4th Asia Academy of Management Conference
Shanghai, China
Program
Day 1 – Thursday, December 16, 2004

8:15 a.m.  Registration

8:45 a.m.  Welcome and Opening Remarks
          Vice-President of Fudan University
          Prof. Mingjie Rui, School of Management, Fudan University
          Prof. Chung-Ming Lau, President of Asia Academy of Management

9:10 a.m.  Speech by Wuwei Li, Deputy Director of Shanghai National People’s Congress Committee on “Economic Development of Shanghai”

9:45 a.m.  Keynote Speech by Prof. Rosalie L. Tung, Past President of Academy of Management and Ming & Stella Wong Professor of International Business, Simon Fraser University
          “New Era, New Realities: Musings on a New Research Agenda”

10:30 a.m. Coffee Break

10:45 a.m. Symposium: “Management Research in Emerging Economies: The Case of China”
          Speakers:
          William Mobley, China European International Business School
          Mike Peng, Ohio State University
          Chi-Sum Wong, The Chinese University of Hong Kong
          Moderator: Simon Lam, The University of Hong Kong

12:00 noon Lunch, hosted by Fudan University

13:00 p.m. Paper Session 1: Institutions and International Strategy (Room 1)
            Session Chair: Christine Chan

          Herd Behavior and Foreign Direct Investment: The Case of Japanese Multinational Corporations
          Christine Chan          The University of Hong Kong
          Shige Makino          The Chinese University of Hong Kong
          Takehiko Isobe          University of Marketing and Distribution Sciences

          Strategic Response to a Changing Environment: A Case Study of Chinese Township and Village Enterprises
          Hantang Qi          University of Greenwich

          Diversification Strategy and Financial Performance: An Empirical Study of Japan’s Textile Industry
          Asli M. Colpan          Kyoto University
          Takashi Hikino          Kyoto University

          The Impact of Institutional Differences: Strategic Orientation Differences Between Two Emerging Markets
          Garry Bruton          Texas Christian University
          Chung Ming Lau          The Chinese University of Hong Kong
          Yuan Lu          The Chinese University of Hong Kong
          Yuri Rubanik          Moscow Federal Institute of Electronic Technology
13:00 p.m.  **Paper Session 2: Trust, Justice and Organizational Citizenship Behavior (Room 2)**  
**Session Chair: Dora C. Lau**  
Beyond Main Effects of Unilateral Trust on Organizational Citizenship Behaviors: Examining Trust Effects Between Store Managers and Staff in Chain Organizations  
Dora C. Lau  
The Chinese University of Hong Kong  
Long W. Lam  
University of Macau  

A Study of ‘Good Actors’ and ‘Good Soldiers’: Can Distinctions Be Drawn?  
Robin S. Snell  
Lingnan University  
Yuk-Lan Wong  
Lingnan University  

Perceived Organizational Justice, Trust, and OCB: A Study of Chinese Workers in Joint Ventures and State-owned Enterprises  
Yui-Tim Wong  
Lingnan University  
Hang-Yue Ngo  
The Chinese University of Hong Kong  
Chi-Sum Wong  
The Chinese University of Hong Kong  

How Can “Good Soldiers” Enhance Organizational Performance: Knowledge Sharing as a Mediator  
Chi-Wei Liu  
HungKuang Technology University  
Shih-Chieh Fang  
National Kaohsiung First University of Science and Technology  
Pei-Wen Huang  
Cheng-Shiu University  

13:00 p.m.  **Paper Session 3: Network and Performance (Room 3)**  
**Session Chair: Irene Hau-siu Chow**  
Does Networking with Colleagues Matter in Enhancing Job Performance?  
Irene Hau-siu Chow  
The Chinese University of Hong Kong  
Ignace Ng  
University of Victoria  

Network Governance & Firm Performance in Malaysia  
Monica Guo-Sze Tan  
Monash University  
On-Kit Tam  
Monash University  

A Comparative Analysis on the Regional Corporate Network of Interlocking Directorship in Shanghai and Guangdong  
Bing Ren  
The Chinese University of Hong Kong  
Kevin Y. Au  
The Chinese University of Hong Kong  

Family System Versus Economic System: Chinese Family Business Networks in Taiwan  
Wenyi Chu  
National Taiwan University  

14:45 p.m.  **Coffee Break**  

15:15 p.m.  **Paper Session 4: Management of Expatriates (Room 1)**  
**Session Chair: Margaret A. Shaffer**  
An Investigation of Expatriate Adjustment and Performance: A Social Capital Perspective  
Xiangyang Liu  
Hong Kong Baptist University  
Margaret A. Shaffer  
Hong Kong Baptist University  

Testing the Traditional Assumption that the Greater the Cultural Novelty, the More Difficult it is to Adjust: Business Expatriates in China  
Jan Selmer  
Hong Kong Baptist University  

A Two-Nation Study of Host Country National Categorization of Female Expatriates – United States and India  
Arup Varma  
Loyola University Chicago
Adaptation of Self-initiated Foreign Employees: The Influence of Organizational and Proactive Socialization Tactics

Carmen K. Fu, Hong Kong Polytechnic University
Margaret A. Shaffer, Hong Kong Baptist University
David A. Harrison, The Pennsylvania State University

15:15 p.m.  Paper Session 5: Technology and Organizational Learning (Room 2)
Session Chair: Hongzhi Gao
Do Japanese Firms Benefit More Than U.S. Firms from Cross-Border Technology Collaborations? A Test of Shareholder Value Creation
Byung (Brian) H. Lee, California State University
Peng Chan, California State University

Capabilities for Interfirm Technology Transfer: Social Capital and Organizational Learning Complementary or Substitutive
Shih-Chieh Fang, National Kaohsiung First University of Science and Technology
Chi-Wei Liu, Hung Kuang Technology University
Pei-Wen Huang, Cheng-Shiu University

Corporate Strategy Type as a Signal in the NASDAQ IPO Communication Process
Hongzhi Gao, University of Otago

Knowledge Management and Knowledge Sharing Behavior in China: The Case of Siemens ShareNet
Sven C. Voelpel, Harvard University
Zheng Han, University of St. Gallen
Li-Choy Chong, University of St. Gallen

15:15 p.m.  Paper Session 6: Value and Norm (Room 3)
Session Chair: Chi-Sum Wong
The Feasibility of Training and Development of EI: An Exploratory Study in Singapore, Hong Kong and Taiwan
Chi-Sum Wong, The Chinese University of Hong Kong
Maw-Der Foo, National University of Singapore
Ching-Wen Wang, National Chung-Hsing University
Ping-Man Wong, Hong Kong Institute of Education

A Cross-Cultural Study on the Determinants of Chinese Employees’ Work Values
Bih-Shiaw Jaw, National Sun Yat-sen University
Liang-Chih Huang, I-Shou University
Ya-Hui Ling, National Sun Yat-sen University

Conformity & Norms: The Individual Perspective
Apurva Sanaria, Indian Institute of Management

Keiretsu and the Cultural Values in Business
Tomoko Oikawa, University of Limerick
Brian Coates, University of Limerick

17:00 p.m.  Break

18:00 p.m.  Welcome Dinner Hosted by Fudan University & Presentation of Best Paper Awards
8:30 a.m.  **Paper Session 7: Effective Human Resource Management (Room 1)**  
*Session Chair: Pawan S. Budhwar*

Dynamics of HRM Systems in the Asian Context and the Research Agenda  
Pawan S. Budhwar  
Aston University  
Yaw Debrah  
Brunel University

In Search of the Best Human Resource Practices in China’s Chain Stores  
Irene Hau-Siu Chow  
The Chinese University of Hong Kong  
S.S. Liu  
South China University of Technology

Psychological Processes of Employees’ Perceptions of HRM Practices and their Behavioral Outcomes: Assessing a Mediating Role of Person-Environment Fit and Work Commitment in Japanese Organizations  
Norihiko Takeuchi  
Aichi Gakuin University  
Tomokazu Takeuchi  
Meiji University  
Yutaka Toshima  
Nihon University

Guanxi and Organizational Dynamics in China: A Link of Individual and Organizational Level  
Yi Zhang  
Huazhong University of Science and Technology  
Zigang Zhang  
Huazhong University of Science and Technology

8:30 a.m.  **Paper Session 8: International Joint Ventures (Room 2)**  
*Session Chair: Gary Dessler*

Human Resource Management in China: Past, Present, and Future  
Gary Dessler  
Florida International University

HRM Hybridization in Sino-Western Joint Ventures: The Impact of Micro-Political Resources  
Shao Hui Chen  
The University of Auckland  
Marie Gee Wilson  
The University of Auckland

Performance of Local Partners in International Joint Ventures in Asia: Stock Market Valuation and Perspective of the Transaction Cost Theory  
Philippe Bertrand  
Université de Montpellier I & GREQAM  
Pierre-Xavier Meschi  
Université de la Méditerranée & Euromed Marseille

From Imitation To Creation? The Critical Yet Uncertain Paradigm Shift For Chinese Firms  
Wei Xie  
Tsinghua University  
Steven White  
INSEAD

8:30 a.m.  **Interactive Paper Session 1: Culture and Systems Learning and Knowledge Management (Room 3)**

Towards a Cross-Cultural Framework of International Human Resource Control: The Case of Taiwanese High-Tech Subsidiaries in USA  
Christina Yu Ping Wang  
Sun Yat-Sen University  
Bih-Shiaw Jaw  
Sun Yat-Sen University  
Louis P. White  
University of Houston - Clear Lake

Top Management Team Conflict in China-Based Firms: The Influences of Culture and the Role of CEO Leadership  
Long Jiang  
University of Maryland  
Wei Liu  
University of Maryland

Employee Perceptions of Organization During Downsizing: A Field Study
Emotional Intelligence and Conflict Management Styles
Ka Wai Chan  University of Macau
Cheok San Lam  University of Macau

Phase Four of the Chinese Business Model
Warnock Davies  Shaoxing University
Li Sheng Xiao  Shaoxing University

Dilemma of Knowledge Sharing, Knowledge Community and Organizational Competitive Advantage: Comparative Case Analysis
Tsai-Lung Liu  I-Shou University
Chung-Ting Lo  I-Shou University
Cheng-Guey Lin  I-Shou University

Core Competence in the Context of Dynamic Learning
Ying Ye  Tsinghua University
Chuang Chen  H&J Vanguard Research and Consulting Co., Ltd.

Cultural Embeddedness and Its Impact on Technological Learning in High-tech SME Cluster in Eastern China
Jiang Wei  Zhejiang University
Peng Chan  California State University-Fullerton

Why Governance Matters in Knowledge Management: Examining Organizational Knowledge Creation from Knowledge Governance Perspective
Shih-Chieh Fang  National Kaohsiung First University of Science and Technology
Pei-Wen Huang  Cheng-Shiu University
Chi-Wei Liu  HungKuang Technology University

International Entrepreneurship Mode and Organizational Performance: A Knowledge-based Integrative Model
Bang-cheng Liu  Shanghai Jiao tong University
Zhong-ming Wang  Zhejiang University

Determinants of Employee Career Effectiveness – An Empirical Study
Sunil Kumar Maheshwari  Indian Institute of Management, Ahmedabad
T.N. Krishnan  Indian Institute of Management, Ahmedabad

10:00 a.m.  Coffee Break

10:20 a.m.  Paper Session 9: Environment, Alignment, and Performance (Room 1)
Session Chair: Jing Yu Yang
The Development of China’s Domestic Private Firms: A Review of the Management Literature, 1986-2003
Jiatao Li  Hong Kong University of Science and Technology
Jing Yu Yang  Hong Kong University of Science and Technology

Diversification, Internal Transactions, and Performance in Chinese Firms
Yuan Lu  The Chinese University of Hong Kong
Jun Yao  Southern China University of Technology
Hailin Lan  Southern China University of Technology

The Alignment of Internalization and Externalization Employment Mode on Performance: The Case of Manufacturing Firms in the People’s Republic of China
Chunyan Jiang  The Chinese University of Hong Kong
Dejun Cheng  Nanjing University
Emotions and Technology Acceptance, Development and Validation of a Technology Affect Scale
Stefano Perlusz
Singapore Management University

10:20 a.m.  **Paper Session 10: Leadership (Room 2)**
**Session Chair: Dean Tjosvold**
Participative Leadership by Western Managers in China: The Role of Relationships
Yifeng Chen
Lingnan University
Dean Tjosvold
Lingnan University

Combination of Charismatic Leadership with an Oriental Virtue Dimension: A Cross-Cultural Charismatic Leadership
Ying-Fang Su
Sun Yat-Sen University
Heh Jason Huang
Sun Yat-Sen University

Beauty is in the Eyes of Beholders: Relational Schemas as Determinants of High Quality Leader-Member Exchanges
Xu Huang
The Hong Kong Polytechnic University
Warren C.K. Chiu
The Hong Kong Polytechnic University
Robert P. Wright
The Hong Kong Polytechnic University
Chao Wang
Sichuan University

Examining the Mediating and Moderating Influences on the Relationships Between Abusive Supervision and Contextual Performance in a Chinese Context
Samuel Aryee
Hong Kong Baptist University
Zhen Xiong Chen
University of Canberra
Li Yun Sun
Hong Kong Baptist University
Yaw A. Debrah
Brunel University

10:20 a.m.  **Interactive Paper Session 2: Trust, Leadership and Strategy(Room 3)**
The Research on Construct of Knowledge Employee’s Psychological Contract in China
Xiaomei Zhu
Shanghai Jiaotong University
Zhongming Wang
Zhejiang University

Differentiating Between Intra-organisational and Inter-organisational Guanxi
Stephen Grainger
University of Western Australia

Collective Justice Perceptions in Group-oriented Cultures: Proposal of a New Product
Yoichiro Hayashi
Keio University
Tomoki Sekiguchi
Osaka University of Economics

Natural Culture in Change
Tony Fang
Stockholm University

An Empirical Study on the Relationship Between Trust and Communication Modes in Virtual Team
Jing-Song Deng
Sun Yat-Sen University
Zhong-Ming Wang
Zhejiang University

Organizational Citizenship Behavior in a Non-U.S. Context: Its Dimensions, Antecedents and Consequences
Chi-Wei Liu
HungKuang Technology University
Pei-Wen Huang
Cheng-Shiu University
Chien-Li Chen
I-Shou University

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The Customer Functions of Corporate Entrepreneurship
Mao-Ping Liu Nankai University

Survival During Crisis: Alliances by Singapore Firms
Nitin Pangarkar National University of Singapore
Jason Seng London School of Economics and Political Science

The Implementation of Operations Management Techniques in Service Organizations – An Australian Perspective
Daniel I. Prajogo Deakin University

Key Governance Mechanisms and Performance – Narrative Analysis on International Strategic Alliance
Tsai-Lung Liu I-Shou University and Tajen Institute of Technology
Chia-Chen Kuo I-Shou University

Promoting Knowledge Sharing in Asian Firms by Communities of Practice
Fu Yan Renmin University of China

12:00 noon Lunch, hosted by Fudan University

13:00 p.m. Paper Session 11: Firm Effectiveness and Performance (Room 1)
Session Chair: John Knight
Impact of Genetically Modified Organisms on Perceptions of Country Image: Implications for Food Exporters
John Knight University of Otago

Narrative Analysis on Creating Actionable and Integrated Knowledge Transfer
Chia-Chen Kuo I-Shou University
Tsai-Lung Liu I-Shou University and Tajen Institute of Technology
Shih-Chieh Fang National Kaohsiung First University of Science and Technology

An Empirical Investigation of Not-for-profit Organizations: Impact of Organizational Culture on Organizational Effectiveness
Apurva Sanaria Indian Institute of Management, Ahmedabad
Ranjeet Nambudiri Indian Institute of Management, Ahmedabad

The Mechanism of Promoting Distributor’s Activity in Multi-Level Marketing
Hiroshi Fujii Meisei University
Noriko Taji Meisei University

13:00 p.m. Paper Session 12: Groups and Teams (Room 2)
Session Chair: Chun Hui
The Interplay Between Group Members and Group: The Role of Group Member Expectations
Chun Hui The Chinese University of Hong Kong
Cynthia Lee Northeastern University
Catherine H. Tinsley Georgetown University
Dongtao Yang Nanjing University

Do Others Think You Have a Viable Business Idea? Team Diversity and Judges’ Evaluation of Ideas in a Business Plan Competition
Maw Der Foo National University of Singapore
Poh Kam Wong National University of Singapore
Andy Ong National University of Singapore
The Formation of Managerial Networks of Foreign Firms in China: A Strategic Perspective
Julie Li The University of Hong Kong
Kevin Zhou The University of Hong Kong

Validation of the Measurement Scale and the Vocational Orientation Model in Four Chinese Societies
Chi-Sum Wong The Chinese University of Hong Kong
Ping-Man Wong Hong Kong Institute of Education

13:00 p.m. Interactive Paper Session 3: Environment, Technology and Effective Human Resource Management (Room 3)
A Study on the Turnover of Knowledge Workers in State-owned Enterprises of China
Peilan Guan Wuhan University
Youfang Zhong Wuhan University

Crisis Management and Asian Organizations: Lessons from the SARS Crisis in China
Dave Flynn Hofstra University
Janet Lenaghan Hofstra University
Luodan Xu Zhongshan University

Strategic Human Resource Management of Asian Enterprises in the Process of Internationalization
Jianxin You Tongji University
Zhengping Lin Tongji University

National Customer Satisfaction Measurement: Past and Future
Xiaoming Yang Shanghai Jiao Tong University
Peng Tian Shanghai Jiao Tong University

Innovative HRM Response by Corporates During India’s Liberalization and Globalization
Ashok Som ESSEC Business School

Job Stress, Job Control, Pay Schemes, and Organizational Outcomes: A Study of Workers in China
Joseph Yeung University of South Australia

A Comparative Study of Automobile Industry Between Japan and Korea
Choong Y. Lee Pittsburg State University

Determinant of Technological Capability of Indonesian Firm
Tirta Nugraha Gakushuin University
Mursitama

Electronic Commerce – Leading Small & Medium Sized Enterprises of China into a New Era
Ma Wei Nanchang University
Huang Lei Nanchang University

Understanding Technology-based Self-service Encounters: Asian Services in the New Era
Rapeeporn Srijumpa Sripatum University
Mark Speece Asian Institute of Technology

Determinants of Customer Satisfaction: A Model of Technology Integration in Thailand’s Insurance Industry
Ravipa Larpsiri Sripatum University
Mark Speece Asian Institute of Technology

14:45 p.m. Coffee Break
15:15 p.m.  **Paper Session 13: Institutions and Strategies (Room 1)**

*Session Chair: Yuan Lu*

- **Building an Institution in a Transition Economy: The Foundation and Evolution of the Environmental Protection System in the People’s Republic of China**
  - Yuan Lu  
  - The Chinese University of Hong Kong
  - Terence Soo-hung Tsai  
  - The Chinese University of Hong Kong

- **Institutions, Organizational Property Rights, and Internal Market Failure in Emerging Economies**
  - Michael N. Young  
  - The Chinese University of Hong Kong

- **Can the Chinese Approach to Bank Restructuring Effectively Promote Bank Reform?**
  - Fangming Wu  
  - Nanzan University

- **What Distinguishes Indian Publicly Funded Research Institutions with Differing Science Productivity Levels?**
  - C.M. Ramesh  
  - Goa Institute of Management

15:15 p.m.  **Paper Session 14: Psychological Contract and Empowerment (Room 2)**

*Session Chair: Chi-Sum Wong*

- **Evidence on the Practical Utility of Wong’s Emotional Intelligence Scale in Chinese Societies**
  - Chi-Sum Wong  
  - The Chinese University of Hong Kong
  - Ping-Man Wong  
  - Hong Kong Institute of Education
  - Kenneth S. Law  
  - Hong Kong University of Science and Technology

- **Understanding Perceived Empowerment: The Role of Personal Needs and Task Context**
  - Alice Hiu Ying Hon  
  - City University of Hong Kong

- **Employee and Employer’s Reactions to Psychological Contract Breaches: An Empirical Study in China**
  - Zhen Xiong Chen  
  - University of Canberra
  - Anne S. Tsui  
  - Arizona State University
  - Lifeng Zhong  
  - Peking University

- **Effects of Psychological Contract Fulfillment, Perceived Organizational Support, Leader-Member Exchange, and Work Outcomes: A Test of a Mediating Model**
  - Millissa F.Y. Cheung  
  - The Hong Kong Polytechnic University
  - Warren C.K. Chiu  
  - The Hong Kong Polytechnic University

15:15 p.m.  **Interactive Paper Session 4: Environment, Cultural Diversity and Corporate Strategies (Room 3)**

- **Determinants of Biotechnology Ventures’ Strategic Choice: Firm Capability, Environmental Dynamism, and Partnering Relations**
  - Yu-Shan Su  
  - Chang Jung Christian University
  - Hong-Jen Chiu  
  - National Taiwan University

- **Managing Intellectual Capital Transformation: The Key Issue for Mainland Firms in 21 Century**
  - Xiaojun Xu  
  - Fudan University

- **A Study for the Impact of Compensation and Business Strategies on Perceived Performance and ROA in Taiwanese High-tech Industry**
  - Meiyu Fang  
  - National Central University
Asset and Cost Retrenchment in Turnaround Strategies – A Large-Sample Study of Corporate Responses to the Asian Crisis in Singapore
Alexander D. Falkenberg
Li-Choy Chong
Pascal P. Prinz
University of St. Gallen

Downsizing Implementation Strategies: A Comparative Study of Australian and New Zealand Banks
Les Tien-Shang Lee
Franco Gandolfi
Kun Shan University of Technology
Cedarville University

Cultural Impact of Entry Mode Strategies into the Chinese Market by Australian Companies
Mona Chung
Joel Haire
Charmine Hartel
Monash University
Swinburne University
Deakin University

Expatriate Management: Getting a Perspective on Host-Nation Subordinates’ Cultural Values
Nuttawuth Muenjohn
Asian University of Science and Technology

Transformational Leadership and Expatriate Managers: Work-related Values and Leadership Styles
Nuttawuth Muenjohn
Asian University of Science and Technology

Differences in Leadership Behaviors as Perceived by Expatriate Managers and Host-Nation Subordinates
Nuttawuth Muenjohn
Asian University of Science and Technology

Leadership Differences: Comparison Between American and Japanese Expatriate Managers
Pisal Yooyanyong
Nuttawuth Muenjohn
Asian University of Science and Technology
Asian University of Science and Technology

Cultural Convergence and Cross-Border M&A: An Exploratory Study of German-Korean Acquisitions
Fabian J. Froese
Ingela Jons
Waseda University
University of Mannheim

17:00 p.m. | End of Day 2 Program
8:30 a.m.  
**Paper Session 15: Innovation and Knowledge Management (Room 1)**  
*Session Chair: Daphne Yiu*

Employment Versus Market Innovation Outcomes in Chinese Firms: A Political View of Business Groups

- Robert E. Hoskisson  
  University of Oklahoma
- Daphne Yiu  
  The Chinese University of Hong Kong
- Garry D. Bruton  
  Texas Christian University
- Robert E. White  
  University of Oklahoma

Innovation Management in Asia: Some Preliminary Findings

- Arnoud De Meyer  
  INSEAD
- Sam Garg  
  INSEAD

Product Relatedness to Foreign and Local Parents: The Effect on Joint Venture Survival

- Jane W. Lu  
  National University of Singapore
- Dean Xu  
  Peking University

The India-Singapore Connection: A Tale of Two Industrial Parks

- Caroline Yeoh  
  Singapore Management University
- Kevin Wongso  
  Singapore Management University
- Wee Tan  
  Singapore Management University

8:30 a.m.  
**Paper Session 16: Gender, Face and Relations (Room 2)**  
*Session Chair: Sharon Foley*

Antecedents and Consequences of Perceived Gender Discrimination: A Social Identity Perspective

- Sharon Foley  
  Drexel University
- Hang-yue Ngo  
  The Chinese University of Hong Kong
- Raymond Loi  
  The Chinese University of Hong Kong

Life in Organizations: The Case of Women in Taiwan

- T.K. Peng  
  I-Shou University
- Kuen-Yuen Jone  
  Kaohsiung Medical University
- J.C. Tou  
  Shu-Teh University of Science and Technology

Social Face for Innovation in Strategic Alliances in China: The Mediating Role of Resource Exchange and Reflexivity

- Alfred Wong  
  Lingnan University
- Dean Tjosvold  
  Lingnan University
- Sofia Su  
  Shanghai University of Finance and Economics

Relationship Between Leadership Behaviors and Knowledge Sharing in Professional Service Firms Engaged in Strategic Alliances

- Li Yueh Chen  
  Chungchou Institute of Technology
- F. Barry Barnes  
  Nova Southeastern University

8:30 a.m.  
**Interactive Paper Session 5: Firm Development (Room 3)**

Towards Post-Confucianism?

- Sid Lowe  
  Kingston University
- Amelia Au-Yeung  
  Kingston University

Technological Innovation Process in Industrial Cluster: A Parallel-Dominant Pattern

- Jiang Wei  
  Zhejiang University
- Yongyi Shou  
  Zhejiang University
Jianglong Wang  Zhejiang University

Business Process Management as Competitive Advantage: A Review and Empirical Study
Richard Yu-Yuan Hung  Toko University

Importing Institutions to Enhance Performance: Foreign Finance and China’s IC Firms
Douglas B. Fuller  Massachusetts Institute of Technology

Competitive Advantage Based on Innovation – The Case of Samsung
Jie Sun  Renmin University of China
Xinbo Sun  Renmin University of China
Tao Xu  Renmin University of China

A Study of Leading with Vision – A Framework Discussion
Mingjie Rui  Fudan University
Juikuei Chen  Tamkang University

Determinants of Job Satisfaction among Employees of a Leading Bank in Malaysia
Lew Tek Yew  Curtin University of Technology

A Comparative Study on Several National Customers Satisfaction Indices (CSI)
Xiaoming Yang  Shanghai Jiao Tong University
Peng Tian  Shanghai Jiao Tong University
Zhen Zhang  Shanghai Jiao Tong University

Integrated Location Model of Distribution Center
Yanxia Zhang  Tongji University
Jiazhen Huo  Tongji University

The Transformation of Traditional Public Hospitals in China
Huang Jie  The Hong Kong Polytechnic University

The Impact of Expatriates’ Internal Motivation and Career
His-An Shih  National Cheng Kung University
Pei-Fen Lin  National Cheng Kung University

Career Success Networks in China: Sex Differences in Homophily and Social Exchange Practices
Nailin Bu  Queen’s University
Jean-Paul Roy  York University

An Analysis of the Complex China Effect Under the WTO Regime
Nini Yang  San Francisco State University
Kaili Jiao  Shandong University

10:00 a.m.  Coffee Break

10:20 a.m.  Paper Session 17: Institutionalization and Governance (Room 1)
Session Chair: Hsi Mei Chung

Determinants of the Business Group Decision to Enter the Electronics Industry: An Empirical Study in Taiwan
Hsi Mei Chung  I-Shou University

Bod Roles Legitimacy in Chinese Shareholding Soes
Bing Ren  The Chinese University of Hong Kong

A Scale to Measure Spiritual Competence
Tripti Singh  Xavier Labour Relations Institute
R.K. Premarajan  Xavier Labour Relations Institute
Antecedents and Institutionalization of China’s Venture Capital System
Steven White INSEAD
Jian Gao Tsinghua University
Wei Zhang Tsinghua University

10:20 a.m. Paper Session 18: Conflict, Stress and Performance (Room 2)
Session Chair: Anne Marie Francesco
The Effects of Chronicity on Performance and Stress: The Moderating Role of Self-Efficacy
Warren Chi Kwan Chiu Hong Kong Polytechnic University
Anne Marie Francesco Hong Kong Baptist University
Kwok Leung City University of Hong Kong

Factors Influencing Acceptance of Supervisory Tasks
Jennifer H. Gao University of Macau

Conflict Management for Effective Inter-department Relationships in China: The Role of Collectivist and Individualist Values
Guoquan Chen Tsinghua University
Dean Tjosvold Lingnan University
Liyan Wang Lingnan University

A Two-Nation Study of the Effects of Interpersonal Affect on Performance Appraisal: United States and India
Shaun Pichler Michigan State University
Arup Varma Loyola University Chicago
Ekkirala S. Srinivas Xavier Labor Relations Institute (XLRI)

| 12:00 noon | Lunch, hosted by Fudan University |
| Afternoon | Campus Tour – Fudan University |