



6th Asia Academy of Management Conference
Taipei, Taiwan
PROGRAM
December 14-16, 2008
Venue: Caesar Park Hotel

Day 1 – Sunday, December 14, 2008

17:00 – 17:30 Registration

Caesar Park Hotel, Formosa Room, 4th Floor

17:30 - 20:00 Welcome Reception

Opening and Welcome Remarks:

Joseph Yu, Program Chair, *National Chengchi U*

Garry Bruton, President, *Asia Academy of Management*

Mike Peng, Chief Editor, *Asia Pacific Journal of Management*

Day 2 – Monday, December 15, 2008

Caesar Park Hotel (Room 1)

9:00 - 10:10 Opening and Featured Talk: On Competitive Dynamics

Ming-Jer Chen, *The Darden School, U of Virginia*

10:10 - 10:25 Session Break

10:25 – 11:35

Session 1 : Leader-Subordinate Relationship (Room 2)

Chair: Hasan Sohaib Murad, *U of Management and Technology, Pakistan*

Social Power and Leader-Member Exchange: The Impact of Power Distance Orientation in the Malaysian Business Context

Mahfooz A. Ansari, U of Lethbridge; Rehana Aafaqi, U of Lethbridge; Oh Su Hoon, U Science Malaysia

The Moderating Effect of Perceived Job Security on the Relationship Between Leader-Member Exchange and Employee Performance

Raymond Loi, U of Macau; Hang-yue Ngo, Chinese U of HK; Lingqing Zhang, Chinese U of HK;

Victor P. Lau, Chinese U of HK

Relationship between Leader-Member Exchange and Organizational Citizenship Behaviors: Examining the Moderating Role of Empowerment

Jian An Zhong, Zhejiang U; Wing Lam, The HK Polytechnic U, Ziguang Chen, City U of HK

Session 2 : HRM and Firm Performance (Room 3)

Chair: Pawan S. Budhwar, *Aston U*

The Relationship Between High-Commitment HRM and Knowledge Sharing Behaviors and Its Mediators

Tzu-Shian Han, National Chengchi U; Ju-Sung Chuang, St. John U; Hsu-Hsin Chiang, National Chengchi U

The Role of Human Resource Management in Cross-Border Mergers and Acquisitions: The Case Indian Pharmaceutical Firms

Pawan S. Budhwar, Aston U; Anastasia A. Katou, U of Macedonia; Deepa Narayan, Aston U

Human Resource Management and Firm Performance in Korean Firms: An Examination of Causal Order

Johngseok Bae, Korea U; Ow-Won Park, Korea U; John Lawler, U of Illinois at Urbana-Champaign

Session 3 : Innovation and Creativity (Room 4)

Chair: Douglas B. Fuller, *U of London*

Milieu Does Matter: An Empirical Investigation into the Symbiotic Relationship between Firm Innovativeness and Regional Systems of Innovativeness

David H. Gilbert, RMIT U

Networks and Nations: How the Interplay between Transnational Networks and Domestic Institutions Shapes Innovative Capacities in China's Chip Design Industry

Douglas B. Fuller, U of London

Institutional (Dis)Incentives to Innovate: Implications for National Innovative Capacity

Richard W. Carney, Nanyang Technological U; Loh Yi Zheng, Sony Electronics Asia Pacific Pte Ltd

Panel 1: Japanese Business Research: Past, Present, and Future (Room 5)

Jointly organized by Association of Japanese Business Studies (AJBS) and Asia Academy of Management (AAOM)

Chair: Shige Makino, *Chinese U of HK*

Presenters :

Norihiko Takeuchi, *Tokyo U of Science*, & Tomoki Sekiguchi, *Osaka U*

Yasuo Sugiyama, *Kyoto U*

Thomas Roehl, *Western Washington U*

11:35 – 11:45 Session Break

11:45 – 12:50

Session 4 : Gender Issues (Room 2)

Chair: Lianzi Xu, *City U of HK*

The Application of Complexity Theory on the Evolution of Women's Status at Work in Taiwan, Japan and the States

Wan-Jing April Chang, National Hsinchu U of Education

National Culture and Women CEOs' Leadership Behaviors in China

Lianzi Xu, City U of HK; Daniel Z. Ding, City U of HK

Gender, Gender-Role Egalitarian Attitudes, and Work-Family Conflict – An Examination for Dual-Earner Couples in Taiwan

Bi-Fen Hsu, National Yunlin U of Science & Technology; Nien-Chi Liu, National Central U

Session 5 : Leadership (Room 3)

Chair: David A. Robinson, *Bond U*

Global Leadership in a Culturally Diverse World

David A. Robinson, Bond U

The Determinant of Leadership Behaviors : The Self Regulatory Focus Matters

Jonathan Man Lung, Kwok, City U of HK; Yin Yee Wong, Chinese U of HK

Session 6 : International Strategies (Room 4)

Chair: Susan Zhu, *Chinese U of HK*

International Diversification Strategies of Emerging Market MNEs: The Use of Emerging Organizational Forms to Mitigate Home Country Disadvantage

Daphne W. Yiu, Chinese U of HK; ChungMing Lau, Chinese U of HK

Chinese SMEs in Malaysia: Entrepreneurialism and Growth

Loong Wong, U of Canberra; Ngan Yin Lai, U of Canberra

Isomorphic or Not? Examining Cross-border Mergers and Acquisitions by Chinese Firms
1985-2006

Monica Yang, Adelphi U

Multinational Strategies and the Performance: Implications for Firms in Different
Research-Intensive Industries

*Gongming Qian, Chinese U of HK; Terence Tsai, China Europe Int'l Business School;
Yingfoon Chow, Chinese U of HK*

Panel 2: E-governance (Room 5)

Chair: Jing Shiang, Tunghai U

Citizen-centric E-government: Understanding Integrated Citizen Service Systems

Yu-Che Chen, Northern Illinois University

Exploring Service Chains of Electronic Government Services: An Integral Model

Shang-ching Yeh, National Sun Yat-sen U; Pin-Yu Chu, National Chengchi U

IT Capabilities of Civil Servants for the development of E-government in Taiwan

Lichun Chiang, National Cheng Kung U

Budget Management for Government IT Functions - Retrospect and Prospect

Nai-Yi Hsiao, National Chengchi U

12:50 - 14:00 **LUNCH (Caesar Park Hotel, Formosa Room, 4th Floor)**

14:00 – 15:15

Interactive Session A (Room 1)

The Influence of Country Image on Consumer Expectation of Airline Services

*Wei-Pang Lai, Golden Gate U; Hui-Ping Chen, Pingtung U of Science and Technology;
Cheng-Lung Li, Golden Gate U*

How Do Suppliers Serve Internationalized Customers?

*Chiu-Hua Chao, National Cheng-Chi U; Chwo-Ming Joseph Yu, National Cheng-Chi U;
Dah-Hsian William Seetoo, National Cheng-Chi U*

Causes and Consequences of Rapid International Expansion: An Integrated Approach Based on
Theoretical Insights and Case Analysis

Jay Hyuk Rhee, Korea U Business School; Hye Sun Kang, Korea U Business School

External Embeddedness and Learning of Focal Subsidiary in Managing Knowledge Transfer: A
Synthesis of Transaction Cost Economics and Competence View

*Shih Chin Tai, I-Shou U; Shih-Chieh Fang, National Cheng Kung U; Julia L. Lin, I-Shou U;
Fu-Sheng Tsai, Cheng Shiu U*

Differences between Odd and Even Number of Response Format: Evidence for Mainland Chinese Respondents

Chi-Sum Wong, Chinese U of HK; Kelly Z. Peng, Chinese U of HK; Junqi Shi, Peking U;

Yina Mao, Chinese U of HK

When reward for creativity stimulates intrinsic motivation and creativity

Fuli Li, City U of HK and U of Science and Technology of China; Kwok Leung, City U of HK

Conflict Handling with Supervisors and Peers: Differences among the Chinese, Japanese, South Koreans, and Filipinos

Mari Kondo, City U of HK; Tae-Yeol Kim, Ritsumeikan Asia Pacific U, Japan;

Tae-Hyun Kim, Northwestern U; Chongwei Wang, HK Poly U

How Happy Leader Enhances Team Success? Examining the Dual Mediating Mechanisms Linking Leader Positive Moods and Team Performance

Nai-Wen Chi, National Chengchi U; Yen-Yi Chung, Central Taiwan U of Science and Technology

Role salience and Support as moderators of the Demand/Conflict Relationships in China

Artemis Chang, Queensland U of Technology; Shu-Chen Chen, Ming Chuan U;

Shu-Cheng Steve Chi, National Taiwan U

When VC Meets HI: National Cultural Tendency and Management Behavior

Tung-Zong Chang, Metropolitan State College; Jyh-Shen Chiou, National Chengchi U

Managerial resources, dynamic capabilities, and firm performance in emerging economies: Start-up vs. incumbent firms

Lingqing Zhang, Chinese U of HK; Hang-Yue Ngo, Chinese U of HK

Why to be Ambidextrous and How to Enhance Ambidexterity? The Relationship between Environmental Factors, Innovation strategy and Organizational Capabilities

Pei-Wen Huang, Cheng-Shiu U; Shih-Chieh Fang, National Cheng Kung U; Julia Lin, I-Shou U;

Chiwei Liu, I-Shou U

The Contagion effects of technological diversification: Perspective from network analysis of patent cooperation

Yung-Cheng Lai, Ching Yun U

How do Firms Source External Knowledge for Innovation?

Jina Kang, Seoul National U; Ki H. Kang, Seoul National U

Human Resource Management Practices of Family Businesses in Mainland China: An Empirical Study

Youngok Kim, The U of New South Wales; Fei Yi Gao, The U of New South Wales

Role Stress and Cultural Integrators in Overseas Japanese Subsidiaries

Kazue Okamoto, U of New South Wales; Stephen Teo, U of Western Sydney

Impact of Parents' Work-Family Conflict and Burnout on Youths' Life Satisfaction

Vivien K. G. LIM, National U of Singapore; Xiuxi ZHAO, National U of Singapore;

Thompson S. H. TEO, National U of Singapore

HRM Practices and Manufacturing Performance: Evidence from Japanese Electronics Assemblers

Takashi Sakikawa, Niigata U

Changing Technologies and Employee Relationship Management in India

Prof. TN Krishnan, Indian Institute of Management Kozhikode

The Integration of CSR Guidelines and Decoupling of Asian firms

Eun young Song, Korea Research Institute of Bioscience & Biotechnology

Downsizing Diffusion

Jasmin C. Lin, Southern Illinois U Carbondale

Customers' Satisfaction and Word-of-Mouth for Hedonic Products

Wann-Yih Wu, National Cheng Kung U; Molortuya Bodigerel, National Cheng Kung U

Strategic Decision-Making in the Australian SMEs: Process, Characteristics, and their Influencing Factors

Xueli Huang, Edith Cowan U

How Much Does the Business Group Matter in Taiwan? A Multilevel Study

Chuan-Hung Wang, National Taiwan U; Wenyi Chu, National Taiwan U; Chien-Nan Chen, National Taiwan U

Trade Off Among Organizational Capabilities: The Alliance Capability of Pharmaceutical Firms in Japan

Ryuichi Nakamoto, Kyoto U

A Conceptual Framework for Managing Innovation and Value Creation in Consumption-Oriented Service Clusters

Pi-Feng Hsieh, Takming U of Science and Technology; Chung-Shing Lee, Pacific Lutheran U

APJM Editors' Panel: Publishing in Asia and from Asia (Room 2)

Speaker: Mike Peng, Chief Editor, *Asia Pacific Journal of Management*

Session 7 : Turnover and Insecurity (Room 3)

Chair: Long W. Lam, *U of Macau*

The Effects of Supervisor and Co-worker Relationships on Turnover Intention: A Comparison of South Korea and China

Tai Gyu Kim, Korea U; Jin Kyu Lee, Korea U; Jun Ho Lee, Korea U

Antecedents of Intention to Quit: A Study of Indian IT Professionals

Sandeep K. Krishnan, Ernst and Young Pvt Ltd; Manjari Singh, Indian Institute of Mgt.

The Mediating Role of Emotional Job Insecurity between Cognitive Job Insecurity and Employee Outcomes and the Moderating Role of Guanxi in the Chinese Context

Guo-hua Huang, HK Baptist U; Cynthia Lee, Northeastern U; Susan Ashford, U of Michigan;

Zhen Xiong Chen, Australian National U; Xiaopeng Ren, Chinese Academy of Sciences;

Zhijun Chen, Hong Kong U of Science and Technology

Organizational Identification and Employee Attitudes and Intentions: The Role of Affective Commitment and Trust

Long W. Lam, U of Macau; Yan Liu, U of Macau

Session 8 : Inter-firm Network (Room 4)

Chair: Ching Horng, *Chung Cheng U*

Old Roots and New Faces: The Effects of Cultural Heritage Identity and Learning on Upgrading Value Chain Activities

Ching Horng, Chung Cheng U; Wayne Chen, Jabil Greenpoint; Ken Hsu, San Yang Industry

Long Term Orientation and Opportunism in Buyer-Supplier Relationships: A Transaction Cost Consideration

Steven S. Lui, U of New South Wales; Hang-yue Ngo, Chinese U of HK;

Connecting with the Unknown and Network Co-occurrence in the Japanese Auto-parts Supply Networks

Hitoshi Mitsuhashi, Keio U; Lailani Laynesa Alcantara, East Texas Baptist U;

Jung Won Min, Korea Science and Technology Policy Institute

An Investigation into Interfirm Relationships for System Integration under Vertical Disintegration: Cases of Novel Technology Adoption in the Japanese, Taiwanese, and Chinese Mobile Phone Handset Industries

Masanori Yasumoto, Yokohama National U

International Western Academy of Management

Session W1 : Strategic Alliances, Ventures, and Networks (Room 5)

Discussant: K. Praveen Parboteeah, *U of Wisconsin – Whitewater*

The Effects of Industry Structure and Boards of Directors on the Alliance Formation of New Ventures

Yu-Kai Wang, Florida International U

Business Model Design of Biotechnology Firms: Alliances and Networks

Lawrence C. Rhyne, San Diego State U

Managing Business Relationship Development across Culture: An Exploration of Relationship Marketing in the Chinese Culture and Guanxi Network in the Western Culture

Cheng-Lung (Oscar) Li, Golden Gate U

Toward A Dynamic Resource Based View of Strategic Stakeholder Management

Jasper J. Hsieh, Nanhua U

15:15 – 15:30

Session Break

15:30 – 16:45

Interactive Session B (Room 1)

Effects of Organizational Learning on Firm Performance in Thailand and the U.S.

Supara Kapasuwan, Dhurakij Pundit U; Jim McCullough, U of Puget Sound

The Role of Gender, Culture and Religion in Banking Behavior: An Exploratory Investigation

Chris Baumann, Macquarie U; Rosalie L. Tung, Simon Fraser U

Global vs Local 2.0: Measures of Corporate Social Performance and Multinational Strategy

Patrick Reinmoeller, RSM Erasmus U

Entering Foreign Markets against All Odds

Lailani Laynesa Alcantara, East Texas Baptist U; Hitoshi Mitsuhashi, Keio U

Organizing Behavior in the Hyper Work Space of Philippine BPOs

Maragtas S.V. Amante, Hanyang U

Psychological Contracts and their Cultural Value Antecedents: A Comparison between Chinese in PRC & Singapore

Yongqing Fang, Nanyang Technological U; V.V. Baba, McMaster U

Empirical Methods in Impression Management Research

Pei-Chuan Mao, I-Shou U

Do Hometown and Gender Similarity Enhance Supportive Peer Relationship? The Interaction Effect of Cooperative Goal

Ka Wai Chan, U of Macau; Xu Huang, The HK Poly U; Antonio Lei, U of Macau

Relationship between Traditional Culture and Innovative Performance in China: The Effects of Face and Renqing

Kwok Leung, City U of HK; Zhen-Jiao Chen, USTC-CityU Joint Research Institute;

Fan Zhou, Zhe-Jiang U; Kai Lim, City U of HK

Formalizing the Service Innovation Process

John E. Ettlie, Rochester Institute of Technology; Stephen R. Rosenthal, Boston U;

Mark Hall, Rochester Institute of Technology

Knowledge Network Production of Patent Studies: Themes, Concepts and Relationships

Zhenzhong Ma, U of Windsor; Yuan-Duen Lee, Chang Jung Christian U;

Yender McLee, Chang Jung Christian U; Chien-Fu Patrick Chen, Chang Jung Christian U

The Customer-Value Innovative Type of New Product Development through Value Conflict

Tadahiko Kawai, Chuo U; Yuji Shimojima, Seikagaku Corporation

R&D Workers' Professional Identity and Work Satisfaction: The Moderating Role of Task Specialization and Met-Expectation

Seung-Yoon Rhee, KAIST Business School; Boram Do, KAIST Business School;

Sung Jae Yoo, KAIST Business School; Sung Joo Park, KAIST Business School; Sang Woo Yoon, Yong In U

The scale development of knowledge innovation in high technology organizations

Hsu-Hsin Chiang, National Chengchi U; Hsiao-Wen Lin, National Chengchi U;

Hsu-Feng Hung, National Chengchi U; Ting-Chun Lu, National Chengchi U

Understanding Employee Competence and Service Quality: Understand the Role of Human Resource Systems and Goal Orientation in Service Sector

Olivia T.Y. Kwok, Chinese U of HK; Chun Hui, Chinese U of HK

Current Human Resource Practices in Chinese Entrepreneurial Firms and their Development Over the firms' Growth Trajectory

Ying-Che Hsieh, U of Cambridge

Gender-Stereotype Leadership or Androgynous Leadership?

Wan-Chun Liao, National Chengchi U; Yeh-Yun Lin, National Chengchi U

To Increase the Effectiveness of Feedback: The Role of Informational Value and Feedback Style

Yen-Chun, Chen, National Taiwan U; Shui-Cheng, Chi, National Taiwan U

Will the Personality of Host Country Nationals' Affect their Altruistic Behaviors toward the Expatriates?

Chun-Hsiao Wang, National Central U; Meiyu Fang, National Central U

How Does Leader-Member Exchange Link to Industrial Relations Climate? The Mediating Role of Participative Management

Millissa F. Y. Cheung, HK Shue Yan U; Wei-Ping Wu, HK Baptist U

Strategy Formation in New Venture: An Entrepreneur's Cognitive Model

Warren Chung-Ting Lo, I-Shou U

Do IT Tomorrow or Next Year: How Time Perspective Influence Organization's Strategic Responses to Institutional Processes

Xiaoye Wang, HK U of Science & Technology

Predicting and Explaining Behavioral Intention to Play Online Games: An Extended TPB with Flow Experience, Perceived Enjoyment and Interaction

Ming-Chi Lee, National Pingtung Institute of Commerce

The Role of Family Control on Diversification over Time: Evidence from Taiwan

Hsi-Mei Chung, I-Shou U; Chia-Hui Lin, I-Shou U

Corporate Governance and Strategic Alliances

Ali Mutasowifin, National Cheng Kung U; S.C.Chang, National Cheng Kung U

Knowledge Sharing in Business Groups in a Newly Industrialized Economy-Mechanisms and Conducive Factor

Hui-Yi Fan, National Chengchi U; Chwo-Ming Joseph Yu, National Chengchi U

Perceived Organizational Support: Linking Selected Human Resource Management Practices with Affective Organizational Commitment and Turnover Intention

Lew Tek Yew, Curtin U of Technology Sarawak Malaysia

Session 9 : Ethics and Social Responsibility (Room 2)

Chair: Yan Liu, *U of Macau*

Mapping the Intellectual Structure of Contemporary Business Ethics Research

Yuan-Duen Lee, Chang Jung Christian U; Kuo-Hsun Yu, Chang Jung Christian U

Regulatory Focus Theory and the Advertisement Framing to Induce Gift-Giving Behavior: A Conceptual Model and Propositions

Meng-Kuan Lai, National Cheng Kung U; Bayu A. Aritejo, National Cheng Kung U

Effect of Self-Control and Neutralization Techniques on Resume Embellishment

Vivien K.G. Lim, National U of Singapore; Jin Wei Low, National U of Singapore

The Use of Impression Management: An Ethical Perspective

Yan Liu, U of Macau

Session 10 : Network, Innovation and Creativity (Room 3)

Chair: Kazuhiro Asakawa, *Keio U*

Firm's Open Innovation Policy, Laboratory's External Collaborations, and Laboratory's R&D Performance

Kazuhiro Asakawa, Keio U; Hiroshi Nakamura, Keio U; Naohiro Sawada, Yokohama City U,

Cross-National Differences in Managers' Creativity Values

Martin Hoegl, WHU; K. Praveen Parboteeah, U of Wisconsin-Whitewater; Miriam Muethel, WHU

Innovation and Change in the Process Of Alliance Formation in the Japanese Electronics Industry

James R. Lincoln, U of California, Berkeley; Didier Guillot, INSEAD

The Relationship between Corporate Managerial Ties, Knowledge's Transfer and Innovation in China

Erming Xu, Renmin U of China; Han Zhang, Capital U of Economics and Business

Social Networks as the Gateway to Enhance Creativity—A Quantitative Case Study Approach

Miao Que Lin, Fu-Jen Catholic U; Chi-Ya(Jennifer) Chang, Chinese Culture U

Session 11 : Multi-business and Business Groups (Room 4)

Chair: Jeoung Yul Lee, *Hongik U;*

Why Are Some Business Groups More Focused Than the Others?

Danchi Tan, National Chengchi U; Klaus E. Meyer, U of Bath

Managing Multi-business Firms: A Comparison between Korean Chaebols and Large U.S. Firms

Ji-Hwan Lee, Korea Advanced Institute of Science and Technology;

Ji Wook Jang, Korea Advanced Institute of Science and Technology

Explorative and Exploitative Knowledge-Transfer within Chaebols and Their Impact on the Performance of Chaebol Global Subsidiaries

Jeoung Yul Lee, Hongik U; Ian C. MacMillan, U of Pennsylvania

International Western Academy of Management

Session W2 : Organizational Behavior Issues: Teams, Organizational Commitment and Decisions (Room 5)

Discussant: Yingtzu Lin, *National Sun Yat-sen U*

Perceived distance in distributed teams: Modeling and empirical justification

Frank Siebdrat, Martin Hoegl, and Ernst Holger, WHU - Otto Beisheim School of Management

Organizational Commitment as Self-Identification in the Workplace

Anyi Chung, National Sun Yat-sen U; Yingtzu Lin, National Sun Yat-sen U

How Managerial Practices Affect Organizational Ethical Climates?

Cynthia H. C. Chen, National Sun Yat-sen U; Ying-tzu Lin, National Sun Yat-sen U

16:45 – 17:00 Session Break

17:00 – 18:15

Session 12 : New Ventures and Family Business (Room 2)

Chair: Shigeru Asaba, *Gakushuin U*

New Venture Growth Strategies: Technological Capability and Technology Leveraging

Huan Zou, Loughborough U; Xiaoyun Chen, U of Macau; Qiang Zhou, UBS Investment Bank

Retaining the Entrepreneurial Employee: The Influence of Job Characteristics on Employee Engagement Levels

Pearl D'Souza, Prin.L.N.Welingkar Institute of Mgt. Dev. & Research;

Zubin R. Mulla, Prin.L.N. Welingkar Institute of Mgt. Dev. & Research

A Study on Investment Behavior of Family Businesses in the Japanese Electric Machinery Industry

Shigeru Asaba, Gakushuin U

Does Family Business Excel in Firm Performance? An Institutional Comparison

Weiping Liu, HK U of Science and Technology; Haibin Yang, City U of HK

Session 13 : Relationship, Branding and IPO (Room 3)

Chair: Cheng-Lung Li, *Golden Gate U*

Effective Business Relationship Development Orientation: An Exploration of Guanxi Network in China and Relationship Marketing in the West

Cheng-Lung Li, Golden Gate University

The Impact of Customer Interface Quality and Perceived Security on Customer Loyalty: Switching Costs as a Mediator and Moderator

Su Wen Chen, National Cheng Kung U; Hsin Hsin Chang, National Cheng Kung U;

Hung Da Tsao, National Cheng Kung U

The Effect of Corporate Brand Dominance and Involvement as Moderating Roles on Corporate Associations and New Product Development

Hsin Hsin Chang, National Cheng Kung U; Kit Hong Wong, National Cheng Kung U

The Determinants of IPO Initial Returns for Chinese A-shares: An Application of Quantile Regression

Jen-Sin Lee, I-Shou U; Pi-Hsia Yen, I-Shou U

Session 14 : Institutional Environment (Room 4)

Chair: Thang V. Nguyen, *National Economics U*

The Role of Predictability of Institutions in the Formation of Political Connections: Evidence from China's Transitional Economy

Ben-Xin Yang, National U of Singapore; Hong-Jin Zhu, National U of Singapore;

Ishfaq P. Mahmood, National U of Singapore

The Contingent Value of Political Ties in Evolving Environments: Acquisition of Domestic Firms Following Competitive Foreign Entry

Weiting Zheng, HK Polytechnic U; Kulwant Singh, National U of Singapore;

Chi-Nien Chung, National U of Singapore

Sub-national Institutions, Firm Strategies, and Firm Performance: A Multilevel Study of Private Manufacturing Firms in Vietnam

Thang V. Nguyen, National Economics U; Ngoc T.B. Le, National Economics U;

Scott E. Bryant, Montana State U

Special Session : Asia-Pacific and Global Competitiveness: The AJCKS Multinationals (Room 5)

Speaker: Joseph Cheng, *Illinois Global Business Initiative, U of Illinois*

18:15 – 18:30 Session Break

**18:30 - 20:00 Welcome Dinner (Caesar Park Hotel, Formosa Room, 4th Floor)
Presentation of AAOM Conference Best Paper Awards and APJM Best Paper Award**

Day 3 – Tuesday, December 16, 2008

09:00 – 10:30

Interactive Session C (Room 1)

Leadership in a New Cultural Environment: Implications for Chinese Expatriates Working Overseas

Chao Min Yang, Jiaying Burlington Textile Company; Nuttawuth Muenjohn, RMIT U

A Grounded Theory Approach to Decision Making Processes of Japanese Multinational Corporations in the US

Yoshitaka Yamazaki, International U of Japan

Gaining Legitimacy, and MNEs' Strategy in Transitional Countries

Chen-Wei Yang, Fooyin U; Ching-Hsiang Chen, I-Shou U

A Transformation from Self- to Collective Efficacy: The Effects of Group Cohesiveness and Trust within a Conjunctive Task Environment

Derek C. Man, U of HK

Linking Work-Family Conflict to Job Attitudes: The Mediating Role of Social Exchange

Pen-Yuan Liao, National United U

Why do They Behave as Abusive Supervisors: An Alternative Story of ASA Model

Warren Chung-Ting Lo, I-Shou U

In the Eye of the Beholder: Why and When Does Peer's Organizational Citizenship Behavior Motivate Individual's Knowledge Sharing

Chiwei Liu, I-Shou U; T.K. Peng, I-Shou U; Pei-Wen Huang, I-Shou U

Bringing Proactive Employees into Play: The Role of Job Autonomy and Delegation

Yi Zhang, City U of HK; Ting Ting Chen, City U of HK

The Structure of Need for Closure Scale in Taiwan

Chiung-Yi Huang, National Taiwan U; Artemis Chang, Queensland U of Technology;

Shu-Cheng Steve Chi, National Taiwan U

Developing a Service Innovation Model for a Food & Beverage Company: A Showcase of Evidence-Based Management

Derek C. Man, U of HK; Steven S. Lui, U of New South Wales

Action-Oriented Entrepreneurship: Representation of Entrepreneurial Process

Dun-Hou Tsai, National Sun Yat-sen U; Shao-Yi Lin, National Sun Yat-sen U;

Shang-Jen Li, National Sun Yat-sen U

Career Success of Female Entrepreneurs: Moderating Aspects

Yu-Chuan Tung, National Kaohsiung U of Applied Sciences; Yi-Ping Lin,

National Kaohsiung U of Applied Sciences; Yi-Syuan Lee, National Kaohsiung U of Applied Sciences

Innovations in Korea: Absorptive Capacity, External Capabilities, Organizational Networks

Yonghoon Lee, Korea U; Jonghoon Bae, Korea U

Competition, Collaboration, and Innovation: An Integrative View

Jie Wu, U of Macau; Nitin Pangarkar, National U of Singapore

Effects of Learning and Performance Goal Orientations on Routine and Innovative Job Performance

Lin Xiao-Wan, Shanghai Jiao Tong U; Lu Lin, City U of HK, Leung Kwok, City U of HK

Factors that Affect Implementation of High-Performance Work Systems

Tzu-Shian Han, National Chengchi U; Wan-Chun Liao, National Chengchi U

Transformational Leadership and R&D Team Performance in Japanese Companies: Focusing on Negative Effect of Transformational Leadership

Jun Ishikawa, Rikkyo U

Multilevel Research on the Strategic HRM Picture: The Role of Top Managers and Perceived HR Practice on SHRM-Performance Linkage

Masato Suzuki, Meiji U; Yuhee Jung, Meiji U

Performance Related Pay and Human Resource Management Study In China--A case of pay reform in a Chinese publishing organization

Jingjing Weng, London School of Economics and Political Science

The Mediator and Moderator of Organizational Knowledge Creation: Knowledge Governance Mechanism and Organization Memory

Shih-Chieh Fang, National Cheng-Kung U; Chi-Wei Liu, Hung Kuang U & I-Shou U;

Pei-Wen Huang, Cheng-Shiu U & I-Shou U

The Capital Structure of SMEs: Evidence from Zhejiang, A Chinese Province

Alex Newman, U of Nottingham; Hilton, B, U of Nottingham

Does Redemption Reward Program of Credit Card Work in China? An Empirical Study

Matthew Tingchi Liu, U of Macau; James L. Brock, Susquehanna U; Yue-Shan Chang,

National Sun Yat-sen U

Safeguarding Tension: The Awareness-Motivation-Capability Perspective

Keng-Hsiang Cheng, National Chung Hsing U

Resource Identification in Family Firms: Linking Resources and Environmental Uncertainty to Performance

Zhang Wen, City U of HK

What We Ignored in Dynamic Capabilities Research: Roles of Political Strategies and Political Resources in Dynamic Capabilities

Han-Fei Xue, South China U of Technology

Untangling the Origin of Dynamic Capabilities: Co-evolutionary Dynamics of Variety-inducing Strategies and Routines

Sonya Wen, Tamkang U

Session 15 : Strategy Process (Room 2)

Chair: Weiwen Li, *Chinese U of HK*

Defining and Developing Strategy Complexity: Its Antecedents and Consequences

Weiping Liu, HK U of Science and Technology

Top Managers: Human Resource Holders and Strategic Decision Makers

Weiwen Li, Chinese U of HK; Yuan Lu, Chinese U of HK; Ai He, Xiamen U; Yuanyuan Gong, Chinese U of HK

Multimarket Contact and Interfirm Rivalry

Mu-Yen Hsu, National Cheng-Chi U; Ming-Jer Chen, U of Virginia

A Failure Quota Account of the Termination of Escalation of Commitment

Kin Fai Ellick Wong, HK U of Science and Technology; Jessica Y.Y. Kwong, Chinese U of HK

Trust, Integrated Information Technology, and New Product Success

John E. Ettl, Rochester Institute of Technology;

Christopher L. Tucci, Ecole Polytechnique Fédérale de Lausanne

Session 16 : Social Exchange and Psychological Contract (Room 3)

Chair: Chi-Sum Wong, *Chinese U of HK*

Social Information Processing Model of Social Exchange Process: Moderating Effects of Informational Justice

Xiaoye Wang, HK U of Science & Technology; Riki Takeuchi, HK U of Science & Technology;

Seokhwa Yun, Seoul National U; Emily M. Nason, HK U of Science & Technology

From Bilateral to Multilateral Perspective: Predicting the Consequences of Psychological Contract Breach/Violation

Kelly Z. Peng, HK Shue Yan U; Millissa Cheung, HK Shue Yan U; Chi Sum Wong, Chinese U of HK

Present but Unproductive - The Dangers of Presenteeism and Social Loafing

Charmi Patel, Aston U; Pawan Budhwar, Aston U; Arup Varma, Loyola U

Psychological Capital, Orientations to Happiness, and Satisfaction With Life: A Study of Information Technology Professionals in India

Jaydeep Bihari Lal, iGate Global Solutions Ltd; Niyathi Madasu, iGate Global Solution Ltd

Hidden Profile Decision Making: The Effects of Group Efficacy

Simon S.K. Lam, U of HK; Joseph C.K. Yeung, U of HK

10:30 - 10:45 Session Break

10:45 – 12:00

Interactive Session D (Room 1)

Conceptualizing Accelerated Internationalization of Dragon Multinationals: Heterogeneous Process, Subsidiary Roles and Knowledge Flow

Yue Wang, U of New South Wales; Chung-Sok Suh, U of New South Wales

Tapping Foreign Subsidiary's Competence: An Empirical Test of Subsidiaries of Multinational Corporations in South Korea.

Yuzhe Miao, Seoul National U; Soonkyoo Choe, Yonsei U; Jaeyong Song, Seoul National U

International Expansion and Performance of Taiwanese Banks

*Chi-Jui Huang, Chihlee Institute of Technology; Wen-Ruey Lee, National Taipei College of Business;
Sophie Hsiao Han Tsou, National Taipei U*

Tailoring Leadership Theory to Indonesian Culture

Dodi Wirawan Irawanto, Brawijaya U; Phillip L. Ramsey, Massey U; James C. Ryan, Massey U

Will Young Adults Inherit Career Interests From Their Parents? An Preliminary Evidence

Chi-Sum Wong, Chinese U of HK; Ping-Man Wong, HK Institute of Education; Kelly Z. Peng, Chinese U of HK
Antecedents and Consequences of Intrinsic Career Success: Social Exchange and Social Identity Perspectives in China

*Victor P. Lau, Chinese U of HK; Raymond Loi, U of Macau; Hang-Yue Ngo, Chinese U of HK;
Lingqing Zhang, Chinese U of HK*

How Culture Matters to Perceived Organizational Support-Employee Outcome Relationships? Dual Effects of Traditionality And Organizational Structure

*Zhijun Chen, HK U of Science & Technology; Jiing-Lih Farh, HK U of Science & Technology;
Hui Wang, Peking U*

Putting You Application Material Together: What Employers are Looking For? A Case of Macau SAR

Joanne, Sow Hup Chan, U of Macau; Kim, Oi Mei Kuok, U of Macau

An Investigation into the Mediating Effects of Perceived Organizational Support on the Relationships between Career Mentoring and Multi-Faceted Organizational Commitment and Intention to Leave among Hospitality Employees

Yin-Teng Chew, Monash U Sunway campus

Employment Modes, Innovative Human Resource Management, and Organizational Performance: An Inducement-Contribution Perspective

*Cheng-Hua Tsai, National Cheng Kung U; Shyh-Jer Chen, National Sun Yat-Sen U;
Shih-Chieh Fang, National Cheng Kung U*

Social Capital and Tacit Knowledge Acquisition of Immigrant Entrepreneurs

Karen Yuan Wang, U of Technology Sydney; Chanida Kitvorametha, U of Newcastle, Australia

Management of Open Platform Based Development: The Case of Japanese Mobile Handset Industry

Hee Kyung Na, Kyoto U

Leading Innovation: Understanding Barriers and Facilitators in the Singaporean Context

Ernest Ng, Claremont Graduate U; Michelle Bligh, Claremont Graduate U

The Determinants of the Variation in Foreign Affiliate Performance: An Neo-Institutional Perspective

Christine M. Chan, U of HK

The Linkage of HRM and Knowledge-Related performance in China's Technology-Intensive Industries

Irene Chow, Chinese U of HK

The Impact of Selected HR Practices on Service Firm Performance in Asia

Connie Zheng, RMIT U; David Lamond, Wuhan U; Boo Kam, RMIT U

Meaning and Determinants of Career Success: A Malaysian Perspective

*June M. L., Poon, U Kebangsaan Malaysia; Jon Briscoe, Northern Illinois U;
Rohayu Abdul-Ghani, U Kebangsaan Malaysia; Eric Jones, Northern Illinois U*

The Effect of Human Capital Strategy and Human Capital on Competitive Advantage in Taiwanese Companies

*Yu-Chuan Tung, National Kaohsiung U of Applied Sciences; Yi-Ping Lin, National Kaohsiung Marine U;
Ying-Chuan Chen, National Kaohsiung U of Applied Sciences*

When in Delhi...? Human Resource Management Practices in Foreign-Owned Subsidiaries in India

*Ingmar Björkman, Swedish School of Economics & Stanford U;
Pawan Budhwar, Aston Business School*

The Effect of Location on DEA Efficiency Measures: Case Study from Taiwanese International Tourist Hotel

Chieh Heng Ko, U of Western Sydney; Terry Sloan, U of Western Sydney; Rayka Presbury, U of Western Sydney

Status Spillovers and Knowledge Spillovers: A Study of VC Affiliations and Venture Success in China

Xiaohui Lu, National U of Singapore; Qian Gu, National U of Singapore

Self Perception and Significant Others: A Conceptual Framework for Nation Image

Ying Fan, Brunel U

Mitigating Negative Determinants of Joint dependence in Asymmetric Interorganizational Relationships: The Role of Organizational Learning

Shih Chin Tai, I-Shou U

Corporate Governance Metrics for Asian Companies: Are They Reliable Indicators of Corporate Performance?

Joe Ueng, U of St. Thomas; Daryl Koehn, U of St. Thomas

Related and Non-Related Diversification: A Capability-Based and Value-Activity-Based Perspective

Huang, Kuo-Feng, National Cheng Chi U; Chiu, Ching-Ping, National Cheng Chi U

The Unusual Internationalization Process of Chinese Firms: A Decision Making Perspective

Yan Li, City U of HK; Gongming Qian, Chinese U of HK; David Ahlstrom, Chinese U of HK

Session 17 : Managing E-business and Cultures (Room 2)

Chair: Loong Wong, *U of Canberra*

What Drives and What Resists Online Trading: An Empirical Study in Taiwan

Ming-Chi Lee, National Pingtung Inst. of Commerce

The Effects of Website Quality and Brand on Trust, Perceived Risk, and Purchase Intention

Su Wen Chen, Yung Ta of Technology & Commerce; Hsin Hsin Chang, National Cheng Kung U

Electronic Commerce: Themes, Concepts and Relationships

Zhenzhong Ma, U of Windsor; Kuo-Hsun Yu, Chang Jung Christian U;

Yuan-Duen Lee, Chang Jung Christian U; Yender McLee, Chang Jung Christian U

Traveling Cultures: Management Theories, Practices and Differences

Loong Wong, U of Canberra

Session 18 : Organizational Citizenship Behaviors (Room 3)

Chair: Kelly Z. Peng, *HK Shue Yan U*

Integrating Motives Approach to Organizational Citizenship Behaviors and Social Exchange

Perspective: Moderating Effects of Leader-Member Exchange

Riki Takeuchi, HK U of Science & Technology; Cheng-Chen(Timothy) Lin, National Pingtung

U of Science & Technology

Does the Construct of Altruistic Helping Really Exist as a Motive of Organizational Citizenship Behaviors?

Kelly Z. Peng, HK Shue Yan U; Millissa F.Y. Cheung, HK Shue Yan U; Chi-Sum Wong, Chinese U of HK;

Xuan Qi, Renmin U

Emotional Labour and Employee Engagement in Call Centres: The Indian Context

R.K. Agrawal, Institute of Management Technology; Jagriti Sadhana, ABC Consultants

12:00 - 13:45 LUNCH (Cosmos Hotel, 2nd Floor)

Featured Talk: Creating Innovation Through Academy-Industry Collaboration

K. C. Liu, Chief Executive Officer, Advantech Co., Ltd.

C. T. Liu, Chief Strategy Officer, Advantech Co., Ltd.

13:45 – 15:45 Panel 3: The Competitive Dynamics of Business Groups in East Asia (Room 1)

Organizer : Asli M. Colpan, *Kyoto U*; Takashi Hikino, *Kyoto U*; Jim Lincoln, *U of California, Berkeley*

Introduction : Historical and theoretical framework (Asli M. Colpan, *Kyoto U*)

Business groups in pre-war Japan (Hideaki Miyajima, *Waseda U*)

Business groups in post-war Japan (James R. Lincoln, *U of California, Berkeley*)

Business groups in South Korea (Hicheon Kim, *Korea U*)

Business groups in Taiwan (Chi Nien Chung, *National U of Singapore*)

Business groups in China (Keun Lee, *Seoul National U*)

Comments : (Kazuhiro Asakawa, *Keio U*; Ishtiaq P. Mahmood, *National U of Singapore*)

Closing remarks : Competitive Dynamics of Business Groups in East Asia (Takashi Hikino, *Kyoto U*)

13:45 - 15:15

Session 19 : Strategies in Emerging Markets and IJV (Room 2)

Chair: Almaz Chak, *Chinese U of HK*

Re-Imagining Mainstream Strategy Theory for Emerging Markets: The Role of Lead Firms in Asian Production Networks

Roberto Galang, IESE Business School and Asian Institute of Management

The Strategies of Foreign Venture Capital Firms in Transition Economies: Incorporating a Real Options Logic to the Institutional Perspective

William P. Wan, Texas Tech U; Xiaodan Wang, Texas Tech U

Capability Exploitation and Upgrading in IJVs: A Contingent Dynamic Capability Perspective

Wu Zhan, U of Sydney

Partner Resource Asymmetry and IJV Survival

Jane W. Lu, National U of Singapore; Xufei Ma, Chinese U of HK

Exploitation Strategies or Exploration Strategies: How Do Chinese Firms Decide and What Are the Outcomes of Each?

Li-Qun Wei, HK Baptist U; Michael N. Young, HK Baptist U; Guiyao Tang, HK Baptist U

Session 20 : HR Practices and Performance (Room 3)

Chair: Chin-Yun Wu, *National Chengchi U*

Disentangling the Effects of Applicant Defensive Impression Management Tactics in Job Interviews

Wei-Chi Tsai, National Chengchi U; Tun-Chun Huang, National Taiwan U of Science and Technology; Chih-Yun

Wu, National Chengchi U; I-Hsuan Lo, Yang-Ming Group

The Impact of Word of Mouth on Organizational Attractiveness for Potential Applicants

Jin Feng Uen, National Sun Yat-Sen U; Sz-Ping Peng, Sun-Yat-Sen U; Shu-Yuan Chen, Sun-Yat-Sen U;

Shu Hwa Chien, Sun-Yat-Sen U

Linking HRM Practices, Job Satisfaction and Service Climate to Improve Service Quality for Customers in Service Organizations in Cambodia

Veasna Sou, National Cheng Kung U; Wann Yih Wu, National Cheng Kung U;

Shih Hsi-An, National Cheng Kung U

The Impact of Technological Positioning on Multinational Corporations' Implementation of High-Involvement Human Resource Practices

Pei-Chuan Wu, National U of Singapore; Siah Hwee Ang, U of Auckland

Management Fashion, Institutionalization, and Strategic Human Resource Management: A Case of Performance-based HRM Practices in Japan

Tomoki Sekiguchi, Osaka U

15:15 - 15:30 Session Break

15:30 - 17:00

Session 21: Technology and R&D (Room 2)

Chair: Sunny Li Sun, *U of Texas at Dallas*

The Impact of Common Third-Party on the Creation of Technology Cooperation Relation: The Case of IBM Ego-Network

Yung-Cheng Lai, Ching Yun U

The Moderating Role of Strategy Dimensions of Aggressive Posture, Mode of R&D and R&D Intensity on the Relationship between Slack Resources and Innovations among Indian Manufacturing Organizations

Roma Puri, Indian Institute of Management Calcutta; B.N. Srivastava, Indian Institute of Management Calcutta

Strange Bedfellows : A Latecomer's Perspective on Asymmetric Alliance Network

Sunny Li Sun, U of Texas at Dallas

The Antecedents and Consequences of Belonging for the Communities of Practice: A Longitudinal Study on Technology Adoption in Taxi Industry

Sheng-Tsung Hou, Feng Chia U; Hsueh-Liang Fan, National Chengchi U

Imitator-to-Innovator S-Curve and Chasms

Hongwu "Sam" Ouyang, Fordham U

Session 22: Managing Employees and Expatriates (Room 3)

Chair: Michelle Wallace, *Southern Cross U*

Comparing Motivation and Retention between Management and Professional Technical Staff in Construction SOEs in China

Ying Zhang, Southern Cross U; Michelle Wallace, Southern Cross U

Utility Analysis for Taiwanese Knowledge Workers: An Illustration of Translating Work Output into Monetary Term (SD_y)

Meiyu Fang, National Central U; Shu-Yi Chou, National Central U; Ya-Ning Tseng, National Central U

An Empirical Study of the Impact of Expatriate Characteristics on Expatriate Adjustment and Performance in Singapore

Pei-Chuan Wu, National U of Singapore; Siah Hwee Ang, U of Auckland

Host Country National Willingness to Help Expatriates: The Social Categorization of Expatriates in India and China

Shaun Pichler, Michigan State U; Arup Varma, Loyola U Chicago;

Pawan Budhwar, Aston U; Marl Albarillo, Loyola U Chicago