



Empowering Sustainable Growth
in a Digital Age
赋能数智时代的可持续增长

IACMR 2025 Conference
Program (PDF)

June 11-15, 2025

Xi'an, China

(Updated as of *June 10, 2025*)

**The authors' names and affiliations displayed in the program are based on the information they provided in their IACMR membership profiles.*



Hosting Organizations

- International Association for Chinese Management Research (IACMR)
- School of Management, Northwestern Polytechnical University

Supporting Organizations

- School of Economics and Management, Tongji University
- Faculty of Business, The Hong Kong Polytechnic University
- School of Management, Fudan University
- Antai College of Economics and Management, Shanghai Jiao Tong University
- School of Management, Zhejiang University
- Peking University Press
- School of Management, Huazhong University of Science and Technology
- School of Business, Nanjing University
- Guanghua School of Management, Peking University
- International Business School, Shaanxi Normal University
- School of Management, Sun Yat-sen University
- School of Economics and Management, Tsinghua University



Conference Organizing Committee

IACMR President

Runtian Jing, Shanghai Jiao Tong University

IACMR Past President:

Zhi-Xue Zhang, Peking University

IACMR President-Elect

Wei Shen, Arizona State University

IACMR Vice President

Xu Huang, Hong Kong Baptist University

2025 Local Arrangement Committee Chair:

Ming Jia, Northwestern Polytechnical University

Program Co-chairs

Wei Shen, Arizona State University

Runtian Jing, Shanghai Jiao Tong University

Xu Huang, Hong Kong Baptist University

Macro Track Chairs (English Program):

Kenneth Huang, National University of Singapore;

Wei Shi, University of Miami

Micro Track Chairs (English Program):

Jasmine Hu, Tsinghua University;

Xin Qin, Sun Yat-sen University

Macro Track Chairs (Chinese Program):

Shihua Chen, Dongbei University of Finance and Economics;

Weiguo Zhong, Peking University

Micro Track Chairs (Chinese Program):

Wei He, Nanjing University;

Kaifeng Jiang, Peking University

PDW Program Chair:

Eric Zhao, Oxford University

IACMR Executive Director:

Wei Zhang, IACMR/Peking University

Download *IACMR 2025* Mobile APP

1. Apple system (iOS)

Searching for "**IACMR 2025**" in Apple Store

2. Android system

- Searching for "**IACMR 2025**" in Google Play, or
- Click this website to download

https://iacmr.oss-cn-zhangjiakou.aliyuncs.com/iacmr_5june.apk



(安卓手机系统扫码可下载 app)

Note for Android Users: When scanning the QR code or clicking the download link, you may see a security warning on Android devices. Please tap "Continue" or "Download anyway" to proceed with the installation.

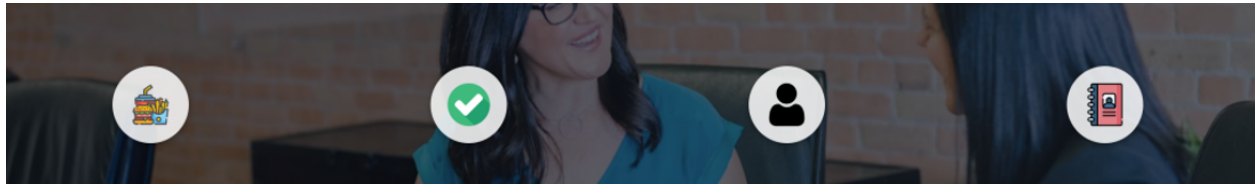
安卓用户提示: 在扫码或点击下载链接时, 安卓设备可能会显示风险提示。请点击“继续”或“仍然下载”以继续安装。华为手机可能需要进行如下设置: 设置-系统和更新-纯净模式-增强防护(关闭)

Online program:

<https://www.xcdsystem.com/iacmr/program/vVLDTC9/index.cfm>

**Please follow the online version of the schedule in case of any discrepancies.*

IACMR 2025 Placement Center



参展单位 Exhibition Booth

Date: June 12-14, 2025

Venue: Third Floor of Xi'an Qujiang International Convention Center
(会议中心三层南侧过道)

北京大学出版社

Peking University Press

北京恒挚科技有限公司

Beijing Everloyal Technology Co.Ltd

《管理学研究》（原《管理学季刊》）

Advanced Management Studies

《管理视野》

Management Insights

尖创科技

Jianchuang Technology

《经济管理学刊》

The Quarterly Journal of Economics and Management

机械工业出版社

China Machine Press

世哲出版公司

Sage

招聘单位-招聘宣讲会/招待会

Recruiting Organization – Information Session / Reception

Time: June 12, 18:30-21:30

Venue: Xi'an Qujiang International Convention Center

上海交通大学上海高级金融学院 (Room: 405)

Shanghai Advanced Institute of Finance, Shanghai Jiao Tong University

西安交通大学管理学院 (Room: 308)

School of Management, Xi'an Jiaotong University

香港理工大学商学院 (Room: 402)

Faculty of Business, The Hong Kong Polytechnic University

Time: June 13, 12:00-13:30

Venue: Xi'an Qujiang International Convention Center

西北工业大学管理学院 (Room: F4 International Conference Hall 国际会议厅)

School of Management, Northwestern Polytechnical University

招聘单位洽谈桌

Recruiting Organization – Interview Table

Time: June 12 13:00- June 13, 18:00

Venue: Presidential Conference Room, Xi'an Qujiang International Convention Center
(会议中心主席团会议室)

北京大学心理与认知科学学院

School of Psychological and Cognitive Sciences, Peking University

重庆大学经济与工商管理学院

School of Economics and Business Administration, Chongqing University

大连理工大学经济管理学院

School of Economics and Management, Dalian University of Technology



电子科技大学经济与管理学院

School of Economics and Management, University of Electronic Science and Technology of China

东南大学经济管理学院

School of Economics and Management, Southeast University

复旦大学管理学院

School of Management, Fudan University

哈尔滨工业大学经济与管理学院

School of Economics and Management, Harbin Institute of Technology

河北工业大学经济管理学院

School of Economics and Management, Hebei University of Technology

华中科技大学管理学院

School of Management, Huazhong University of Science and Technology

南京大学商学院

Nanjing University Business School

清华大学经济管理学院

School of Economics and Management, Tsinghua University

陕西师范大学商学院

School of Business, Shaanxi Normal University

汕头大学商学院

School of Business, Shantou University

上海交通大学安泰经济与管理学院

Antai College of Economics and Management, Shanghai Jiao Tong University

上海交通大学上海高级金融学院

Shanghai Advanced Institute of Finance, Shanghai Jiao Tong University

上海科技大学创业与管理学院

School of Entrepreneurship and Management, ShanghaiTech University



天津财经大学商学院

Business School, Tianjin University of Finance and Economics

同济大学经济与管理学院

School of Economics and Management, Tongji University

武汉理工大学管理学院

School of Management, Wuhan University of Technology

西安工程大学管理学院

School of Management, Xi'an Polytechnic University

西安交通大学管理学院

School of Management, Xi'an Jiaotong University

西北工业大学管理学院

School of Management, Northwestern Polytechnical University

香港理工大学商学院

Faculty of Business, The Hong Kong Polytechnic University

浙江财经大学管理学院

School of Management, Zhejiang University of Finance and Economics

浙江大学管理学院

School of Management, Zhejiang University

中南大学商学院

Business School, Central South University

中山大学管理学院

School of Management, Sun Yat-sen University

中山大学旅游学院

School of Tourism Management, Sun Yat-sen University



Day 0 Pre- Conference Wednesday, June 11

Teaching and Learning Conference (TLC@IACMR2025)

(Pre-registered attendees only)

Language¹: Chinese

Chair/Organizer: Xin Wei, Renmin University of China

Session PC 1A (TLC@IACMR2025): -多维融合·知行合一: OB&HR 课程教学改革新范式

Time: 1:00 PM- 4:00 PM, Wednesday, June 11

Venue: 306

主持人: 张光磊, 武汉理工大学

演讲人:

魏峰, 同济大学

张光磊, 武汉理工大学

莫申江, 浙江大学

分论坛日程

第一部分: OB&HR 领域的具身认知教学 (魏峰)

第二部分: 基于“教师+”的人力资源管理课程教学改革 (张光磊)

第三部分: 行动学习技术应用: 以伦理与社会责任教学为例 (莫申江)

Session PC 1B (TLC@IACMR2025)- 学科挑战下的工商管理教学创新: 以战略管理为例

Time: 1:00 PM- 4:00 PM, Wednesday, June 11

Venue: 308

主持人: 仲为国, 北京大学

演讲人:

陈威如, 中欧国际工商学院

李纪珍, 清华大学

邬爱其, 浙江大学

仲为国, 北京大学

分论坛日程

第一部分: 《战略制定与执行》工作坊教学法 (陈威如)

第二部分: 高管培训的项目开发与创新管理 (李纪珍)

第三部分: 面向企业实践需求的战略管理教学探索 (邬爱其)

¹ Conference Language 大会语言:

Unless otherwise specified, the language used in each session will correspond to the language of its title. e.g., if a session title is in Chinese, the session will be delivered in Chinese.

除非特别注明, 每个环节的语言将与其环节题目所使用的语言一致。例如: 若一个环节的题目为中文, 则该环节将以中文进行。



第四部分：整合学术/政策前沿与学科基础框架的战略管理教学方法（仲为国）

Session PC 1C (TLC@IACMR2025): - MBA 教育教学创新模式探索

Time: 1:00 PM- 4:00 PM, Wednesday, June 11

Venue: 311

主持人：唐贵瑶，山东大学

演讲人：

唐贵瑶，山东大学

曾薇，湖南大学

罗美娟，广东工业大学

分论坛日程：

第一部分：教学-科研-智库三位一体创新 MBA 教学模式探索（唐贵瑶）

第二部分：基于能力-动机-机会（AMO）理论的线上线下混合式课程设计——以《人力资源管理》课程为例（曾薇）

第三部分：融入发展促发展：地方重点工科大学 MBA 人才培养模式的“管工融合五星模式”（罗美娟）

Session PC 2A (Pre-Conference Session): Doctoral Consortium (Micro)

Time: 1:00 PM- 5:00 PM, Wednesday, June 11

Venue: 402

Chair: Yuntao Dong (Peking University), Yan Jiang (Nanjing University) and Yiwen Zhang (University of Hong Kong)

Pre-registered attendees only

Session PC 2B (Pre-Conference Session): Doctoral Consortium (Macro)

Time: 1:00 PM- 5:00 PM, Wednesday, June 11

Venue: 405

Chair: He Gao (University of Delaware), Xiwei Yi (Peking University) and Qi Zhu (Hong Kong Polytechnic University)

Pre-registered attendees only

Session PC3 : New Member Orientation

Time: 5:10 PM- 6:10 PM, Wednesday, June 11

Venue: 306

Chair: Zhi-Xue Zhang (Peking University, Past President of IACMR)

Session PC4: IACMR- MOR Welcome Reception

Time: 6:30 PM- 9:00 PM, Wednesday, June 11

Venue: Lily Hall 百合厅

Day 1
Thursday, June 12

Session 1: Opening Ceremony

Time: 8:00 AM- 8:30 AM, Thursday, June 12

Venue: Qujiang Auditorium 曲江大礼堂

Session 2 (Keynote): Conference Theme Keynote Panel

Time: 8:30 AM- 10:30 AM, Thursday, June 12

Venue: Qujiang Auditorium 曲江大礼堂

Chair: Wei Shen, Arizona State University

This Session is Sponsored by the School of Management, Northwestern Polytechnical University.

**Management Scholarship in an Era of Technological and Sociopolitical Transformation:
The Need for a Global Academy**

Peter Bamberger, Tel Aviv University

Sustainable Growth: The Role of People Management and Pay for Performance

Barry Gerhart, University of Wisconsin-Madison

Innovation Development and China Strategy Research

Kevin Zhou, The University of Hong Kong

Session 3A (Symposium): OB Research in the Age of AI

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: Qujiang Auditorium 曲江大礼堂

Chair: Xu Huang (The Hong Kong Baptist University)

Augmenting Minds or Automating Skills? The Role of Human Capital in Generative AI's Impact on Creative Tasks

Ning Li, Tsinghua University

The Mixed Blessing of AI: Examining How Trade Unions Influence the Implications of AI Adoption on Employees

HAN Minyan, Nanjing Normal University; HU Enhua, Nanjing University of Aeronautics and Astronautics;

SONG Zhaoli, National University of Singapore

Applicant Attraction in AI Recruitment: The Roles of Warmth and Competence

Federico Magni, Nanyang Technological University; Yaping Gong, The Hong Kong University of Science and Technology

The Bot that Judges You: How Applicants “Game the System” in AI-Driven HR Selection

Man-Nok Wong, Hong Kong Polytechnic University; Tingting Chen, Lingnan University; Pan Fan, Xi'an Jiaotong University; Yan Qiao, Xi'an Jiaotong University; Haoyu Wang, Xi'an Jiaotong University



Presentation 5: Applying AI into OB Research: Validation of Compensation across Hierarchies

Jiixin Liu, Hong Kong Baptist University; Xu Huang, Hong Kong Baptist University

Session 3B (Symposium): 基于 CFPS 的管理学研究：数据与洞察

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 406

Chair: Yaqi Gao (Peking University)

点评人: 吴琼, 北京大学中国社会科学调查中心

所得税激励对个人慈善捐赠的影响——基于（CFPS）微观数据的实证分析

赵宇霞, 中国社会科学院大学应用经济学院

人格特征与创业选择

李兆伟, 北京外国语大学国际商学院

数字化、贫困农民创业与收入增长

谭薇, 青岛大学商学院

家庭文化资本与个人职业地位——基于中国家庭追踪调查数据（CFPS）的实证研究

刘雨琪, 北京外国语大学国际商学院

Session 3C (Symposium): Returning to Theoretical and Contextual Roots: Chinese Perspectives on Paradoxes

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 405

Organizer: Wen Chen, Renmin University of China

Discussant: Josh Keller, UNSW Sydney

A Dynamic Cognitive Model of the Icarus Paradox of Firm Growth

Runtian Jing, Shanghai Jiao Tong University; Juhui Geng, Shanghai Jiao Tong University

Western Ambidextrous versus Eastern Paradoxical Leadership: A Comparative Study of Two Leadership Approaches to Managing Managerial Tension

YATING WANG, Renmin University of China; Zhaoli Song, National University of Singapore

Paradoxical Leader Behavior and Team Innovation: The Role of Conflict Management

Yan Zhang, Peking University; Zhou Ying, Wuhan University of Technology

Science, Fiction and/or Science Fiction? How societal forces shape paradoxical tensions within an industry category

Wen Chen, Renmin University of China; Duoran Liu, Renmin University of China; Josh Keller, UNSW Sydney

The Career-Motherhood Paradox: The role of paradox mindset

Angela Leung, Chinese University of Hong Kong; Tengjiao Huang, Singapore Management University; Brandon Koh, Singapore University of Social Sciences; Ella Miron-Spektor, INSEAD

Session 3D (Paper Presentation): Creativity, Innovation, and the Challenges of Distinctiveness

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 402

Chair: Hengchen Dai (University of California, Los Angeles)

This Session is Sponsored by the Faculty of Business, The Hong Kong Polytechnic University

When constraints are desirable: The curvilinear relationship between task segmentation and creativity

Jun Yang, *Tongji University*; Shanshan Su, *Shanghai University*; Baihe Song, *HKUST*; Bin Wang, *Shanghai University*

Does Fear of Failure Benefit or Harm Employee Creativity? The Role of the Coping Strategies of Emotion

Zizhen Geng, *Xi'an International Studies University*; Ziqiong Qiao, *Xi'an International Studies University*; Song Meiling, *Xi'an International Studies University*; Sun Xueting, *Qilu Institute of Technology*; Ren Lianlian, *Xi'an International Studies University*

Of Great Work and Untalented Person: Examining The “Effort Paradox” in Creativity Evaluation

Yiyong Zhou, *Peking University*; Xinwen Bai, *Institute of Psychology, Chinese Academy of Sciences*; Siyu Ren, *Institute of Psychology, CAS*

Do Family Rituals Help or Hurt? The Ripple Effect of Family Rituals on Employee Change-Oriented Behaviors

Wan Jiang, *Tianjin University*; **Xueting Qin**, *Tianjin university*; Zhigang song, *Shanghai Jiao Tong University*; Bingqian Liang, *Shanghai University*; Linlin Wang, *南开大学*; Yingjie yuan, *University of Groningen*; Zhigang Song, *Shanghai Jiao Tong University*

Session 3E (Paper Presentation): Institutional and Social Drivers of Entrepreneurial and Venture Strategies

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 306

Chair: Yiyun Luo (Zhejiang University)

The Power of Institutions: Key Factors and Configurational Paths Driving Corporate Venture Capital

Zhen Tian, *Nankai University*; **Yue Qin**, *Nankai University*

It really demotivates learning: An Investigation on when and how task conflict damages entrepreneurial performance

Chenyong Feng, *Zhejiang University*; Weize Huang, *Xi'an Jiaotong-Liverpool University*; Duanxu Wang, *Zhejiang University*

Deviant response: The effect of income inequality on informal entrepreneurship in emerging economies

Shihao Wei, *Nanjing University of Aeronautics and Astronautics*; Zhongfeng Su, *西安交通大学管理学院*; **Zhan Wu**, *University of Sydney*

Live-streaming as a form of digital entrepreneurship: How visual cues build emotional capital and netizens support in poverty alleviation efforts

Yiyun Luo, *Zhejiang University*; **Xiaoxiao DUAN**, *The Hong Kong Polytechnic University*; **Jingyi Lei**, *Zhejiang University*

Session 3F (Paper Presentation): Organizational Resilience and Strategy

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 307

Chair: Yan Yangzhi (Southeast University)

AI innovation, supply chain network, and organizational resilience

Yangzhi YAN, *Southeast University*; **Wang Xincheng**, *Tongji University*

Strategic Trade-off: the Impact of Environmental Uncertainty and Trust on SMEs' Co-Innovation

Zhengyang Wu, *Jiangnan University*; **Wang Dawei**, *University of Science and Technology of China*; **Xujin Pu**, *Jiangnan University*; **Wei Fangqing**, *Hefei University of Technology*; **Yang Feng**, *University of Science and Technology of China*

Inter-organizational governance and supply chain resilience: Moderating roles of ICT-enabled inter-firm knowledge sharing

Lu Tingyu, *Northwestern Polytechnical University*; **Xubing Zhang**, *The Hong Kong Polytechnic University*; **Guijun Zhuang**, *Xi'an Jiaotong University*; **Yu Chang**, *Northwestern Polytechnical University*

Session 3G (Paper Presentation): Entrepreneurial Resilience and Social Influences in Diverse Contexts

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 308

Chair: Jing Yang (Huazhong University of Science and Technology)

When may age not be a barrier to entrepreneurial entry of senior people in rural China? The role of individual geographical mobility experience and village democratic governance

Honglan Yu, *University of Sheffield*; **Xiaoying Li**, *University of Essex*; **Qihai Huang**, *University of Huddersfield*; **Guowei Cai**, *Sun Yat-Sen University*

Unveiling the Pathways: The Impact of Entrepreneurship on Marital Satisfaction

Jipeng FEI, *Beijing Normal University in Zhuhai*; **Minhui Li**, *Beijing Normal University*

How Entrepreneurs Sustain Entrepreneurial Passion in the Face of Adversities

Yalan Yang, *Fudan university*; **Shenghui Ma**, *Fudan University*

How Rural Entrepreneurs Succeed in Startups – A Grounded Study Based on Effectual Networking Perspective

Wenwen An, *Guangdong University of Technology*; **Yingting Jiang**, *Guangdong University of Technology*; **Yuehua Xu**, *Shandong University*

Session 3H (Paper Presentation): Digital Transformation and AI

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 309

Chair: Zhijing Zhu (University of Nottingham Ningbo China)

When opportunism meets technology: Does digital transformation impact R&D falsification behavior?

Yingzhao Xiao, *Tianjin University*; **Qianqian Wang**, *Tianjin University*; **David Ahlstrom**, *The Chinese University of Hong Kong*

Extreme climates and corporate digital transformation: Evidence from China

Jiapeng Li, *Central University of Finance and Economics*; **Zixu Liu**, *中央财经大学*; **Zhang Bing**, *中央财经大学*

Using AI technology for selection interviews: fairness, trust and augmentation

Steven Lui, *The University of New South Wales*; **John Hon-weng Lai**, *Chinese University of Hong Kong*; **Zhijing Zhu**, *University of Nottingham Ningbo China*; **Carolyn Ngowi**, *UNSW Sydney*

Unveiling the impact of artificial intelligence on corporate misconduct, the perspective of information asymmetry

Zou Ming yang, *Harbin Institute of Technology*; **Yang Yang**, *Harbin institute of technology*

Session 3I (Paper Presentation): Corporate Governance and CSR

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 310

Chair: Kaixian Mao (Renmin University of China)

Revisiting the Corporate Philanthropy-Corporate Financial Performance Link: A Replication and Extension of Wang and Qian

Kaixian Mao, *Renmin University of China*; **Guoguang Wan**, *Nanjing University*

The Impact of the Low-Carbon City Pilot Policy on Industrial Transformation and Upgrading: Evidence in Chinese Cities

Xiangyue Liu, *Beijing University of Agriculture*; **Zhenghuang Shi**, *Beijing Forestry University*; **Yuanqing Li**, *Montclair State University*; **Jing Jiang**, *Beijing University of Agriculture*; **Xi Yang**, *Beijing University of Agriculture*; **Wencang Zhou**, *Montclair State University*

Behind the curtain: Political turnover and corporate covert donations in China

Haojing Song, *Northwestern Polytechnical University*; **Sijia Zhang**, *Northwestern Polytechnical University*

Session 3J (Paper Presentation): AI, Creativity, and Employee Adaptation in the Workplace

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 311

Chair: Wei Zeng (Hunan University)

When ChatGPT is Gone: Individual Creativity Fails to Sustain While Homogeneity Keeps Climbing

Yiyong Zhou, *Peking university*; **Qinghan Liu**, *Peking university*; **Jihao Huang**, *Cylingo Intelligence*; **Guiquan Li**, *Peking University*

People underestimate their and others' creativity after using AI even when leaving AI

Jian Guan, *Shanghai Jiao Tong University*; **Kai Chi Yam**, *National University of Singapore*; **Yamon Min Ye**, *National University of Singapore*; **Puchu Zhao**, *Sun Yat-sen University*

Proactivity or resistance to AI change? How employee-AI co-existence ethics influence employees' coping strategies

Zihan Yin, *山东大学*; **Jie Zhong**, *Tsinghua University*; **CHAO MA**, *Australian National University*

The Double-Edged Impact of Generative Artificial Intelligence Dependence on Service Innovative Behaviour in the Hospitality Industry: A Self-regulation

Dai Yuyan, *Dalian University of Technology*; **Zhenduo Zhang**, *Dalian University of Technology*; **Huan Xiao**, *Nanchang University*; **Liao Jessica**, *Basis International School*

Session 3K (Paper Presentation): 创业与创新

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 312

Chair: Xuemei Xie (Tongji University)

“外修”还是“内耗”？创业上行比较对创业机会迭代的差异性影响研究

Chao Zhang, *Tongji University*; **Jinlian Luo**, *Tongji University*; **Xianglu Wang**, *Tongji University*; **Yuming Wang**, *Tongji University*

返乡创业者社会关系嵌入与幸福感：基于脸面观的解释

Yajing Zhang, *Shanghai University of Finance and Economics*; **CHENFANG ZHAO**, *Southwestern University of Finance and Economics*

职业流动视角下的创业研究：进展与展望

LI TIAN, *Nankai University*; **Miaoxi Liu**, *Nankai University*; **Jiehao Zhang**, *Tsinghua University*

破解马太效应：青年企业突破资源局限实现平等向上合作

Fei He, *Southwest University of Science and Technology*; **Cuilan Yang**, *西南科技大学*

Session 3L (Paper Presentation): Career Development, Workplace Adaptation, and the Changing Nature of Work

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 313

Chair: Shanghao Song (Beijing Normal University; Capital University of Economics and Business)

A Paradoxical Perspective on Regulatory Focus Co-development in Post-Secondary Youth Career Development

Naizan Xu, *Technological and Higher Education Institute of Hong Kong*; **Peng Zhengmin**, *Technological and Higher Education Institute of Hong Kong*

Mind the Pay Gap: Liquidity Management in SOEs

Rui Li, *University of Electronic Science and Technology of China*; **Yanhong Qian**, *Zhejiang University of Finance & Economics*

Task Idiosyncratic Deals and Task Interdependence: Effects on Demand-Ability Fit and Employee Outcomes

Jie Wang, *University of Nottingham Ningbo China*; **Tae-Yeol Kim**, *China Europe International Business School*; **Tingting Chen**, *Lingnan University*; **Yongyi Liang**

Unpacking the “stalled” progress: Employees learning anxiety and career inaction in artificial intelligence adoption

Keyu Chen, *University of International Business and Economics*; **QIWEI ZHOU**, *Ocean University of China*; **Tianjian Qiang**, *University of International Business and Economics*

Session 3M (Paper Presentation): 领导力与员工行为I

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 205

Chair: Wu Wei (Wuhan University)

道德愤怒还是道德提升? 探索领导宽大处理对观察者的双刃剑效应

Bo Lv, *Renmin University of China*; Hongyu Xue, *Renmin University of China*; Xiangying Zhu, *Renmin University of China*; Xin Liu, *Renmin University of China*; Luo Yuchen, *Renmin University of China*

聚光灯下的光芒与阴影: CEO 自恋对 TMT 创造力的影响机制研究

YUNSHENG SHI, *北京师范大学*; Shanhao Song, *Beijing Normal University*; *Capital University of Economics and Business*

领导-下属完美主义一致性对下属工作繁荣的影响机理研究

Cuilian Zhang, *重庆大学*; Xinhui Qin, *Chongqing University*; Chen Wen, *Contemporary Ampere Technology Co., Ltd*

数字环境中领导的印象管理行为对员工的影响研究

Songbo Liu, *Renmin University of China*; Kairui Zhang, *Renmin University of China*

Session 3N (Paper Presentation): Leadership and Strategy in Multinational Enterprises

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 206

Chair: Liwen Zhang (University of Macau)

The Paradox of Constraints: A Cross-Level Perspective of Cultural Tightness, Situational Strength, and Deviant Behavior

Giselle Antoine, *Washington University in St. Louis*; Jason Moy, *University of Washington*; Xiao-Ping Chen, *University of Washington*; William Maddux, *University of North Carolina at Chapel Hill*

Identity work struggles: Expatriate privilege confronts nationalism

Ling Eleanor Zhang, *ESCP Business School*

Planting Your Seeds in the Right Soil: Technological Competition and Multinational Enterprises' Patent Internationalization

Yulan Shen, *Zhejiang University*; Jian Du, *Zhejiang University*

Off the Beaten Track: The Impact of CEO Career Experience Variety on Firms' Internationalization Rhythm

Weihong Chen, *Guangxi University*; Gengtao Tu, *Guangxi University*; Xi Zhong, *Guangdong University of Technology*

Session 3O (Paper Presentation): AI, Leadership, and Work Behavior in the Digital Age

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 207

Chair: Yuanmei Qu (Rowan University)

How does AI capability enable digital product innovation?



Shuwen Li, *Dalian University of Technology*; **Tang Cunyuan**, *Dalian University of Technology*; Yang Xiaotian, *Dalian University of Technology*; Hu Wenan, *Sshandong University*

Friend or Foe? Development of a Scale for the Service Robots Abuse and the Empirical Study of its Triggering Mechanisms

Yuling Chen, *Xihua University*; **Jiacheng CAO**, *Xihua University*; LIU Shuping, *Xihua University*; Mei Huang, *Xihua University*; WAN Fang, *University of Manitoba Business School*; Charles Weizheng Chen, *Sichuan University*

The Boon and bane of leader humor: Examining the “double-edged sword” effect of leader humor on employee’s workplace cyberloafing

Zhisong Cui, *Jiangxi University of Finance and Economics*; Bolong Liu, *吉林建筑大学*; Chilombo N. Nanyangwe, *Guangzhou College of Technology and Business*; Weirong Sun, *江西财经大学*

Unpacking the Illusory Freedom of Gig Workers on On-Demand Labor Platforms

Jian Liang, *Tongji University*; Xu Zhang, *Tongji University*; Yujia Li, *Tongji University*; Jason Huang, *Michigan State University*

Session 3P (Paper Presentation): ESG 与绿色创新

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: VIP 101

Chair: Kai Wang (首都经济贸易大学)

生命周期视角下战略性新兴产业 ESG 评级对绿色创新的影响

Guohua Qin, *西藏民族大学*; **Weiyu Niu**, *Xizang Minzu University*

转危为安：企业绿色创新失败与 ESG 行为

Zhiyu Chen, *Lanzhou University*; Jianzu Wu, *兰州大学管理学院*; Tuo Xiaonan, *Lanzhou University*

中小投资者“绿色创新关注”与重污染企业绿色创新——来自 BERT 语言模型的证据

Tao Hu, *China University of Mining and Technology*; Li Zhao, *China University of Mining Technology*

“蚍蜉”能否撼大树？公众气候关注与企业碳排放治理

Lulu YE, *Northwestern Polytechnical University*

Session 3RT01 (Roundtable): AI and Innovation

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 208A

Chair: Xiru Chen (Zhejiang university)

It Depends: Industrial Environmental Context and the Effects of AI Orientation on Firms’ Green Innovation

Xiru Chen, *Zhejiang university*; Jingwen Li, *Zhejiang University*; Dong Wu, *Zhejiang University*

The three-way interaction of artificial intelligence adoption, corporate reputation and stakeholder pressure in corporate social performance

Jingwen Li, *Zhejiang University*; Xiru Chen, *Zhejiang university*; Dong Wu, *Zhejiang University*

Why does the application of AI technology inhibit enterprise open innovation? The role of

knowledge diversity, data trading platform and institutional openness

Jun Mei Luo, *Ocean University of China*; Yue Ma, *Shandong University*; Zhonghui Jiang, *Ocean University of China*; Chaoyue Meng, *Ocean University of China*

AI Orientation and Organizational Resilience: Evidence from a Quasi-Natural Experiment

Luni Yang, *Renmin University of China*; Hai Guo, *Renmin University of China*; Mengxiang Li, *Hong Kong Baptist University*

Session 3RT02 (Roundtable): CSR in a New Era

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 208B

Chair: DANNI SUO (Southwest University of Science and Technology)

Doing good with flow: Unlocking Brand Passion through Virtual CSR Co-Creation Participation and Immersive Experiences

DANNI SUO, *Southwest University of Science and Technology*; JIATONG DAI, *Nanjing Agricultural University*; SIYU GONG, *Nanjing Normal University*

The Impact of Political Connection on Corporate Green Innovation: Boundary Conditions of TMT's Green Focus and Pollution-Intensive Industries

Ru Cheng, *西安交通大学*; Qiang Wang, *Xi'an Jiaotong University*

Strategic Decomposition in ESG Reporting and Certification: The Role of Female CEOs in Family Firms

Yishu Li, *Bocconi University*; **Chi-Nien Chung**, *Hong Kong Polytechnic University*; Junghyun Mah, *Hong Kong Polytechnic University*

A New Look at the Corporate Social Responsibility Performance-Firm Value Relationship: The Distinct Moderating Influence of Instrumental and Moral Motives

Yusen Dong, *Beijing Normal University*; Haijian Liu, *南京大学*; Daniel Han Ming Chng, *China Europe International Business School*

SIGNAL HIERARCHY IN CROSS-BORDER ACQUISITIONS: THE IMPACT OF CSR INFORMATION CUES ON ACQUISITION PREMIUMS

Bei HE, *Singapore Management University*; Ilya Cuypers, *Singapore Management University*

Session 3RT03 (Roundtable): 数字化与组织变革

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 209A

Chair: Jie Zhang (Northwest University)

技术-社会互构：人机协作驱动的数字社会创新实现机制研究

Zhenyu Qiu, *Sichuan Agricultural University*; CHENFANG ZHAO, *Southwestern University of Finance and Economics*

数字化开放式创新如何有效提升企业竞争优势：基于二元学习和动态能力视角下的混合式研究方法

Jie Zhang, *Northwest University*; 亚媛 苏, *西北大学*

增强还是替代？数字化人力资源管理实施有效性中技术与社会结构耦合机制分析



Jieyu Hu, *Nanjing University*; Jianwu Jiang, *Shenzhen university*; Dejun Cheng, *南京大学商学院*

Session 3RT04 (Roundtable): 创业与企业家精神

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 209B

Chair: Xin Zheng (中山大学)

共情、创业警觉与新创企业商业模式创新

Lingling Wang, *Zhengzhou University of Aeronautics*; Wenhong Zhao, *西安交通大学管理学院*

經濟轉型背景下女性企業家的身份重塑：中國下崗再創業的觀察 **The Role Identity Work of Female Entrepreneurs in the Context of Economic Transformation: Observations on Re-Entrepreneurship After Layoffs in China**

Qi Mancì, *Department of Business Administration, I-Shou University*; Hsi-Mei Chung, *I-Shou University*

穿行于他心：企业家共情的概念内涵、研究进展与展望

Zeying Ye, *Sun Yat-sen University*; Xin Zheng, *中山大学*; Hao Liu, *Sun Yat-sen University*; Ruitong WEN, *Sun Yat-sen University*

复合职能背景 CEO 有助于衰退企业逆转吗？基于中国上市公司的经验证据

Haoyang Zhou, *Nanjing University*; Huanchen Liu, *Nanjing University of Aeronautics and Astronautics*; Hong Liu, *南京大学商学院*

价值观传递与政治资源传承对家族企业绩效的影响研究——基于合法性视角

Jiashen Wei, *Fudan University*; SHU QING, *Fudan University*; Wu Jinxuan, *Fudan university*

Session 3RT05 (Roundtable): Employee Thriving and AI Integration in HR Practices

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 210A

Chair: Lan Wang (National School of Development, Peking University)

Employee Thriving in the Age of AI: Empowering the Post-Pandemic Workplace through AI-based HR Practices

Lan Wang, *National School of Development, Peking University*

Ethical Perceptions of Organizational Attractiveness Perceptions in AI Interviews? A Field Study Based on the UTAUT Model

Linchao Xia, *Shanghai University*; Yingya Jia, *Shanghai University*; Weiwei Huo, *上海大学*

Artificial Intelligence Usage at Work: Understanding Dual Self-Regulation Mechanisms and Goal Orientation in Career Growth

Yunyun Yuan, *Beijing Institute of Technology*

Session 3RT06 (Roundtable): Career Development, Insecurity, and Performance Drivers

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 210B

Chair: Zijun Cai (北京师范大学经济与工商管理学院)

The Rumination Trap: How and When Career Insecurity Fuels Workplace Deviance



Chen Xu, 北京师范大学, 华焯 樊, 北京师范大学, Zijun Cai, 北京师范大学经济与工商管理学院

Hiring Individuals with Intellectual and Developmental Disabilities: Impact of Customer CSR-Induced Attributions

Jing Bai, University of Nottingham, Ningbo, China; Xiji Zhu, Hitotsubashi University; Pingping FU, University of Nottingham Ningbo China; Jianing HAN, University of Nottingham Ningbo China

Can college students benefit from negative events in job search? The moderating roles of error aversion and social comparison orientation

Mengge Gan, Beijing Normal University; Jing Qian, 北京师范大学经济与工商管理学院; Xinye Cai, Shanghai University; Wenzhuo Niu, Beijing Normal University

Session 3RT07 (Roundtable): Compensation, HR Practices, and Employee Behavior

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 211A

Chair: Gerui Zhao (Tsinghua University)

Compensation, The COVID-19 Pandemic, Human Capital and Employee Voluntary Turnover: A Theory of Planned Behavior Approach

Gerui Zhao, Tsinghua University; YANTING WANG, 北京大学; Dong Ju, Beijing Normal University

Delving into HRM Process: The Nexus of Pay-for-Performance, HRM System Strength, Openness Values and Commitment HR attributions

Huadong Yang, University of Liverpool; Peng Wang, Miami University; Chunyu Xiu, University of Leeds; Shumin Li, 北京外国语大学

Different Preferences for Flexible Work Arrangements During and After the COVID-19 Pandemic in China: Evidence from a Field Experiment

Chunru Liu, Politecnico di Milano; Yao Lu, Tsinghua University; Xinzheng Shi, Beijing University; Yi Zhao, Tsinghua University; Yujun Zhou, Tsinghua University

Is Perceived Relative Overqualification Useful? An Examination of Employee's Concern With Performance and Behavioral Outcomes

Guanxing Xiong, 华南师范大学; CHAO MA, Australian National University; Hongbi Chen, South China Normal University; Ziyue Wu, South China Normal University

Session 3RT08 (Roundtable): 创业生态与成长机制

Time: 10:45 AM- 12:15 PM, Thursday, June 12

Venue: 211B

Chair: Shuwen Li (Dalian University of Technology)

时间错配：颠覆型新进入者获取合法性的阈限运动过程 —— 基于远大可建模块化建筑的探索性案例研究

Shuwen Li, Dalian University of Technology; **Yinghui Lou**, 大连理工大学; Miao Cui, 大连理工大学; Yaozhou Zheng, 中南财经政法大学; Fen Zhang, 西安交通大学

多场景机会驱动下 AI 创业企业的成长机制研究 —— 最优区分视角与机器学习方法

Xiong-Hui Xiao, Southwest University; **Hui Fu**, 中山大学管理学院; Hong-Ming ZHU, Chongqing Technology and Business University



场景组态视角下数字创业独角兽延展成长机制研究

Xiong-Hui Xiao, *Southwest University*; **Hong-Ming ZHU**, *Chongqing Technology and Business University*

相爱还是相杀？兄弟数量对女性创业的影响

Xin Wang, *厦门大学*; Jieyu Zhou, *厦门大学*; Dajun Wu, *厦门大学*

Session 4A (Symposium): AOM-IACMR Symposium: The Elephant in the Room: A Symposium on Enhancing Scientific Rigor in Organizational Behavior and Human Resource Management (OB/HRM) Research

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: Qujiang Auditorium 曲江大礼堂

This Session is Sponsored by the School of Economics and Management, Tongji University

Moderators:

- **Gilad Chen** (Former Editor-in-Chief at Journal of Applied Psychology, AOM OB Division Chair, Professor at University of Maryland).
- **Jia (Jasmine) Hu** (Associate Editor at Journal of Applied Psychology, Representative-at-Large, AOM OB Division, Representative-at-Large, IACMR, Professor at Tsinghua University)

Panelists:

- **Xiao-Ping Chen** (former editor-in-chief of OBHDP, editor-in-chief of Management and Organization Review, Professor at the University of Washington).
- **Kaifeng Jiang** (Associate Editor at Personnel Psychology, AOM HR Division Chair, Professor at Peking University).
- **Jia Lin Xie** (former President of IACMR, Professor at the University of Toronto).

Session 4B (Symposium): 员工管理的数字化与智能化：新发现与新理论

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 406

Chair: Shuming Zhao (*Nanjing University*), Haijiang Wang (*Huazhong University of Technology and Science*), and Yixuan Zhao (*Nanjing University*)

Discussants:

Lirong Long, *Huazhong University of Technology and Science*; Zhijun Chen, *Fudan University*; Kong Zhou, *Nanjing University of Science and Technology*; Shuai Yuan, *University of Amsterdam*

奖励会提高员工建言的质量和数量吗？基于建言信息管理系统的研究

Presenter: Yixuan Zhao, *Nanjing University*

二元信任视角下人机绩效反馈对员工反馈接受度的影响：反馈内容与任务类型的作用

Presenter: Guo-Xuan Wang, *Huazhong University of Technology and Science*

员工是否应当得到认可？人机协作背景下的员工评价研究

Presenter: Haijiang Wang, *Huazhong University of Technology and Science*



人工智能何时以及如何打破规则会影响人类对其信任的增减

Presenter: Guiquan Li, *Peking University*

人工智能对企业员工工作态度的影响

Presenter: Yuchuan Liu, *Nanjing University*

Session 4C (Symposium): Navigating Boundaries in a Politicised Digital World

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 405

Organizers:

Ling Zhang, ESCP Business School, London Campus

Yu Zheng, Royal Holloway University of London

Discussants:

Tian Wei, School of Management, Fudan University

Chenjian Zhang, School of Management, University of Bath

The Optimal Spanning in Private-Communal Workspaces

Presenter: Zhi-Xue Zhang, *Peking University*

Wearing Two Hats in Open-Source Collaborations: Managing Competing Demands in Boundary-Spanning Roles Between Firms and Open-Source Communities

Presenter: Yuanshen Chen, *Fudan University*

Knowledge Transfer as a Social and Political Process: Evidence from a Chinese-British Joint R&D Project Team

Presenter: Yu Zheng, *Royal Holloway University of London*

Improvising Innovation amid the Tech Cold War: The Case of a Chinese Artificial Intelligence Company

Presenter: Ling Eleanor Zhang, *ESCP Business School*

Session 4D (Paper Presentation): Leadership, Emotions, and Employee Motivation

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 402

Chair: Yanzhao Su (*Peking university*)

A Dual-Path Model of Coworkers' Responses to Leader Moral Anger Expression: The Role of Moral Identity

Bo Lv, *Renmin University of China*; Nubu Danzeng, *Renmin University of China*; Hongyu Xue, *Renmin University of China*; Yinxu Zhou, *Renmin University of China*

FUTURE ME HEALS ALL THE LONELINESS: EXAMINING WHEN AND HOW LEADER PERFECTIONISM AFFECTS THEIR OWN JOB PERFORMANCE

Rui Wang, *Zhongnan University of Economics and Law*; Si Li, *Zhongnan University of Economics and Law*

Impacts of leader gratitude expressions on newcomer proactive career behavior: the moderating

role of leader-member exchange

Jiyu Li, East China Normal University; Bao Cheng; Zhenyuan Wang, 华东师范大学; Kang Fei, Beijing University of Civil Engineering and Architecture.

Session 4E (Paper Presentation): Sustainability and Social Responsibility

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 306

Chair: Xinyu Zhou (Peking University)

This Session is Sponsored by the International Business School, Shaanxi Normal University

Bridging social responsibility and grassroots finance: Evaluating the impact of firms' targeted pairing assistance on county digital financial inclusion

Xinyu Zhou, Peking University; Zhou Zixun, Macau University of Science and Technology

The Role of Sustainability Practices in Shaping Risk

Jimi Kim, UNSW; Hoje Jo, Santa Clara University; Jinhua Cui, Dong-A University

SOCIAL AUDIENCE EVALUATION TOWARDS CORPORATE SUSTAINABILITY DISTINCTIVENESS: A MEANS-AND-ENDS SOCIAL JUDGMENT PERSPECTIVE

Xie Shuang, Università della Svizzera italiana (USI Lugano), Switzerland; Eric Yanfei Zhao, University of Oxford; Emanuele Bettinazzi, USI Lugano

Waking Up to Sustainability: The Attention Getting Effects of Mandatory CSR Disclosure on Firms' Socially Responsible Strategies

YING ZHANG, Northwestern Polytechnical University; Wu Chuang, Xi'an Jiaotong University

Session 4F (Paper Presentation): Innovation and Investment

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 307

Chair: Michelle Xiaomin Fan (Nanjing University of Science and Technology)

The Price of Power: Balancing Growth and Profitability in China's Politically Connected Firms

Longzhu Dong, University of Wisconsin-Eau Claire; Robert Stephens, Shippensburg University; Xiaoyu Yang, University of Wisconsin-Eau Claire

When is it fit to invest? A multilevel model of innovation investment and firm turnaround performance

Qilong Zong, Dalian university of technology; Chenjian Zhang, University of Bath; Hao Huang, 大连理工大学; Guohong Wang, 大连理工大学经济管理学院; Chengshuo Tian, Dalian university of technology

How interpersonal influence affects cooperative performance? The perspective of information processing

Yong He, Xi'an Jiaotong University; Feng Chao, Nanjing University of Aeronautics and Astronautics; Hui Chen, Nanjing Normal University; Guijun Zhuang, Xi'an Jiaotong University

Gold or Green Finger? Government Involvement in Venture Capital Investments and Target Firms' Green Innovations

Michelle Xiaomin Fan, Nanjing University of Science and Technology; Kenneth Guangli Huang, National University of Singapore

Session 4G (Paper Presentation): 金融化与风险管理

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 308

Chair: Liangliang Han (Liaoning University)

Research on the Impact of Systemic Failure in Corporate Governance on Debt Defaults of Chinese Real Estate Companies from the Perspective of Actor-Network Theory

Jiaying Qin, *Xihua University*; **Dongmei Hu**, *西华大学*; **Charles Weizheng Chen**, *Sichuan University*

市场准入管制与实体企业金融化：效应与机制

Qiqi Wang, *Sun Yat-sen University*; **Xiao Tong**, *中山大学*

企业融资与成长决策中的生态理性：基于房地产企业的情景决策实验

Zhikai Wang, *Shanghai Jiao Tong University*; **Runtian Jing**, *Shanghai Jiao Tong University*

整合类别跨越与企业绩效——一个元分析

Shengyang Liu, *Nanjing University*; **Songyang Qi**, *Nanjing University*; **Dejun Cheng**, *南京大学商学院*

Session 4H (Paper Presentation): Corporate Social Responsibility and ESG

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 309

Chair: Yuanqing Li (Montclair State University)

Economic Policy Uncertainty, state ownership and Corporate Social Responsibility

Long Xianyi, *Hainan University*

Board Hierarchies and Corporate ESG Performance: The Moderating Role of External Environment

Huize Zhang, *Nanjing Normal University*; **Feng Chao**, *Nanjing University of Aeronautics and Astronautics*

The Power of Soft Social Activism: Public Climate Concern and Corporate Carbon Disclosure

Lulu YE, *Northwestern Polytechnical University*; **Ming Jia**, *Northwestern Polytechnical University*; **LIU Hui**, *Northwestern Polytechnical University*

Session 4I (Paper Presentation): Strategic Management and Performance

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 310

Chair: Ruiqian Xu (East China University of Science and Technology)

How do home-country regional institutional voids shape the overseas location choice of emerging economy corporations?

Min Xia, *浙江大学*; **Qicheng Pan**, *浙江大学*; **Yang Yang**, *浙江大学*; **Yan Zuo**, *Zhejiang Wanli University*

How Much I'm Paid Foreshadows Who I'll Choose: An Empirical Analysis of CEO Compensation-Family Business Successor Choice

Siyin Geng, *Shanghai International Studies University*; **Chunhui Cao**, *Shanghai International Study University*; **Jun Xia**, *The University of Texas At Dallas*



Costs of Integration and Ecosystem Modularity

Sergei Mozheiko, Roskilde University & University of Chinese Academy of Sciences

Navigating Institutional Complexity: The Impact of Transparency Regulation on Strategic Ambiguity in Hybrid Organizations

Ruiqian Xu, East China University of Science and Technology; Shipeng Yan, The University of Hong Kong

Session 4J (Paper Presentation): AI, Automation, and the Evolving Nature of Work

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 311

Chair: Yulan Shen (Zhejiang University)

How Professionals in Traditional Work Navigate Time for the Gig Economy: Evidence from Clinicians in China

Lan Wang, National School of Development, Peking University

The Aftermath of Workmate Turnover in Automated Manufacturing Environments

Mingze Ma, Peking university; Xiaoxuan Chen, Peking University; Chang Lu, Peking University; shuo xu, peking university; XUECHENG YANG, Guanghua School of Management, Peking university

The Effect of AI Use on Knowledge Sharing Behavior: An Impression Management Perspective

Qi Wei, Jinan University; Ming Yan, Jinan University; Shi Zheng, 暨南大学; Ting Huang, 暨南大学; Shankuo Xiong, Jinan University; Wei Fan, 暨南大学

Cultural Tendencies in Generative Artificial Intelligence

Jackson Lu, MIT Sloan School of Management; Lesley Luyang Song, Tsinghua University; Lu Doris Zhang, MIT Sloan School of Management

Session 4K (Paper Presentation): 工作压力与职业发展

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 312

Chair: Dongyuan Wu (Fudan University)

超量难度目标对领导职业使命感有效性的影响：带病出勤的作用

Qing Liu, Southwestern University of Finance and Economics; Fu Yang, Southwestern University of Finance and Economics; Linfeng Zhou, Southwestern University of Finance and Economics

身在危城，朝不保夕：职业生涯不安全感研究述评与展望

Bing Ma, Xi'an Polytechnic University; Huang Jinyu, 西安工程大学; Guimei MA, 西安工程大学

职业生涯焦虑感的研究述评与展望

Bing Ma, Xi'an Polytechnic University; Sai Liu, Xi'an Polytechnic University; Guimei MA, 西安工程大学

长风破浪还是心灰意冷：员工资质过剩感对其工作激情的影响效应

Shuting Xiang, Southwestern University of Finance and Economics; Zhirui Zhou, Southwestern University of Finance and Economics; Shan Wu, Southwestern University of Finance and Economics

Session 4L (Paper Presentation): AI, Employee Reactions, and Workplace Dynamics



Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 313

Chair: Qiongjing Hu (Zhejiang University)

How and When Human-AI Decision-Making Inconsistency Triggers Resistance To AI-Related Change: A Moderated Serial Mediation

Guanglei Zhang, 武汉理工大学; Puzhen Xiong, Wuhan University of Technology; 世聪 陈, Wuhan University of Technology

Seeing opportunities from threats: How human employees respond to robot service failures from a social comparison perspective

Yuming Wang, Tongji University; Jinlian Luo, 同济大学经济与管理学院; Xiaoyu Wang, Tongji University

Gen-AI Productivity: A Boon or Bane for Employee Productivity? Investigating Quiet Quitting in the AI Era

Minya Xu, 北京大学光华管理学院; Liping Chen, China University of Mining & Technology, Beijing; Liu Shengming, Fudan University

Dual-Edged Effects of Interacting with AI on Employee Psychological Well-being and Work Results: A Study Based on Social Presence Theory

Minya Xu, 北京大学光华管理学院; Liping Chen, China University of Mining & Technology, Beijing; Li Xiaoxuan, Communication University of China

Session 4M (Paper Presentation): 创新、技术与跨国决策

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 205

Chair: Yiyun Zhang (Shanghai Jiaotong University)

更快不一定更好：中国企业双重创新效率与经济绩效之间的非线性关系

Cao Qinwei, Wuhan university of technology; Huaqing Feng, Dalian university of technology

法律起源差异对企业跨国并购股权选择的影响

Gengtao Tu, Guangxi University; weihong Chen, Guangxi University; Ming Zhang, Shenzhen University

人机共存背景下人机交互适应及机制——基于 CP（中国）公司的案例研究

Yiyun Zhang, Shanghai Jiaotong University; Qinxuan Gu, Shanghai Jiao Tong University

AI 算法视域下决策建议来源对验证性信息偏差的影响

Bin Ling, Hohai University; He Xiaoying, 河海大学; wang xiaochen, Zhejiang Gongshan University

Session 4N (Paper Presentation): AI, Leadership Perceptions, and Ethical Implications in Organizations

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 206

Chair: Zhirui Zhou (Southwestern University of Finance and Economics)

Appraise High but Why You Hide? The Impact of Perceived Leader's AI Attitude on Motivation and Construction of Employee Impression Management

Zhirui Zhou, Southwestern University of Finance and Economics; Shuting Xiang, Southwestern



University of Finance and Economics

The Positive Effects of Employee AI Dependence on Voice Behavior --Based on power dependence theory

Liu Jialin, *University of International Business and Economics*; **Mingpeng Huang**, *University of International Business and Economics*; **Cui Min**, *University of international business and economics*; **Tian Guangdi**, *Shanxi University of Finance and Economics*; **Xinyue Li**, *University of International Business and Economics*

When the “Human Touch” Backfires: The Ethical Impact of Artificial Intelligence Anthropomorphism in the Workplace

Puchu Zhao, *Sun Yat-sen University*; **Ke Michael Mai**, *China Europe International Business School (CEIBS)*; **Guohua He**, *深圳大学*; **Jian Guan**, *Shanghai Jiao Tong University*

Session 4O (Paper Presentation): AI, Workplace Dynamics, and Employee Adaptation

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 207

Chair: Mengwei Tian (Hong Kong Baptist University)

Does Artificial Intelligence Benefit Female Employees More? Exploring How and When Employee AI Usage Impacts Perceived Influence in Joint Work and Performance Evaluation

Chen Chen, *Sun Yat-sen University*; **Mengwei Tian**, *Hong Kong Baptist University*; **Kexin Fang**, *Sun Yat-sen University*; **Xin Qin**, *中山大学管理学院*

Which Teams Bounce Up Faster? The Moderating Effect of Power Disparity on Team Performance Trajectory after AI Implementation

YUHAN SU, *Shanghai Jiao Tong University*; **Lin Lu**, *Shanghai Jiao Tong University*; **Jie Wang**, *University of Nottingham Ningbo China*

A tale of passion: Linking organizational artificial intelligence adoption to knowledge employees' workplace well-being

Yifan Li, *Xi'an Jiaotong University*; **Qiaozhuan Liang**, *Xi'an Jiaotong University*; **Jie Li**, *Xi'an Jiaotong University*; **Zhuojing Li**, *Xi'an Jiaotong University*

Will AI Replace Me? The Impact of AI Awareness on Employees' Identity Threat

Angela J. Xu, *BEIJING NORMAL UNIVERSITY*; **Xiaoting Que**, *Jinan University*

Session 4P (Paper Presentation): 数字生态系统与区域创新驱动

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: VIP 101

Chair: Jianyu Zhang (天津财经大学)

什么样的数字生态系统能够提升区域创业质量 ——基于模糊集定性比较分析

Qing Zhu, *Peking University*

数字创业生态系统赋能的量表开发与实证检验

Mixiang Peng, *Zhejiang Gongshang University*; **Guopeng Xiang**, *浙江工商大学*; **jin han**, *University of Nottingham*

数字龙头企业如何赋能专精特新企业创新发展

Linlin Zhang, 中国人民大学, Ru Jia, 国药（上海）医疗器械实业有限公司; Suxi Qu, 联想集团; Yang Sun, 北京师范大学

长三角地区人才引进政策对区域创新的驱动及收敛性影响研究

Jinyu Zhang, Nantong University; Min Zhang, 南通大学; Jie Shen, Nantong University; Jinlong Wu, 南通大学; Jingwen Cai, nanjing university; Shuming Zhao, Nanjing University

Session 4RT01 (Roundtable): Corporate Social Responsibility and Ethics

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 208A

Chair: Yusen Dong (Beijing Normal University)

Corporate Social Responsibility and Digitalization Decoupling: Evidence from China

Yi Qin, Wuhan University; He Jiu rui, Macau University of Science and Technology

The Heterogeneity of Negative Spillovers: The Role of Perpetrators' and Industry Bystanders' Corporate Social Responsibility

Yusen Dong, Beijing Normal University; Haijian Liu, 南京大学; Daniel Han Ming Chng, China Europe International Business School

Different Strokes for Different Folks: How Firms' Language Complexity Influences Corporate Social Responsibility (CSR) Rating Divergence?

Luman Yu, The Hong Kong Polytechnic University

Corporate social irresponsibility in emerging economy enterprises: Does board gender matter?

Limin Chen, 武汉大学经济与管理学院; Zhuang Guo, Wuhan University; Lu Qian, Nanjing University of Science and Technology

Session 4RT02 (Roundtable): Corporate Governance and Leadership

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 208B

Chair: Yi Xiang (Xi'an Jiaotong University)

The Power of Female: The Relationship between Female CEO in Family Firms and ESG Performance

Dai Jianghong, 西安交通大学; Yi Xiang, Xi'an Jiaotong University

The Double-Edged Impact of CEO Self-oriented Perfectionism on Novel Business Model Innovation: Perspective from CEO Information Search

Xuedong Wang, Dalian Maritime University; Xiaolong Zhao, Dalian Maritime University

CEO temporary contract and corporate misconduct, the mediation mechanism of impression management

Zou Ming yang, Harbin Institute of Technology; Yang Yang, Harbin institute of technology

Session 4RT03 (Roundtable): 工作重塑与员工适应

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 209A

Chair: Yue Zhang (Northwestern Polytechnical University)

应势而为还是裹足不前?数字化系统对政务人员工作重塑的双路径研究

Yue Zhang, *Northwestern Polytechnical University*; Yutong Chen, *Northwestern Polytechnical University*;
Lin Zhang, *Northwestern Polytechnical University*

数字化工作重塑视角下员工生成式人工智能的使用对工作绩效的影响机制——基于混合方法的研究

Li Lin-Schilstra, *Nanjing Agricultural University*; **Jingjing Zhu**, *Nanjing Agricultural University*

最优化倾向对新员工组织社会化的影响

Boyiwen Zhang, *Capital University of Economics and Business*; Jun Li, *Capital University of Economics and Business*; Huiyuan JIA, *Capital University of Economics and Business*

牵一发而动全身? 基于角色理论的工作重塑双刃剑效应研究

Haibo Wang, *广东外语外贸大学*; Ming Yan, *Sun Yat-Sen University*; Shengwen Li, *Jinan University*

Session 4RT04 (Roundtable): 领导力与创造力

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 209B

Chair: Jiahui Feng (Chongqing University)

兼容并蓄还是求同存异? 辩证领导驱动团队创造力的双路径机制研究

Yong Zhang, *重庆大学经济与工商管理学院*; **Jiahui Feng**, *Chongqing University*

The Vast Sky Lets Birds Fly Freely? The Curvilinear Impact of Telecommuting on Telecommuter Bootlegging

Hongduo Sun, *Jilin University*; Hongyu Wang, *Jilin University*

Session 4RT05 (Roundtable): Strategic HRM, Employee Well-Being, and Organizational Practices

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 210A

Chair: Qing Qu (Tsinghua University)

How are our frames (dis)similar? Investigating how leader-subordinate well-being HR attribution (dis)agreement impacts employee well-being

Byron Lee, *CEIBS*; **Ying Wang**, *Beijing Institute of Technology*; Sunghoon Kim, *The University of Sydney*; 震王, *Central University of Finance and Economics*

How to enhance firm performance? A configurational dynamic capability view

Wei Sun, *Qilu University of Technology*; Yiwei Yuan, *Beijing University of Posts and Telecommunications*; Hong Zhu, *Hong Kong Baptist University*; Guiyao Tang, *山东大学(中心校区)管理学院*

Humanistic Human Resource Practices: Conceptualization and Theorization

Qing Qu, *Tsinghua University*; Pingping FU, *University of Nottingham Ningbo China*

Session 4RT06 (Roundtable): International Strategy, Management, and CSR in Multinational Enterprises

Time: 1:15 PM- 2:45 PM, Thursday, June 12



Venue: 210B

Chair: Tony Fang (Stockholm University)

Untangling the Effect of R&D Internationalization on Firms' Exploratory and Exploitative Innovation: Moderating Role of Performance Discrepancy and Organizational Slack

Honghui Zou, *Fuzhou University*; **En Xie**, *Tongji University*; **Nan Mei**, *Tongji University*

Mind and bridge the CSR gap: how do MNE subsidiaries perceive and manage CSR-related tensions?

Yu Mu, *University of Groningen*

Session 4RT07 (Roundtable): AI Adoption, Employee Innovation, and Organizational Behavior

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 211A

Chair: Liming Zhao (Wenzhou University)

The Human-Touch in the Digital Age of Hotels: A Study on the Impact of Task-Technology Fit on Customer Contact and Employee Interaction from a Managerial Perspective

Wenjing Yang, *Beihang University*; **Yunhui XIE**, *Beihang University*; **Xin Wu**, *北京航空航天大学经济管理学院*

Does focusing on risk-aversion or opportunity-seeking better motivate corporate environmental practices? The impact of board regulatory focus

Liming Zhao, *Wenzhou University*

The Double-edged Sword Effect of AI Adoption on AI-enable Innovation: Exploring the Moderating Role of AI knowledge

言乔 丁, *Hangzhou Normal University*; **Tianxi Chen**, *Hangzhou Normal University*; **Congcong Lin**, *山东大学*; **Wang Yan**, *hangzhou normal university*

Making lemonade out of lemons: The impact of human-machine trans roles conflict and mindset on employees' innovation behavior

Jiang Shiyao, *Nankai University*; **Gao Runfeng**, *Lanzhou University of Finance and Economics*; **Zhang Meng**, *Hebei University of Economics and Business*; **JIA JUNQI**, *Nankai University*

Session 4RT08 (Roundtable): 政企协同与创新驱动

Time: 1:15 PM- 2:45 PM, Thursday, June 12

Venue: 211B

Chair: Haiyin Tu (中国石油大学 (北京))

央地协同发展新模式下央企参股和地方国企创新水平

Huimin Guo, *Beijing University of Technology*; **Ting Qian**, *北京工业大学*; **Fei Guo**, *中南财经政法大学*

制度压力、数字战略与企业创新能力：基于管理认知视角

Guihang QIN, *Hong Kong Baptist University*

政府数字治理与企业数字化转型 —— 基于“信息惠民”国家试点政策的准自然实验

Huanyang Xu, *Peking University*; **xuyan yang**, *Peking University*; **Weiguo Zhong**, *北京大学光华管理学院*

Session 5A (Symposium): Promoting Sustainable Growth Under the Changing Nature of Work: Unraveling Work Features for Personal Thriving and Development in Nonstandard Employment

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: Qujiang Auditorium 曲江大礼堂

Chair: Yuntao Dong (Peking University) and Helen Zhao (The University of Hong Kong)

Present or Future? Gig Workers' Performance and Career Behaviors under Algorithmic Evaluations

Presenter: Yuanxin Tang, *Huazhong University of Science and Technology*

The Good Job, the Bad Job, the Variable Job: The Impact of Temporal Work Characteristics on Gig Workers' Experiences and Behaviors

Presenter: Mingyue Tang, *Peking University*

The Relationship Between Side Hustle Financial Motivation and Full-Time Intrinsic Work Motivation

Presenter: Xin Zhang, *Shanghai University of Finance and Economics*

I Own My Time! How On-Work Microbreak Scheduling Impacts Gig Workers' Off-Work Time Use and Well-Being

Presenter: Yuntao Dong, *Peking University*

Session 5B (Symposium): Feedback Seeking and Giving: Challenges and Opportunities in Interpersonal and Digital Contexts

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 406

Organizers: Meng Zhong, Xi'an Jiaotong University; Xiyang Zhang, Tianjin University

To improve one's own self: How and when perceived leader competence promotes employees' self-improvement feedback seeking behaviour

Presenter: Wei Zhang, *Jinan University*

Leader's positive emotional display during feedback and employee's feedback-seeking behavior: The role of leader-member exchange and feedback source credibility

Presenter: Xiyang Zhang, *Tianjin University*

How compliments can backfire: Negative effects of coworker positive feedback on employees

Presenter: Meng Zhong, *Xi'an Jiaotong University*

The effect of performance feedback source and feedback form on employee performance improvement in a digitally intelligent context

Presenter: Xuan Lei, *Wuhan University*

Session 5C (Symposium): The Application of Generative AI in Management Practices: Opportunities and Challenges

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 405

Chair: Peikai Li (University of Leeds) and Shuai Yuan (University of Amsterdam)

The Pygmalion Dilemma: Challenges of Generative AI in Enhancing Employee Learning through Developmental Feedback

Presenter: Xue-Jing Song, *Huazhong University of Science and Technology*

Stealth Use of Generative AI Resources (SUGAR): A Construct Introduction and Scale Development

Presenter: Peikai Li, *University of Leeds*

Understanding and Mitigating Biases in the Generative Artificial Intelligence Systems in Human Resource Management Tasks

Presenter: Yongkang Yang, *Erasmus University Rotterdam*

Navigating Generative AI for Creativity: A Dual-path Approach to Information Processing

Presenter: Bingqian Liang, *Shanghai University*

The Same Knife Cuts Different Bread: Different Benefits of GAI Use on Dual Phases of Creativity

Presenter: Shiyngzi Huang, *Huazhong University of Science and Technology*

Session 5D (Paper Presentation): Geopolitics, Firm Internationalization, and Strategic Adaptation

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 402

Chair: Rui Hou (Durham University)

This Session is Sponsored by Peking University Press

EMNEs' navigation of off-shoring, near-shoring, friend-shoring, and on-shoring amid geopolitical disruptions: A paradoxical perspective

Rui Hou, *Durham University*; Paul Robson, *Royal Holloway University of London*

The Impact of FDI Screening Policy on Chinese Technology Cross-Border Acquisitions against Techno-Nationalism Context

ZAIIANG XIE, 浙江工业大学, Liang Wang, *University of San Francisco*; Majid Abdi, 悉尼大学, Haiming Zhang, *Xizang Minzu University*

Balancing Stability: The Dual Impact of Top Management Team Stability on Firm Internationalization

Tingting Jiang, *Zhejiang Gongshang University*; **Wensong Bai**, *Shenzhen MSU-BIT University*; Runqian (Richard) Liu, *University of Calgary*; Litian Chen, *Zhejiang Gongshang University*; Xinyan Luo, *Zhejiang Gongshang University*

Session 5E (Paper Presentation): Digital Economy and Internationalization

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 306

Chair: Qingwei LI (Nanyang Technological University)

This Session is Sponsored by the School of Economics and Management, Tongji University

AI Orientation, Global Value Chain Collaboration, and the International Performance of Entrepreneurial Firms: A Technology Affordance Theory Perspective

Yun Huang, *Tianjin University of Finance and Economics*; Xinru Sun, *Tianjin University*; **QIHUI FAN**, *Tianjin University*

Patents or Promises? The Role of AI in Boosting Post-IPO Innovation Under Regulatory Pressure

Rongkang Ma, 大连理工大学经济管理学院, Miaomiao Xie, *Dalian University of Technology*; Jingrong Chen, *Dalian University of Technology*

Scaling Digital Firms in Emerging Markets: Digital Detachment and Internationalization

Siddharth Natarajan, *Nanyang Technological University*; **Qingwei LI**, *Nanyang Technological University*; Seung Ho Park, *The Hang Seng University of Hong Kong*

Artificial Intelligence, Bank Competitiveness, and Liability of Smallness

Lerong He, *State University of New York At Geneseo*; Chaoying Lin, *Fuzhou University*; Zhengjie Wang, *福州大学*

Session 5F (Paper Presentation): Knowledge Creation and Innovation

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 307

Chair: Wei Yang (CEIBS)

Knowledge digitization, innovation speed and innovation performance: The nonlinear moderating effect of organizational agility

Wucheng Han, *电子科技大学*; Xiaoyu Li, *Renmin University of China*; Weijie Zhu, *电子科技大学*; Yinqiang Pei, *University of Electronic Science and Technology of China*; Ruoyu Lu, *电子科技大学经济与管理学院*

Configure Alliances in Knowledge Recombination: Alliance Portfolio Configuration, Knowledge Base, and Technology Innovation

Yang Li, *Henan University of Technology*; **Yujie Tang**, *Zhengzhou University of Light Industry*

Innovation Shocks and Knowledge Creation of Emerging Technologies: Evidence from a Quasi-Experiment in Deep Learning

Wei Yang, *CEIBS*; Yuchen Zhang, *Tulane university*

Unpacking the drivers and outcomes of disruptiveness: A perspective of knowledge search

Li Wang, *Nanjing Normal University*; Jiyao Chen, *Oregon State University*; Siyu Gong, *Nanjing Normal University*

Session 5G (Paper Presentation): Proactivity, Leadership Endorsement, and Workplace Dynamics

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 308

Chair: Yuhan SU (Shanghai Jiao Tong University)

Promotion- and Prevention-Oriented Job Crafting Following Managerial Voice Endorsement: Understanding How and When

Baihe Song, *HKUST*; Jingjing Ma, *The Hong Kong University of Science and Technology*; Yaping Gong, *The Hong Kong University of Science and Technology*

Silencing Effect of Managerial Voice Endorsement Social Comparison: How and For Whom?

Baihe Song, *HKUST*; Jingjing Ma, *The Hong Kong University of Science and Technology*; Yaping Gong, *The Hong Kong University of Science and Technology*

A question of how much: Examining the curvilinear relationship between algorithmic management and employee service innovation

Maolong Zhang, *Nanjing Normal University*; Jin Li, *南京师范大学*; Yanmei Lin, *南京师范大学*

Navigating the Diverse Workplace: How Network Crafting Boosts Performance and Work-Family

Facilitation

Hu Tian Wang, Lingnan University, Hong Kong

Session 5H (Paper Presentation): Entrepreneurial Strategy and Performance

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 309

Chair: Xu Jun (University of California, Riverside; The Hong Kong Polytechnic University)

Venture Capital's Role in Mitigating Temporal Myopia: The Impact of Monitoring and VC Characteristics

Zijie Song, Sun Yat-sun University; Xueji Liang, Xi'an Jiaotong - Liverpool University; Liang Wen, Xi'an Jiaotong-Liverpool University

Navigating innovation opportunities under decoupling: Dynamic orchestration strategy and latecomers' capability upgrading in complex product systems

Yanting Guo, Xiamen University; Aiqi Wu, 浙江大学 Zhejiang University; Zhou Xiang, Xiamen University; Gang Zheng, Zhejiang University

Dark Side of Reputation: Evidence from Venture Capital Exit

Xu Jun, University of California, Riverside; The Hong Kong Polytechnic University

Entrepreneurial Reinvestment Across Market Landscapes: A Resource Dependence Perspective

Wang Wei, Xi'an Jiaotong University; Stephen Zhang, Baylor University

Session 5I (Paper Presentation): Governance, Human Resource and Strategic Change

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 310

Chair: Bin Liu (Xiamen University)

Evolution of Strategic HRM Configuration Systems: A Comparative Case Study in the Chinese E-bike Industry

Pei Ma, Shanghai Jiao Tong University; Runtian Jing, Shanghai Jiao Tong University; Mingchao Zhang, Shanghai Jiao Tong University

When You Need More: Influence of Firms' Previous Social Performance on Their Reaction to Newly Emerged Environmental Claims

Sijia Zhang, Northwestern Polytechnical University; Yi Xiang, Xi'an Jiaotong University; Ming Jia, Northwestern Polytechnical University; Alan Muller, University of Groningen

How to respond to inconsistent governmental demands: CSR decoupling in an emerging market

Yu Wang, Lanzhou University; Xiaoying Chang, Harbin Institute of Technology

Home is Where the Heart is? Hometown Attachment and Executive-Employee Pay Gap

Ran An, Xiamen University; Bin Liu, Xiamen University; Jiayi Zhang, Xiamen University

Session 5J (Paper Presentation): 领导力与员工行为II

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 311

Chair: Jinkai Cheng (四川大学)



This Session is Sponsored by the School of Economics and Management, Tsinghua University

领导-下属完美主义一致性对上下级关系及亲组织不道德行为的影响

Huan Yang, Sun Yat-sen University; Xinyuan Zhao, Macau University of Science and Technology; Gui Huang, 中山大学管理学院、中山大学新华学院

温暖和感知与领导力涌现关系的元分析研究

Xiaoyu Li, Renmin University of China; Chu-Ding Ling, Renmin University of China

领导动机何以影响同事领导支持：同事内隐领导原型的作用

Jinkai Cheng, 四川大学; Ming Yi, Sichuan University

愿景型领导对下属主动变革行为的双刃剑效应 —— 基于自我决定理论的视角

Jiaojiao Zhang, 首都经济贸易大学

Session 5K: MOR Editor Meeting

Time: 4:00 PM- 5:30 PM, Thursday, June 12

Venue: 312

Invited only

Session 5L (Paper Presentation): 伦理与责任

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 313

Chair: Zimeng Chen (LANZHOU UNIVERSITY)

This Session is Sponsored by the Antai College of Economics and Management, Shanghai Jiao Tong University

企业人工智能伦理意识影响劳动力成本决策吗？ -- 基于文本分析和机器学习

Xingying Wu, Xi'an Jiaotong University; Shan Liu, Xi'an Jiaotong University; Nan Hu, Xi'an Jiaotong University; Wei Duan, Xi'an Jiaotong University

操纵注意力：基于绩效期望违背的企业披露策略研究

Danxi Sun, Zhejiang University of Technology; Cong Cheng, Zhejiang University of Technology; Ze Yang, Zhejiang University of Technology

欺骗 AI 的后果：对 AI 补偿行为与对人类亲社会行为的双路径研究

Xueni Zheng, Wuhan University; Jing Du, Wuhan University; Yuan Xiang, Wuhan University; Huanyan Xie, Wuhan University

主管底线心智对部门工作目标进展的双刃剑作用：基于目标屏蔽的视角

Zimeng Chen, LANZHOU UNIVERSITY; Xuhua Wei, Lanzhou University

Session 5M (Paper Presentation): 跨领域合作与产业生态构建

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 205

Chair: Lu Tingyu (Northwestern Polytechnical University)



“Icing on the cake” or “sending charcoal in snowy weather”: A study on the fundamental connotations and behavioral details of interpersonal guanxi in marketing

Lu Tingyu, *Northwestern Polytechnical University*; **Guijun Zhuang**, *Xi'an Jiaotong University*; **Kaiwen Bai**, *Northwestern Polytechnical University*; **Yu Chang**, *Northwestern Polytechnical University*

何以构建有组织科研体系？——基于生态系统视角的理论框架与实现路径研究

SONG YI, *西安交通大学*; **Xiaotao Yao**, *西安交通大学*

绿色数字基建驱动企业数绿融合创新的机制与效应研究

Yanyun Zhang, *Southeast University*; **Shujing Yue**, *东南大学经济管理学院*; **Xiang Li**, *Southeast University*

大象与蚂蚁共舞：“小巨人”企业创新联合体 的创新架构演进机制与产业创新生态构建

Lulu Shi, *西安邮电大学*; **Xu Jiang**, *西安交通大学管理学院*

Session 5N (Paper Presentation): Communication, Decision-Making, and Strategic Adaptation in Organizations

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 206

Chair: Yue Zhang (Northwestern Polytechnical University)

Choose the right language to share? The role of language in the cross-border knowledge sharing in the digital age

Anna Jui-chuan Hsu, *Xi'an Jiaotong-Liverpool University*; **Li Siying**, *Xi'an Jiaotong-Liverpool University*; **Guo Yihui**, *Xi'an Jiaotong-Liverpool University*; **Liu Xinyu**, *Xi'an Jiaotong-Liverpool University*; **Song Yilin**, *Xi'an Jiaotong-Liverpool University*

Distinctiveness or Similarity? Social Commerce Entrepreneurship, Narrative Content, and Performance

Xiaotong LIU, *青岛大学*; **Xinrui Fang**, *Qingdao University*; **CHENFANG ZHAO**, *Southwestern University of Finance and Economics*; **Yuanqing Li**, *Montclair State University*

The self-distancing perspective of daily customer mistreatment and employee service behaviors

ChunYang Zhou, *Tongji University*; **Dewen Liu**, *Nanjing University of Posts and Telecommunications*; **Yifu Wu**, *Shanghai university of finance and economics*

Stepwise Green Investment under Policy Uncertainty and the Impact of Mean Reversion

Yanyun Liu, *Harbin Institute of Technology*; **Yanqing Wang**, *Harbin Institute of Technology*; **Baiqing Sun**, *Harbin Institute of Technology*

Session 5O (Paper Presentation): Strategy, Resource Management, and Market Dynamics

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 207

Chair: Feifan Yang (Soochow University)

Out of Chaos: Balancing the organizational paradox between non-standardized product and standardized business model by resource mobilization

Jiaxin Liu, *Dalian University of Technology*; **Shuwen Li**, *Dalian University of Technology*; **Cui Miao**, *Dalian*



University of Technology; Zheng Yaozhou, Zhongnan University of Economics and Law

Navigating the AI Frontier: Configurational Strategies for Unlocking Financial Performance and Technological Breakthroughs in Chinese Enterprises

Liu Yunqing, *Anhui University of Finance and Economics*; **Wu Yiting**, *Anhui University of Finance and Economics*

The Economics of Data Privacy and Big Tech Regulation

Fei Hao, *University of International Business and Economics*; Feng Zhu, *Harvard University*

A Study of the Effect of Government Subsidies on Supply Chain Stability: Evidence from China

Wanli Li, *Xi'an Jiaotong University*; **Shuyun Zheng**, *Xi'an Jiaotong University*; Jing Bi, *Xi'an Jiaotong University*

Session 5P (Paper Presentation): 组织变革与领导力

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: VIP 101

Chair: Wei Du (Anhui University of Finance and Economics)

技术领导力、双重绩效反馈与企业“脱虚向实”

Yiyi Su, *同济大学经济与管理学院*; **Jiayan Ding**, *Tongji University*; Shuoshuo Xu, *Tongji University*

CEO 变更对供应链集中度变动的影响研究

义琴 高, *武汉纺织大学*; Huiying Jia, *Wuhan Textile University*

工业互联网组织架构转型及生态型商业模式 ——基于不同类型企业生态演绎创新的理论探索

Ke Rong, *Tsinghua University*; Jiang Wei, *Zhejiang University of Finance and Economics/ Zhejiang University*; **Wei Du**, *Anhui University of Finance and Economics*; Zhengyao Kang, *University of Bristol*

Session 5RT01 (Roundtable): Digital Transformation and Technology

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 208A

Chair: Tongyue Fang (Northwestern Polytechnical University)

Flipping the script: How digital entrepreneurial ecosystem embeddedness boosts new venture growth performance

Ya Su, *中南大学*; Chen Huang, *Central South University*

How does Digital Orientation Influence Innovation Quality? A Perspective of Affordance Theory

Binger Guo, *Tianjin university*; Liu Hanshu, *Tianjin University*; Feng Guo, *Tianjin University*

Digitalization and joint venture stability: An information processing view

Qing Dai, *Wenzhou-Kean University*; Lucas Liang Wang, *University of New Brunswick*

Why and when does CEO's Digital Technology Orientation Affect Entrepreneurial IPO Firms' Real Earning Management?

Tongyue Fang, *Northwestern Polytechnical University*

Session 5RT02 (Roundtable): Energy Market Firm Strategy

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 208B

Chair: Qiaoqiao Zheng (中国科学技术大学)

Resource Utilization and Productivity Enhancement: Sustainable Development Strategies for Traditional Industries

Wenhua Yan, *Tianjin University*; Lanping He, *天津大学管理与经济学部*; Yixiao Li, *Tianjin University*

Assessing the Role of Digital-Real Economy Integration in Promoting Low-Carbon Energy Transitions: The Influence of Media Climate Change Concerns

Ziru Tang, *University of Science and Technology Beijing*; Zenglian Zhang, *University of Science and Technology Beijing*

Escaping the Trap of the “Fallacy of Composition”: The Impact of Policy Mix on the Green Transformation of Residents’ Lifestyles

Qiaoqiao Zheng, *中国科学技术大学*; Liang Wan, *中国科学技术大学*; Huping Shang, *中国科学技术大学*; Jiuchang Wei, *University of Science and Technology of China*

Session 5RT03 (Roundtable): 领导行为风格对员工行为的影响

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 209A

Chair: Yang Liu, 沈阳师范大学

共享领导与组织公民行为的关系：心理安全感的中介作用和核心自我评价的调节作用

Shan Xu, *Southwestern University of Finance and Economics*; **Liyun Xie**, *Southwestern University of Finance and Economics*; Wei Wei, *Southwestern University of Finance and Economics*; Xiao Yu, *Southwestern University of Finance and Economics*

领导主动型人格对团队自愿离职的链式影响机制研究

Qingyue Fan, *Shanghai Jiao Tong University*; Jingqiu Chen, *Shanghai Jiaotong University*; Ningyu Tang, *Shanghai Jiao Tong University*

领导风格组合的案例和必要因果关系分析 --基于历史典籍《尼希米记》的研究

Yang Liu, *沈阳师范大学*; JUN YAN, *SHENYANG NORMAL UNIVERSITY*; bohan li, *沈阳师范大学*; 碧云陈, *沈阳师范大学*; yixuan zhao, *沈阳师范大学*; quanxi wang, *沈阳师范大学*; minli hao, *沈阳师范大学*; jie zhang, *沈阳师范大学*

领导建言征询对员工积极追随行为的双刃剑效应：感知领导温暖与感知领导能力的作用

Xinyue Li, *University of International Business and Economics*; Liu Jialin, *University of International Business and Economics*

Session 5RT04 (Roundtable): AI Adoption, Employee Behavior, and Well-Being

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 209B

Chair: YuZhan Liu (Beijing University of Posts and Telecommunications)

The Dunning-Kruger Effect in AI knowledge and its influence on AI acceptance through AI-related self-efficacy

Jian Guan, *Shanghai Jiao Tong University*; YUHAN SU, *Shanghai Jiao Tong University*; XIAO HE,



Shanghai Jiao Tong University; Xinan Zhang, Shanghai Jiao Tong University

Self-Improvement or Self-Protection? Navigating Employee Responses to Digital Job Demands through Cognitive Appraisals and Job Crafting

Jie Liu, 北京邮电大学; Hui Chen, 北京邮电大学; Xin-Qian Ding, 北京邮电大学; Wang Xiaohua, Beijing Normal University

Organizational AI adoption: A bane or a boon for employee thriving at work?

Quanyi Gao, Xi'an Jiaotong University; Zhang Zhe, 西安交通大学管理学院

Support or resistant? The Dual Pathways of AI awareness on Employee behavioral response for change—based on the self-regulation theory

Hui Chen, 北京邮电大学; YuZhan Liu, Beijing University of Posts and Telecommunications; Liu XinMiao, Beijing University of Posts and Telecommunications; Wang Xiaohua, Beijing Normal University

Session 5RT05 (Roundtable): Corporate Social Responsibility, Innovation, and Digitalization in Multinational Enterprises

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 210A

Chair: Ling Eleanor Zhang (ESCP Business School)

The Role of HRM in Disability Inclusion in Multinational Enterprises: A Multi-Stakeholder Approach

Ling Eleanor Zhang, ESCP Business School; Ayse Saka-Helmhout, Radboud University

Subsidiary Autonomy and MNE Subsidiary Corporate Social Performance in the Host Country

MENGYANG WANG, Huazhong University of Science and Technology; Jiaxuan Li, Huazhong University of Science and Technology; Jialin Du, 中国人民大学

Intelligence Initiates Metamorphosis: Investigating AI Climate-Catalyzed Business Model Innovation

Jun Mei Luo, Ocean University of China; Meng BI, Nanjing University; Wan Wang, Ocean University of China

From Photo to Mind: The Role of Dining Cues in Food Images on Social Media

Yuzhe Xie, Tsinghua University; Fang Wang, Wilfrid Laurier University; Xiaoping Zhang, Tsinghua University

Session 5RT06 (Roundtable): Leadership, Employee Behavior, and Career Development

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 210B

Chair: Shucong Guo (海南大学)

The Progress and Trend of Employee Green Behavior Research: A Bibliometrics-based Visualization Analysis

Hongyan Mao, Northeast Agricultural University; Xiaojing Shao, 东北农业大学; jincai Li, Northeast Agriculture University; Huanlu Yang, Northeast Agriculture University

Emerging as a Leader: Balancing Work-Family Conflict and Enrichment Through Resource

Conservation

Shucong Guo, 海南大学, Guo Keting, 海南大学, Fu Jingtao, 海南大学

The Affective Perspective to Understand the Relationship between Socially Responsible Human Resource Management and Employee Expediency

Yixuan Jing, Shandong University; Hongyu Xue, Renmin University of China; Hongxing Zhou, Renmin University of China

Session 5RT07 (Roundtable): AI, Leadership, and Employee Behavior in the Workplace

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 211A

Chair: Weiqi Pan (South China University of Technology)

Double Kill: The Relationship between Supervisor AI Identity and Abusive Supervision

Weiqi Pan, South China University of Technology; Wenzhu Lu, Lanzhou University; Pengxiang NIAN, 华南理工大学工商管理学院; Shanshi Liu, 华南理工大学工商管理学院; Le Liu, Hebei Normal University; shan Wang, Hunan university of technology and business

Exposure to AI Makes People Prefer Younger Leaders

Xiang Zhou, Shenzhen University; Chen Chen, Sun Yat-sen University; **Yuewei Yao**, Sun Yat-sen University; Kai Chi Yam, National University of Singapore; Yi Zhou, Sun Yat-sen University; Xin Qin, Sun Yat-sen University

Academic Roots, Entrepreneurial Fruits: Unraveling the Link between Academic Founder CEOs and AI Strategies

Xin Liu, Hebei University of Technology; Chenying Yan, Hebei University of Technology

Session 5RT08 (Roundtable): 数字技术与企业绩效

Time: 3:00 PM- 4:30 PM, Thursday, June 12

Venue: 211B

Chair: Cai Wanying (Dongbei University of Finance and Economics)

数字技术创新、股价同步性与供应链溢出

Zhenxing Huang, 西安交通大学; Taiqi Li, Xi'an Jiaotong University; Haowei Jin, Xi'an Jiaotong University

革故鼎新：创业导向与数字技术创新绩效

Qing Zhu, Peking University

人工智能应用如何提升企业实质性创新强度？——基于企业知识多样性的视角

Jingwen Liang, Beijing University of Posts and Telecommunications; ChenRui Zhao, 北京邮电大学; YAWEN LI, Beijing University of Posts and Telecommunications; lun li, Beijing Normal University

数字化转型速度对中国企业国际化广度的影响研究——数字化转型节奏的调节效应

Ziyi Wang, Fudan University

Session 6 (Keynote): Women Development Forum

Time: 4:45 PM- 6:00 PM, Thursday, June 12

Venue: Qujiang Auditorium 曲江大礼堂

Chair: Jia (Jasmine) Hu (Tsinghua University) and Xuhong Li (Fudan University)



Language: Chinese

特邀嘉宾:

唐宁玉, 海南大学/上海交通大学

刘武, 香港理工大学

陶春蕾, 安徽万邦医药创始人、董事长兼总经理

刘丽君, 中国蒙牛乳业有限公司副总裁、人力资源负责人

组织人/主持人:

李绪红, 复旦大学

胡佳, 清华大学

Session 7A (Non-Academic Session): School Recruitment Fair 院校师资招聘会

Venue: Presidium Conference Room 主席团会议室

Schools Recruitment Fair Hours:

- **June 12:** 1:00 PM – 9:30 PM
- **June 13:** 9:00 AM – 6:00 PM

For school list, please see page 5 of the pdf program

Session 7B (Recruitment Event): School of Management, Xi'an Jiaotong University

Time: 6:30 PM- 9:30 PM, Thursday, June 12

Venue: 308

招聘会: 西安交通大学管理学院

Session 7C (Recruitment Event): Faculty of Business, The Hong Kong Polytechnic University

Time: 6:30 PM- 9:30 PM, Thursday, June 12

Venue: 402

招聘会: 香港理工大学商学院

Session 7D (Recruitment Event): Shanghai Advanced Institute of Finance, Shanghai Jiao Tong University

Time: 6:30 PM- 9:30 PM, Thursday, June 12

Venue: 405

招聘会: 上海交通大学上海高级金融学院

Day 2
Friday, June 13

Session 8: Appreciation, Awards and Presidential Speech

Time: 8:00 AM- 9:00 AM, Friday, June 13

Venue: Lily Hall 百合厅

Chair: Wei Shen, Arizona State University

Session 9A (Keynote): Keynote Panel- Micro

Time: 9:15 AM- 10:45 AM, Friday, June 13

Venue: Lily Hall 百合厅

Chair: Jia (Jasmine) Hu, Tsinghua University

Organizational Behavior and Entrepreneurship: The Teams Make the Place

Gilad Chen, University of Maryland

Achieving mutual understanding without saying a word: Conceptualization and empirical testing of Moqi and its nomological network

Xiao-Ping Chen, University of Washington

Job Design and Employee Well-Being: Lessons from the Past and Directions for the Future

Jia Lin Xie, University of Toronto

Session 9B (Keynote): Keynote Panel- Macro

Time: 9:15 AM- 10:45 AM, Friday, June 13

Venue: International Reporting Hall 国际报告厅

Chair: Weiguo Zhong, Peking University

This Session is Sponsored by the School of Management, Northwestern Polytechnical University

From Cognition to Connection: How AI Augments Human Cognitive and Social Tasks

Nan Jia, USC Marshall School of Business

Firm Strategy amid Global AI Competition

Tony Tong, University of Colorado

Resource Allocation in Strategic Management: Revisiting a Fundamental Topic

Brain Wu, University of Michigan

Session 10A (Symposium): Recent Advances in Research on Leadership in the Chinese Context

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: Lily Hall 百合厅

Chair: Dongyuan Wu (Fudan University)

Discussant: Wu Liu, The Hong Kong Polytechnic University

Why always me and why never me? the relational impact of inconsistent supervisor errand

assignments

Presenter: Mingyue Tang, *Peking University*

The Influence of Transformational and Directive-Achieving Leadership on Creativity

Presenter: Fuli Li, *Xi'an Jiaotong University*

Why can authoritarian control enhance employee goal clarity and performance? The role of information sharing

Presenter: Leni Chen, *Minzu University of China*

Not Just WEIRDly Unfamiliar: The Varying Effects of Paternalistic Leadership in China

Presenter: Chenwei Liao, *Michigan State University*

Session 10B (Symposium): Gender Equality in Management: Challenges, Solutions, and Future Directions

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: International Reporting Hall 国际报告厅

Organizers: Yidong Tu, *Wuhan University*; Tongtong Zhao, *University of Groningen*; Ying Zhang, *Tsinghua University*

Discussant: Ningyu Tang, *Shanghai Jiao Tong University*

Navigating Leader and Gender Roles: How Female Leaders Leverage Humility and Structural Power for Success

Presenter: Puzhen Xiong, *Wuhan University of Technology*

Breaking Conformity: How Loneliness Fuels Women's Creativity

Presenter: Ying Zhang, *Tsinghua University*

Balancing Comfort and Growth: Gender, Peer Advice Networks, and Their Effects on Job Performance

Presenter: Tongtong Zhao, *University of Groningen*

Exploring Fairness in AI-driven Interviews: Gender, Impression Management, and Interview Performance

Presenter: Weiwei Huo, *Shanghai University*

Session 10C (Symposium): Navigating the Shadows of Workplace Objectification: Impact on Career, Well-Being, and Interpersonal Dynamics at Work

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 406

Session Organizers: Jinghao (Terrence) Zhang, *University of Groningen*; Shiyu Yang, *San Francisco State University*

Discussant: Chang-qin Lu, *Peking University*

Objects Don't Move out of the Comfort Zone: Experiencing Objectification Leads to Challenge Avoidance in Career Choice

Presenter: Xijing Wang, *City University of Hong Kong*

Objects Do Not Suffer: A Self-regulation Perspective on The Coping Function of Proactive Self-Objectification in Toxic Work Environment

Presenter: Qiongjing Hu, *Zhejiang University*

Balancing Task-flexibility I-deals and Job Insecurity: How Task-flexibility I-deals Affect Employee Well-being and Burnout Through Objectification Perception

Presenter: Bibi Zhang, *Swansea University*

Toward Unpacking the Relationship Between Objectification and Construal Level

Presenter: Shiyu Yang, *San Francisco State University*

Biting the Hands That Feeds You: Why and When Coworker Helping Fosters Interpersonal Objectification

Presenter: Jinghao Zhang, *University of Groningen*

Session 10D (Paper Presentation): 绿色政策与企业行为

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: VIP 102

Chair: Guoguang Wan (SWUFE)

Can Synergistic Effect of Environmental Policies Promote Corporate Green Technology Innovation? A Quasi-natural Experimental Study based on “Dual Pilot” Policy

Xuemei Xie, *Tongji University*; Pengfei DU, *Tongji University*

主动还是被动？政府环保奖励与处罚对企业绿色创新的影响

Jiguo Qi, *China University of Petroleum (Beijing)*; Wei Zheng, *China University of Petroleum (Beijing)*; Lun Li, *Beijing Normal University*

The stakeholder handles the tensions: Stakeholder conflicts and corporate greenwashing behaviors

Ying Zhang, *Northwestern Polytechnical University*; Xueyan Zhang, *Northwestern Polytechnical University*; Yi Xiang, *Xi'an Jiaotong University*; Li TONG, *Peking University*

Session 10E (Paper Presentation): 组织变革与创新管理

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 402

Chair: Fangmei Lu (Xiamen University)

This Session is Sponsored by the Nanjing University Business School

驾驭模糊性：技术双重锁定下企业技术路径创造的策略研究

Feifei Huang, *Nanjing university*; Mimi Xiao, *Nanjing University of Science and Technology*; Liangding Jia, *Nanjing university*

技术能力、组织惯例与并购后整合：基于跨国并购事件的生存研究

YuKun Wei, *Tsinghua University*; Shisong Jiang, *武汉大学经济与管理学院*; Donghong Li, *School of Economics and Management, Tsinghua*

执两用中：CEO 谦逊促进企业双元创新平衡的理论与证据

Fangmei Lu, *Xiamen University*; Shuyang You, *Dongbei University of Finance And Economics*;
Liangding Jia, *Nanjing university*

破茧成蝶：“技术-组织-环境”视域下企业二元创新的组态路径研究

Ao Zan, *Changsha University of Science & Technology*; Chuyue Ren, *Changsha University of Science & Technology*; Yanhong Yao, *Hunan University*; Qiuchen Liu, *Southeast University*

Session 10F (Paper Presentation): Decision-Making, Leadership, and Group Dynamics in Organizations

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 306

Chair: Yuhang Qiao (*Jilin University*)

This Session is Sponsored by the Guanghua School of Management, Peking University

Gain or loss? The effect of leader risk taking on team performance based on collective regulatory mechanisms

Pei Liu, *Sun Yat-Sen University*; Mengqi Sun, *Sun Yat-sen University*; Deng Silu, *Jinan University*; Aimei Li, *Jinan University*

Likes vs. yikes: Group norm perception through conflicting information

Yin Li, *Yale School of Management*; Jennifer Dannals, *Yale School of Management*

How Does a Moral Objector Receive Admiration? An Attribution Perspective on Leader Reconciliation after Moral Objection

Yanzhao Su, *Peking university*; Hui Wang, *Peking university*; Hanyu Zhu, *Peking university*

The Spillover Effects of Customer No-Shows

Hengchen Dai, *University of California, Los Angeles*; Ilana Brody, *UCLA*; Xixi Li, *Tsinghua University*

Session 10G (Paper Presentation): AI Innovation and Organization

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 307

Chair: Zheqi Xu (*Peking University*)

Exploring AI Implementation with LLM Capability and Domain Expertise

Zheqi Xu, *Peking University*; Kun Zhang, *Peking University*; Wei Wei, *Peking University*

Artificial Intelligence in Science and R&D

YUTONG WANG, *University of Nottingham Ningbo China*; XIAODAN YU, *University of Nottingham Ningbo China*; KOK WEI KHONG, *University of Nottingham Ningbo China*

Do You Walk Your Talk? Signal Incongruence in Artificial Intelligence Applications and Corporate Social Responsibility in IPO Firms

Yingbo Xu, *Sun Yat-sen University*; Wei Liu, *Qingdao University*; Bo Zou, *Sun Yat-sen University*

How Organizations Develop Knowledge-Based Dynamic Capabilities via Day-to-Day Employee-AI Collaboration

Wen Chen, *Renmin University of China*; Hongkun Tang, *Renmin University of China*; Ben Nanfeng Luo, *中国人民大学劳动人事学院*; FAN YANG, *Renmin University of China*; Duoran Liu, *Renmin University of China*

China; Simeng Wang, *Renmin University of China*; 稚鸥 马, *中国人民大学*

Session 10H (Paper Presentation): Patent Strategy and Innovation System

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 308

Chair: Junhan Wang (Tsinghua University)

This Session is Sponsored by the Faculty of Business, The Hong Kong Polytechnic University

The “Multiple Submissions” of Chinese Patents: Patent Novelty and the Dual-Application Strategy

Junhan Wang, *Tsinghua University*; Xibao Li, *Tsinghua University*

How Do Firms Survive in Times of Crisis? The Roles of Open Innovation and Resource Flexibility

Xuechen Ding, *Beijing Technology and Business University*; Xiaolan Fu, *University of Oxford*

Appropriability Strategy as A Guide of Technology Search: Evidence from Patent Invalidation

Wei Yang, *CEIBS*

How Does an Institutional Regime Shift in the Enforcement of Intellectual Property Rights Shape Firms' Innovation Strategies?

SUN Haoqi, *Peking University*; Wang Zhen, *Fujian Medical University*; HUANG Yaoxuan, *Lingnan University*; CHEN Fanghao, *Jinan University*

Session 10I (Paper Presentation): Corporate R&D and Innovation

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 309

Chair: Zeng Yao (University of Nottingham Ningbo China)

Rising Radical Innovations in China? The Role of Rising Corporate Science? Evidence from Top Corporate R&D Investors

Zeng Yao, *University of Nottingham Ningbo China*; Yi Ruan, *University of Nottingham Ningbo China*; XIAODAN YU, *University of Nottingham Ningbo China*; Arianna Martinelli, *Scuola Superiore Sant'Anna*

Navigating Co-opetition: How Ego Network Density in Standardization Alliances Influences Product Innovation

Jian Li, *湖南大学工商管理学院*; Yue Yu, *湖南工商大学*

Managerial Myopia: Impediment to Enhancing Firm Innovation through Digital Transformation

Miao Feng, *Nanjing University of Aeronautics and Astronautics*; Yapu Zhao, *Nanjing University of Aeronautics and Astronautics*; Dang Beilei, *南京信息职业技术学院*

Restrain or boost? Research on the double-edged sword effect of digital divide on enterprise innovation performance from the perspective of supply chain

Xiaoxia Yu, *Ocean University of China*; Zhonghui Jiang, *中国海洋大学管理学院*; Chaoyue Meng, *中国海洋大学*; Jun Mei Luo, *Ocean University of China*

Session 10J (Paper Presentation): CEO and Business Choices

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 310



Chair: Lei Yu (Tongji University)

Too little of a good thing? Exploring U-shaped Relationships between CEO Organizational Identification and Business Model Reconfiguration

Xuedong Wang, *Dalian Maritime University*; **Tongtong Li**, *Dalian Maritime University*; **Zixuan Wang**, *Liaoning University*

Avoiding duplicity: How can firms match CEO regulatory focus with online shareholder activism to reduce ESG decoupling?

Xuemei Xie, *Tongji University*; **Lei Yu**, *Tongji University*; **Chenjian Zhang**, *University of Bath*; **Zhan Wu**, *University of Sydney*

Do Rivals Matter? An Examination of a Competitor CEO's Award-winning Event and Corporate Financial Misconduct

Xueyao Du, *Tianjin University*; **JUNYING LIU**, *Tianjin University and City University of Hong Kong*; **Weisheng Lu**, *The University of Hong Kong*; **Wan Jiang**, *Tianjin University*

CEO Political Ideology and Internationalization Choices

ZIYAN ZHU, *Dongbei University of Finance and Economics*; **Jiangyan Li**, *School of Economics and Business Administration*; **Martin Johanson**, *Stockholm University*

Session 10K (Paper Presentation): 人工智能与工作相关问题

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 311

Chair: Jinlian Luo (同济大学经济与管理学院)

This Session is Sponsored by the School of Economics and Management, Tongji University

人工智能一定能促进企业价值提升吗？——组织学习的中介作用与商业模式转型的调节效应

Shin Haekun, *南开大学*; **CHUNHUA CAI**, *Chongqing University of Technology*; **wang lin**, *Chongqing University of Technology*

人工智能素养能否预测任务绩效：领导力涌现的中介作用

Shucong Guo, *海南大学*; **Guo Keting**, *海南大学*; **Fu Jingtao**, *海南大学*

“形影相随”却“疏于关怀”？员工 AI 依赖对配偶满意度的双刃剑效应

Fu Yang, *Southwestern University of Finance and Economics*; **Yiting Zhao**, *Southwestern University of Finance and Economics*

人-AI 协作情境中责任归因的不对称现象、潜在机制和缓解措施探析

Yuming Wang, *Tongji University*; **Jinlian Luo**, *同济大学经济与管理学院*; **Limin Guo**, *Northwestern Polytechnical University*; **Jing Zhong**, *同济大学经济与管理学院*

Session 10L (Paper Presentation): 人力资源、组织管理与员工行为I

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 312

Chair: Zihan Yin (Shandong University)

人工智能增强型人力资源管理与员工体验：理论探索



Lijun Wang, *Wuhan University of Technology*; **wansi chen**, *east china university of science and technology*; **Liu Jun**, *Wuhan University of Technology*

师徒关系对师傅工作绩效双刃剑效应研究：基于资源保存视角

SHUAI PENG, *University of Science and Technology Beijing*; **Jian Zhang**, *北京科技大学*; **NA ZHANG**, *Beijing Information Science and Technology University*

蜜糖亦或砒霜：上下级关系与职业主动行为之间的倒 U 型关系

Jie Zhong, *Tsinghua University*; **Dan Ni**, *Sun Yat-sen University*

Session 10M (Paper Presentation): Emotional Responses and Interpersonal Dynamics in the Workplace

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 313

Chair: Waiseng Lou (Peking University)

How emotion regulators deal with supervisor idea rejection: An exploration of spillover effects

Chen Ding, *Nanjing University*; **Mengting Su**, *College of Management, Mahidol University*; **Pei Jialiang**, *South China University of Technology*; **Shuming Zhao**, *Nanjing University*; **Cherrie Zhu**, *Monash University*; **RU LI**, *Nanjing University of Finance & Economics*

Understanding Supervisor Feedback Delivery Style and Employees' Behaviors from the Dynamic Affect Perspective

Li YAO, *Peking University*; **Jia Liu**, *Shandong university*; **Di Cai**, *山东大学*

From lending an ear to walking away: How gossip recipients react to coworkers' negative workplace gossip about supervisor

Xu Wang, *Shanghai International Studies University*; **Liang Meng**, *Shanghai International Studies University*

Feeling Frustrated or Closer? An Interpersonal Model of the Effects of Daily Intrusions on Intruder-Directed Behaviors

Waiseng Lou, *Peking University*; **Junchao Huang**, *Institute of Psychology, Chinese Academy of Sciences*; **Guiquan Li**, *Peking University*

Session 10N (Paper Presentation): Workplace Conflict, Identity Threats, and Employee Reactions

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 205

Chair: Zulayati Abuliezi (Tongji University)

The insecure me makes you abusive The consequences of employee daily job insecurity from a self-regulation failure perspective

Fu Yang, *Southwestern University of Finance and Economics*; **Zihan Zhou**, *Southwestern University of Finance and Economics*; **Mengying Xie**, *Southwestern University of Finance and Economics*

Seeing Opportunities from Conflicts: Exploring Third Parties' Mixed Reactions to Ethical Conflict in the Workplace

Limin Guo, *Northwestern Polytechnical University*; **Yuming Wang**, *Tongji University*

Subordinate Expediency under Supervisor Performance Pressure: The Roles of Perceived Exploitation and Supervisor Benevolence

Dong Jingyu, *Xian Jiaotong University*; **Diwan LI**, *The Hong Kong Polytechnic University*; **Lv Hui**, *Fujian Agriculture and Forestry University*; **Jiang Jiaxuan**, *Xi'an Jiaotong University*

A meta-analytic review of Identity Threats: antecedents, outcomes, and comparisons

Deyong Ma, *Lanzhou University*; **Yanxia Wang**, *兰州大学*

Session 100 (Paper Presentation): Emotional Labor, Work Dynamics, and Employee Innovation

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 206

Chair: Shuwen Li (Dalian University of Technology)

The Disruptor's Dilemma: Exploring the Dynamic Optimal Distinctiveness Mechanisms of Disruptive New Entrants in the Value Co-Creation

Shuwen Li, *Dalian University of Technology*; **zhao xiaodi**, *大连理工大学*; **Cui Miao**, *Dalian University of Technology*; **Zheng Yaozhou**, *Zhongnan University of Economics and Law*; **Hu Wenan**, *shandong university*

A Mediated Moderation Examination of Power Distance Belief and Bootleg Innovation: a Psychological Contract Perspective

Shan Xu, *Southwestern University of Finance and Economics*; **Xiao Yu**, *Southwestern University of Finance and Economics*; **Wei Wei**, *Southwestern University of Finance and Economics*; **Liyun Xie**, *Southwestern University of Finance and Economics*

So far (not) so good? How between-episode customer behavior changes influence employee emotional labor and service delivery

Liwen Zhang, *University of Macau*; **Lincoln Jisuvei Sungu**, *University of Science and Technology of China*; **Qingxiong Weng**, *中国科学技术大学管理学院*

Interaction between work stigmas and patient reciprocity on medical staff outcomes: The mediating role of job ambivalence

Su Cui, *Nanjing University*; **Yina Mao**, *Nanjing University*

Session 10P (Paper Presentation): CEO Influence on Strategy, Innovation, and Sustainability

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 207

Chair: Ru Zhang (Renmin University of China)

How does CEO power affect corporate social responsibility focus? The roles of board independence and media coverage

Lixin Sheng, *university of science and technology of China*; **Jianlin Wu**, *中国科学技术大学管理学院*; **Jibao Gu**, *中国科学技术大学管理学院*; **Yu Wang**, *university of science and technology of China*

All Roads Lead to Rome: A Mixed-method Exploration on the Sustainable Business Models Affect Firm Performance

Jiajun Zhang, *Hohai university*; **Liu Yunqing**, *Anhui University of Finance and Economics*

Are greedy CEOs greener? CEO greed and corporate green innovation

Ruijie Jin, *Chang'an University/ 长安大学*, Sun Zeyu, *Beijing Normal University at Zhuhai*

Session 10Q (Paper Presentation): Innovation Strategies, Risk Management, and Organizational Adaptation

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: VIP 101

Chair: Yida Tao (Shanghai University)

Government-supported Alliances, and Knowledge Networks, and Exploratory Innovation

Wanyi Wu, *Tongji University*; Wang Xincheng, *Tongji University*

Why Protection Leads to Caution: Unpacking the Impact of D&O Insurance and Government Intervention on Green Innovation

Yue Zhang, *Northwestern Polytechnical University*; LIU Hui, *Northwestern Polytechnical University*; Dongdong Li, *Northwestern Polytechnical University*; Wei Deng, *Northwestern Polytechnical University*

Flexibility in the Face of Disruption: How Management Innovation Drives Disruptive Innovation under Environmental Turbulence

Xiaoxuan Li, *Huaqiao University*; Yinxuan Zhang, *Shanghai Jiaotong University*; Lin Chunpei, *Huaqiao University*; Huang Danfeng, *Huaqiao University*

Learning from new product development project failure in high-tech firms: The role of risk anticipation and the underlying mechanisms

Yida Tao, *Shanghai University*; Xiangming Tao, *University of Sussex*; Xiaoyu Yu, *Shanghai University*

Session 10R: 《管理视野》开放论坛

Time: 11:45 AM- 1:15 PM, Friday, June 13

Venue: 405

Chair: Xiao-Ping Chen (University of Washington)

陈晓萍 (MI 执行主编, 论坛主持人)

演讲嘉宾:

- 徐淑英 (MI 首席学术顾问, IACMR 创会会长)
- 陈亮 (MOR 副主编, 新加坡管理大学教授)
- 李宁 (MOR 副主编, 清华大学教授)
- 姜铠丰 (北京大学教授)

Session 10RT01 (Roundtable): Entrepreneurship and Family Firms

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 208A

Chair: Boyi Chen (University of Electronic Science and Technology of China)

Can entrepreneur rural experience enhance corporate environmental investment? Evidence from Chinese private firms

Lin Zhang, *华南理工大学工商管理学院*; Zepeng Sun, *South China University of Technology*; Chenlv Zeng, *South China University of Technology*

Liability of Ownership Origin: Implications for Transgenerational succession in Chinese Privatized Family Firms

Boyi Chen, *University of Electronic Science and Technology of China*; Shuangying Chen, *电子科技大学经济与管理学院*; Xiaowei Luo, *INSEAD*; Jun Wang, *University of Electronic Science and Technology of China*

Family firm professionalization: A review and future research agenda

Qiuyue Lyu, *Zhejiang University*; Junsheng Dou, *Zhejiang University*

Session 10RT02 (Roundtable): Environmental and Social Responsibility

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 208B

Chair: Zhiyu Chen (Lanzhou University)

Effect of Corporate Leaders' Early Ecological Exposure on Firm Environmental Engagement

Xin He, *南京财经大学*; Jing Long, *南京大学商学院*

Does Socialist Ethos or System evoke ESG performance? Exploring Collective Consciousness in Social Structure

Zheng Wenquan, *Dongbei University of Finance and Economics*; **Liang Enshuo**, *Dongbei University of Finance and Economics*; Li Hongliang, *Dongbei University of Finance and Economics*

Shielding or propelling? Political connections and corporate environmental sustainability: The moderating role of social performance feedback

Tuo Xiaonan, *Lanzhou University*; Jianzu Wu, *兰州大学管理学院*; Zhiyu Chen, *Lanzhou University*

Session 10RT03 (Roundtable): 伦理与道德行为

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 209A

Chair: Xuhua Wei (兰州大学管理学院)

圣者殉道：意义构建理论视角下高校教师角色冲突对职业使命感的影响研究

Miao He, *Renmin University of China*

团队间战火下的道德迷雾：团队间冲突对亲团队不道德行为的影响

Min Wang, *Lanzhou University*; Xuhua Wei, *兰州大学管理学院*; jingting yu, *Lanzhou University*

君子乐得为君子：伦理领导行为对领导者情绪的影响

Zhixing Xu, *北京师范大学*; qian guo, *北京师范大学*; **Sha Qianyu**, *北京师范大学*

Session 10RT04 (Roundtable): Communication, Leadership, and Employee Behavior

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 209B

Chair: Weiqi Hou (University of Macau)

The Dual Effect of Instant Messaging in the Workplace: Enhancing Tasks but Depleting Resources

Julie N.Y. Zhu, *Fuzhou University*; Irene Cheng Chu Chan, *Macao University of Tourism*; Qin Su, *Xi'an Jiaotong-Liverpool University*; Zhiwei Wang, *Fuzhou University*; Long W. Lam, *University of Macau*;

Tingting Wen, *Fuzhou University*; **Weiqi Hou**, *University of Macau*

Leader workplace interpersonal capitalization and frontline hospitality employees' proactive customer service performance: A power-dependence perspective

Wen Cheng, *Sun Yat-sen University*; **Jiaxin Huang**, *Guangdong University of Finance & Economics*

The Effect of Career Commitment on Remote Work Engagement and Employees' Well-being in Tourism Industry: Taking Big Five Personality Traits as Moderators

Qingjuan Wang, *Nankai University*; **Chen Suo**, *Nankai University*; **Xiaolu Huang**, *Nankai University*; **Wu Yujie**, *Nankai University*

Feeling envious and uncertain about oneself is unfair: Dispositional malicious envy, labile self-esteem, and subjective injustice

Zhen FU, *Hunan Normal University*; **Chris M. Bell**, *York University*; **Aybike Mergen**, *Özyeğin University*; **Yang Yi**, *Hunan Normal University*

Session 10RT05 (Roundtable): Organizational Behavior, Conflict Management, and Decision-Making Dynamics

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 210A

Chair: **Zhang Xiaoxu** (*University of St.Gallen*)

May Decoupling Benefits? Contingency Effect of Technological Decoupling on Disruptive Innovation, and the Moderator of Technological Niche

Yayu Yang, *中国科学院大学*; **Guannan QU**, *Beijing Institute of Technology*; **Luyao WANG**, *Communication University of China*; **Alexander Brem**, *University of Stuttgart*

Janus-Faced Factional Divides – Can Independence-Based Faultlines Foster Board Effectiveness Following Corporate Failures?

Zhang Xiaoxu, *University of St.Gallen*; **Wei Lin**, *University of St.Gallen*; **Winfried Ruigrok**, *University of St.Gallen*

Single Source vs. Multiple Sources: A Study of the Synergistic Effect of CEO-Employee Co-Participation in Apology

Ziyi Pan, *宁夏大学*; **MEI XUE**, *Ningxia University*; **Huiru Wei**, *宁夏大学*; **秋雯 辛**, *Ningxia University*

How to End a Moment of Rejection Reflection After Voice Rejection and Employee Subsequent Behavioral Intention

Wei Liu, *Central University of Finance and Economics*; **Yuting Gao**, *Central University of Finance and Economics*; **Xiji Zhu**, *CUFE*; **Qin Su**, *Xi'an Jiaotong-Liverpool University*

Session 10RT06 (Roundtable): Employee Behavior, Work Engagement, and Organizational Dynamics in the Digital Era

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 210B

Chair: **Na Zhang** (*Beijing University of Information Science and Technology*)

Steal My Time Back: The Influence of Work-To-Leisure Conflict on Time Theft

Qionghan Zhang, *Zhejiang Gongshang University*; **Xiaoyu Lin**, *Zhejiang Gongshang University*

Work Connectivity Behavior After Hours and Work Engagement: The Impact of Resilience and Calling

Zhongze Guo, *Beijing Information Science and Technology University*; Jiwen Chen, *Beijing Information Science and Technology University*; Mengmeng Xu, *北京信息科技大学*; hao Dong, *Beijing Information Science and Technology University*

The Impact of Performance Feedback on Corporate Digital M&A Behavior

Ting Lu, *Beijing University of Posts and Telecommunications*; Yanyu Wang, *Beijing University of Posts and Telecommunications*

Session 10RT07 (Roundtable): Innovation and Strategic Management in the Digital Era

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 211A

Chair: Di Zhou (Tongji University)

Government Green Attention and Enterprise Green Innovation: Substantive or Strategic Responses?

Gong Min, *Xi'an Jiaotong University*; **Juling Wang**, *Xi'an Jiaotong University*

Organizational Unlearning and Breakthrough Innovation in Enterprises: The Mediating Role of Knowledge Creation and the Moderating Effect of Strategic Flexibility

Kun Wang, *Shanghai University*; Hong Chang, *University of Chinese Academy of Sciences*; Yunlong Duan, *Yunnan University of Finance and Economics*; Xiaoyu Yu, *Shanghai University*

The Cost of Free: How a Freemium Strategy Shift towards More Private Features Shapes Open-Source Contributions

Jiawei Chen, *Shanghai University of Finance and Economics*; **Di Zhou**, *Tongji University*

Session 10RT08 (Roundtable): 社会责任与战略决策

Time: 11:00 AM- 12:30 PM, Friday, June 13

Venue: 211B

Chair: Shuyang You (Dongbei University of Finance And Economics)

场景驱动企业绿色创新的动态演化机制 ——基于河钢集团绿色转型的纵向案例研究

Jianghua Zhou, *北京师范大学*; Yudong Qi, *北京师范大学经济与工商管理学院*; Kaige Xu, *北京师范大学*; Yang Sun, *北京师范大学*

薪酬差异的绿色涟漪：内部薪酬差距对企业绿色并购的影响研究

Weizhe Huang, *Shanghai International Studies University*; Chunhui Cao, *Shanghai International Study University*

Session 11A (Symposium): “中国特色的自主创新”专题论坛

Time: 1:30 PM- 4:45 PM, Friday, June 13

Venue: International Reporting Hall 国际报告厅

Chair: 张建君, 北京大学光华管理学院

This Session is Sponsored by the School of Management, Fudan University



13:30-15:00 路风教授主旨演讲

演讲主题：特定工业领域的“技术突破”与工业体系之间的关系

15:00-15:15 茶歇

15:15-16:45 论坛对话

对话嘉宾：

- 路风教授，北京大学政府管理学院
- 柳卸林教授，中国科学院大学管理学院
- 高旭东教授，清华大学经管学院
- 欧阳桃花教授，北京航空航天大学经济管理学院

对话主持：张建君教授，北京大学光华管理学院

Session 11B (Symposium): Speaking Up in Groups: Employee Voice, Peer Reactions and Group Dynamics

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 406

Chair: Fangzhou Liu (Huazhong University of Science and Technology)

From Individual to Integration: Expertise-Based Leader Consultation, Team Electronic Dependence, and Team Performance

Presenter: Fangzhou Liu, *Huazhong University of Science and Technology*

Great Minds Think Alike: How Will Witness React to Voicer's Similar Idea?

Presenter: Jinyun Duan, *East China Normal University*

More Support yet Heightened Punishment after Transgression: How Peers React to Employee Ethical Voice?

Presenter: Xiaofei Hu, *The Hong Kong Polytechnic University*

When the Experts Speak Up: How Teams Thrive with Frequent Voicers Having High Expertise

Presenter: Chu-Ding Ling, *Renmin University of China*

Session 11C (Paper Presentation): Leadership, Team Dynamics, and Creativity in Organizations

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 405

Chair: Lesley Luyang Song (Tsinghua University)

Participative leadership and team creativity: The role of team intellectual capital and colleague social support

Ruiqi Zhang, *China University of Mining and Technology*; Zhining Wang, *China University of Mining and Technology*; Yuanmei Qu, *Rowan University*; Shaohan Cai, *Carleton University*

A Study on the Mechanism of Paradoxical Leadership Influencing Team Innovation from the Perspective of Boundary Work

Xiaoqian Qu, *ShaanXi normal University*; Qing Liu, *Shaanxi Normal University*

From deviance to innovation: Strategies and path of employees' creative issue selling

Xuhong ZHAO, 华中科技大学; Pengcheng Zhang, Huazhong University of Science and Technology;
Yunru WANG, Huazhong University of Science and Technology; Huili Ye, Huazhong University of
Science and Technology

The Beauty in Ambiguity: How Leader Indirect Communication Facilitates Team Creativity

Yating Gao, China University of Geosciences (Beijing); Jack Chiang, Peking University; Xiao-Ping Chen,
University of Washington; Li Guo, University of International Business and Economics; Yihan Song,
Hanyang University

Session 11D (Paper Presentation): Workplace Perceptions, Trust, and Citizenship Behaviors

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 402

Chair: Yi Ding (Zhongnan University of Economics and Law)

No Cost for Being Physically Fit? How Does Expectation Violation Valence Influence Interpersonal Behaviors in the Workplace

Yuchuan Liu, Nanjing University; Yanshu Ji, Nanjing University

Leader or coworker? Exploring the impact of friendship choices on observers' trust and helping behaviors received

Lufeng He, Southeast University; Hongjiang Lv, Southeast University

The more available, the more work they do: Influences of supervisor's stereotype of single employees

Yuquan Li, Guangdong University of Science and Technology; Yihe Wang, Macau University of Science and Technology; SU-YING PAN, Macau University of Science and Technology

Session 11E (Paper Presentation): 创新网络与知识搜索

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 306

Chair: Yusen Dong (Beijing Normal University)

This Session is Sponsored by Peking University Press

架构知识双元搜索与企业离群创新

Yang Li, Henan University of Technology; Yujie Tang, Zhengzhou University of Light Industry

创新网络位置对企业战略变革的影响机制 —— 基于沪深 A 股上市公司的实证研究

Yan Pang, Peking University; Hao Jiao, 北京师范大学经济与工商管理学院

Session 11F (Paper Presentation): Political Connections and Networks

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 307

Chair: Jiehao Zhang (Tsinghua University)

The Intranational and International Learning of Multinational Enterprises

ZIYAN ZHU, Dongbei University of Finance and Economics; ZILIANG DENG, Peking University



The mixed syndication and target firm's financial performance: The role of network positions

Michelle Xiaomin Fan, *Nanjing University of Science and Technology*; **Xiaoyu Li**, *Renmin University of China*

The Janus-Faced Impact of Political Connections on Innovation: The Moderating Role of Internal Network Structure

Yu Shen, *Shanghai University of Finance and Economics*; **Hongjuan Zhang**, *天津大学管理与经济学部*;
Wang Shixiang, *Shanghai University of Finance and Economics*

Scientific Inquiry Evolution and Knowledge Impact: A Social Network Perspective on Scientists' Research Strategy

Jiehao Zhang, *Tsinghua University*; **Xibao Li**, *Tsinghua University*

Session 11G (Paper Presentation): Leadership, Feedback, and Employee Strategies for Creativity

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 308

Chair: Rui Li (University of Electronic Science and Technology of China)

Creative Again: How Leader Mindfulness Fosters Follower Creative Resilience through Cognitive and Affective Paths

Beini Liu, *Beijing Technology and Business University*; **Xinyu Zhang**, *Beijing Technology and Business University*; **Qianmo Wang**, *Beijing Technology and Business University*; **Huamei Cao**, *Beijing Technology and Business University*; **Junjie Wang**, *Beijing Technology and Business University*

Task Idiosyncratic Deals and Radical and Incremental Creativity: The Roles of Proactive Goal Regulation and Delegation

Jing Yang, *Huazhong University of Science and Technology*; **Zhiqiang Liu**, *华中科技大学管理学院*; **Tae-Yeol Kim**, *China Europe International Business School*

Entrepreneurial Team Resilience and Product Innovation in Chinese High-Tech Ventures: The Role of Team Approach Job Crafting and Risk-taking Climate

Xiaolin Li, *上海对外经贸大学*; **Zhang Mengjie**, *sun yat-sen university*

Choking Under Negative Feedback: How Daily Leader Negative Feedback Influences Daily Employee Creativity

LIYUAN LI, *Capital University of Economics and Business*; **Nian nian Dong**, *University of Science and Technology Beijing*; **Kui Yin**, *University of Science and Technology Beijing*

Session 11H (Paper Presentation): Platform and Ecosystems

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 309

Chair: Apan Zhou (The Hong Kong Polytechnic University)

Exploring Multilateral Interactions in Organizational Ecosystems

Jingjing Peng, *University of Nottingham, Ningbo, China*; **Liguo Xu**, *Xi'an Jiaotong University*; **Pingping FU**, *University of Nottingham Ningbo China*; **Young Kim**, *University of Nottingham China*

Balancing Value Creation and Appropriation: A Governance Loop Framework for Platform-Dependent Entrepreneurship

Apan Zhou, *The Hong Kong Polytechnic University*; **Kee-hung Lai**, *The Hong Kong Polytechnic University*

Inside-out or Outside-in? A Contingency Perspective on Digital Platforms' CSR Models

Dongdong Huang, *Nankai University*; **Wang He**, *Sun Yat-sen University*; **Marleen Dieleman**, *IMD Business School*

Session 11I (Paper Presentation): Governance and State-owned Enterprises

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 310

Chair: Xiang Yao (Monash University)

Navigating Institutional Complexity: The Differential Impacts of Central and Local Governments on Innovation in Chinese State-Owned Enterprises

Huiying Li, *Northwestern Polytechnical University*; **Yu Chang**, *Northwestern Polytechnical University*; **Nan Zhang**, *Northwestern Polytechnical University*

Navigating Digital Regulatory Risks in Emerging Economies: Evidence From Chinese State-Owned MNEs

Xiang Yao, *Monash University*; **dan wang**, *monash university*

When Decoupling Meets Coercive Pressures: The Governance Effect of Data Factor Accounting Rules

Lanzhu Sun, *Tsinghua University*; **Donghong Li**, *School of Economics and Management, Tsinghua*; **Zhenzhen Xie**, *中山大学*

Session 11J (Paper Presentation): Workplace Communication, Leadership, and Employee Behavior

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 311

Chair: Zhike Lei (IMD)

Understanding Intra-Team Sharing of External Information: A Systematic Investigation of The Motivators and Inhibitors

Cheng Chen, *University of Groningen*; **Bernard Nijstad**, *University of Groningen*; **Yingjie yuan**, *University of Groningen*; **Stefan Berger**, *University of Groningen*

How Does Negative Supervisor Gossip Drive or Damage Subordinate Interactive Behaviors? An Attribution Perspective

Chen Ding, *Nanjing University*; **Mengting Su**, *College of Management, Mahidol University*; **Pei Jialiang**, *South China University of Technology*; **Ziteng Zhang**, *Nanjing University*; **Cherrie Jiuhua Zhu**, *Monash University*; **Shuming Zhao**, *Nanjing University*

Exploring antecedents of leader humor style in an interpersonal interaction context

Zhang Ying, *Northeastern University*; **Wu Wei**, *Wuhan University*

Speaking Up Fast vs. Slow: Comparing the Impact of Intuitive and Deliberate Voice on Individual Creativity

Mengyi Zhang, *Tsinghua University*; **Xiaoming Zheng**, *Tsinghua University*; **Shuye Lu**, *Tsinghua University*; **Danni Wang**, *Rutgers Business School*

Session 11K (Paper Presentation): Entrepreneurial Formation and Strategy

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 312

Chair: Qin Wu (Nanjing Normal University)

Stretch Goals and Strategy Formation in the Entrepreneurial Setting: Evidence from Chinese Artificial Intelligence Ventures

Liyan Wang, Hunan University; Wei Zhang, Tsinghua University

Can Larks and Owls Cooperate Well in the Entrepreneurial Team? — Evidence from the Impact of Chronotype Diversity on Team Members' Persistence

Qin Wu, Nanjing Normal University; Jiayan Yan, Nanjing University; Xiao Zhang, 南京大学

Returnee Entrepreneur and Firm Financial Market Favorability: A Perspective of Temporal Orientation

Yan Wu, Fudan University; Jiayi Zhou, New York University

Session 11L (Paper Presentation): 社会问题与可持续发展

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 313

Chair: Ruiwen Yi (Shanghai Jiao Tong University)

冲突还是促进？数字情境中算法管理与工作-家庭增益

Ruiwen Yi, Shanghai Jiao Tong University; Wei Wei, 北京物资学院

从玩到赢：零工经济背景下平台游戏化管理研究述评与展望

Xinyue Li, University of International Business and Economics; Mingpeng Huang, University of International Business and Economics; Liu Jialin, University of International Business and Economics

CEO 童年自然灾害经历对企业绿色创新的影响研究

Xin Liu, Hebei University of Technology; yuan song, Hebei University of Technology

Session 11M (Paper Presentation): 人力资源、组织管理与员工行为II

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 205

Chair: Changfeng Wang (Zhejiang Normal University)

专精特新企业中授权型领导对员工失败学习行为的影响机制研究

Lijun Pang, Peking University; Mengqi Hu, 浙江师范大学; Changfeng Wang, Zhejiang Normal University

基于目标进程理论的顾客欺凌应对策略研究：二元工作反刍的作用

婷婷 周, 浙江工商大学; Naizan Xu, Technological and Higher Education Institute of Hong Kong; peng zhengmin, Technological and Higher Education Institute of Hong Kong

主管知識隱藏與員工離職傾向：心理距離的調節效應

Yi-Chun Liao, Feng Chia University; limeng yu, City University of Macau; Tzu-Yu Hou, YangMing Marine Transport Corp.

组织 AI 采用与员工主动变革行为：社会交换理论视角

Chenhong Hu, *Nanjing University*; **Shuming Zhao**, *Nanjing University*; **Lu Li**, *Nanjing University*; **Yuxin Hu**, *Nanjing University*; **Ma Yufei**, *Nanjing University*

Session 11N (Paper Presentation): Motivation, Creativity, and Leadership in Workplace Innovation

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 206

Chair: Zhu Yao (湖南大学)

Variable- and Person-Centered Approaches to Examining the Differential Impact of Time Theft Motives

Dizhen Lu, *Shanghai International Studies University*; **Yuan Wang**, *East China Normal University*; **Dishi Hu**, *University of North Carolina at Greensboro*; **Liang Meng**, *Shanghai International Studies University*; **Biyun Hu**, *Shanghai International Studies University*

How and when leisure crafting promotes service innovative behavior? A moderated mediation model

Qingjuan Wang, *Nankai University*; **Xiaolu Huang**, *Nankai University*; **Wu Yujie**, *Nankai University*; **Chen Suo**, *Nankai University*

Progress reporting: Conceptualization, Measure Development, and Impact on Employee Job Performance

Xu Wang, *Shanghai International Studies University*; **Liang Meng**, *Shanghai International Studies University*; **Bin Wang**, *Shanghai university*

Taking the Bull by the Horns: Embracing Creative Nonconformists and Promoting Them May Require a High Leader Control Appraisal

Xue Peng, *Sun Yat-sen University*; **Wen Cheng**, *Sun Yat-sen University*; **Man-Nok Wong**, *The Hong Kong Polytechnic University*

Session 11O (Paper Presentation): Cognitive Biases, Decision-Making, and Organizational Innovation

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 207

Chair: Xinglin Liu (University of Science and Technology of China, Xinjiang Normal University)

Out with the old, in with the new: The effect of congruence between learning and unlearning on digital innovation performance

Tiexun Wang, *Tongji University*; **Jinlian Luo**, *Tongji University*; **lei Cao**, *Tongji University*

Is Proactive Behavior a Double-edged Sword? The Link Between Flow and Attentional Performance

Wei Liu, *East China Normal University*

The Dark Route to Effective Altruism

Feng Bai, *University of Macau*

Good Intentions Gone Awry? Differences and Similarities between Female and Male Coworkers Facing Team Member Selection of Pregnant Employee

Zhe Zhang, *Xi'an Jiaotong University*; **Xinyi Chen**, *Xi'an Jiaotong University*

Session 11P (Paper Presentation): Social Class, Gender, and Career Dynamics

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: VIP101

Chair: Yueqiao Qiao (University of Nottingham Ningbo)

Procedural or Distributive Justice? The Role of Social Class in Justice Judgment Processes

Yanzhao Su, *Peking university*; **Yang Bai**, *Peking University*

A meta-analysis of thriving at work and work behaviors: The moderating roles of cultural and gender factors

XINYU WANG, *北京师范大学*; **XIAOYU GUAN**, *北京师范大学*; **BOWEN LI**, *北京师范大学*; **Qing Li**, *Beijing Normal University*

Earning More but Getting Less: How and When Gender and Relative Income within Marriages Influence Work-Family Conflict and Career Success

Danlei Zhen, *Shanghai Jiao Tong University*; **Huiru Lu**, *Shanghai Jiao Tong University*; **Zhuling Sheng**, *Shanghai Jiao Tong University*; **Ningyu Tang**, *Shanghai Jiao Tong University*

Building resilience in love: Investigating the effects of employee resilience on spouse outcomes

Jiamin Li, *South China Normal University*; **Zhicheng Xu**, *Jinan University*; **Maolin Ye**, *jinan university*

Session 11Q (Paper Presentation): 供应链协同与技术转移

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: VIP 102

Chair: Congshan Li (Xiamen University)

“上”行“下”效？企业自主创新的供应链同群效应研究

Congshan Li, *Xiamen University*; **Yuntao Bai**, *厦门大学管理学院*; **Jing Gu**, *Xiamen University*

数字全球化研究：内涵、流派与展望

shiwen liu, *浙江大学*; **Jiang Wei**, *Zhejiang University of Finance and Economics/ Zhejiang University*

技术转移中介构建数字平台生态系统的实现路径探索——基于资源依赖理论的单案例研究

XU HAO, *Xiamen University*; **Xuefeng Liu**, *厦门大学管理学院*; **Weidong Li**, *厦门大学管理学院*; **GUO YANTING**, *Xiamen University*

Session 11RT01 (Roundtable): Executives and Corporate Social Responsibility

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 208A

Chair: Peng Ning (广西大学)

State-Owned Enterprises in China: A Dual-Logic Model

Jianyun Tang, *Memorial University of Newfoundland*

Angel outward but evil inward: Targeted poverty alleviation and employee treatment in Chinese firms

Peng Ning, *广西大学*; **Mengmeng BU**, *南京财经大学*

The Motivation Heterogeneity of Digital Transformation by Traditional Firms in the Context of Transition Economy

Shisong Jiang, 武汉大学经济与管理学院; Shuo Zhang, 武汉大学; Liyan Cai, 西南财经大学

Session 11RT02 (Roundtable): Executives and Strategy

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 208B

Chair: Hubin Li (Northwestern Polytechnical University)

“It’s all about comparison” — Understanding the Impact of Performance Expectation Gap on Organizational Stigma

Hubin Li, Northwestern Polytechnical University; Xue yan Dong, Northwestern Polytechnical University
Jun Zhang, Northwestern Polytechnical University

Absorbing Uncertainty: How Firms Use the Rhetoric as a Strategic Tool

YI YING, the Chinese University of Hong Kong; Xufei Ma, the Chinese University of Hong Kong

The Impact of Executives’ Language Richness on Investor Reactions: Evidence from the Interactive Corporate Apology Meeting

Yukun Feng, Zhengzhou University; Xiaoyun Chen, The University of Macau; Ni Na, Shenzhen University; Lin Yuan, University of Macau

Session 11RT03 (Roundtable): 人工智能与工作行为

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 209A

Chair: Pengcheng Zhang (Huazhong University of Science and Technology)

观察到同事使用 AI 对员工 AI 重塑的影响

Min Cui, University of International Business and Economics

AI 的“阴暗面”：AI 冲击意识对酒店一线员工退缩行为的影响机制研究

Chang E Liu, 湖南工商大学; Shan Wang, Hunan university of technology and business; Chenhong Hu, Nanjing University; Weiqi Pan, South China University of Technology

游戏化培训量表开发及对员工主动行为的影响机制研究 —— 基于不同国家文化情境的员工分析

Shuting Xiang, Southwestern University of Finance and Economics; Zhiyi Huang, Southwestern University of Finance and Economics; Youwen Yao, Southwestern University of Finance and Economics

“智引创新”还是“技生焦虑”？ —— AI 创造力感知影响员工创新行为的双刃剑机制

Huili Ye, Huazhong University of Science and Technology; Pengcheng Zhang, 华中科技大学管理学院; Yunru WANG, Huazhong University of Science and Technology; Xuhong ZHAO, 华中科技大学

Session 11RT04 (Roundtable): Leadership Emotions and Their Impact on Employee Behavior and Effectiveness

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 209B

Chair: Siting Wang (Hong Kong Baptist University)

When Gratitude is Unappreciated: Leaders Soliciting Gratitude Reduces Perceived Leader

Effectiveness

Shike Li, *Shanghai Jiao tong university*; Bin Ma, *IE Business School*; Wenjing Cai, *university of science and technology of china*

Feeling contempt to leaders: Taking a social structure perspective to understand the relationship between leader work competence and employee contempt

Siting Wang, *Hong Kong Baptist University*; Donald H. Kluemper, *Texas Tech University*

Tiger boss makes anxious employees: Examining when and why leader perfectionism hinders employee job performance

Shou Gao, *Zhongnan University of Economics and Law*; Si Li, *Zhongnan University of Economics and Law*

Feeling unworthy of one's high position A study on the dual-path influence mechanism of leaders' impostor thoughts on their effectiveness.

Yuling Chen, *Xihua University*; Maorui Li, *西华大学*

Session 11RT05 (Roundtable): Leadership, Creativity, and Team Dynamics

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 210A

Chair: Yingni Cai (The Chinese University of Hong Kong, Shenzhen)

How and When Does Team Competence Change Enhance Individual Creativity? The Roles of Psychological Safety, Potency, and Proactivity

Jia Li, *University of Copenhagen*; Bradley Kirkman, *North Carolina State University*; Jun Yin, *Peking University*; Lan Wang, *National School of Development, Peking University*

Saving Restricts Imagination? Exploring the Leader Thriftiness and Its Impact on Employee Creativity

Rui Shu, *Shanghai University of Finance and Economics*; ChunYang Zhou, *Tongji University*; Jian Liang, *Tongji University*; Jinsong Li, *Shanghai University of Finance and Economics*

Benevolence or Authoritarianism: Unraveling Leadership Dynamics in Innovation Processes

Yiwen Tuo, *Chongqing University*; Yong Zhang, *重庆大学经济与工商管理学院*

Person-job fit and employee outcomes: The mediating role of playful work design and the moderating effects of empowering leadership

Yingni Cai, *The Chinese University of Hong Kong, Shenzhen*; Wenfei ZHANG, *The Chinese University of Hong Kong, ShenZhen*; Xizhi Liu, *The Chinese University of Hong Kong, Shenzhen*; Xiaomin Xu, *The Chinese University of Hong Kong, Shenzhen*

Session 11RT06 (Roundtable): Corporate Governance, Innovation, and Sustainability in Emerging Economies

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 210B

Chair: Yimei Hu (Aalborg University)

Focus on immediate gains or long-term value? The moderating effect of inter-organizational governance on omnichannel conflicts

Ruoyi Wang, *Northwestern Polytechnical University*; Guijun Zhuang, *Xi'an Jiaotong University*; Jun



Zhang, *Nanjing University of Science and Technology*; **Lu Tingyu**, *Northwestern Polytechnical University*

Diverse Means, A Common End: The Interplay of Multiple Logics and Firms' Green Innovation in Emerging Economies

Yang Peipei, *Fraunhofer Institute for Systems and Innovation Research ISI*; **Yimei Hu**, *Aalborg University*

Does retail investor activism induce corporate environmental, social, and governance impression management? Evidence from investor interactive platforms in China

Tao Hu, *China University of mining and technology*; Li Zhao, *China University of Mining Technology*

Bad News Is Not Always Bad: The Effect of Negative Media Coverage on Corporate Ambidextrous Innovation

Qingqing Zhou, *University of Science and Technology of China*; **Yang Zhou**, *University of Science and Technology of China*; Zhilin Yang, *City University of Hong Kong*

Session 11RT07 (Roundtable): Emotion, Leadership, and Employee Motivation

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 211A

Chair: Yilan Liu (西南财经大学 Southwestern University of Finance and Economics)

How leader gratitude expression influence employee work engagement and helping behavior: Form a self-verification perspective

Kun Peng, *Nanjing University*; **Silu Chen**, *华中师范大学*; Yuan Tian, *华中师范大学*; Xinxin Liu, *华中师范大学*

Refining Treatment toward Customer: How Leader Affiliative Humor Polishes Hotel Employee Customer-Oriented Prosocial Behavior

Fu Yang, *Southwestern University of Finance and Economics*; **Yilan Liu**, *西南财经大学 Southwestern University of Finance and Economics*

Shining with Co-workers? How Reflection upon Co-workers' Successes and Errors Shapes Employees' Learning Motivation

Mengge Gan, *Beijing Normal University*; Bin Wang, *Shanghai university*; Beiling Li, *Shanghai University*; Jing Qian, *北京师范大学经济与工商管理学院*

Session 11RT08 (Roundtable): 平台经济与生态治理

Time: 1:30 PM- 3:00 PM, Friday, June 13

Venue: 211B

Chair: Miao Cui (Dalian University of Technology)

数字平台能力与制造企业服务创新：参与者互补性与服务复杂性的调节作用

Dan Zhou, *Zhejiang University of Finance and Economics*; **Zhimin Chen**, *Zhejiang University of Finance and Economics*; Qihong Wu, *浙江财经大学*; Weiqi Dai, *Zhejiang University of Finance & Economics*

平台互补品的迭代创新节奏对其绩效的影响研究：基于战略节奏理论的视角

Jiexiang Wang, *Zhejiang Gongshang University*; Yaoyao Wu, *Zhejiang Gongshang University*; **Liu Shuang**, *Zhejiang University*

平台企业社区目标何以支持经济目标？基于网络连带视角的定性过程研究



Yinqiang Pei, *University of Electronic Science and Technology of China*; **Yifei Dong**, *电子科技大学经济与管理学院*; **Xuanya Shi**, *Southwest university*; **Shichao Sun**, *浪潮数字企业技术有限公司*

最优区分理论研究新趋势与新方向：数智化与自主化

Zhenkun Wei, *Renmin University of China*; **Hai Guo**, *Renmin University of China*; **Luni Yang**, *Renmin University of China*

Session 12A (Symposium): A Look at the Future of Work: Reassessing Relationships and Boundaries in the Virtual Work Era

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 406

Chair: Jianghua Mao (*Zhongnan University of Economics and Law*)

Segmentation or Integration? The Managerial Approach to Work-family Balance in the Age of Virtual Team Work

Presenter: Ming Yan, *Jinan University*

Individual Role Boundary Management Matters: The Impacts of Flexible Work Arrangements on Work and Family Role Engagement

Presenter: Kai Zhao, *Renmin University of China*

Where is My Power? The Disempowering Effect of Separating Time and Space at Virtual Work Situations

Presenter: Jianghua Mao, *Zhongnan University of Economics and Law*

Virtual Authenticity: How Leaders' Social Media Self-presentation Influence Employee Evaluation

Presenter: Liu Shengming, *Fudan University*

Session 12B (Paper Presentation): Gender Dynamics in Leadership, Careers, and Workplace Perceptions

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 405

Chair: Zizhen Geng (*Xi'an International Studies University*)

This Session is Sponsored by the School of Management, Huazhong University of Science and Technology

Opportunity in disguise? Examining career paths of female directors following glass cliff assignments

Zhang Xiaoxu, *University of St.Gallen*; **Wei Lin**, *University of St.Gallen*; **Winfried Ruigrok**, *University of St.Gallen*

High LMXSC is not always a blessing: Token women, imposter feelings, promotive and prohibitive voice

Ying Wang, *对外经济贸易大学*; **Li Xiaoxuan**, *Communication University of China*; **Qian Yao Huang**, *Xi'an Jiaotong-liverpool University*; **Xuemei Liu**, *中南财经政法大学*

Gender Matters: How and When Employee Volunteering Influences Coworkers' Evaluations

Zhe Zhang, *Xi'an Jiaotong University*; **Yating Hu**, *Xi'an Jiaotong University*

Session 12C (Paper Presentation): Corporate Strategy, Governance, and Market Impact

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 402

Chair: Rui Wang (Zhongnan University of Economics and Law)

This Session is Sponsored by the School of Management, Fudan University

The Impact of CSR Conformity and Differentiation on Capital Market Performance: Empirical Evidence from Stock Liquidity and Price Crash Risk

JIE ZHANG, *Renmin University of China*; Weisheng Deng, *Yunnan University*; **CHAOMIN ZHANG**, *Renmin University of China*

How Maternity Leave Extension Affects Board Gender Diversity: Evidence from China

Ru Zhang, *Renmin University of China*; Hai Guo, *Renmin University of China*; Pengcheng Ma, *Renmin University of China*

Do Technological Regimes Matter? Sector heterogeneity and impact mechanisms of different R&D policy instruments

Ze Feng, *Institutes of Science and Development, Chinese Academy of Sciences*; Guo jingjing, *中国科学院科技战略咨询研究院 Institutes of Science and Development, Chinese Academy of Sciences*; Ke Xinyi, *中国科学院科技战略咨询研究院 Institutes of Science and Development, Chinese Academy of Sciences*

Session 12D (Paper Presentation): Venture, Funding and IPO

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 306

Chair: Michael Russo (University of Oregon)

This Session is Sponsored by the School of Management, Fudan University

Hybrid Ventures and Local Communities: Exploring the Link Between Regional Logics and Mission Focus Variation

Michael Russo, *University of Oregon*; Brooke Lahneman, *Montana State University*; Andrew Earle, *University of New Hampshire*; Suzanne Tilleman, *University of Montana*; Hyeonjin Cha, *Bucknell University*

When to Walk Away: How Syndication Partners Influence Venture Capital Exit Decisions

Jiawen Ma, *Hong Kong Metropolitan University*

From Headlines to IPO: How AI-Related Media Coverage of Companies and Leadership Influences IPO Durations

Zhiwei He, *Qingdao University*; Wei Liu, *Qingdao University*; **Yuchen Zhao**, *Qingdao University*

Institutional Tug of War: How Does GVC Holding Affect the Firm's Strategic Orientation?

Nan Zhang, *Fudan University*; Zhefei Li, *Fudan University*; David Gomulya, *Singapore Management University*

Session 12E (Paper Presentation): Innovation and Market Dynamics

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 307

Chair: **WANYING XING** (Zhejiang University)

Innovation Often Blooms in the Most Unlikely Gardens: The Co-evolution Mechanism Cross the Sectoral Systems of Innovation

Yining Luo, *Zhejiang University*; Yibo Gao, *China Reform Holdings Corporation Ltd.*; **WANYING XING**, *Zhejiang University*; Yongjiang Shi, *Cambridge University*; Luo Yining, *ZJU*

Nourishing Your Obscurity: Competitor Sourced Knowledge, Market-expansion Intent and Firm Innovation

Nengzhi Yao, *Nanjing normal university*

Navigating Rough Waters: The Impact of U.S. Sanctions on Innovation Search Strategy of Chinese Firms

Naihao Li, *University of International Business and Economics*; Zhexiong Tao, *对外经济贸易大学*; Yi Li, *The University of Sydney*; Zijie Li, *对外经济贸易大学*; Ajai Gaur, *Rutgers Business School*

The impact of technological advantage diversification on green innovation: Evidence from Chinese listed companies

Wei Wei, *北京交通大学*; Ruoxu Wang, *Beijing Jiaotong University*

Session 12F (Paper Presentation): Corporate Strategy and Decision-making

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 308

Chair: **Yan Wu** (Fudan University)

This Session is Sponsored by School of Management, Zhejiang University

How Do Competitors Respond to the Market Reaction of the Focal Firm's Acquisition Announcement?

Ze Yang, *Zhejiang University of Technology*; Cong Cheng, *Zhejiang University of Technology*

Unbundling the impact of clock-time-based and event-time-based entry timing on new product performance in app market

Ning Zhang, *Zhejiang University*; Ziyang TAN, *Zhejiang University*; Bin Guo, *浙江大学管理学院*

When Evaluators Become Evaluated: The Influence of TMT Investment Experience on IPO Performance

Yan Wu, *Fudan University*; Xueying Lin, *Fudan University*

Product Differentiation Strategy, Executive Attention, and Corporate Environmental Violations

Ying Zhang, *Northwestern Polytechnical University*; **YuTing Guo**, *Northwestern Polytechnical University*; Hongfei Ruan, *Harbin Institute of Technology*; LIU Hui, *Northwestern Polytechnical University*

Session 12G (Paper Presentation): Digital Transformation and Organizational Change

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 309

Chair: **Haonan Zhang** (Renmin University of China and City University of Hong Kong)

Examining Theoretical Assumptions in Algorithmic Management Research: Promoting Reflexivity for Theoretical Self-consciousness

Mike Zhang, Monash University; Fang Lee Cooke, Monash University; Kaixin Zhang, University of New South Wales; Ying Lu, Macquarie University

Throwing a Pebble in the Pond? The Impact of Digital Startups' IPO Events on Complementary Developers' Contributions to the Open-Source Software Community

Yang Jifeng, Shanghai University; Hao Jiao, 北京师范大学经济与工商管理学院; Xiaoyu Yu, Shanghai University

Who changed organizational culture? Text analysis evidence from a Large Language Model

You Zhang, University of Queensland; Li Yuqi, The University of Queensland; Yu Tu, Shandong University

Peer Effects of Digital Innovation and Labor Skill Premium: A New Interpretation from the Perspective of Director Networks

Xueqi ZHAO, Tsinghua University; Minghui Han, Guangdong University of Foreign Studies; Haonan Zhang, Renmin University of China and City University of Hong Kong; Jizhen Li, Tsinghua University

Session 12H (Paper Presentation): 团队与创造力

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 310

Chair: Yong Zhang (重庆大学经济与工商管理学院)

匹配视角下领导-下属乐观一致对一线服务员工主动服务行为的影响研究

Zhuofan Kan, Nanjing University; Lijing Zhao, Hainan University; Shenyang Hai, 海南大学; Shuming Zhao, Nanjing University

互惠共赢还是两败俱伤? 团队动机氛围对团队创造力的影响机制研究

Yong Zhang, 重庆大学经济与工商管理学院; Shanqin Yi, Chongqing university; Yunhan Qin, Chongqing University

并行不悖, 因时而变: 双元领导对团队双元绩效的作用机制研究

Guimei Ma, 西安工程大学; Qian Gao, 西安工程大学; Bing Ma, Xi'an Polytechnic University; Junke Wang, 西安工程大学

责任型领导对团队内外部有效性的影响: 基于中国情境下双重和谐的视角

Yu Tu, Shandong University; Qing Qu, Tsinghua University; Liu Wei, Shandong University 山东大学

Session 12I (Paper Presentation): 数字化与组织变革

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 311

Chair: Zhaoquan Jian (华南理工大学工商管理学院)

制造业企业数字化转型、人力资本结构与创新持续性

HUIHUI LI, Nanjing Normal University; YULI ZHANG, Nankai University; XIAOLONG ZHONG, China Everbright Group Postdoctoral Research Workstation; Renmin University of China; XINYU SHEN, Nanjing Normal University

数字化工作压力源的结构检验及其对工作旺盛感的影响研究

wenqin zhang, *Nanjing University of Finance and Economics*; Zilin Feng, *南京财经大学*; Zhiyi Xia, *Nanjing University Of Finance & Economics*; Yu Zhang, *Nanjing University Of Finance & Economics*; Xingxing lv, *南京财经大学*; pengshuai Li, *南京财经大学*

数字技术采用与组织二元性：竞争强度的调节作用

Yang Ren, *江苏科技大学 (Jiangsu University of Science and Technology)*; Jian Gang Wang, *江苏科技大学*

Session 12J (Paper Presentation): Emotions, Career Success, and Aging in the Workplace

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 312

Chair: Yueqiao Qiao (University of Nottingham Ningbo)

How do job seekers self-regulate in the face of peer's job search progress? The role of anxiety, goal pursuit and vocational self-concept

Xinglin Liu, *University of Science and Technology of China, Xinjiang Normal University*; Qingxiong Weng, *中国科学技术大学管理学院*; Linna Zhu, *Nanjing University of Posts and Telecommunications*; Xiujuan Wang, *University of Science and Technology of China*; Yujie Cai, *Xinjiang Normal University*; Xizhen Liu, *Xinjiang Normal University*; Jinke Qu, *University of Science and Technology of China*

Keep older workers' passion: The influence of workplace interpersonal capitalization on harmonious passion and successful aging at work

Zhuojing Li, *Xi'an Jiaotong University*; Qiaozhuan Liang, *Xi'an Jiaotong University*; Jie Li, *Xi'an Jiaotong University*; Yifan Li, *Xi'an Jiaotong University*

A social functional perspective on the mixed effects of felt gratitude: Evidence from a field study

Yueqiao Qiao, *University of Nottingham Ningbo*

Session 12K (Paper Presentation): 创业生态与本土化创新

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 313

Chair: Xiaohua Li (Northwest University)

师生共创与科技成果转化——基于硬科技企业多案例研究

Xiaohua Li, *Northwest University*; Jizhen Li, *Tsinghua University*

入世创业：创业机会的嵌入观

Nianwei Yin, *Nanjing University*; Liangding Jia, *南京大学商学院*

非遗赋能乡村共同富裕的路径与机制研究——基于国家级非遗道明竹编本土创业的纵向案例分析

Yuhuan Liu, *Southwest Jiaotong University*; Peng Yang, *西南交通大学*; Juelin Yin, *中山大学*

用户共同开发如何影响新创企业成长绩效

Shuo Xu, *Peking University*

Session 12L (Paper Presentation): Emotions, Motivation, and Ethical Dilemmas in the Workplace

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 205

Chair: Miaomiao Yin (Jilin University)

Servant Leadership, Subordinates' Social Comparison, Envy, and Job Engagement: A Multi-level Model

Wei Si, Zhejiang Gongshang University; Shuisheng Shi, Hunan University; Mingjian Zhou, Harbin Institute of Technology at Shenzhen; Yue Zhu, Zhejiang Gongshang University; Shi Chaoli, Zhejiang Gongshang University

Emotion-Driven Performance Consequences of Miscalibrated Bonus Expectations

Shuisheng Shi, Hunan University; Felix Bölingen, Ludwig-Maximilians-Universität München (LMU Munich); Xiang Zhou, Shenzhen University; Peter Bamberger, Tel Aviv Univ; Jason Shaw, NTU

Spouse Gets Angry, Company Suffers: The Impact of Spousal Anger Expression for Family on Employee Unethical Pro-Family Behavior

Zhu Yao, 湖南大学; Chao Zhang, Tongji University; Chenqian Xu, Xiangtan University

Holding the World on Your Shoulders: How Conscientiousness and Guilt Shape Employees' Response to Customer Negative Affect

Ruo Mo, Montpellier Business School; Jian Shi, Vrije Universiteit Amsterdam & Renmin University of China

Session 12M (Paper Presentation): Emotions and Social Dynamics in Workplace Adaptation and Proactivity

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 206

Chair: Bingjie YU (Shandong University)

Admired and Contempt? Social Consequences for Different Forms of Employee Proactive Behavior

Xingyu Pang, Tongji University; Yuhuan Xia, Shandong University; Yuanyuan Lan, Qingdao University

A Dynamic Perspective on Person-Job Fit during the Socialization Process: The Role of Negative Affectivity and the Influence on Job Attitudes

Wei Wu, Zhejiang University; Jingyang Gu, Hong Kong Chu Hai College; Yao Xiang, Peking University

When Expectations Meet Reality: The Influence of Job Autonomy (In)congruence on New Employees Adaptation

Zulayati Abuliezi, Tongji University; Chao Zhang, 同济大学; Jinlian Luo, 同济大学经济与管理学院

The radiation effect of customer mistreatment on observer employees

Hongmin Yan, University of New South Wales; Xiaowen Hu, Queensland University of Technology; Siran Zhan, UNSW; Lucy Xing, University of Auckland; Lin Ma, 北京航空航天大学经济管理学院

Session 12N (Paper Presentation): Innovation Strategies, Knowledge Management, and Firm Performance

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 207

Chair: Yin Li (Yale School of Management)

A Meta-Analysis of Open Innovation and Innovation Performance: Mediating and Interactive Moderating Effects

Changfeng Wang, *Zhejiang Normal University*; Zhenzhen Lin, *Zhejiang Normal University*; NILESH KUMAR, *Zhejiang Normal University*

Unraveling the Mystery of China's Science and Technology Innovation Paradox: The U-Shaped Relationship Between University Basic Research and Enterprise Breakthrough Innovation

Cao Qinwei, *Wuhan university of technology*; Qian Qianyu, *wuhan university of technology*

Decoding the Opportunity-Capability Nexus: Causal Recipes for Technological Innovation

Huijie SUN, *中国科学技术大学*

Session 120 (Paper Presentation): Leadership Dynamics and Team Interactions

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: VIP 101

Chair: Qingjuan Wang (Nankai University)

Do aggressive jokes push us to the brink of hopelessness? Investigating the critical roles of team dissonance and team cultural tightness

Fu Yang, *Southwestern University of Finance and Economics*; **Yixuan Gong**, *Southwestern University of Finance and Economics*

Does External Humility Grease the Internal Wheels? The Impact of Leaders' External Humble Behavior on Follower Satisfaction with Teams and Boundary Spanning Behavior

Zhiying Shi, *Fudan University*; Shengming Liu, *Fudan University*; Jiayi Du, *Fudan University*; Haiyang Liu, *Nanyang Technological University*

To Identity or to Exchange? An Integrative Examination on Ethical Leadership and Team Organizational Citizenship Behavior

Yiyong Zhou, *Peking university*

Better Together: Understanding How and When Leadership Claiming-Granting Alignment Promotes Team Effectiveness

Jie Xiao, *Renmin University of China*; Chu-Ding Ling, *Renmin University of China*; Jinlong Zhu, *中国人民大学商学院*; Meng Zhang, *Renmin University of China*

Session 12P (Paper Presentation): 国际战略与全球化挑战

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: VIP 102

Chair: ZAIYANG XIE (浙江工业大学)

科技脱钩背景下我国高科技企业关键核心技术突围之路

Xie Zaiyang, *Zhejiang University of Technology*; li yancheng, *Zhejiang University of Technology*; Bao Wu, *Zhejiang University of Technology*; Wang Jie, *Zhejiang Gongshang University*

成员国共享经历对跨境并购成败的影响研究：以欧盟为例

Jingyi Lei, *Zhejiang University*; Xiaoming He, *华东理工大学*; Aiqi Wu, *浙江大学 Zhejiang University*

美国出口管制对中国企业创新的溢出效应研究



Eryue Huang, *Renmin University of China*; ZILIANG DENG, *Peking University*

企业修辞民族主义对海外子公司退出的影响研究

Yalan Zhu, *华东理工大学*; Wei Lei, *华东理工大学*

Session 12RT01 (Roundtable): Global Value Chain and Innovation

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 208A

Chair: Xuedong Wang (*Dalian Maritime University*)

The Double-Edged Impact of Green Supply Chain Collaboration on Supplier Greenwashing behavior: A Perspective of Supplier Perception

Xuedong Wang, *Dalian Maritime University*; Xiaolong Zhao, *Dalian Maritime University*; Jiajia Meng, *Liaoning University*

How global value chain reshapes the relationship between intellectual property rights protection and cross-border M&A activity?

jinjuan Yang, *Shenzhen University*; Xue Chen, *Shenzhen University*

Environmental Shock, State Ownership, and Patent Applications in Chinese Firms

Meitong Dong, *University of Science and Technology of China*; Kevin Zhou, *The University of Hong Kong*; Pengcheng Ma, *Renmin University of China*

Session 12RT02 (Roundtable): Human Capital and Labor Market

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 208B

Chair: Shengqiang Cheng (*Shanghai Jiao Tong University*)

Top management team cognitive complexity and investment decisions: Exploring the effects via a laboratory study

Shengqiang Cheng, *Shanghai Jiao Tong University*; Runtian Jing, *Shanghai Jiao Tong University*

When Does Environmental Dynamism and Ownership Matter? Managerial Myopia and Firms' Innovation

Shengqiang Cheng, *Shanghai Jiao Tong University*

Collective turnover and firm performance: moderation effects of leaver's tenure diversity

Jiali Duan, *China University of Political Science and Law*; Sunghoon Kim, *The University of Sydney*

How Noncompete Agreement Litigation Affects Firm Innovation

Haifeng WANG, *Hong Kong Baptist University*

Session 12RT03 (Roundtable): 人力资源、组织管理与员工行为

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 209A

Chair: Zhengtang Zhang (*南京大学*)

绩效薪酬的阴暗面效应：前景理论视角下绩效薪酬感知对员工机会主义行为的影响机制研究

WEIHANG CAO, *NANJING UNIVERSITY*; Zhengtang Zhang, *南京大学*; YUYAO CHEN, *Xi'an Polytechnic*

University

重压之下会施助吗？绩效压力对员工帮助行为的影响机制及奖励互依性的调节作用

SUOSUO JIA, Jiangxi University of Finance and Economics; Li Guo, University of International Business and Economics; Xiongying Niu, 对外经济贸易大学国际商学院; Xiaojun Zhan, 江西财经大学; Manlin Li, 对外经济贸易大学

“于变局中开新局”——组织韧性的内涵、文献回顾及述评

Lu Tingyu, Northwestern Polytechnical University; Yuting ZHOU, Northwestern Polytechnical University; Guijun Zhuang, Xi'an Jiaotong University; Yu Chang, Northwestern Polytechnical University

悖论思维：员工应对组织悖论的基础

Fang Li, The University of Hong Kong; Ben Nanfeng Luo, 中国人民大学劳动人事学院; Wen Chen, Renmin University of China

Session 12RT04 (Roundtable): Creativity, Emotion, and Individual Differences in the Workplace

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 209B

Chair: Huiru Lu (Shanghai Jiao Tong University)

The salience of emotions: Unpacking the effects of competitive psychological climate on employees' innovative performance from an affective perspective

Yixin Yang, University of Macau; Xiaowan Lin, University of Macau; Shanshan Gao, Guangdong University of Foreign Studies

Class origins and career choice: How class origins affect work values and creative occupations

Danlei Zhen, Shanghai Jiao Tong University; **Huiru Lu**, Shanghai Jiao Tong University; Ningyu Tang, Shanghai Jiao Tong University

Harnessing Creativity: The Positive Effects of Workplace Social Cyberloafing

Wenzhuo Niu, Beijing Normal University; Mengge Gan, Beijing Normal University; Jing Qian, 北京师范大学经济与工商管理学院; Bin Wang, Shanghai university

Session 12RT05 (Roundtable): Individual Differences, Proactivity, and Employee Behavior

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 210A

Chair: Qin Xu (Southeast University)

Empowered to excel: How and when customer empowering behaviors ignite employee customer-oriented citizenship behaviors

Jing Quan, Chongqing University of Technology; **Yao Yang**, Chongqing University of Technology; Zhengyang Wu, Jiangnan University; Yongjian Li, Erasmus University Rotterdam

Dual-pathway Effects of Overqualification on Feedback-Seeking Behaviors: the Moderating Role of Peer Overqualification

Yuting He, 中国人民大学; **Jiixin Xue**, Renmin University of China; Wenxia Zhou, 中国人民大学; yixiao wang, Renmin University of China

Career Crafting: Chinese Validation of the Scale and Its Impact on Individual Learned

Helplessness

Lei Gao, *Beijing Normal University*; **Shanghao Song**, *Beijing Normal University*; *Capital University of Economics and Business*; **Xiao-Lin Ge**, *Beijing Normal University*; **海波 于**, *北京师范大学*

The effect of leader-employee (in-)congruence in time pressure on employee thriving at work through employee learning goal orientation: The moderating role of leader mindfulness

Qin Xu, *Southeast University*; **Hao Huang**, *Southeast University*; **Haixin Song**, *Southeast University*; **Ying Wang**, *Southeast University*

Session 12RT06 (Roundtable): Gender, Culture, and Entrepreneurship in Organizational Dynamics

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 210B

Chair: Xiaoyu Wei (Beijing Normal University)

Gender Difference In CEO Pay-For-Performance Sensitivity Narrowed: Merging Equity Theory and Role Congruity Theory

Shimei Yan, *Zhejiang University*; **Qinwen Wang**, *Zhejiang University*

Psychological Well-Being and Academic Entrepreneurship Performance: Bridging Female Entrepreneur Gap via Digital Entrepreneurship Support Institutions

Xinru Sun, *Tianjin University*; **QIHUI FAN**, *Tianjin University*; **Apan Zhou**, *The Hong Kong Polytechnic University*; **Feng Guo**, *Tianjin University*

Is the Dopamine Dressing Popular? The Effect of Clothing Saturation on Crowdfunding Success and U-Modulation of Auditory Elements

Wei Deng, *Northwestern Polytechnical University*; **ruì Song**, *Northwestern Polytechnical University*; **Stephen Zhang**, *Baylor University*

Clan culture and corporate environmental performance: Evidence from China

Xiaoyu Wei, *Beijing Normal University*; **Jianghua Zhou**, *北京师范大学经济与工商管理学院*; **Zixiao Peng**, *University of Edinburgh*

Session 12RT07 (Roundtable): Team Dynamics, Status, and Organizational Behavior

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 211A

Chair: Xintong Ji (Xi'an Jiaotong University)

Anything for My Meal Pal: Does Employee and Coworker Eating Congruence Lead to Employee's Pro-Coworker Unethical Behavior?

Zhe Zhang, *Xi'an Jiaotong University*; **Xintong Ji**, *Xi'an Jiaotong University*

The impact of friendship overestimation on employee task performance based on a relationship perspective

Yong Liu, *Southeast University*; **Hongjiang Lv**, *Southeast University*

Whose status is higher? How and when dyadic status incongruence influences team members' interactions and coordination

Manyi Wang, *Renmin University of China*; **Chu-Ding Ling**, *Renmin University of China*; **Limei Chen**, *University of Hong Kong*

Session 12RT08 (Roundtable): 绿色战略与可持续发展

Time: 3:15 PM- 4:45 PM, Friday, June 13

Venue: 211B

Chair: Zhou Jieyu (Xiamen University)

少即是多？企业专一化低碳战略对低碳价值创造的双刃剑效应

Xueying Lin, Fudan University; Qinqin Zheng, Fudan University

何以统筹推进绿色发展与共同富裕 ——来自“绿色工厂”创建的经验证据

Huagang Hu, Nanjing University; Haijian Liu, 南京大学; Fengkai Zhou, Nanjing University

企业 ESG 与员工权益保护：来自中国 A 股上市公司的经验证据

Xin Ai, Renmin University of China; Xintong Gu, Renmin University of China

绿色风险投资能促进中小企业的绿色创新吗？

JING NING, Ocean University of China; Meiyu Ma, Ocean University of China; Tao Peng, 中山大学国际金融学院

Session 13A: Ph.D. Symposium 博士生论坛

Time: 5:00 PM- 6:30 PM, Friday, June 13

Venue: International Reporting Hall 国际报告厅

Chair: Kaifeng Jiang (Peking University) and Shuping Li (Hong Kong Polytechnic University)

This Session is Sponsored by Antai College of Economics and Management, Shanghai Jiao Tong University

Organizer: IACMR Research Committee/ Kwok Leung Memorial Dissertation Fund Grant Committee

Co-Chairs:

- Shuping Li, Hong Kong Polytechnic University
- Kaifeng Jiang, Peking University

Participants:

- Siyu Chen, Zhejiang University
- Longwang Fu, City University of Hong Kong
- Maogang Sun, Jiangxi University of Finance and Economics
- Ines Wen, University of Sydney
- Runjia Zhang, Peking University
- Ziyang Cui, Tsinghua University

Session 13B (Keynote): 企业家论坛

Time: 5:00 PM- 6:30 PM, Friday, June 13

Venue: Lily Hall 百合厅

Chair: Wei Shen (Arizona State University)

演讲人:



席刚，新希望乳业集团董事长
方广文，西安中熔电气股份有限公司董事长
赵启，山东电工电气集团有限公司董事长
主持人：沈伟，亚利桑大州立大学教授

Session 14: Ph.D Students Social Hour

Time: 7:00 PM- 9:00 PM, Friday, June 13

Venue: The Westin Xi'an, Ballroom

- **Host: Professor Wei Shen (Arizona State University, IACMR President-Elect)**
- **Sponsor: Huajue Tech (Xi'an)**



Day 3
Saturday, June 14

Session 15 (Keynote): IACMR, MOR and Global Management Research: Reflections from a 5-Decade Analysis

Time: 8:00 AM- 9:00 AM, Saturday, June 14

Venue: Lily Hall 百合厅

Chair and speaker: Anne S. Tsui, Arizona State University and Responsible Research in Business and Management Network, Founding President of IACMR (2002-2006)

Special discussants:

Xiao-Ping Chen, University of Washington, Program Chair of the 2004 Inaugural Conference

Weiyang Zhang, Peking University, Local Arrangements Chair of the 2004 Inaugural Conference

Session 16A (Keynote): 中国文化与管理论坛

Time: 9:15 AM- 10:45 AM, Saturday, June 14

Venue: Lily Hall 百合厅

企业家嘉宾:

钟海连, 中盐金坛盐化有限责任公司副总经理, 哲学博士

对话学者嘉宾:

晁罡, 华南理工大学;

李鑫, 英国纽卡斯尔大学商学院

主持人: 贾良定, 南京大学

Session 16B (Keynote): 院长论坛 Deans' Forum

Time: 9:15 AM- 10:45 AM, Saturday, June 14

Venue: International Reporting Hall 国际报告厅

Language: Chinese

主持人: 黄旭 香港浸会大学

特邀嘉宾

- 冯耕中 西安交通大学管理学院
- 谢小云 浙江大学管理学院
- 易靖韬 中国人民大学商学院
- 郑文全 东北财经大学工商管理学院

Session 17A (Symposium): IACMR Distinguished Scholarly Contribution Award Symposium

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: Lily Hall 百合厅

Chair: Xiao-Ping Chen (University of Washington)

Tribal psychology and cultural leadership

Speaker: Prof. Michael Morris, Award winner of IACMR Distinguished Scholarly Contribution Award



Session 17B (Symposium): Unveiling Employee Voice Dynamics in Context

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: International Reporting Hall 国际报告厅

Organizers: Xiaode Ji, *Central University of Finance and Economics*; Fangzhou Liu, *Huazhong University of Science and Technology*

Discussant: Jinyun Duan, *East China Normal University*

Voice for Ourselves or Myself: An Uncertainty-Management Model Depicting Employees' Responses to Organizational Crisis

Presenter: Jinyun Duan, *华东师范大学*

Navigating Communication Media: Online versus Face-to-Face Voice Solicitation and Employee Voice

Presenter: Fangzhou Liu, *Huazhong University of Science and Technology*

Differentiation of Influences Between Two Types of Supervisor-Subordinate Relationships on the Employee's Silence

Presenter: Xiao Yang, *西北大学*

Decoding Voice Deviation: The Interplay of Voice Attribution and Leader Self-Efficacy

Presenter: Xiaode Ji, *Central University of Finance and Economics*

Session 17C (Symposium): Strategic and Sustainable Design in Compensation: Enhancing Human Capital through Pay Level, Pay Structure, and Pay Basis

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 406

Organizers: Helen Zhao, *The University of Hong Kong*; Wei He, *University of Nanjing*; Shuning Liu, *University of Hong Kong*

Discussant: Barry Gerhart, *University of Wisconsin-Madison*; Jie (Jasmine) Feng, *Rutgers University*

Lost in the Maze: An Action Research Study on Performance Pay Complexity

Presenter: Helen Zhao, *The University of Hong Kong*

Big Pond and Small Pond: A Configural Perspective on the Effects of Pay Standings on Firm Performance

Presenter: Shuning Liu, *University of Hong Kong*

Configuring Pay-for-Performance Plans to Promote Employee Work Engagement

Presenter: Jian Peng, *Southeast University*

Looking to the Future: Exploring When and Why Pay Information Disclosure Enhances Employer Attraction for Job Applicants

Presenter: Yangyi Chen, *Nanjing University*

The Good, The Bad: The Effect of Pay Inversion on Newcomer Proactive Behaviors

Presenter: Haijiang Wang, *Huazhong University of Science and Technology*

Session 17D (Paper Presentation): 人才与创新生态系统

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 405

Chair: Lei Wang (Dongbei University of Finance and Economics)

从文本数据到理论洞见：基于生成式大语言模型的主题建模新方法探索

Lulu Yan, Zhejiang University of Technology; Cong Cheng, Zhejiang University of Technology; Jian Dai, Zhejiang University of Technology

缺人还是缺岗？量子通信人才增长路径的国际比较研究 ——基于十国 13 年数据的动态 QCA 分析

Lifan Chen, 中国人民大学; Xuansheng Wang, 中国人民大学; Zhiyang Liu, 中国人民大学; Qihan Yang, Renmin University of China; Minghan Li, 国科量子通信网络有限公司; Yajun Miao, 国科量子通信网络有限公司

数字化探索-利用战略匹配对组织创新韧性的影响机制研究

Jianwu Jiang, Shenzhen university; Fan Zhang, 深圳大学

Session 17E (Paper Presentation): Status, Mobility, and Adaptation in Organizational Careers

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 402

Chair: Liu Jialin (University of International Business and Economics)

This Session is Sponsored by the School of Management, Zhejiang University

Integration Following Internal Mobility: Pre-entry Factors, Integration Dynamics and Integration Success

Yezi Kang, University of Groningen; Ngoc Han Nguyen, University of Groningen; Thomas A. De Vries, University of Groningen; Gerben S. van der Vegt, University of Groningen; Floor A. Rink, University of Groningen

Examining the spillover effects of leader performance pressure on member performance pressure: A signaling perspective

Ning Chen, Chengdu University of Technology; Lu Chen, 电子科技大学经济与管理学院

All Eyes on The New, But Who Hears the Old? The Impact of Incumbent Employees' Perceived Status Threat on Work Behavior

Yanshu Ji, Nanjing University; Yipeng Shao, Nanjing university; Ke Hu, nanjing university; Chunyan Jiang, nanjing university

Flowers that bloom in March, do they flourish in May? Analysis of career progression of corporate elites with elite education background

Zhang Xiaoxu, University of St.Gallen

Session 17F (Paper Presentation): Corporate Strategy, Institutional Forces, and Environmental Challenges

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 306

Chair: Pei Liu (Sun Yat-Sen University)

Which is better: talk or action? Social Trust and Corporate Greenwashing Behaviour

Xiaoyu Wei, *Beijing Normal University*; **Zixiao Peng**, *University of Edinburgh*; **Jianghua Zhou**, *北京师范大学经济与管理学院*

How Do Firms Treat Their Employees Under Extreme Rainfall? Evidence from China

Lingxue Yi, *Sun yat-sen university*; **Heng Liu**, *Sun Yat-Sen University*

Open government data and firms' open innovation: Evidence from listed firms in China

Jianhao Hu, *浙大城市学院*; **Qian Wang**, *Fujian Agriculture and Forestry University*; **Lin Peng**, *Shenzhen Fuchuang Plastic Hardware Co.*

Decoupling as an institutional trigger: Variations in Firm R&D Responses

Tianyi Zheng, *Donghua University*; **SHU QING**, *Fudan University*; **Jinyun Sun**, *Fudan University*

Session 17G (Paper Presentation): Corporate Governance and Leadership

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 307

Chair: Xuefei YU (The University of Hong Kong)

Female Leadership in the HR Function and the Adoption of High-Involvement HR Practices

Junting Li, *Tsinghua University*; **Joo Hun Han**, *Korea Advanced Institute of Science and Technology*; **Yan Pan**, *Rutgers University*

Climbing Higher with Leverage: New Evidence of Peer Effects in Digitalization from a Corporate Director Network Perspective in Manufacturing Firms

Xueqi ZHAO, *Tsinghua University*; **Haonan Zhang**, *Renmin University of China and City University of Hong Kong*

Not All Foreigners Are Alike: How Immigrant CEOs' Home Country CSR Norms Shape Firms' CSR

Xuefei YU, *The University of Hong Kong*; **Yi Tang**, *University of Hong Kong*; **Weng David**, *California State University Fullerton*

The Dilemma of Geographic Distance Between Underwriters and IPO Firms in Disclosure Strategy of IPO Firms by Underwriters

Zhouyu Li, *Qingdao University*; **Weilong Zhang**, *Qingdao University*; **Yongkun Ma**, *Northeast Petroleum University*; **Shanping Chen**, *Qingdao university*

Session 17H (Paper Presentation): Corporate Governance and Non-market Strategy

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 308

Chair: Lu Ye (University of Melbourne)

This Session is Sponsored by Antai College of Economics and Management, Shanghai Jiao Tong University

Anticipatory Impression Management in Earnings Conference: Motivation and Casting

Lu Ye, *University of Melbourne*; **Helen Hu**, *University of Melbourne*; **Daejeong Choi**, *University of Melbourne*

Political ties and bribery in emerging markets: from a resource dependence perspective

Chong Zhong, *Southwestern University of Finance and Economics*

Diversity or unity? The effect of sub-national geopolitical risks on corporate supply chain resilience

JING NING, *Ocean University of China*; Yahui Xu, *Ocean University of China*; Wei Liu, *Qingdao University*

Session 17I (Paper Presentation): Financial Decision-making and Risk Management

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 309

Chair: Yuting Huang (Xi'an Jiaotong University)

CFO matters: how does CFOs' regulatory focus influence firm ESG performance?

Zhe Zhang, *Xi'an Jiaotong University*; Yuting Huang, *Xi'an Jiaotong University*

Cavalry or Locust? Foreign ownership heterogeneity and bank lending cyclicity

Xiaohui Yuan, *Northwest University*

Trade restrictions and EMNEs' innovation: A resource dependence perspective

Mingyao Lyu, *Renmin University of China*; Wenlong He, *Renmin University of China*; Zhiyuan Chen, *Renmin University of China*; Tony Tong, *University of Colorado at Boulder*

Insurance or Repair? The Timing of Corporate Philanthropy in Intergenerational Succession of Chinese Family Firms

Changhao Lu, *Qingdao University*; Xiner Huang, *Qingdao University*; Yuchen Zhao, *Qingdao University*; Ziqi Wang, *Northeast Petroleum University*

Session 17J (Paper Presentation): Leadership, Decision-Making, and Well-Being

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 310

Chair: Yanshu Ji (Nanjing University)

Relational Self-expansion As a Dual Process: How Mindfulness Influences Leader Relational Behaviors and Wellbeing

Xiaobei LI, *Hybrid Work Leadership research lab, University of New South Wales*; Lucy Xing, *University of Auckland*

Unraveling When and How Empowering Leadership Promotes and Prohibits Employee Expediency

Jie Xiao, *Renmin University of China*; Bo Lv, *Renmin University of China*; Xiangying Zhu, *Renmin University of China*; Yinxi Zhou, *Renmin University of China*

How to improve the ESG performance under the dual governance of the government and ESG investors A study based on mixed method

JING NING, *Ocean University of China*; Xiuli Han, *Ocean University of China*; Taiwen Feng, *Harbin Institute of Technology (Weihai)*

Bias and Debias a Boundedly Rational Decision of Alliance Portfolio Reconfigurations on

Exploration versus Exploitation

Fen Zhang, *Xi'an Jiaotong University*; Yang Xiaotian, *dalian university of technology*

Session 17K (Paper Presentation): Overqualification, Mindsets, and Career Adaptation

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 311

Chair: Yingting Jiang (Guangdong University of Technology)

Overqualified For a Job or Work Role? Objective Overqualification, Perceived Role Breadth, and Role-Based Perceived Overqualification

Bingjie YU, *Shandong University*; Emily Huang, *Hong Kong Baptist University*; Grace Jia Hui Lim, *Nanyang Technological University*

The effects of institutional changes on internationalization: Macro-context and microfoundations

Tianchen Li, *Middlesex University*

Tomorrow is Another Day: How a Fresh Start Mindset Relates to Goal Orientations and Work Performance

Wei Guo, *Xinjiang Normal University*; Xinyi Zhou, *Xi'an jiaotong liverpool university*; Jinyun Duan, *华东师范大学*

Session 17L (Paper Presentation): 员工心理健康与幸福感

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 312

Chair: Zijun Cai (北京师范大学经济与工商管理学院)

Effects of employee mindfulness on job performance and mediating mechanisms: A meta-analysis

Jing Zhang, *河北经贸大学 Hebei University of Economics and Business*

多批次裁员与工作不安全感的后果——裁员幸存者“灾后余生综合症”的发生路径研究

Shuting Zhong, *华东理工大学*; Tao Guan, *华东理工大学商学院*

担心被取代而摸鱼？AI 冲击意识对员工时间侵占行为的影响

Yi Li, *Shanghai Jiao Tong University*

职业危机感:量表开发及与职业主动性关系检验

Zijun Cai, *北京师范大学经济与工商管理学院*; Xueyuan Gao, *中国劳动关系学院*; Zhipeng Zhang, *China University of Labor Relations*; Qiong Wang, *北京开放大学*

Session 17M (Paper Presentation): Work Design, Stress, and Employee Well-Being

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 313

Chair: Rui Hou (Durham University)

The double-edged sword effect of algorithmic control on employee mental health

Sibo Huang, *Huazhong University of Science and Technology*; deng jianwei, *beijing institute of technology*; YANG TIANAN, *Beijing Institute of Technology*; Boheng Zhao, *Huazhong University of Science and Technology*; Naizheng Liang, *huazhong university of science and technology*



The Curvilinear Relationship Between Perceived Competitive Climate and Career Sustainability: The Moderation of Organizational Career Management and The Mediation of Work Effort

Wenyi Cao, *University of Electronic Science and Technology of China*; **Lu Chen**, *电子科技大学经济与管理学院*; **Ning Chen**, *University of Electronic Science and technology*

The Influence of Social Characteristics of Work Design on Employee Well-being

Jia Lin Xie, *University of Toronto*; **Jing Hu**, *University of New South Wales*

Autonomy incongruence, psychological withdrawal, and procrastination: The mediation effect of stress

Wenfei ZHANG, *The Chinese University of Hong Kong, ShenZhen*; **Yingni Cai**, *The Chinese University of Hong Kong, Shenzhen*; **Xiaomin Xu**, *The Chinese University of Hong Kong, Shenzhen*

Session 17N (Paper Presentation): Individual Traits, Perceptions, and Workplace Behaviors

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 205

Chair: Hongyan Wang (Shanghai Jiao Tong University)

The Double-Edged Spillover of Extra-role Employee Green Behavior on Time Theft: Based on the Positive and Negative Feedback Loops of Moral Self-regulation

Rongrong ZHANG, *University of International Business and Economics*; **Yuxin Liu**, *University of International Business and Economics*; **Xuefei Wang**, *University of International Business and Economics*; **Yang Luo**, *University of International Business and Economics*

Does Spousal Active-Destructive Responsiveness in Capitalization Always Impair Employee Job Satisfaction?

Jingni Dong, *Renmin University of China*; **Yu Yu**, *Southwestern University of Finance and Economics*; **Jiawei Zheng**, *Rutgers University*

Pretty Employee, Pretty Performance? A Moderated Mediation Model of Leader-Endorsed Lookism and Employee Service Performance

CHAO MA, *Australian National University*; **Sijia Zhao**, *Tongji University*

Soldier or Actor? Examining the Role of Newcomer Political Skill and Newcomer-Veteran Interactions in Shaping Supervisors' Motives and Reward Recommendation

Hongyan Wang, *Shanghai Jiao Tong University*; **Qingyue Fan**, *Shanghai Jiao Tong University*; **Jingqiu Chen**, *Shanghai Jiaotong University*

Session 17O (Paper Presentation): Perceived Status, Trust, and Workplace Behaviors

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 206

Chair: Siyu Ren (Institute of Psychology, CAS)

Whether underqualified employees change the situation? The role of guilt toward colleagues

Songbo Liu, *中国人民大学*; **Kairui Zhang**, *Renmin University of China*; **Zixin Huang**, *Renmin University of China*

Look down on me? Gossip you! The emotional appraisal mechanism of underdog expectations on negative gossip

Zhuojing Li, *Xi'an Jiaotong University*; **Qiushi Wang**, *Xi'an Jiaotong University*

Does using a sledgehammer to crack a nut harm the organization? A study on the impact of perceived overqualification on unethical behavior from the perspective of dual strategy theory

Wenzhu Lu, *Lanzhou University*; **Junlin Wang**, *Lanzhou University*; **Lixun Zheng**, *Tsinghua University*

When and How Coaching Pays Off: An Investigation of the Interpersonal Outcomes of Coaching, Trust, and Self-Monitoring

Julie N.Y. Zhu, *Fuzhou University*; **Long W. Lam**, *University of Macau*; **WeiQi Hou**, *University of Macau*; **Qin Su**, *Xi'an Jiaotong-Liverpool University*; **Xuefeng Lin**, *Fuzhou University*

Session 17RT01 (Roundtable): Innovation and Collaboration

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 208A

Chair: Weilong Zhang (Qingdao University)

Unstable Triangles: Technology Overlap and Triad Dissolution in Collaborative Innovation

Wei Yang, *CEIBS*; **lisha liu**, *Shanghai Jiao Tong University*

Where Should I Locate? The Impact of the Geography of Industry–University Collaboration on Firm Innovation

Weilong Zhang, *Qingdao University*; **Nan Zhang**, *Qingdao University*; **弘宇 史**, *青岛大学*; **Ziqi Wang**, *Northeast Petroleum University*

Understanding the Impact of Green Innovation on Corporate Environmental Information Disclosure: Exploring the Corporate Greenwashing Based on the Construal Level Theory

Jiaxin Zhao, *Zhengzhou University*

Should It Always Be Central? Substitution Effects of Multi-Network Embeddedness on Absorptive Capacity

Xiurui Xu, *Qingdao University*; **Shanwu Tian**, *Qingdao University*

Session 17RT02 (Roundtable): Innovation and Knowledge Management

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 208B

Chair: Xiao Pu (Xi'an Jiaotong University)

Rolling Stones Gather No Moss: Staggered Boards, Knowledge Spillover and Corporate Innovation

Yuan Liu, *Peking University*; **Yao Shouyu**, *Tianjin University*

Connecting Scientific Roots and Technological Branches: The Role of Firms in Science-Based Digital Patent Diffusion

Xiaoyu Li, *Tongji University*; **Pei Wang**, *Beijing Technology and Business University*

Cross-layer Separation for Exploratory Innovation in State-owned Business Groups

Zelong Wei, *Xi'an Jiaotong University*; **Xiao Pu**, *Xi'an Jiaotong University*

The impact of technological advantage diversification on circular economy innovation: Evidence from Chinese listed companies



Wei Wei, *Beijing Jiaotong University*; Ruoxu Wang, *Beijing Jiaotong University*

Session 17RT03 (Roundtable): 社会责任与绿色管理

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 209A

Chair: Chuanjing Ju (*Southeast university*)

家乡情结驱动的企业绿色创新：实质性转型还是策略性逢迎？

Ruijie Jin, *Chang'an University*; Shan Chen, *四川大学*

工具性还是道德性？员工公-私域绿色行为一致性对同事帮助意愿的影响机制研究

Ting Huang, *southwestern university of finance and economics*; Mengtian Xiao, *Southwestern University of Finance and Economics*

内外部社会责任差距与员工不道德行为：基于资源保存理论的视角

Long Xianyi, *Hainan University*; Tianfei Yang, *Ningbo University*

基于绩效反馈理论的企业生产安全事故瞒报行为研究

Tianqi Hu, *SOUTHEAST UNIVERSITY*; Chuanjing Ju, *Southeast university*; yangye han, *Southeast university*

Session 17RT04 (Roundtable): 员工创新与创造力

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 209B

Chair: Yuhui Li (*Renmin University of China*)

组织绿色人力资源管理与绿色创新的一致性对员工绿色创造力的影响研究

QIONG JIA, *Hohai University*; Zhang Yan, *Hohai university*; YUJIE CAI, *SKEMA BUSINESS SCHOOL*

探究生成式人工智能使用对创新绩效的影响

Jiaxin Xue, *Renmin University of China*; Yuhui Li, *Renmin University of China*

“助力”还是“阻力”？算法管理对员工创新行为的双刃剑效应研究

Chang Liu, *湖南工商大学工商管理学院*; 芸帆 刘, *湖南工商大学*; Yahui Zhang, *湖南财政金融学院*

Session 17RT05 (Roundtable): Leadership, Ethics, and Employee Behavior

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 210A

Chair: Chen Junhong (*Xi'an Jiaotong University*)

Influence of leader greed on employee voice behavior: moderating role of employee integrity identity

Qinpu Dang, *Peking University*

How and When Leader Vision Communication Benefits or Hinders Followers

Jinghao Zhang, *University of Groningen*; Niannian Dong, *University of Science and Technology Beijing*; Jiaxin Xue, *Renmin University of China*; Bibi Zhang, *Swansea University*

When and why new leader can (not) effective in leadership?

Yan Bao, *Xi'an Jiaotong University*; **Chen Junhong**, *Xi'an Jiaotong University*; WEIBO MA, *Xi'an Jiaotong University*

How and When Socially Responsible Human Resource Management Inhibits Time Theft: The Moderating Role of Ethical Leadership

Yinxu Zhou, *Renmin University of China*; Xiangying Zhu, *Renmin University of China*; Hongxing Zhou, *Renmin University of China*

Session 17RT06 (Roundtable): Leadership, Motivation, and Employee Behavior

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 210B

Chair: Chenggang Duan (University of Electronic Science and Technology of China)

An Investigation of the relationship between supervisor bottom-line mentality and employee proactivity: An interpersonal sensemaking theory perspective

Chenggang Duan, *University of Electronic Science and Technology of China*

Can You Verify the Real Me? Newcomer Authentic Self-expression, Supervisor Individualized Consideration, and Organizational Socialization

Qiushi Xie, *Tsinghua University*; Zhiming Wu, *Tsinghua University*; Teng Zhao, *南开大学*; Linan Chang, *Lingnan University*

Fit or Commitment? A meta-analytic investigation of the relationship and mediating mechanisms between public service motivation and turnover intention

Xiaoyu Guan, *北京师范大学*; **Qing Li**, *Beijing Normal University*

Session 17RT07 (Roundtable): CEO Leadership, ESG Practices, and Green Innovation

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 211A

Chair: Yuhui Wang (Northwestern Polytechnical University)

NAME PRONUNCIATION SIMILARITY AND ESG PERFORMANCE

Xiuping Zhai, *Central China Normal University*; zhao duan, *Central China Normal University*

The Effect of Institutional Investor Climate Activism on Exploratory Green Innovation and Exploitative Green Innovation

Yuhui Wang, *Northwestern Polytechnical University*; Zhen Huang, *Northwestern Polytechnical University*; Ming Jia, *Northwestern Polytechnical University*

How public ESG activism promotes green development? From managerial ESG cognition to corporate green innovation

Zijia Liu, *Zhejiang University of Technology*; **Bao Wu**, *Zhejiang University of Technology*; Fu-Sheng Tsai, *Cheng Shiu University*

Session 17RT08 (Roundtable): 家族企业与社会资本

Time: 11:00 AM- 12:30 PM, Saturday, June 14

Venue: 211B

Chair: Wenting Chen (Dongbei University of Finance and Economics)



所有权涉入与管理权涉入对家族企业联盟形成的非对称影响研究

Xu Jiang, 西安交通大学管理学院; Yuan Tian, xi'an jiaotong university; Hongxi Chen, xi'an jiaotong university

引入国有股权对中国民营企业绩效的影响：合法性提升还是代理问题加剧？

Limin Chen, 武汉大学经济与管理学院; Zhensen Yang, Wuhan University; Chenhao Yue, Wuhan University

“家乡认同”还是“家乡倚仗”？——CEO 在家乡任职与企业慈善捐赠

Limin Chen, 武汉大学经济与管理学院; Yilong Xie, Wuhan University

Session 18A (Symposium): SHOWCASE SYMPOSIUM FOR EXEMPLARY DBA THESES

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: International Reporting Hall 国际报告厅

Organizers: Amy Y. Ou, 香港理工大学; Xu Huang, The Hong Kong Baptist University

Discussant: Xu Huang, The Hong Kong Baptist University

Leading in Virtual Context: An Exploration of E-leadership by Grounded Theory Approach

Presenter: Yun Li, Hong Kong Baptist University

The Impact of Working from Home on Employee Creativity: A Cross-Cultural Comparison of Germany and China

Presenter: Andrew Heng, Singapore Management University

Transfer and Integration of Human Resources Management Knowledge within Dynamic Supply Chains

Presenter: Tom Yu, Halma plc

Corporate Social Responsibility and CEO Dismissal to Performance Sensitivity: The Moderating Roles of Board Characteristics

Presenter: Fan Tang, Best Buy

Navigating in a Dynamic Environment: The Unique Roles of Green Dynamic Capabilities and Action Aggressiveness in Impacting Environmental and Financial Performance of Firms in China

Presenter: Amy Feng, Emlyon Business School

Session 18B (Symposium): 《管理学研究》（原《管理学季刊》）专题研讨- 立足现象，拓展理论：开展高水平管理研究

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 406

组织者：

张志学教授 北京大学光华管理学院

李炜文教授 中山大学管理学院

梁建教授 同济大学管理高等研究院

夏军教授 University of Texas at Dallas



信任、和谐与谈判：在研究中对接主流并突显中国特色

张志学 北京大学光华管理学院

现象驱动的组织行为研究

汪林 中山大学管理学院

平台与生态：中国经验与普适理论

陈亮 新加坡管理大学李光前商学院

Session 18C (Symposium): Taming the Bots: Human-AI Collaboration in the Workplace

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 405

Organizer: Mingyu Li, HKUST

Discussant: Ray Friedman, Vanderbilt University

Taming the Bots: Human-AI Collaboration in the Workplace

Presenter: Fan Zhang, Beijing Institute of Technology

Complements or Substitutes? The Effects of Performance Evaluation by Artificial Intelligence and Leaders on Employee Performance

Presenter: Weiwen Yang, Chinese University of Hong Kong

Human-AI Augmentation: Is Human Oversight a Help or Hindrance in AI Management?

Presenter: Mingyu Li, HKUST

Expanding Horizons: Investigating the Benefit of Collaborating with Conversational AI from a Self-Expansion Perspective

Presenter: Xueqi Chen, Chinese University of Hong Kong

Session 18D (Paper Presentation): Individual Differences in AI Adoption and Workplace Adaptation

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 402

Chair: Yuqing Gan (Sun Yat-sen University)

This Session is Sponsored by the School of Management, Sun Yat-sen University

Rethinking Employee Age in Technology Adoption: A Goal Orientation Perspective

Hun Whee Lee, *The Ohio State University*; Christopher Dishop, *Carnegie Mellon University*; Nai-Wen Chi, *National Sun Yat-Sen University*; Yonghwan Lee, *University of Seoul*; Ke Michael Mai, *China Europe International Business School (CEIBS)*; **Wu Wei**, *Wuhan University*

Artificial Intelligence Quotient (AIQ)

Xin Qin, *Sun Yat-sen University*; Jackson Lu, *MIT Sloan School of Management*; Chen Chen, *Sun Yat-sen University*; Xiang Zhou, *Sun Yat-sen University*; Yuqing Gan, *Sun Yat-sen University*; Wanlu Li, *Guangdong University of Finance & Economics*; Lesley Luyang Song, *Tsinghua University*

Collective or personal self: Artificial intelligence adoption in public versus private contexts

Justin Tan, *York University*; Yan Wang, *Tianjin University*; Shuxin Zhong, *Hohai University*

Are You Afraid of Being Replaced? The Influence of Employees' STARA Awareness on Their Job Performance

Xiao-Yu Liu, *University of International Business and Economics*; Caiting Yu, *University of International Business and Economics*; Peipei Shu, *University of International Business & Economics*

Session 18E (Paper Presentation): Navigating Team Dynamics: Leadership, Power, and Performance

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 306

Chair: Zhengyao Kang (*University of Bristol*)

The Legitimacy Evaluation of Leader-Member Exchange Differentiation: A Norm-based Approach

Sihong Huang, *Hong Kong Baptist University*; Siting Wang, *Hong Kong Baptist University*; Arjun Mitra, *California State University*

HOW TO HANDLE DIVIDED TEAMS? TEAM FAULTLINES, SENSE OF POWERLESSNESS AND AUTOCRATIC LEADERSHIP

Yuxin Wang, *China University of Petroleum (East China)*; Kun Luan, *中国石油大学（华东）*; Jianan Shi, *China University of Petroleum (East China)*

Combining actors and recipients: The effect of temporal leadership on leader's and follower's performance

Jiaxin Xue, *Renmin University of China*; Jinghao Zhang, *University of Groningen*; Yuhui Li, *Renmin University of China*

Who can benefit from perfectionism? The impact of team perfectionism on team service performance

Fengyu Li, *Qingdao University*; Jie Peng, *青岛大学*; lishuo Jiao, *青岛大学*

Session 18F (Paper Presentation): Strategic Management, Resources and Firm Performance

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 307

Chair: Jiyao Chen (*Oregon State University*)

Decoding Digital Success: A Multilevel Investigation of International Performance of Mobile Games

Zhongning Xu, *The Chinese University of Hong Kong*

Selling Out or Standing Out? The Dual Effects of Product Typicality on Performance Evaluation

Anni Chen, *Southeast University*; Weiguo Zhong, *Peking University*

REVISITING RESOURCE VRIN: A PRACTICE-BASED PERSPECTIVE

Jiyao Chen, *Oregon State University*; Nusrat Farah, *Southern Illinois University*

Strategic Orientation and Firm Productivity

Shuo Xu, *Peking University*

Session 18G (Paper Presentation): AI Integration in Workplaces: Collaboration, Creativity, and Behavioral Adaptation

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 308

Chair: Yichuan Zeng (China agricultural university)

Beyond the Linear Lens: Unpacking the Inverted U-Shaped Relationship between Employee-AI Collaboration and Perceptions of AI Utility and Job Replaceability

FAN YANG, *Renmin University of China*; Duoran Liu, *Renmin University of China*; YATING WANG, *Renmin University of China*; Hongkun Tang, *Renmin University of China*; Ben Nanfeng Luo, *中国人民大学劳动人事学院*; Xin Ai, *Renmin University of China*; Yilin Chen, *Renmin University of China*

The double-edged sword effect of using AI - how the usage of AI shapes the behavior of university students

Chenwei Ma, *Sichuan University*; Jiangyu Li, *Sichuan University*; Min Wu, *四川大学*

Artificial Intelligence Role Clarity and Employee Creativity: A Bottom-up Perspective of Job Crafting

Yichuan Zeng, *China agricultural university*; Fuxi Wang, *China Agricultural University*

Session 18H (Paper Presentation): Strategic Change and R&D Search

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 309

Chair: Zhongyuan SUN (City University of Hong Kong)

In the Shadow of Predecessors: Intergenerational Succession and Family Firm Strategic Change

Zixu Liu, *中央财经大学*; Jiapeng Li, *Central University of Finance and Economics*

To Help or Not to Help? Customer Performance Feedback and Supplier R&D Search

Yuyang Liu, *Tongji university*; Guofeng Ma, *Tongji University*

Be authentic or be professional? An insider/outsider perspective on entrepreneurial rhetoric of artists

Zhongyuan SUN, *City University of Hong Kong*; REN Yutian, *香港浸会大学*

Session 18I (Paper Presentation): 战略管理与创新

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 310

Chair: 珣 张 (河海大学)

“清心寡欲”还是“欲壑难填”？企业价值视角下高管贪婪的双刃剑效应

Ruijie Jin, *Chang'an University/ 长安大学*

期望绩效反馈与企业金融化——基于企业行为理论视角

Jingyi Lei, *Zhejiang University*; Xiaoming He, *华东理工大学*; Yiyun Luo, *Zhejiang University*

基于战略认知的视角：女性领导者如何驱动企业的数字化变革

Kexin Zhang, *Tsinghua University*

女性 CMO 对企业标准创新的影响研究

珣 张, 河海大学; Jing Jia, Hohai University

Session 18J (Paper Presentation): 员工创造力与创新

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 311

Chair: Miaomiao Yin (吉林大学)

人类何以“脱颖而出”? 机器人心智水平对员工越轨创新的

Siyu HE, Nanjing Normal University; xufan zhang, Nanjing Normal University; Min Zhang, 南通大学; Jie Shen, Nantong University

“独辟蹊径”还是“分身乏术”? 在线社区中用户的多重身份对其创造力的双刃剑效应

Miaomiao Yin, 吉林大学; Xinyi Liu, 吉林大学

单向服务还是双向平衡? 公共部门服务型、悖论式领导对公务员创新行为和公共服务动机的比较研究

Lin Zhang, Northwestern Polytechnical University; Qixue Li, Northwestern Polytechnical University; jianing Xu, Northwestern Polytechnical University

工作游戏化的双刃剑效应: 一个有调节的双路径模型

Xueliang Han, 河南财经政法大学; Runqi Zheng, Henan University of Economics and Law; Ziwei Yang, 河南财经政法大学; Chenyan Xu, Henan University of Economics and Law

Session 18K (Paper Presentation): Work Arrangements, HR Practices, and Employee Well-Being

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 312

Chair: Zhang Xiaoxu (University of St.Gallen)

Control-Focused HR Attributions: Diminishing the Positive Effects of High-Performance Work Systems on Job Satisfaction Over Time

Chunyu Xiu, University of Leeds; Huadong Yang, University of Liverpool; Rory Donnelly, University of Liverpool; Karin Sanders, University of New South Wales

Recharging Outside of Work: A Three-Level Meta-Analysis of Exploring the Relationship Between Nonwork Activities and Work Engagement

Wenjun Bian, Zhejiang University; yuting deng, zhejiang university; Liu Zhengguang, Zhejiang University

MIND THE GAP! EMPLOYEE WORK ARRANGEMENTS, WORK-FAMILY BALANCE SATISFACTION, AND TURNOVER WITHIN PROPERTY DEVELOPMENT

Andrew Dhaenens, UNSW Business School; Weiting Zheng, University of New South Wales (Unsw); Karin Sanders, University of New South Wales; Jennie Sumelius, UNSW Business School

Beyond the Workplace: How and When Exploitative Leadership Influences Work-Family Positive Spillover and Work-Family Conflict

Ho Kwong Kwan, China Europe International Business School; Xinyu Liu, The University of Hong Kong; Yijiao Ye, Shenzhen University; lunwen wu, School of Business Administration Southwestern University of Finance and Economics; Jiaqi Le, University

Session 18L (Paper Presentation): 数据责任与社会资本博弈



Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 313

Chair: Wang Chao (Shandong University of Finance and Economics)

利益相关者视角下企业数据责任履行的多方行为策略研究

Justin Tan, *York University*; **Yuxin Ren**, *Tianjin University*; Shuxin Zhong, *Hohai University*

关系信任和数字信任对企业合作创新绩效的影响

Changfeng Wang, *Zhejiang Normal University*; **LEI CHEN**, *浙江师范大学*

企业数字责任悖论：表现、成因及应对策略

Wang Chao, *Shandong University of Finance and Economics*; Guo Hai, *Renmin University of China*

中国经济精英社会资本的性别差异研究

Chen Jing, *西安交通大学*; ZHANGBO YANG, *Xi'an Jiaotong University*

Session 18M (Paper Presentation): Leadership, Innovation, and Knowledge Management

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 205

Chair: Limin Guo (Northwestern Polytechnical University)

The impact of innovation information disclosure on green technology cooperation innovation: An empirical analysis

Qin Lu, *Sichuan University*; Liming Zhang, *Sichuan University*; Helin Sun, *Sichuan University*

Evolution and Paradigm Shifts in Knowledge Hiding Research: A bibliometric review

Changfeng Wang, *Zhejiang Normal University*; **Fan Xu**, *Zhejiang Normal University*

How green human resource management influence employee's green innovative behavior: Evidence from green passion and inclusive leadership

Jingjing Li, *university of science and technology beijing*; 行步, *Guangdong University of Finance & Economics*; Wenjie Zhao, *中粮地产（北京）有限公司*; Kuo Zhang, *Beijing University of Technology*

Session 18N (Paper Presentation): Leadership, Organizational Environment, and Employee

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 206

Chair: Puchu Zhao (Sun Yat-sen University)

How and When Does Leaders' Information Security Policy Compliance Influence Subordinates' Information Sharing?

Quanyi Gao, *Xi'an Jiaotong University*

Breaking the Mold or Stifling Growth: How Organizational Standardization and Newcomer-Veteran Interactions Shape Newcomer Performance

Qingyue Fan, *Shanghai Jiao Tong University*; Hongyan Wang, *Shanghai Jiao Tong University*; Jingqiu Chen, *Shanghai Jiaotong University*

Mitigating or Aggravating Muck: Investigating the Double-Edged Impact of Greenwashing on Employee Green Behavior

Xuefei Wang, *University of international business and economics*; Yun Chen, *对外经济贸易大学*; Yuxin Liu, *University of International Business and Economics*; Rongrong Zhang, *对外经济贸易大学*

Session 18O (Paper Presentation): Ethics, Leadership, and Social Responsibility

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 207

Chair: Dong Jingyu (Xi'an Jiaotong University)

The Illusion of Status: How Perceived External Reputation Leads to Unethical Pro-organizational Behavior

Sibo Huang, *Huazhong University of Science and Technology*; Deng Jianwei, *Beijing Institute of Technology*; YANG TIANAN, *Beijing Institute of Technology*; Deng Wenhao, *Beijing Institute of Technology*; Boheng Zhao, *Huazhong University of Science and Technology*

Good Intentions Gone Awry: How and When Platform CSR towards Customers Undermines Gig Workers' Service Delivery Quality

Beini Liu, *Beijing Technology and Business University*; **Xinyu Zhang**, *Beijing Technology and Business University*; Huamei Cao, *Beijing Technology and Business University*; Junjie Wang, *Beijing Technology and Business University*; Qianmo Wang, *Beijing Technology and Business University*

Will push from children empower consumers to have more green performance?

Tong Zhang, *中国矿业大学*; Feiyu Chen, *China University of Mining and Technology*

Exploring the Nexus between Female CEOs and Firms' Access to Trade Credit

Xuan Sun, *Shanghai Jiao Tong University*; Qian Wang, *Fujian Agriculture and Forestry University*; Fuji Xie, *Shanghai Jiao Tong University*

Session 18RT01 (Roundtable): Internationalization and Global Strategies

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 208A

Chair: Jing Tan (Xi'an Jiaotong University)

Trade-off between learning benefits and costs: How OFDI affects emerging multinational enterprises' parent firm innovation

Jing Tan, *Xi'an Jiaotong University*; Shanxing Gao, *Xi'an Jiaotong University*; Sansan Peng, *State Grid Chongqing electric power Company*

Profit or responsible? Inconsistent performance feedback and OFDI location choices for firms in emerging countries

Cong Cheng, *Zhejiang University of Technology*; **Linyi Chen**, *Zhejiang University of Technology*

Political Tension and the Internationalization of Innovation: Evidence from Chinese Multinationals

Ziyi Chen, *University of Melbourne*

Corporate Business Strategy and Outward Foreign Direct Investment: Evidence from Chinese Firms

Zhangfan Cao, *The University of Nottingham-Ningbo*; Jiayan Yan, *Nanjing University*

Session 18RT02 (Roundtable): MNEs and New Ventures

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 208B

Chair: Yahan Hu (Fudan University)

Reconfiguring Global Inventions: How Chinese MNEs Respond to U.S. Sanctions

Jiacong Li, *University of International Business and Economics*; Zhexiong Tao, *对外经济贸易大学*; Zijie Li, *对外经济贸易大学*

Mapping the Field of Research on Entrepreneurial Networks (2010–2022): A Bibliometric Analysis and Research Agenda

Yahan Hu, *Fudan University*; Jinyun Sun, *Fudan University*; Tianyi Zheng, *Fudan University*; Nan Zhang, *Fudan University*; SHU QING, *Fudan University*

What we know about government venture capital: A review and research agenda

Zuanxu Chen, *University of Technology Sydney*; Marina Zhang, *University of Technology Sydney*; Wen Li, *University of Technology Sydney*

Session 18RT03 (Roundtable): Policy and Institutional Impact

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 209A

Chair: Jiangnan Ran (University of Electronic Science and Technology of China)

Will the Volume-Based Procurement Policy Promote Innovation in Pharmaceutical Enterprises? -- Evidence from China-Listed Companies

Min Wang, *University of Electronic Science and Technology of China*; Zhi-xiang MA, *University of Electronic Science and Technology of China*; Daitian Li, *University of Electronic Science and Technology of China*; James Kalulu, *University of Electronic Science and Technology of China*

Invited Dirty Guests: The Role of Industry legitimacy on Environmental Performance of Foreign Firms

Nan Zhang, *Qingdao University*; Minglan Jiang, *Business School, Qingdao University*; Xiner Huang, *Qingdao University*; Yongkun Ma, *Northeast Petroleum University*

Leaving No One Behind: China's Central-Local Governments and Corporate Tripartite Collaboration to Reduce Poverty

Zhaowei Chen, *NUS*; Delios Andrew, *NUS*; Yeung Bernard, *NUS*

How SOEs' TMT State Orientation Impact the Digital Transformation Investment and Disclosure

Jiangnan Ran, *University of Electronic Science and Technology of China*; Shuangying Chen, *电子科技大学经济与管理学院*; Xiaowei Luo, *INSEAD*; Jun Wang, *University of Electronic Science and Technology of China*

Session 18RT04 (Roundtable): Motivation, Work Behavior, and Organizational Outcomes

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 209B

Chair: Xi Chen, MacEwan University

The dual effects of algorithmic matching and algorithmic control on platform workers: The self-determination theory perspective

Lian Zhou, *Guangdong University of Technology*; XinRan Huang, *Guangdong University of Technology*; Xue Lei, *East China University of Science and Technology*; Junwei Zhang, *Guangdong University of Technology*; Yujie Zhan, *Wilfrid Laurier University*

Icing on the Cake or the Fishbone in the Throat? The Proactive and Reactive Task-focused Helping-up on the Supervisor's Feeling of Status Threat

ZHANG Ruixue, *HKUST*; LI Anran, *Monash University*; Mingjian Zhou, *Harbin Institute of Technology at Shenzhen*

The Logic of Capitalism and Meanings of Work: Examining the Relationships between Marketization and Work Orientations in a Transitioning Economy

Xi Chen, *MacEwan University*; 'Alim Beveridge, *University of Nottingham Ningbo China*

THE INFLUENCE OF FAMILY MOTIVATION ON SUBJECTIVE CAREER SUCCESS— —BASED ON THEORY OF ACTION IDENTIFICATION

Ruoyong Zhang, *兰州大学管理学院*; Feng JIANG, *中汽研新能源汽车检验中心（天津）有限公司*; Yi-Lin WANG, *Lanzhou University*; **Xinyi Huang**, *Lanzhou University*

Session 18RT05 (Roundtable): 供应链与网络动态

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 210A

Chair: Haiqing Hu (西安理工大学)

整合铸韧链：供应链整合、信息共享水平与供应链韧性的关系研究

Xinyi Zhao, *Beijing University of Posts and Telecommunications*; Xiaoyu Ma, *Beijing Foreign Studies University*; Chaohua Lin, *Beijing Foreign Studies University*; Mengyu Zhuang, *Beijing University of Posts and Telecommunications*; YAWEN LI, *Beijing University of Posts and Telecommunications*

基于集团网络视角的子公司间竞合关系与双元创新

Xilu Liu, *Tsinghua University*

组织间负向网络演化研究 ——基于诉讼大数据和时序指数随机图模型

DengYu Chang, *Xi'an Jiaotong University*; ZHANGBO YANG, *Xi'an Jiaotong University*

Session 18RT06 (Roundtable): Proactivity, Leadership, and Employee Behavior

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 210B

Chair: ChunYang Zhou (Tongji University)

Surviving Famine, Thriving in Business: The Impact of Early-Life Disaster Experiences on Entrepreneurial Exit through Overconfidence

Hangtao Li, *Peking University*; Yaqi Gao, *Peking University*; Zhi-Xue Zhang, *Peking University*

Is proactive service always right? The study on the dual influence mechanisms of proactive customer service performance on customer satisfaction

ChunYang Zhou, *Tongji University*; Wang Yuanzheng, *shanghai university of finance and economics*; Dewen Liu, *Nanjing University of Posts and Telecommunications*; Yifu Wu, *Shanghai university of finance and economics*

Could Managing Employee Careers Pay Off? Examining the Relationship between Perceived Organizational Career Management and Proactive Work Behavior

Qiong Wang, 北京开放大学; Tianyi Sun, 中国人民大学; 华焯 樊, 北京师范大学; Chen Xu, 北京师范大学; Zijun Cai, 北京师范大学经济与工商管理学院

How task proficiency benefits from leader negative performance feedback: The roles of mental preoccupation with work and perceived rule climate

Wenli Zhang, 江西财经大学; Suosuo Jia, 江西财经大学; Baofang Zhang, Shandong University of Technology

Session 18RT07 (Roundtable): Work-Life Balance, Career Mobility, and Employee Behavior

Time: 1:30 PM- 3:00 PM, Saturday, June 14

Venue: 211A

Chair: Huan Xiao (Nanchang University)

Working from Home or in the Office? An Examination of Structural Power and Work from Home Intention

Yuting Chen, Zhejiang University; Wen Feng, Renmin University of China; Xiaoyun XIE, The School of Management at Zhejiang University

Rainbow After The Rain: The Implication of Family-Work Capitalization on Promotability

Tong Wu, Nanyang Technological University; Zhaodong (Alan) Qiu, NEOMA Business School; Qian Yao Huang, Xi'an Jiaotong-liverpool University; Haiyang Liu, Nanyang Technological University

Mapping Quality of Work Life: Past Milestones and Future Research Agenda

Yuan Liang, Harbin Institute of Technology; Tung-Ju Wu, Harbin Institute of Technology; Zhuo-Jie Yang, Harbin Institute of Technology

Leisure Crafting and Immoral Behaviours at Work and Home: A Perspective from the Work – Home – Leisure Resources Model

Huan Xiao, Nanchang University; Yu Dengke, Nanchang University

Session 19A (Symposium): 组织中的时间因素研究

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: International Reporting Hall 国际报告厅

Chair: Yuhui Li (Renmin University of China)

团队时间领导的概念内涵与量表开发

Chenlu Yang, Renmin University of China; Yuhui Li, Renmin University of China; Xue Han, Renmin University of China

旁观者视角下的“摸鱼”:领导时间偷窃对员工主动行为的影响

Xiaotong Ji, 中国人民大学; Zhen Wang, Renmin University of China; Zhuolin She, Renmin university of China;

员工的工作塑造何以持续——工作塑造与工作投入的动态螺旋效应

Lin Lin, 中央财经大学; Chen Mengfan, Central University of Finance and Economic; Yujia Mei, Central University of Finance and Economic; Xinwen Bai, Institute of Psychology, Chinese Academy of Sciences



身处当下，心向未来:正念减少工作拖延的时间洞察力视角

Xiaodong Ming, 江西财经大学; Xinwen Bai, *Institute of Psychology, Chinese Academy of Sciences*; Peng Xie, 江西财经大学; Jianfeng Yang, 江西财经大学

Session 19B (Paper Presentation): Leadership, Motivation, and Workplace Reactions

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 406

Chair: Jiaxin Xue (Renmin University of China)

Leveraging benefits of different national cultures and institutions in international joint ventures

Yuqi Liu, *Shandong University of Finance and Economics*

Bringing Digital Innovation Down to Earth: How Justice Shapes Digital Innovation Implementation on the Frontlines of Government

Yue Zhang, *Northwestern Polytechnical University*; Yutong Chen, *Northwestern Polytechnical University*; Lin Zhang, *Northwestern Polytechnical University*

Fly Under the Radar: Examining the Effect of Layoff News Consumption on Employee's Silence Behavior

Yi Li, *Shanghai Jiao Tong University*; Yongjia Duan, *Shanghai Jiao Tong University*

When Motivation is All Relative: Why Family Motivation Fails to Promote Task Performance in Dual-Earner Couples

Feifan Yang, *Soochow University*; Yufei Liu, *Shanghai University of Finance and Economics*; Haixiao Chen, *Southwestern University of Finance and Economics*

Session 19C (Paper Presentation): 数字化转型战略与供应链协同

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 405

Chair: Tianjiao Yu (中南大学)

高管团队知识断裂带对数字化转型的影响

Jianghua Zhou, 北京师范大学经济与工商管理学院; 玖琦 史, 北京师范大学; 梓昕 陈, 北京师范大学

最优区分视角下数字化转型对企业二元创新的影响研究

Jianghua Zhou, 北京师范大学经济与工商管理学院; Ning Gu, *Doozy Environmental Industry Co., Ltd.*; Shuaishuai Li, *Beijing Normal University*

数字化转型对企业出口绩效的影响研究 ——基于我国 A 股上市企业的证据

Xiaochan Yan, *Northwestern Polytechnical University*; Dongdong Li, *Northwestern Polytechnical University*; Yue Zhang, *Northwestern Polytechnical University*

Session 19D (Paper Presentation): Digital Transformation, Entrepreneurship, and Business Model Innovation

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 402

Chair: Tianxi Yang (Tsinghua University)

Thriving in the Digital Jungle: The Hidden Dance between Ecosystem Density and Entrepreneurial Drive

Rui Li, *University of Electronic Science and Technology of China*; Xinli Huang, *The University of Sheffield*;
Yaru You, *University of Electronic Science and Technology of China*

How does digital transformation work? A perspective on information management and resource allocation

MingRui Gu, *中山大学*; Cunyi Yang, *中山大学*

Digital Dynamic Capability and Business Model Adaptation: A Network Effects Perspective

CHUNHUA CAI, *Chongqing University of Technology*; Yang Liu, *Zhejiang University*

SCALING HIGH AND WIDE: LEVERAGING ARTIFICIAL INTELLIGENCE FOR ECOSYSTEM SCALE-UP

Feng Wan, *Zhejiang University*; Tianxi Yang, *Tsinghua University*; Xianwei Shi, *Shanghai Jiao Tong University*; Ke Rong, *Tsinghua University*; Shahzad (Shaz) Ansari, *University of Cambridge*

Session 19E (Paper Presentation): Leadership Influence on Employee Motivation and Behavior

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 306

Chair: Wenfei ZHANG (The Chinese University of Hong Kong, ShenZhen)

Investigating the Mechanisms by Which Leader Complaints Influence Subordinates' Approach and Avoidance Behaviors

Jinfeng LIU, *XIHUA UNIVERSITY*

Beacons of vision navigate career development: How and when does visionary leadership lead to followers' career prospect?

Shanghao Song, *Beijing Normal University*; Capital University of Economics and Business; Lei Gao, *Beijing Normal University*; YUNSHENG SHI, *Beijing Normal University*

On the relation between socially responsible human resource management and employee CSR engagement

Qiongyao Zhou, *Shanghai University*; Xingshan Zheng, *Shanghai Jiao Tong University*

I Care About Your Suffering: Unpacking the Motivational Effects of Compassionate Leader Behavior in Promoting Employees' Pro-Change Endeavors

Maona Mu, *North China University of Technology*; Wenhao Luo, *North China University of Technology*; Tong Xu, *Central University of Finance and Economics*

Session 19F (Paper Presentation): Institutions, Theory and Market Categorization

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 307

Chair: Yingya Jia (Shanghai University)

Unpacking the Specialization Paradox: The Impact of Founder's Industry Experience on Becoming a Niche Leader

Yingya Jia, *Shanghai University*; Shuping Yue, *Shanghai university*; Lijian Zheng, *Shanghai University*

WHEN DO BUSINESS GROUP AFFILIATES DIVEST?



Yue Zhao, *UA Little Rock*; **Joyce C. Wang**, *Texas State University*; Jun Xia, *The University of Texas At Dallas*

FITTING THE SQUARE PEG IN A ROUND HOLE: CATEGORY TRANSLATION IN A DIFFERENT INSTITUTIONAL ENVIRONMENT

Luo Yining, *ZJU*; Xianwei Shi, *Shanghai Jiao Tong University*

WHAT IS THEORY ERFORMATIVITY, REALLY? A QUALITATIVE META-ANALYSIS

Zuyi Cao, *Huazhong Agricultural University*; ; **Longcheng Zhang**, *Huazhong Agricultural University*; Fenfen He, *Huazhong Agricultural University*

Session 19G (Paper Presentation): Leadership Styles, Justice Perceptions, and Behavioral

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 308

Chair: Ze Feng (Institutes of Science and Development, Chinese Academy of Sciences)

Could leader helping be unfair treatment? Implications of leader helping on interpersonal justice

Yating Gao, *China University of Geosciences (Beijing)*; Jack Chiang, *Peking University*; Han Gao, *Peking University*

The right is the best: Exploring the impacts of benevolent leadership expected and received on employee service behaviors

Guo Tengfei, *Guangding Polytechnic Normal University*; Tianyi Long, *University of Western Australia*; Ni Yakun, *GuangDong University of Finance*; Xin Zhaoyang, *Jilin University*; Shenyang Hai, *Hainan university*

When and How Does Leader Perfectionism Elicit Responsible Leadership or Abusive Supervision?

Bo Lv, *Renmin University of China*; Hongxing Zhou, *Renmin University of China*; Nubu Danzeng, *Renmin University of China*; Xin Liu, *Renmin University of China*; Long Zhang, *Hunan University*

From perfectionism to peccadillo: when and how leaders' self-oriented perfectionism results in organizational deviance

Yi Ding, *Zhongnan University of Economics and Law*; Si Li, *Zhongnan University of Economics and Law*

Session 19H (Paper Presentation): Work, Employees and Performance

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 309

Chair: Miao He (Renmin University of China)

Share Value with Your Employees: Investigating the Impact of Rising FinTech on Shifting Firm-Level Labor Shares in China

Mingcao Li, *Dongbei University of Finance and Economics*; Gao Yuchen, *Tsinghua University*; Tao Liu, *Northeastern University*; **Han Yuhang**, *Tongji University*

Navigating the Maze: Decoding the Link between Job Demands and Disengagement through Work Rumination

Jin Cheng, *management school of Xiamen University*; Muhammad Usman, *Curtin University*; Usman Ghani, *Xiamen University*; Huichi Qian, *Xiamen University*; Khalid Mehmood, *Hubei Engineering University*

Beneficiaries Both as Frames and Clues: How and When Role Conflict Has a Less Negative Impact on Vocational Calling

Miao He, Renmin University of China

Session 19I (Paper Presentation): 组织行为与员工福祉

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 310

Chair: Xuefei Wang (University of international business and economics)

绿意共融，何以点燃分享之火？工作场所的自然接触对员工知识分享行为的影响

Yuxin Liu, University of International Business and Economics; Xuefei Wang, University of international business and economics; Rongrong Zhang, 对外经济贸易大学

任务优先还是关系为王？感知问责对工作绩效的非线性影响

Ning Wen, Xi'an Polytechnic University; 克英 张, 西安工程大学

促进还是抑制？人工智能使用对员工工作繁荣的跨层影响研究

Jianhong Tao, Shaanxi University of Science & Technology; Yan Ke, 陕西科技大学

Session 19J (Paper Presentation): Leadership Perceptions and Employee Behavioral Responses

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 311

Chair: Mengyi Zhang (Tsinghua University)

Why do new generation employees trust their inclusive leaders more? Evidence from the Chinese context

Danlei Zhen, Shanghai Jiao Tong University; Ningyu Tang, Shanghai Jiao Tong University

Challenge or hindrance? Employees' differentiated responses to leader perfectionism

Jiyu Li, East China Normal University; Zhenyuan Wang, 华东师范大学; Bao Cheng

Session 19K (Paper Presentation): MOR/PUP Best Paper and MOR RRBM Best Paper presentation

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 312

Chair: Xiao-Ping Chen (University of Washington)

2025 MOR/PUP Best Paper Award of Chinese Theory of Management Best Paper:

Hung, S. C., & Chen, Y. C. (2024). Comes the Southern Revolution: The Reframing of Chinese Shan-zhai Toward Identity Change. *Management and Organization Review*, 20(2), 204-234.

2025 MOR RRBM Best Paper Award Best Paper:

Yue, Lori Qingyuan, Jiexin Zheng, and Kaixian Mao. "Firms' rhetorical nationalism: Theory, measurement, and evidence from a computational analysis of Chinese public firms." *Management and Organization Review* 20.2 (2024): 161-203.

Session 19L (Paper Presentation): 战略人力资源管理

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 313

Chair: Bing Wu (East China University of Science And Technology)

How and When Socially Responsible Human Resource Management Practices Influence Employee Time Theft behavior

娟 王, 西北工业大学; Tang Yumeng, Northwestern Polytechnical University

领导者地理迁移背景与企业绩效的关系研究

Bing Wu, East China University of Science And Technology

年长员工人力资源实践研究述评与展望

Lian Zhou, Guangdong University of Technology; Lanlan Pan, Guangdong University of Technology; Yujie Zhan, Wilfrid Laurier University; Weiyin Chen, 广东工业大学; Shanyuan Yang, 广东工业大学

Session 19M (Paper Presentation): Work-Family Dynamics and Leadership Influence

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 205

Chair: Zhang Xiaoxu (University of St.Gallen)

Exploring the Antecedents of Creative Deviance: The Role of Family Communication Patterns and Paradox Mindset

Jie Liu, 北京邮电大学; Hui Chen, 北京邮电大学; Xiao-Yi Gu, 北京邮电大学; Wang Xiaohua, Beijing Normal University

The Hidden Impact of Family-Friendly Work Culture: Empirically Exploring Biases against Singles in the Workplace

SU-YING PAN, Macau University of Science and Technology; Yihe Wang, Macau University of Science and Technology

Negative Family Events and Family-supportive Supervisor Behaviors: The role of Cognitive Processes

Yan Pan, Xi'an Jiaotong-liverpool University; Yuhui Jiang, Xi'an Jiaotong University; guo jiong, xi'an Jiaotong university

A Warm Harbor or A Heavy Burden: Family Experiences Matter for Mindfulness at Work

Li Yiqiong, The University of Queensland; Yu Tu, Shandong University; Tuckey Michelle R., University of South Australia

Session 19N (Paper Presentation): Institutional Change, Organizational Strategy, and Leadership

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 206

Chair: Yuchuan Liu (Nanjing University)

Institution Change, Corporate Ownership and Director Network Breaking– A Study based on CDID

Xiong Wang, Xi'an Jiaotong University; ZHANGBO YANG, Xi'an Jiaotong University

The impact of transformational leadership on users' continuance intention to provide

Miaomiao Yin, 吉林大学; Zhenting Wang, 吉林大学

United We Stand: Navigating the Organizational Autonomy Dilemma From An Ecosystem

Perspective

Zhengyao Kang, *University of Bristol*; Ke Rong, *Tsinghua University*; Xianwei Shi, *Shanghai Jiao Tong University*

Navigating Political Uncertainty: Strategic CSR Responses of Foreign and Domestic Firms to Political Turnover in China

Ning Fang, *University of Groningen*; Rian Drogendijk, *University of Groningen*; Jiyoung Shin, *University of Bristol*

Session 19RT01 (Roundtable): Organizational Behavior and Strategy

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 208A

Chair: Lu Tingyu (Northwestern Polytechnical University)

Observing from a higher dimension: Big data-driven interorganizational cooperation strategies and the contingent effects of interorganizational governance features

Tao Zhang, *Northwestern Polytechnical University*

The moderating role of third-party interventions by legal and political entities in the context of omnichannel marketing

Lu Tingyu, *Northwestern Polytechnical University*; Guijun Zhuang, *Xi'an Jiaotong University*; Kaiwen Bai, *Northwestern Polytechnical University*; Yu Chang, *Northwestern Polytechnical University*

Session 19RT02 (Roundtable): Ownership and Collaboration

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 208B

Chair: Xu Zhang (Renmin University of China)

Strategic Responses to Institutional Risk: Academic Collaboration in Chinese Firms Under Geopolitical Pressures

Congshan Li, *Xiamen University*; You Jiaying, *Xiamen University*

The Janus Face of Stretch Goals in Family Firms: Examining Ethical and Innovative Outcomes

Zhiqiang Liu, *华中科技大学管理学院*; **Zijing Wang**, *Huazhong University of Science and Technology*; Song Yiping (Amy), *NEOMA Business School - Campus de Reims*; Yanyi Huang, *Wuhan University of Technology*; Chenglu Wang, *University of New Haven*; Dorothy Yen, *Brunel Business School*

Mixed blessing: Reverse Mixed-Ownership Reform and Chinese Private Firms' Corporate New Quality Productive Forces

Xueliang Han, *河南财经政法大学*; **Chenyan Xu**, *Henan University of Economics and Law*; Runqi Zheng, *Henan University of Economics and Law*

Still Keeping It All in the Family? Market Transition and Management Beliefs

Jianhua Ge, *Renmin University of China*; **Xu Zhang**, *Renmin University of China*; Wubiao Zhou, *University of Birmingham*

Session 19RT03 (Roundtable): AI Adoption, Employee Behavior, and Emotional Reactions

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 209A

Chair: Longdong Wang (Nanjing University)

How Dare You Refuse Me? How and When AI Negative Recruitment Decision Making Influences Applicants' Reactions

Zhe Zhang, *Xi'an Jiaotong University*; Xinyi Chen, *Xi'an Jiaotong University*

Stealing time as an affective coping approach: examining the indirect influence of Artificial Intelligence usage on employee time theft

Fan Zhang, *Beijing Institute of Technology*; Yuanyuan Liu, *Taiyuan University of Technology*; Pingqing Liu, *管理与经济学院*

Resist or co-create? A study of online labor platform workers' coping strategies for perceived algorithmic control

Longdong Wang, *Nanjing University*; Zhengtang Zhang, *南京大学*; Yuyao Chen, *Xi'an Polytechnic University*

Session 19RT04 (Roundtable): 性格、情绪与员工行为

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 209B

Chair: Xiaoyu Liu (对外经济贸易大学)

轻松还是失望？领导建言征询向上比较对员工工作退缩行为的双刃剑效应

Xinyue Li, *University of International Business and Economics*; Mingpeng Huang, *University of International Business and Economics*; Liu Jialin, *University of International Business and Economics*

悖论思维对知识分享行为的影响研究：角色宽度自我效能感的中介作用和互惠信念的调节作用

慧君 张, *广东电网有限责任公司人才发展中心*; Ben Nanfeng Luo, *中国人民大学劳动人事学院*; 文沛 王, *中国人民大学*; Hao Liu, *中国人民大学*

平台工作的双刃剑效应探析

Linna Zhu, *Nanjing University of Posts and Telecommunications*; Gao Yong, *南京财经大学*

基于特质激活理论的魅力领导影响因素研究

Xiao-Yu Liu, *University of International Business and Economics*; Peipei Shu, *University of International Business & Economics*; Caiting Yu, *University of International Business and Economics*

Session 19RT05 (Roundtable): Strategic Management in Innovation, Diversification, and Digital Transformation

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 210A

Chair: Deping Ye (South China University of Technology)

The Alchemy of Loyalty: How Brand Concept and Product Design Forge Lasting Repurchase Intentions

Hang Yuan, *Waseda University*; Bishan Wang, *Waseda University*

Unlearning for competency: Enhancing SMEs' digital transformation through the awareness-motivation-capability framework

Feng Zhang, *South China University of Technology*; Deping Ye, *South China University of Technology*; Lei Zhu, *gdufe*

Dominator or Outlier, Who Fuels Your Disruptiveness? Collaborative R&D Network, Disruptive Innovation, and Knowledge Breadth

Yijia Lan, *Communication University of China*; **Luyao WANG**, *Communication University of China*; **Guannan Qu**, *Beijing Institute of Technology*; **Zihan Zhou**, *Communication University of China*; **Donghan Wang**, *Communication University of China*

Session 19RT06 (Roundtable): The Role of Digitalization and Strategy in Corporate Sustainability and Innovation

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 210B

Chair: Min Guo (*Xi'an University of Posts & Telecommunications*)

Unexpected Boon or Inevitable Outcome: An Analysis of the Impact of National Big Data Comprehensive Pilot Zones on Corporate Carbon Performance

Xin Liu, *Hebei University of Technology*; **Jilei Lv**, *Hebei University of Technology*

How does digital technology enhance the resilience of firms' green innovation?

Min Guo, *Xi'an University of Posts & Telecommunications*; **Liu Hui**, *中南大学*; **Wang Jingbei**, *山东大学*

Does Too much or Too little Entrepreneurial Experience Benefit Crowdfunding Performance? A Social Learning Theory Perspective

Li Qing, *Tianjin university*; **QIHUI FAN**, *Tianjin University*; **Zheng Qiyun**, *Tianjin University*; **Feng Guo**, *Tianjin University*

Session 19RT07 (Roundtable): The Role of Digital Technology in Driving Innovation and Transformation

Time: 3:15 PM- 4:45 PM, Saturday, June 14

Venue: 211A

Chair: Huihui LI (*Nanjing Normal University*)

Always be innovative with AI? How AI innovation capability affects organizational ambidexterity

Siyuan Cai, *中南大学*; **Chen Huang**, *Central South University*; **Yingzhu Fu**, *中南大学*; **Su Ya**, *中南大学*

Does Family Kinship Affect Digital Transformation?

Wei Sun, *Xi'an Jiaotong University*; **Shiyao Meng**, *Xi'an Jiaotong University*

Heterogeneous Impact of Digital Technology Adoption on Innovation Ambidexterity: The Moderating Role of Environmental Uncertainty and Industry Competition

Huihui LI, *Nanjing Normal University*; **Xue Liuyang**, *Tsinghua University*; **XINYU SHEN**, *Nanjing Normal University*

How does the application of AI technology empower enterprises to achieve breakthrough technological innovation? An empirical study based on listed manufacturing companies in China.

Kangqi Hao, *Ocean University of China*; **Jun Mei Luo**, *Ocean University of China*; **Yang Shen**, *Ocean University of China*

Session 20A: Meet Conference Theme Keynote Speakers

Time: 5:00 PM- 6:00 PM, Saturday, June 14

Venue: 306



Wei Shen, Arizona State University
Peter Bamberger, Tel Aviv University
Barry Gerhart, University of Wisconsin-Madison

Session 20B: Meet Keynote Speakers (Macro)

Time: 5:00 PM- 6:00 PM, Saturday, June 14
Venue: 308

Weiguo Zhong, Peking University
Nan Jia, USC Marshall School of Business
Tony Tong, University of Colorado

Session 20C: Meet Keynote Speakers (Micro)

Time: 5:00 PM- 6:00 PM, Saturday, June 14
Venue: 311

Jasmine Hu, Tsinghua University
Gilad Chen, University of Maryland
Xiao-Ping Chen, University of Washington
Jia Lin Xie, University of Toronto

Session 20D: Meet Award Winners

Time: 5:00 PM- 6:00 PM, Saturday, June 14
Venue: 313

Meet and talk with the award winners!

Session 21: 会员智汇堂 Members' Synergy Voice

Time: 6:10 PM- 6:40 PM, Saturday, June 14
Venue: 402

All IACMR members are invited to attend
我们希望听到会员的声音！

Session 22: Closing Reception

Time: 7:00 PM- 8:30 PM, Saturday, June 14
Venue: Lily Hall 百合厅

DAY 4 (PDWs)
Sunday June 15

Session 23A (PDW): INTERVENTIONS TO SUPPORT JUNIOR FEMALE ACADEMICS IN THEIR ACADEMIC CAREERS: WHAT CAN WE LEARN FROM EACH OTHER

Time: 8:30 AM- 10:00 AM, Sunday, June 15

Venue: 311

Language: English

Chair: Christine M. Chan (University of New South Wales), Xiao-Ping Chen (University of Washington), Jing Hu (University of New South Wales), Jimi Kim (UNSW), Karin Sanders (University of New South Wales) and Weiting Zheng (UNSW Business School)

Prof. Xiao-Ping Chen University of Washington

Prof. Karin Sanders, UNSW Business School

Prof. Christine Chan, UNSW Business School

A/Prof. Weiting Zheng, UNSW Business School

Dr. Jimi Kim, UNSW Business School

Dr. Jing Hu, UNSW Business School

Session 23B (PDW): The Current Challenges and the Future directions for Chinese CSR Scholars

Time: 8:30 AM- 10:00 AM, Sunday, June 15

Venue: 313

Language: English

Organizers

Ming Jia*, Professor and Associate Dean, Northwestern Polytechnical University

Ying Zhang, Associate Professor, Northwestern Polytechnical University

Heli Wang, Professor, Dean of Graduate School, Singapore Management University

Panel Discussion: the current challenges and future directions for Chinese CSR scholars

Heli Wang, Singapore Management University

Danqing Wang, HKUST

Haibing Yang, the Chinese University of Hong Kong

Li Tong, Peking University

Session 23C (PDW): Business Cases Development in China and Beyond

Time: 8:30 AM- 10:30 AM, Sunday, June 15

Venue: 310

Language: Chinese

Chair/Organizer

William X. Wei* PhD, ICD.D

Board Member, North American Case Research Association

Professor and Dean, Faculty of Business and Economics, Algoma University



Presentation Title: Experience in Developing Leading Chinese Management Case Database
Dr. Jingqin Su, Professor, China Management Case Sharing Center, School of Economics and Management, Dalian University of Technology

Presentation Title: Beyond Business Cases: How to develop social sciences cases
Dr. Jingyue Xu
Associate Professor, China Center for Social Science Cases Renmin University of China

Presentation Title: Difference in Publishing Ivey Cases and CMCC Baiyou Cases
Dr. Haibo Hu, Professor and Dean, Jiangxi University of Finance and Economics

Presentation Title: Teaching Cases online
Dr. Eric Wang, Professor and Associate Dean School of Business Athabasca University Edmonton

Session 23D (PDW): 通往更可靠稳健的人力资源和组织行为科学研究

Time: 8:30 AM- 10:30 AM, Sunday, June 15

Venue: 307

Language: Chinese

组织人:

袁帅, 阿姆斯特丹大学管理学院

李培凯, 利兹商学院

报告人:

曹文蕊, 北京交通大学经济管理学院

管延军, 宁波诺丁汉大学商学院

Session 23E (PDW): Leadership, Culture and Ecology _ Research Areas of Focus for the Digital Era

Time: 8:30 AM- 11:00 AM, Sunday, June 15

Venue: 405

Language: English

Chair

FU Pingping, Professor, University of Nottingham Ningbo China

Discussant

LI Wendong Associate professor, Chinese University of Hong Kong

Participants' names and affiliations

1. **Fu, Pingping**, Professor, University of Nottingham Business School Ningbo China
2. **Lin, Boxiang** (Doc student), same as above
3. **Peng, Jingjing** (Doc student), same as above
4. **Patsioti, Ioanna** Associate professor, American College of Greece
5. **Qu, Qing** Professor, School of Economics and Management, Tsinghua University
6. **Xu, Ligu** Associate professor, School of Management, Xi'an Jiaotong University

- 7. Ye, Wenjie** University of Nottingham Business School Ningbo China
Assistant Professor, Shanghai University of Finance and Economics, Zhejiang College
8. Zheng, Xianjing (Doc student), School of Management, Xi'an Jiaotong University
9. Zhu, Zhekai (Doc student) School of Business, Chinese University of Hong Kong

Session 23F (PDW): Chinese Corporate Governance Research: The Past, The Present, and The Future

Time: 8:30 AM- 11:00 AM, Sunday, June 15

Venue: 308

Language: English

Organizer and Panel Host

Dr. Lerong He, Dean & Professor of Management, School of Business, State University of New York at Geneseo

Name	Title	Affiliation
Dr. Martin Conyon	Trustee Professor of Economics	Bentley University, US
Dr. Chevy Hanqing Fang	Associate Professor of Management	Missouri University of Science and Technology
Dr. Meijun Qian	Associate Dean & Professor of Finance	Zhejiang University International Business School, China
Dr. Cyndi Zhang	Associate Professor of Management	Singapore Management University, Singapore
Dr. Qingquan Xin	Professor	Chongqing University

Session 23G (PDW): 'The Pitfalls and Practicalities of Comparative International Research: Working with Chinese Data and Case Studies in a Digital Age'

Time: 8:30 AM- 11:30 AM, Sunday, June 15

Venue: 406

Language: English

Organizers

- **Professor Simon Collinson**, Tsingshan Chair Professor, School of Management, Zhejiang University
- **Dr Yining Luo**, Assistant Professor, School of Management, Zhejiang University
- **Professor Ke Rong**, Director, Institute of Economics, School of Social Sciences, Tsinghua University
- **Professor Tian Wei**, Vice Department Chair, School of Management, Fudan University School of Management, Fudan University

Session 23H (PDW): Advancing the Quality of Chinese Management Studies (CMS): Perspectives from the Publisher, Editors, and Scholars

Time: 8:30 AM- 11:30 AM, Sunday, June 15



Venue: 211

Language: English

Chair or Organizer

- *Dr. Cherrie J. Zhu, Professor, Monash University; Editor-in-Chief (EiC), CMS
- Dr. Mike M. Zhang, Associate Professor, Monash University; Deputy EiC, CMS
- Dr. Yi Li, Associate Professor, The University of Sydney; Deputy EiC, CMS
- Dr. Xi Meng, Associate Professor, Tianjin University; Reviewing Editor, CMS
- Dr Candy Y. Lu, Senior Lecturer, Macquarie University; Associate Editor, CMS

Session 23I (PDW): Sharing research pitfalls and experiences: How PhD students can produce innovative research in the age of Artificial Intelligence?

Time: 8:30 AM- 12:00 PM, Sunday, June 15

Venue: 312

Language: Chinese

Organizers*and Speakers

1. Huang Zixin*(as well as an organizer), Renmin University of China
2. Zhang Kairui*(as well as an organizer), Renmin University of China
3. Li Yali, Nanjing University
4. Li Yeye, Hainan University
5. Meng Yuyan, Wuhan University of Technology
6. Qu Jinzhao, Xi'an Jiaotong Liverpool University
7. Wang Li, Renmin University of China
8. Xue Jiaxin, Renmin University of China
9. Yang Yongkang, Erasmus University
10. Zhao Puchu, Sun Yat-sen University

Session 23J (PDW): Authors Workshop: Publishing Sustainability Research in Management Journals

Time: 8:30 AM- 12:30 PM, Sunday, June 15

Venue: 402

Language: English

Organizers

Michael V. Russo* (PDW Chair)

Charles H. Lundquist Professor of Sustainable Management Editor-in-Chief, *Organization & Environment*
Lundquist College of Business
University of Oregon

Maoliang Bu
Full Professor
School of Business
Nanjing University



Sara Soderstrom
Arthur F. Thurnau Professor
Associate Professor, Organizational Studies & Program in the Environment Director, Program in the Environment
University of Michigan

Shipeng Yan
Assistant Professor in Management and Strategy
Faculty of Business and Economics
The University of Hong Kong

Session 23K (PDW): 《经济管理学报》期刊论文发展工作坊

Time: 8:30 AM- 12:30 PM, Sunday, June 15

Venue: 306

Language: Chinese

组织者与参与人:

刘欣欣, 北京大学光华管理学院
于晓宇, 上海大学管理学院
徐敏亚, 北京大学光华管理学院
张佳敏, 北京大学光华管理学院

Session 23L (PDW): 有效建构管理学理论的哲学与方法

Time: 8:30 AM- 5:00 PM, Sunday, June 15

Venue: 309

Language: Chinese

组织者和参与人

章凯(组织者), 中国人民大学商学院
罗文豪, 北方工业大学经济管理学院
李朋波, 北京第二外国语学院旅游科学学院
Yonghong Liu, Bryan School of Business and Economics, University of North Carolina at Greensboro, Associate professor (tenure)
林丛丛, 山东大学山东省人才发展战略研究院
杨娜, 首都经济贸易大学工商管理学院

Session 24A (PDW): Responsible Use of Generative AI in Academic Research: Ethical Guidelines and Practical Applications

Time: 10:30 AM- 12:30 PM, Sunday, June 15

Venue: 311

Language: Chinese

Chair: Peikai Li (University of Leeds)

Session 24B (PDW): 基于生成式人工智能的数字代理人系统设计与管理机制研究

Time: 10:30 AM- 12:30 PM, Sunday, June 15



Venue: 313

Language: Chinese

组织者

祝恒书 中国科学院

张兮 天津大学

曾薇 湖南大学

报告人

孟庆欣 宁波诺丁汉大学

孙莹 香港科技大学(广州)

成一航 中国科学院

魏馨 北京工业大学

曾薇 湖南大学

工作坊的内容

- IEEE 面向人才服务的 AI 智能体应用标准 IEEE Recommended Practice for the Application of AI Agent for Talent Service
- 商业中的人工智能 AI in Business
- 基于自解释网络的技能价值评估 Skill Value Assessment Based on Interpretable Neural Networks
- 基于大语言模型智能体的组织行为模拟 Organizational Behavior Simulation Using Large Language Model-Based Autonomous Agents
- 生成式人工智能驱动的知识流动 Knowledge Flow Driven By Generative AI
- 面向领域的 AI 智能体系统价值观对齐 Value Alignment in Domain-Oriented AI Agent Systems

Session 25A (PDW): EMPOWERING DISADVANTAGED AND MARGINALIZED POPULATION THROUGH ENTREPRENEURSHIP AND INNOVATION: A PATHWAY TO INCLUSIVE BUSINESS GROWTH

Time: 1:30 PM- 3:30 PM, Sunday, June 15

Venue: 307

Language: English and Chinese

Organizers

Wei DENG, Associate Professor School of Management Northwestern Polytechnical University

Wei WANG, Assistant Professor School of Economics and Finance Xi'an Jiaotong University

Chair

Stephen X. ZHANG, Professor University of Adelaide

Discussant

Lin Cui, Professor Research School of Management Australian National University

Presenters

1. Determinants of social entrepreneurial intentions for individuals with varying degrees of disability

Wei WANG, Assistant Professor School of Economics and Finance Xi'an Jiaotong University
Stephen X. ZHANG, Professor University of Adelaide

2. Does poverty limit imagination? Examining the impact of scarcity mindset on entrepreneur's new venture ideation

Hao HUANG, Assistant Professor School of Management Chongqing University of Technology

3. Entrepreneurial well-being affecting entrepreneurial persistence of academics: The moderating effects of female entrepreneurs and entrepreneurial narratives

Feng GUO, Associate Professor College of Management and Economics Tianjin University

4. 基于数字导向的企业数字化商业模式创新实现路径与边界条件研究

Chongchong LYU, Senior Research Fellow School of Management Lanzhou University
Wei DENG, Associate Professor School of Management Northwestern Polytechnical University

Session 25B (PDW): It Takes a Village: Creating a Compassionate and Supportive Community for Academics

Time: 1:30 PM- 4:00 PM, Sunday, June 15

Venue: 313

Language: English/Chinese

Co-Chairs

Fuli Li, Xi'an Jiaotong University
Amy Y. Ou, Hong Kong Polytechnic University
Jasmine Hu, Tsinghua University

Female Facilitators:

Erica Xu, Hong Kong Baptist University
Jane Y. Jiang, Nanjing University
Yuntao Dong, Peking University
Song Wang, Zhejiang University
Hong Deng, University of Nottingham Ningbo China
Huiwen Lian, Texas A&M University

Male Facilitators:

YanJun Guan, University of Nottingham Ningbo China
Yidong Tu, Wuhan University
Zhijun Chen, Fudan University
Kaifeng Jiang, Peking University
Xiangyu Gao, Tsinghua University
Jingzhou Pan, Tianjin University

Session 25C (PDW): THE 3RD MANAGEMENT AND ORGANIZATION REVIEW PAPER DEVELOPMENT WORKSHOP AT IACMR

Time: 1:30 PM- 4:30 PM, Sunday, June 15



Venue: 402

Language: English/Chinese

PDW 主席

陈晓萍教授 (《组织管理研究》主编, 华盛顿大学)

会议嘉宾

微观组:

胡佳教授 (清华大学)

董韫韬教授 (北京大学)

李宁教授 (清华大学)

宏观组:

张建君教授 (北京大学)

赵雁飞教授 (牛津大学)

组织人:

贾明教授 (西北工业大学管理学院)

张莹副教授 (西北工业大学管理学院)

王娟副教授 (西北工业大学管理学院)

Session 25D (PDW): Accessing and Publishing with Chinese Data: Researching Chinese Organizations in Uncertain Times

Time: 1:30 PM- 4:30 PM, Sunday, June 15

Venue: 306

Language: English

Organizers:

- Winslow ROBERTSON*, Emlyon Business School, Postdoctoral Fellow
- Chenjian ZHANG*, University of Bath, Senior Lecturer (Associate Professor)
- Boyi CHEN*, University of Electronic Science and Technology of China, School of Management and Economics, Ph.D. Student

Presenters/Facilitators:

- Maoliang BU, Nanjing University, School of Business, Professor
- Weiwen LI, Sun Yat-Sen University, School of Business, Professor
- Jianjun ZHANG, Peking University, Guanghua School of Management, Professor
- Tian WEI, Fudan University, School of Management, Professor
- Xuemei XIE, Tongji University, School of Economics and Management, Professor

Session 25E (PDW): Language and Management: A panoramic view of theorization and methodology

Time: 1:30 PM- 4:30 PM, Sunday, June 15

Venue: 311

Language: English

Organizers:

- Tao Wang (* Contact), Associate Professor of Strategy, *Emlyon Business School*
- Yuan Li, Associate Professor of Management and Organization theory, *Saint Mary's College of California*
- Will Zhao, Assistant Professor of Organization and Human Behaviour, *Stratford School of Interaction Design and Business, University of Waterloo*

Presenters and Panelists:

- Gino Cattani, Professor of Management and Organizations, *Stern School of Business, New York University*
- Wei Guo, Associate Professor of Strategy and Entrepreneurship, *China Europe International Business School (CEIBS)*
- Renate Meyer, Professor of Organization Studies, *WU Vienna University of Economics and Business*
- Roy Suddaby, Professor and Francis G. Winspear Chair of Management, *Peter B. Gustavson School of Business, University of Victoria*
- Eero Vaara, Professor in Organisations and Impact, *Saïd Business School, University of Oxford*
- Lori Qingyuan Yue, Associate Professor of Business, *Columbia Business School, Columbia University*

Session 25F (PDW): 从管理到旅游: 青年管理学者在旅游研究领域的转型与成长之路

Time: 1:30 PM- 4:30 PM, Sunday, June 15

Venue: 312

Language: Chinese

主席/组织者

- 徐红罡 中山大学旅游学院 院长 教授

报告人:

- 曾国军 中山大学旅游学院 教授
- 陈晔 南开大学旅游与服务学院 教授
- 陈增祥 中山大学国际金融学院 副教授
- 邓凌霏 中山大学旅游学院 助理教授
- 兰俊棒 中山大学旅游学院 副教授
- 李春红 中山大学旅游学院 助理教授
- 刘培 中山大学旅游学院 助理教授
- 王克稳 青岛大学旅游与地理科学学院 副教授
- 张辉 中山大学旅游学院 教授
- 朱宏 中山大学旅游学院 副教授

Session 25G (PDW): From Insight to Impact: Developing Papers for The International Journal of Human Resource Management Special Issue on Repatriate Management

Time: 1:30 PM- 4:30 PM, Sunday, June 15

Venue: 310

Language: English

Chair or Organizer

- **Dr. Candy Ying Lu**, Senior Lecturer, Macquarie University
- **Dr. Miles Yang**, Senior Lecturer, Macquarie University
- **Dr. Mike M. Zhang**, Associate Professor, Monash University; Deputy EiC, CMS

Session 25H (PDW): Young Faculty Consortium (Micro)

Time: 1:30 PM- 5:30 PM, Sunday, June 15

Venue: 406

Language: English/Chinese

Organizers:

Kaifeng Jiang (Peking University)

Jian Liang (Tongji University)

Session 25I (PDW): Young Faculty Consortium (Macro)

Time: 1:30 PM- 5:30 PM, Sunday, June 15

Venue: 405

Language: English/Chinese

Organizers:

Cyndi Man Zhang, Singapore Management University, Singapore

Weiwen Li, School of Business, Sun Yat-sen University, China

Session 25J (PDW): Management and Organization Review Special Issue on Data-Driven Innovation: Unraveling the Dynamics of Organizational Transformation

Time: 1:30 PM- 5:30 PM, Sunday, June 15

Venue: 308

Language: English/Chinese

Speakers:

- Professor Ke Rong
- Professor Jiang Wei
- Professor Helan Bao
- Professor Liang Chen