00

地点：孝感厅

主持人/评议人：周麗芳，國立成功大學

鄭伯壘，國立臺灣大學

樊景立，中欧国际工商学院

演讲者：王安智，中欧国际工商学院

周婉茹，長榮大學

周麗芳，國立成功大學

黃敏萍，元智大學

樊景立，中欧国际工商学院

### 德行领导的内涵与时代变迁：一项针对大陆高层管理者的比较研究

樊景立，中欧国际工商学院

梁 建，同济大学

房 野，中欧国际工商学院

### 仁慈的双面刃：仁慈领导对创造力绩效的双路径模式

王世明，國立臺灣大學

周婉茹，長榮大學

吳 宗，國立臺灣大學

鄭伯壘，國立臺灣大學

### 威权领导的现代转化与适应：再论专权、尚严与恩威并济

周麗芳，國立成功大學

任金剛，國立中山大學

曾春榮，國立中山大學

葉羿廷，國立中山大學

### 发展式领导：华人领导者如何融合恩与威以使部属成长

王安智，中欧国际工商学院

### 华人组织中的家长式领导与向上影响

黃敏萍，元智大學

鄭伯壘，國立臺灣大學

廖婉穎，元智大學

楊鎧賓，元智大學

### 全球化与社会变迁下家长式领导的挑战、转化及适应

周麗芳，國立成功大學

鄭伯壘，國立臺灣大學

樊景立，中欧国际工商学院

王安智，中欧国际工商学院

黃敏萍，元智大學

周婉茹，長榮大學

# D. PROFESSIONAL DEVELOPMENT WORKSHOPS

All the following sessions are held at Economics and Management School of Wuhan University.

以下会议地点均安排在武汉大学经济与管理学院教学楼内

## Session 19A Macro-Track Junior Faculty Consortium

Time: June 17, 2018, 8:00 – 12:00

Room: A120

### Chairs and Organizers:

David Zhu, Arizona State University

Cyndi Man Zhang, Singapore Management University

Eric Zhao, Indiana University

Weiguo Zhong, Peking University

### Presenters:

Anthea Zhang, Rice University

Bilian (Belaine) Ni Sullivan, The Hong Kong University of Science and Technology

Cuili Qian, The University of Texas at Dallas

Haibin Yang, City University of Hong Kong

Haiyang Li, Rice University

Henrich Greve, European Institute of Business Administration

Jun Xia, The University of Texas at Dallas

Kevin Zheng Zhou, The University of Hong Kong

## Session 19B Academy of Management Learning and Education Paper Development Workshops

Time: June 17, 2018, 8:00 – 10:00

Room: A115

### Presenters:

William M. Foster, University of Alberta

Gabrielle Durepos, Mount Saint Vincent University

Robert Wright, The Hong Kong Polytechnic University

## Session 19C 管理学理论创新的探索

Time: June 17, 2018, 8:00 – 10:00

Room: B251

### Chair and Organizer:

陈国权, 清华大学

### Presenters:

陈国权, 清华大学

张志学, 北京大学

刘洪, 南京大学

龙立荣, 华中科技大学

## Session 19D Opportunities and Challenges of Publishing Chinese Context Strategy/IB Papers in Top Management Journals

Time: June 17, 2018, 8:00 – 11:00

Room: A208

### Chairs and Organizers:

Jane W. Lu, China Europe International Business School

Pei Sun, Fudan University

### Presenters:

Jane W. Lu, China Europe International Business School

Jun Xia, The University of Texas at Dallas

Xufei Ma, The Chinese University of Hong Kong

Pei Sun, Fudan University

Ziliang Deng, Renmin University of China

## Session 19E Event Research Advancement in China: A Multilevel and Multi-Discipline Review

Time: June 17, 2018, 8:00 – 11:00

Room: B247

### Chair and Organizer:

Dong Liu, Georgia Institute of Technology

### Presenters:

Dong Liu, Georgia Institute of Technology

Chenjian Zhang, University of Bath

Yanjun Guan, Durham University

Chunjiang Yang, Yanshan University

Haijian Liu, Nanjing University

Guiyao Tang, Shandong University



**Session 19F** Chinese Management Research Incubator: Relevance, Rigor, and Responsibility

Time: June 17, 2018, 8:00 – 11:00

Room: B129

**Chairs and Organizers:**

Zhenyu Yuan, University of Iowa

Helen H. Zhao, The University of Hong Kong

**Panelists:**

Xu Huang, Hong Kong Baptist University

Chun Hui, The University of Hong Kong

Anne Tsui, University of Notre Dame

**Presenters:**

Zhijun Chen, Shanghai University of Finance and Economics

Hong Deng, University of Durham

Jason Lei Huang, Michigan State University

Jack Ting-Ju Chiang, Peking University

Jia (Jasmine) Hu, The Ohio State University

Kaifeng Jiang, The Ohio State University

Ning Li, The University of Iowa

**Session 19G** Grounded Theory Methodology in Chinese Management Research

Time: June 17, 2018, 8:00 – 12:00

Room: B224

**Chairs and Organizers:**

Yuting Jane Zhuang, Pacific International Hotel Management School

**Presenters:**

Lianjuan Wang, Beijing University of Post and Telecommunication Babak Zahraie, Lincoln University

André M. Everett, University of Otago

**Session 19H** 如何参验理论边界?

Time: June 17, 2018, 8:00 – 12:00

Room: B127

**Chairs and Organizers:**

孙 黎, 美国洛厄尔麻省大学

李 平, 宁波诺丁汉大学

**Presenters:**

井润田, 上海交通大学

房晓辉, 瑞典斯德哥尔摩商学院

**Session 19J** Doing Qualitative Research in China

Time: June 17, 2018, 8:00 – 11:00

Room: B204

**Chair and Organizer:**

Tian Wei, Fudan University

**Presenters:**

Tian Wei, Fudan University

Shameen Prashantham, China Europe International Business School

Tony Fang, Stockholm University

**Session 19K** Revisiting Course Design: How to Bring "Real World Experience" to the Classroom?

Time: June 17, 2018, 8:00 – 10:00

Room: A421

**Organizers:**

Shea Fan, RMIT University

Xuan Feng, Nottingham University Business School China

Emilie Lapointe, Nottingham University Business School China

**Presenters:**

Jason Downs, RMIT University

Yi Ruan, Nottingham University Business School China

**Session 19L** 如何以社会网方法研究关系：从博特的关系定义谈起

Time: June 17, 2018, 8:00 – 11:00

Room: B228

**Presenter:**

罗家德, 清华大学

**Session 20A** AMD Workshops: Empirical Abduction as a Basis for Discovery & Theory Development

Time: June 17, 2018, 10:00 – 12:00

Room: A115

**Presenters:**

Peter A. Bamberger, Tel Aviv University

Junqi Shi, Sun Yat-Sen University

**Session 20B** How to Engage Responsible Research for a Better World

Time: June 17, 2018, 10:00 – 12:00

Room: B251

### Chairs and Organizers:

Aichia Chuang, National Taiwan University  
Chris Marquis, Harvard University / Cornell University  
Anne Tsui, University of Notre Dame

### Panelist:

Michael Frese, National University of Singapore  
Heli Wang, Singapore Management University  
Jianjun Zhang, Peking University  
Eric Zhao, Indiana University

### Discussant:

Henrich Greve, INSEAD

### Session 20C Learning, Teaching and Publishing with Business Cases

Time: June 17, 2018, 10:00 – 12:00

Room: A421

### Chair and Organizer:

William X. Wei, Grant MacEwan University

### Presenters:

Jingyue Xu, Renmin University of China  
Spring Liu, Chinese Academy of Social Sciences / Social Science Academic Press  
Jinsheng Li, Nanjing Normal University School of Business  
Tao Yue, Erasmus University  
William X. Wei, Grant MacEwan University  
Juan Shan, Shanghai University  
Denghua Yuan, Guangdong University of Foreign Studies

### Session 21A Macro-Track Doctoral Consortium

Time: June 17, 2018, 13:00 – 17:00

Room: A120

### Chairs and Organizers:

Cyndi Man Zhang, Singapore Management University  
Eric Zhao, Indiana University  
Weiguo Zhong, Peking University  
David Zhu, Arizona State University

### Presenters:

Anthea Zhang, Rice University  
Bilian Ni Sullivan, The Hong Kong University of Science and Technology  
Haibin Yang, City University of Hong Kong  
Henrich Greve, INSEAD  
Jason Shaw, The Hong Kong Polytechnic University

Jun Xia, The University of Texas at Dallas

Liangding Jia, Nanjing University

### Session 21B QCA方法原理、应用与论文发展工作坊

Time: June 17, 2018, 13:00 – 17:00

Room: B129

### Chairs and Organizers:

杜运周, 东南大学

Adrian Dusa, University of Bucharest

贾良定, 南京大学

魏江, 浙江大学

阎海峰, 华东理工大学

### Presenters:

Johannes Meuer, ETH Zurich

Phillip Kim, Babson College

### Session 21C Connecting East and West to Develop Chinese Indigenous Leadership and Tackle Societal Challenges

Time: June 17, 2018, 13:00 – 15:00

Room: B224

### Presenters:

Yijun Xing, Beijing Jiao Tong University

Yipeng Liu, Newcastle University

Yadong Wang, Capital Medical University

### Session 21D How Do Local Scholars Conduct High-Quality Research in OB?

Time: June 17, 2018, 13:00 – 16:00

Room: B251

### Chair and Organizer:

Yan Zhang, Peking University

### Presenters:

Xin Wei, University of International Business and Economics

Yang Sui, University of Science and Technology Beijing

Xin Qin, Sun Yat-sen University

Jingjing Yao, IESEN School of Management

### Session 21E 共享经济与互联网+时代的战略创新

Time: June 17, 2018, 13:00 – 17:00

Room: B247

### Chair and Organizer:

姚小涛, 西安交通大学

### Presenters:

于晓宇, 上海大学  
李东红, 清华大学  
杜义飞, 电子科技大学  
杜运周, 东南大学  
姚小涛, 西安交通大学  
徐雨森, 大连理工大学  
曹仰锋, 北京大学  
谢洪明, 浙江工业大学

### Session 21F A Philosophy of Management Research Course

Time: June 17, 2018, 13:00 – 17:00

Room: B208

#### Chairs and Organizers:

Limin Chen, Wuhan University  
Wu Wei, Wuhan University  
Weiguo Zhong, Peking University

#### Presenters:

Anne Tsui, University of Notre Dame  
Limin Chen, Wuhan University  
Liangding Jia, Nanjing University  
Yan Jiang, Nanjing University  
Runtian Jing, Shanghai Jiao Tong University  
Xuhong Li, Fudan University  
Jian Liang, Shanghai Jiao Tong University  
Shengjiang Mo, Zhejiang University

### Session 21G Workshops on Research – Practice Balancing as the Third Way

Time: June 17, 2018, 13:00 – 17:00

Room: A115

#### Chairs and Organizers:

Peter Ping Li, University of Nottingham Ningbo China  
Xiao Wang, Xi'an Jiaotong - Liverpool University

#### Presenters:

Xielin Liu, University of Chinese Academy of Sciences  
Harvey Chen, Center for Creative Leadership (USA)  
Greater China

### Session 21H How to Publish English Papers and English Books?

Time: June 17, 2018, 13:00 – 15:00

Room: A421

### Chairs and Organizers:

James Jian - Min Sun, University of Auckland  
Kai Zhang, Renmin University of China  
Dong Liu, Georgia Institute of Technology  
Lynda Jiwen Song, Renmin University of China  
Shuye Wang, Renmin University of China  
Karin Sanders, University of New South Wales  
Michael Carney, Concordia University  
Song Chang, Renmin University of China

### Session 21J Developing Your Career at the Early Stage: Lessons from Outstanding Junior Scholars

Time: June 17, 2018, 13:00 – 16:00

Room: B127

#### Chairs and Organizers:

Jingzhou Pan, Tianjin University  
Wenhao Luo, North China University of Technology

#### Presenters:

Han Jiang, University of Arizona  
Ning Li, University of Iowa  
Dong Liu, Georgia Institute of Technology  
Yi Ou, National University of Singapore  
Jun Xia, University of Texas at Dallas  
Jing Zhu, The Hong Kong University of Science and Technology

### Session 21K 如何教创业

Time: June 17, 2018, 13:00 – 15:00

Room: A204

#### Chairs and Organizers:

杨 迺, 美国洛厄尔麻省大学  
孙 黎, 美国洛厄尔麻省大学  
李 涌, 纽约州立大学

### Session 22A Big Data Analytics as Research Methodology for Management Research

Time: June 17, 2018, 15:00 – 17:00

Room: B224

#### Chairs and Organizers:

Guo Bai, China Europe International Business School  
Shameen Prashantham, China Europe International Business School

## Presenters:

Alain Yee Loong Chong, University of Nottingham  
Ningbo China

Woonkian Chong, Xi'an Jiaotong-Liverpool University

Arie Lewin, Duke University

Ming Liao, New York University Shanghai

Chee Wei Phang, Fudan University



**RRBM** Responsible Research  
in Business & Management

## A CALL FOR ACTION

### Support Responsible Research in Business and Management (RRBM)

We invite you to contribute your own voice and vision to the RRBM community by endorsing the seven fundamental principles of Responsible Research in our Position Paper at <http://rrbm.network>.

Join & Support RRBM

Business that's informed by credible, relevant research can be deployed to address society's grandest challenges. RRBM proposes to further this with a mission-based business school research ecosystem that gauges and recognizes research's merit by its positive impact on practice and society.

Our individual schools' missions and strengths—and the collective goal of creating a better society—can be achieved by generating research that's applicable to practice, globally and locally, in the governmental and third sector, as well as private business. And that integrates disciplines to solve problems of policy as well as practice.

RRBM has grown from **24 leading business scholars in 2015 to 85 high-level cosigners, 700-plus endorsers, and a growing list of partners** including **AACSB**, **EFMD**, the **United Nations' PRME initiative**, the **Aspen Institute's Business and Society Program**, **GRI** and **business schools worldwide**.

We invite you to contribute to responsible research by these actions:

- Visit the website: <http://rrbm.network>
- Endorse the position paper
- Join the RRBM community
- Share your personal actions to promote RRBM
- Contribute a blog
- Share school or institutional level practices that advance RRBM
- Add to the wealth of resources on the website

