



## 7<sup>th</sup> Asia Academy of Management Conference

### PROGRAM

December 12-14, 2010

Venue: Macau Tower Convention & Entertainment Centre

Host: University of Macau, MACAU

#### Day 1 – Sunday, December 12, 2010

##### *Grand Hall Room 2 – Level 4*

**16:00**                      **Registration**  
**17:00 - 18:00**           **Welcome Cocktail Reception**

#### Day 2 – Monday, December 13, 2010

##### *Grand Hall Room 2 – Level 4*

**9:00 - 9:30**           **Opening Ceremony**  
**Speakers: –**  
Dr. Cheong U, Secretary for Social Affairs and Culture, Macau SAR  
Prof. Simon Ho, Vice Rector, U of Macau  
Prof. Jacky So, Dean of Faculty of Business Administration, U of Macau  
**Chairman: Mr. Roberto Noronha**  
**9:30 - 10:30**       **Featured Talk: Mr. Grant Bowie, President, MGM Grand Macau, MGM Grand Paradise Limited**

##### *Grand Hall Corridor – Level 4*

**10:30 – 10:45**      **Tea Break**

**10:45 – 12:00 Concurrent Sessions**

**Grand Hall Room 4 – Level 4**

**Session 1 : Leadership 1**

*Chair: Chris W.L. Chu, Stockholm School of Economics*

Leadership Styles and Gender Differences in Political Behavior toward Supervisors and Colleagues in Chinese Organizations

*Robert J. Taormina, U of Macau, Kola H. Wong, U of Macau*

Sharing is Better? A Case Study in Shared Leadership

*Chiung-Hui Huang, National Kaohsiung U of Applied Sciences*

Toward a Contingency Model of Paternalistic Style of Leadership in the Malaysian Business Context

*Mahfooz A. Ansari, U of Lethbridge, Sharmila Jayasingam, U of Malaya, Rehana Aafaqi, U of Lethbridge,  
Zainal A. Ahmad, U Science Malaysia*

**Grand Hall Room 5 – Level 4**

**Session 2 : Strategic HRM**

*Chair: Owwon Park, The Catholic U of Korea*

Diversity as a Moderator of Human Resource Bundle-Helping Behavior-Service Firm Performance Relationship: Comparing the Effects of Demographic and Functional Diversity

*Long-Sheng Lin, National Sun Yat-Sen U, Pei-Chi Huang, National Sun Yat-Sen U,  
Chia-Mei Lu, Tainan U of Technology, Shyh-Jer Chen, National Sun Yat-Sen U*

Strategic Relationships of Human Capital, Strategic Human Resource Management and Human Resource Management

*Eric Kong, U of Southern Queensland*

The Double Edged Effect of Top Talent Management on Firm Performance: Evidence from Korean Firms

*Owwon Park, The Catholic U of Korea, Jooyeon Son, U of Illinois at Urbana-Champaign,  
Jiae Lee, The Catholic U of Korea*

**Grand Hall Room 6 – Level 4**

**Session 3 : Internationalization**

*Chair: Yue Wang, U of New South Wales*

Sequential Internationalization, Heterogeneous Process and Subsidiary Roles: The Case of Hyundai Motor Company

*Yue Wang, U of New South Wales, Chung-Sok Suh, U of New South Wales,  
Myung Hyun Nam, Korea Automotive Research Institute*

Effects of Inward Investment on Outward Investment: Venture Capital Industry Worldwide  
1980-2007

*Gu Qian, NUS Business School, Jane W. Lu, NUS Business School*

Location Decision of Korean Manufacturing FDI: A Comparison between Korean Chaebols  
and Non-Chaebols

*Young-Ryeol Park, Yonsei U, Jeoung Yul Lee, Hongik U,  
Sunghoon Hong, Honam U*

***Grand Hall Room 7 – Level 4***

**Session 4 : Competition**

***Chair: Sunny Li Sun, U of Missouri – Kansas City***

Where Do Your Competitors Come From? A Structural Balance Approach of  
Network Dynamics in Competition Formation

*Yang Kuen-Shiou, Institute of Sociology, Jaw, Yi-Long, National Taiwan U, Wu, Chyi-In, Institute of Sociology*

Do Firms Imitate Informative Rivals or Similar Rivals?

*Shigeru Asaba, Gakushuin U, Marvin B. Lieberman, The Anderson School at UCLA*

Rent Generation and Appropriation in Diversification

*Sunny Li Sun, U of Missouri - Kansas City, Mike W. Peng, U of Texas at Dallas,*

*Weiqliang Tan, Hong Kong Baptist U*

**10:45 – 12:00 Panel 1 - Axioms & Work Behavior**

***Grand Hall Room 8 – Level 4***

***Chair: Xu Huang, Hong Kong Polytechnic U***

Social Axioms: Negotiating One's World

*Michael H. Bond, Hong Kong Polytechnic U*

Relationship Between Values and Axioms of Chinese Employees

*Yi Qin, The Chinese U of Hong Kong, Ping Ping Fu, The Chinese U of Hong Kong*

Are Social Cynics More Neurotic? Examining the Moderating Role of Perceived Corruption  
in a Society

*Vivian Lun, City U of Hong Kong*

Implications of Social Axioms for Management Research

*Kwok Leung, City U of Hong Kong*

**10:45 – 12:00 Interactive Roundtables**

**Grand Hall Room 1 – Level 4**

**Interactive Roundtable 1 - Technology & Innovation**

*Chair: Kuen-Shiou Yang, Institute of Sociology*

Technological Similarity, Technological Scope, and Technological Innovation

*Yang, Kuen-Shiou, Institute of Sociology, Wang, Shu-Wen, National Taiwan U, Chuang, You-Ta, York U*

Effects of Human Capital on Innovativeness in Biotechnology Industry

*Andrey Fendyur, U of Calgary*

Leading Innovation' in the Trenches': The Concept of a Continuum of Innovation and Strategies to Overcome Barriers to Innovation in Cultures Like Singapore and Beyond

*Ernest K. Ng, Claremont Graduate U, Michelle C. Bligh, Claremont Graduate U*

Environmental Sustainability and Innovative Orientations – A Confucius Approach

*Tung-Zong (Donald) Chang, Metropolitan State College of Denver & U of Maryland*

An Observation Template for Service Innovation in Retailing

*John Lai, The Chinese U of Hong Kong, Steven S. Lui, The U of New South Wales*

Appropriability Conditions and Patent Strategies

*Mu-Yen Hsu, National Cheng-chi U, Hao-Jun Chung, National Cheng-chi U*

The Impact of Legitimacy on Cluster's Innovation: Research on Innovational Investment and Performance of STIPs in China

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

**Grand Hall Room 1 – Level 4**

**Interactive Roundtable 2 - Trust & Commitment**

*Chair: Ya-Yuan Chang, National Chung Hsing U*

The Influence of Attitude and Trust on Consumers' Acceptance on Location-Based Services: An Explorative Study in Taiwan Market

*Ku-Ho Lin, National Chung Hsing U, Kuo-Feng Huang, National Cheng Chi U,*

*Ya-Yuan Chang, National Chung Hsing U, Cin-Hong Jheng, National Chung Hsing U*

Who Will Become Informal Investor? A Trust Perspective

*Zhujun Ding, The Chinese U of Hong Kong, Kevin Au, The Chinese U of Hong Kong*

Social Competence Versus Professional Competence on Salesperson Performance: Interpersonal Trust as a Mediator and Customer Type as a Moderator

*Jay M. Wu, I-Shou U, Dong-Jenn Yang, I-Shou U, Jun-Ying Huang, I-Shou U*

Be Proactive as Empowered? The Role of Trust in One's Immediate Supervisor in Linking Psychological Empowerment, Feedback-Seeking, and Job Performance

*Jie-Tsuen Huang, National Kaohsiung U of Applied Sciences*

Organizational Commitment in Small and Medium-Sized Enterprises: A Chinese Study

*A. Newman, U of Nottingham, A.Z., Sheikh, Abu Dhabi U*

Enabling Readiness and Commitment to Change: Evidence from the Philippines

*Ma. Regina M. Hechanova, Ateneo de Manila U, Marshall Valencia, De La Salle U*

***Banquet Hall – Level 3***

**12:00 - 13:30                      Lunch**

**13:30 – 14:45                      Concurrent Sessions**

***Grand Hall Room 4 – Level 4***

**Session 5 : CSR**

***Chair: Roberto N. Galang, Ateneo de Manila U***

The Evolving Discourse for Corporate Social Responsibility: Comparative Strategies of Legitimization Among Asian Firms

*Roberto N. Galang, Ateneo de Manila U,*

*Itziar Castello, Copenhagen Business School/Institute for Social Innovation*

Proactive Environmental Management and Firm Performance: The Moderating Effects of a Controlling Family

*Yi-Chun Huang, National Kaohsiung U of Applied Sciences,*

*Ying-Jiuan Wong, National Kaohsiung U of Applied Sciences*

The Link of CSR and Employee Motivation: A Comparison Between the UK and Korea

*Chung Hee Kim, U of Nottingham Malaysia Campus, Hugh Scullion, National U of Ireland*

Nature or Nurture? A Behavioral Genetics View of CSR in China, Hong Kong, and Taiwan

*Jasmine S.H. Yu, National Chengchi U, Carol Y.Y. Lin, National Chengchi U, Carolyn P. Egri, Simon Fraser U,*

*Carlos W.H. Lo, The Hong Kong Polytechnic U*

***Grand Hall Room 5 – Level 4***

**Session 6 : Technology**

***Chair: Chi-Sum Wong, The Chinese U of Hong Kong***

The Effects of Top Management Support, Departmental Manager Knowledge and Attitude on the Department ITAM

*Manhui Huang, Guangdong U of Business Studies, Chi-Sum Wong, The Chinese U of Hong Kong,*

*Kelly Z. Peng, Hong Kong Shue Yan U, Yina Mao, The Chinese U of Hong Kong*

The Effects of Trust and Perceived Risk on Users' Acceptance of ICT Services

*Ji-Hwan Lee, Korea Advanced Institute of Science and Technology, Chi Hoo Song, POSCO ICT,*

*Soo Wook Kim, Seoul National U*

Organizational Culture and IT Implementation within Two Professional Organizations---Descriptive Case Study with Literal Replication Design

*Chi-Ya (Jennifer) Chang, Chinese Culture U*

Reconsidering the Exploration and Exploitation of Novel Technologies in Product Development: Findings from 118 Japanese Product Development Projects

*Masa Yasumoto, Yokohama National U (The U of Tokyo)*

**Grand Hall Room 6 – Level 4**

**Session 7 : R&D 1**

*Chair: Lin-Hua Lu, National Cheng Kung U*

Problemistic Search and Slack Search in R&D Investment: An Empirical Study from an Emerging Economy

*Lin-Hua Lu, National Cheng Kung U, Yi-Fen Huang, Dayeh U, Chung-yi Yan, National Cheng Kung U*

Firm-Level Technology Policies, Laboratory-Level Collaboration, and Laboratory R&D Performance: An Empirical Study of Large Japanese Firms

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

Crowdsourcing: A Typology and Implications for Asia

*Rohit Nishant, National U of Singapore, Thompson S.H. Teo, National U of Singapore,*

*Mark Goh, National U of Singapore*

**Grand Hall Room 7 – Level 4**

**Session 8 : M&A**

*Chair: Yoonyoung Kwak, Ewha Womans U*

Acquisitions by Chinese Enterprises in Germany: First Insights from Recent Case Studies

*Andreas Al-Laham, U of Mannheim, Wolfgang Albeck, U of Mannheim*

Post-Acquisition Integration and Firm Innovation: A Social Capital Perspective

*Guangxi Zhang, City U of Hong Kong, Haibin Yang, City U of Hong Kong*

Up-to-date Case Studies of Post-Merger Integration and Corporate Culture : Acquisition of Lehman Brothers by Nomura and Barclays

*Yoonyoung Kwak, Ewha Womans U, Wonseok Woo, Ewha Womans U, Hyounggoo Kang, Hanyang U*

**Grand Hall Room 8 – Level 4**

**Session 9 : Recruitment and Selection**

*Chair: Yin-Mei Huang, Tunghai U*

Incremental Validity of Person-Organization Fit Over the Big Five Personality Measures

*Wei-Chi Tsai, National Chengchi U, Hao-Yi Chen, National Chengchi U,  
Chien-Cheng Chen, National Taipei U of Technology*

Test of a Model Linking Applicant Resume Information and Hiring Recommendations

*Chien-Cheng Chen, National Taipei U of Technology, Yin-Mei Huang, Tunghai U,*

*Mei-I Lee, National Taipei U of Technology*

Eastern National Culture Vs Western Corporate Culture: Recruitment and Selection Practices of Multinationals in Bangladesh

*Monowar Mahmood, East West U*

**13:30 – 14:45 Interactive Roundtables**

**Grand Hall Room 1 – Level 4**

**Interactive Roundtable 3 - Job**

**Chair:** *Jaydeep Bihari Lal, iGATE Global Solutions Limited*

Empowerment and Job Burnout: An Empirical Investigation

*Sut I Wong Humborstad, BI Norwegian School of Management*

The Moderating Effects of Control on the Relationships Between Challenge-Hindrances Stress and Burnout

*Chin-Hui Chen, National Sun Yat-Sen U, Yu-Hwa Huang, National Sun Yat-Sen U,*

*Pey-lan Du, National Kinmen Institute of Technology, Ing-Chung Huang, National Kaohsiung U*

The New Measures of Well-Being: A Further Examination

*Jaydeep Bihari Lal, iGATE Global Solutions Limited*

What You See May Not Be Entirely Negative: An Impression Management Approach to Job Insecurity and Its Consequences

*Helen Hailin Zhao, The Hong Kong Polytechnic U,*

*Cynthia Lee, Northeastern U and The Hong Kong Polytechnic U*

Openness To Experience And Work Outcomes: Exploring The Moderating Effects of Conscientiousness and Job Complexity

*Gouri Mohan, Tata Institute of Social Sciences, Zubin R. Mulla, Tata Institute of Social Sciences*

Job Embeddedness and Proactive Behavior: The Role of Role-Breadth Self-Efficacy, Flexible Role Orientation and Impression Management

*Yuanyuan Gong, The Chinese U of Hong Kong, Irene H. S. Chow, The Chinese U of Hong Kong*

Exploring the Structure of Job Well-Being for Chinese

*Yang Guo, Lingnan U, Xinggui Zhang, Guangdong U of Foreign Studies, Dean Tjosvold, Lingnan U*

**Grand Hall Room 1 – Level 4**

**Interactive Roundtable 4 - Culture**

*Chair: K-S. Hwang, Kingston U*

The Relationship Between an Organization's Ethical Climate and Organizational Performance: The Mediating Effect of an Organization's Innovation

*Hyung Koo Moon, Korea U Business School, Byoung Kwon Choi, Korea U Business School,  
Wook Ko, Korea U Business School*

Organizational Culture and Commitment Among Lay-Off Survivors: In the Context of MNCs in India

*Sumita Rai, Management Development Institute, Shailendra Kumar Rai, Management Development Institute*

Two-Factor Theory of Culture Change Management in South Korea: Distinguishing Between Critical Success Factors and Critical Failure Factors

*Won-Woo Park, Seoul National U*

The Creation of National Intellectual Capital: From Hofstede's National Culture Perspective

*Janet I.C. Lee, Chang Gung U, Carol Y.Y. Lin, National Chengchi U*

Aspiration Levels, Culture and the Resource Based View: A Synthesis

*Douglas Chun, U of Hawaii*

Comparative Sensemaking of Asian Environments

*Sid Lowe, Kingston U, A. Kainzbauer, Mahidol U, N. Tapachai, Kingston U, K-S. Hwang, Kingston U*

Organizational Culture Control in the Turbulence Time: Case Study of a Chinese Automobile Manufacturer

*Zhang Yunlu, China Europe International Business School*

**Grand Hall Corridor – Level 4**

**14:45 – 15:00    Tea Break**

**15:00 – 16:15    Concurrent Sessions**

**Grand Hall Room 4 – Level 4**

**Session 10 : Leader-Member Exchange 1**

*Chair: Li-Yun Sun, Macau U of Science and Technology*

Improving Job Behavior of Service Employees by Regulatory Fit: The Mediating Role of Leader-Member Exchange and Moderating Role of Emotional Intelligence

*Cheris W.C. Chow, U of Macau, Man-Lung Jonathan Kwok, Hong Kong Polytechnic U,  
Chung-Leung Luk, City U of Hong Kong, Jennifer Y.M. Lai, U of Macau*

Behavioral Leader-Member Exchange: A New Relational Contract Perspective

*Ming Yan, Baptist U of Hong Kong, Kenneth S. Law, The Chinese U of Hong Kong, Bihua Zhou, Huaqiao U,  
Hui Wang, Peking U*



Leader-Member Exchange, Psychological Empowerment and Creativity: The Contingent Role of Work-Unit Structure

*Wen Pan, Macau U of Science and Technology, Li-Yun Sun, Macau U of Science and Technology,  
Irene Hau Siu Chow, The Chinese U of Hong Kong*

**Grand Hall Room 5 – Level 4**

**Session 11 : Emotions**

**Chair:** *Zhaoli Song, National U of Singapore*

Expectation and Perception of Organizational Justice Cross Job Interviews: A Longitudinal Study

*Xian Li, National U of Singapore, Zhaoli Song, National U of Singapore,  
Vivien G. Lim, National U of Singapore*

A Process Model of Affective Experience in Escalation Situations

*Kin Fai Ellick Wong, Hong Kong U of Science and Technology,  
Carmen K. Ng, Hong Kong U of Science and Technology, Jessica Y. Y. Kwong, The Chinese U of Hong Kong*

Supervisory Guidance and Employee Positive Affective Displays: The Mediating Role of Employee Perceived Display Rules and the Moderating Role of Abusive Supervision

*Wei-Chi Tsai, National Chengchi U, Hao-Yi Chen, National Chengchi U,  
Tsung-Yu Wu, National Taiwan U of Science and Technology, Xiao-Yun Chiou, Chunghwa Telecom*

**Grand Hall Room 6 – Level 4**

**Session 12 : Innovation**

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

Dynamics of Coopetition Networks and Innovation: The Structural Mechanisms, Multiple Relations and Their Dynamics in Global High Technology Industries

*Kuen-Shiou Yang, Institute of Sociology*

The Effect of Alliance Learning on Innovation — The Roles of Inter-and Intra-firm Characteristics

*Shyh-Rong Fang, Providence U, Ku-Ho Lin, National Chung Hsing U  
Chueh-Chu Ou, National Chung Hsing U, Chia-Hui Chou, National Chung Hsing U*

Thinking Style and Innovative Intentions in Organizations

*John E. Ettl, Rochester Institute of Technology, Kevin S. Groves, California State U,  
Charles M. Vance, Loyola Marymount U*

Communicating Explicit and Tacit Knowledge within and Across Organizational Borders

*Erming Xu, Renmin U of China, Yin Chen, Beijing Foreign Studies U*

**Grand Hall Room 7 – Level 4**

**Session 13 : Institutions**

**Chair:** *Nitin Pangarkar, National U of Singapore*

How Chinese Companies React to Institutional Pressures to Achieve Legitimacies: Evidence From TBEA Case

*Hua Song, Renmin U of China, Yunxia Feng, Renmin U of China*

Attention, Learning, Performance Under Big Brother: Governmental Investigation into Auto Engine Quality, 1977-2003

*Mooweon Rhee, U of Hawaii, Young-Choon Kim, National U of Singapore*

Does Government Really Matter?

*Erming Xu, Renmin U of China, Kai Xu, Xi'an Jiaotong U*

Industry Globalization and the Performance of Chinese Firms: An Empirical Assessment

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

**15:00 – 16:15 Interactive Roundtables**

**Grand Hall Room 1 – Level 4**

**Interactive Roundtable 5 - Leadership**

**Chair:** *Simon C H Chan, The Hong Kong Polytechnic U*

Do Paternalistic Leaders Help to Enhance or Reduce Employee Turnover Intention?

*Simon. C.H. Chan, The Hong Kong Polytechnic U, Catherine K. Lam, City U of Hong Kong*

Virtual Leader in Virtual Team : He or It ?

*Ching-Wen Wang, National Chung-Hsing U, Wen-Chi Ho, National Chung-Hsing U*

How Much Does a Management Team Benefit Performance? The Role of Empowering Leadership, Knowledge Sharing, and Team Cohesion

*Hui-Ling Tung, Da-Yeh U, De-Chih Lee, Da-Yeh U*

Junzi's Leadership Concept and Scale Development

*Su Young Ryu, Chungnam National U, Kyungmook Lee, Seoul National U*

Change Management and Leadership: Singaporean and Thai Organisational Contexts

*Nattavud Pimpa, RMIT U, Elsie Hooi, RMIT U*

**Grand Hall Room 1 – Level 4**

**Interactive Roundtable 6 - Alliances**

**Chair:** *David H. Gilbert, Royal Melbourne Institute of Technology (RMIT) U*

The Utility of 'Triple-Alliance' Perspective for the Development of Emerging Firms

*Jen-wei (John) Liu, U of New South Wales, Pradeep Ray, U of New South Wales*

The Dynamic Mechanism of International Strategic Alliance in Chinese Pharmaceutical Industry

*Chih-Sheng, Hsu, National Taiwan U, Hua-Wei, Zhang, Shanghai Jiao Tong U*

Applying Bibliometrics in Strategic Alliance Research: A Review and Analysis of The Literature (1980-2008)

*Tsai-Yuan Lin, Chang Jung Christian U, Yun-Yao Cheng, Chang Jung Christian U*

Experience in The Network: An Empirical Study for Taiwan's Alliances

*Kuo-Feng Huang, National Chengchi U, Pang-Hsiang Yu, National Chengchi U*

Building a Hospital Alliance - Taiwan Landseed Medical Alliance

*Jui-fen Rachel Lu, Chang Gung U, Terence Tsai, China Europe International Business School,*

*Shubo Philip Liu, China Europe International Business School*

The Moderating Effect of External Environmental Conditions on Firm Perceived Environmental Uncertainty and Strategic Initiative

*Wen-Lung Sung, I-Shou U, Julia L. Lin, I-Shou U, Jun-Ying Huang, I-Shou U*

**16:15 – 17:30            Concurrent Sessions**

***Grand Hall Room 4 – Level 4***

**Session 14 : Justice 1**

***Chair: Tachia Chin, Sun Yat-sen U***

Does Creating Harmonious Organizations Enhance Chinese Employee Positive Attitude and Behavior in Turbulent Times ?

*Tachia Chin, Sun Yat-sen U, Yunshi Mao, Sun Yat-sen U*

The Effect of Organizational Justice Climate on Survivors' Affective Comment at Post-Downsizing Stage

*Jin Feng Uen, National Sun Yat-sen U, Shu-Yuan Chen , National Sun Yat-sen U,*

*Chih Huang , National Sun Yat-sen U, Chih-Tang Lin, National Sun Yat-sen U*

Employee Hassles in Taiwanese High-Tech Industries: Exploring from Survey and Counseling Records

*Ching-Wen Wang, National Chung Hsing U, Chyuan Sha, National Chung Hsing U, Po-Chang Lin, MingDao U*

***Grand Hall Room 5 – Level 4***

**Session 15 : Job Motivations 1**

***Chair: Gregory Allen Laurence, U of Michigan, Flint***

Examining the Direct and Interactive Roundtable Effects of Cross-Level Antecedents on Knowledge-Sharing Intentions

*Ming-Chang Huang, Providence U, Yin-Mei Huang, Tunghai U*

Looking at The Stars: The Effects of Induced Hope on Task Performance

*Rashimah Rajah, National U of Singapore, Vivien K. G. Lim, National U of Singapore*

Are Salarymen Drones or Active Shapers of Their Jobs? Workaholism and Expansion and Contraction Oriented Job Crafting in Japan and China

*Gregory Allen Laurence, U of Michigan, Flint, Yitzhak Fried, Syracuse U, Wan Yan, U of Missouri*

**Grand Hall Room 6 – Level 4**

**Session 16 : FDI Performance**

**Chair:** *Manli Huang, Southern China U of Technology*

FDI, Entry Mode, Environmental Uncertainty and FDI Performance: A Multilevel Study

*Ming-Chang Huang, Providence U, Hong-Te Lu, Chung Yuan Christian U,*

*Chin-Yun Yi, Chung Yuan Christian U, Chin Ni Yang, Providence U*

Internationalization and Performance in Chinese Firms: The Effects of Firm-Specific Advantages

*Manli Huang, Southern China U of Technology, Hailin Lan, Southern China U of Technology*

The Effect of Emerging Market Firms' Internationalization on Firm Value during Global Economic Crisis: The Moderating Role of Corporate Governance

*Xufei Ma, The Chinese U of Hong Kong,*

*Daphne W. Yiu, The Chinese U of Hong Kong, Nan Chou, U of Pennsylvania*

**Grand Hall Room 7 – Level 4**

**Session 17 : Business Groups 1**

**Chair:** *Vikas Kumar, U of Sydney*

Multinational Advantages of Business Groups in China

*Daphne W. Yiu, The Chinese U of Hong Kong, William P. Wan, Texas Tech U*

Indonesia's Missing Multinationals: Business Groups and Outward Direct Investment

*Michael Carney, Concordia U, Marleen Dieleman, National U of Singapore*

Product Diversification and International Expansion of Business Groups: Evidence From India

*Vikas Kumar, U of Sydney, Ajai S. Gaur, Rutgers U, Chinmay Pattnaik, U of Sydney*

Performance Implications by Imbalanced Affiliate Control in Largely Family Business Groups

*Shu-Ting Chan, National Sun Yat-sen U, Hsi-Mei Chung, I-Shou U, Kuang-S Yeh, National Sun Yat-sen U*

**Grand Hall Room 8 – Level 4**

**Session 18 : Social Exchange**

*Chair: Chris W.L. Chu, Stockholm School of Economics*

How Career Orientation and Organizational Politics are Related to Networking Behavior and Career: An Interactive Roundtable Approach

*Yu Ha Cheung, Hong Kong Baptist U, Longzeng Wu, Hong Kong Baptist U,*

*Neil C. Herndon, Herndon & Associate*

The Effects of Social Exchange on Affective Commitment and Performance: A study in the Chinese Context

*G. Casimir, U of Newcastle, Y. Karen Wang, U of Technology Sydney, Y. N. Keith Ng, Southern Cross U,*

*Gavin Ooi, U of Technology Sydney*

How do Employees React to Bad Employer? Predicting EVLN by PCV Through Integrating Social Exchange and Expectancy Perspectives

*Kelly Z. Peng, Hong Kong Shue Yan U, Chi-Sum Wong, The Chinese U of Hong Kong,*

*Lynda Jiwen Song, Renmin U of China*

Politics, Abusive Supervision & Perceived Organizational Support: Mediating Role of Work-Family Conflict & Moderating Role of Procedural Justice

*Chris W.L. Chu, Stockholm School of Economics, Reuben Mondejar, City U of Hong Kong*

**16:15 – 17:30 Interactive Roundtables**

**Grand Hall Room 1 – Level 4**

**Interactive Roundtable 7 – HRM**

*Chair: Eric Chong, Victoria U of Wellington*

Assessing Job Applicants' Emotional Intelligence in Computer-Assisted and Face-to-Face Interviews

*Ya-Jing Guo, National Chung-Hsing U, Kelly Z. Peng, Hong Kong Shue Yan U,*

*Ching-Wen Wang, National Chung-Hsing U, Chi-Sum Wong, The Chinese U of Hong Kong*

Influence of Demographic Characteristics of Ratees in Multi-Raters' Context

*Manjari Singh, Indian Institute of Management,*

*Anita Sarkar, XLRI Jamshedpur School of Business and Human Resources*

The Relationship Management in Human Resource Outsourcing Network

*Ming Yan, Baptist U of Hong Kong, Anne Marie Francesco, Hong Kong Baptist U, Haina Zhang, U of Otago*

The Relationship Between Career Plateauing and Job Satisfaction: The Mediating Role of Organizational Justice

*Chang-jung Lin, Providence U, Yu-Sheng Wang, Providence U,*

*Ying-Ni Chen, Transworld Institute of Technology*

An Investigation into Polychronicity and Associated Organisational Behaviours

*Eric Chong, Victoria U of Wellington, Xiaofang Ma, Victoria U of Wellington*

***Grand Hall Room 1 – Level 4***

**Interactive Roundtable 8 - Strategy & Structure**

***Chair: Li-Chung Chang, National Cheng-Chi U***

Establishment, Duplication, Diffusion and Integration of Organizational Critical Resources: A Case Study

*Chao-Tung Wen, National Cheng-Chi U, Li-Chung Chang, National Cheng-Chi U,*

*Yeg-Min Chang, National Cheng-Chi U*

An Outlook for Applicable Frames of Reference in SCP Theory

*Hsin-Hong Kang, National Cheng Kung U, Wen-Hsiang Wang, National Cheng Kung U*

Resource Slack and Strategic Change: The Mediating Role of Flexibility

*Yaqun Yi, Xi'an Jiaotong U*

Niche Strategies in Business Ecosystems: Challengers, Defenders, Replicators, and Opportunity Seekers

*Tatsuhiko Inoue, Waseda U, Susumu Nagayama, Waseda U,*

The Antecedents of Own Brand Marketing by OEM Supplier and the Moderating Effects of Niche Market and Power on the Forward Integration

*San Li, National ChengChi U, Kuo-Feng Huang, National ChengChi U,*

*Chia-Yang Mac Chang, National ChengChi U*

IPO and Product Market Competitive Dynamics

*Wuyang Zhao, Fudan U, Chao Chen, Fudan U*

Empirical Evidence of Corporate Governance and Performance in Taiwan

*Pei-Yin Liao, Kyoto U*

***Grand Hall Corridor – Level 4***

**17:30 – 18:30 Reception Hosted by China Europe International Business School**

***Grand Hall Room 2 – Level 4***

**18:45 – 21:00 Dinner (Award Presentation and Performances)**

**- Drinks sponsored by Coca Cola Co Macau**

## Day 3 – Tuesday, December 14, 2010

### 9:00 – 10:30 Concurrent Sessions

#### **Grand Hall Room 4 – Level 4**

#### **Session 19 : Psychological Contracts**

*Chair: Kyung Min Kim, Korea U*

Psychological Contracts Measurement: A Scale Comparison Study

*Usman Raja, Brock U, Amber Jamil, International Islamic U*

How the Organization Shapes Employees' Psychological Contract? - A Sensemaking Model,  
Organizational Identity, and Implications for Asian Firms

*Kyung Min Kim, Korea U, Hyoung Koo Moon, Korea U*

Empowering Leadership, Knowledge Exchange and Service Performance: Mediating Effect  
of Psychological Contracts Fulfillment

*Chi-Min Wu, Chia Nan U of Pharmacy & Science, Chang-Ruey Ay, National Chung Cheng U*

#### **Grand Hall Room 5 – Level 4**

#### **Session 20 : International HRM**

*Chair: Takashi Sakikawa, Niigata U*

Promotion Trends in the MNCs in Malaysia: A Case Study Analysis

*Hooi Lai Wan, U Teknologi Malaysia*

Interaction Effects of HRM Practices and Manufacturing Configuration on Operational  
Performance for Japan and China

*Takashi Sakikawa, Niigata U*

Foreign Subsidiary Staffing: Case of Service Firms

*Naoki Ando, Hosei U, Nobuaki Endo, Tokyo U of Marine Science and Technology*

Contest-and Sponsored-Mobility Model and Subjective Career Success: Testing a  
Cross-Cultural Moderating Effect Between Japanese and Korean Employees

*Yuhee Jung, Meiji U, Norihiko Takeuchi, Aoyama Gakuin U, Tomokazu Takeuchi, Tokyo Fuji U*

#### **Grand Hall Room 6 – Level 4**

#### **Session 21 : Networks**

*Chair: Tsutomu Nakano, Aoyama Gakuin U, Tokyo and Columbia U*

The Global Capitalism and Heterarchy of Network Principles: Cultural Clashes in a Regional  
Cluster

*Tsutomu Nakano, Aoyama Gakuin U, Tokyo and Columbia U*

Dynamics of Unclosed Triangles in Alliance Networks: Disappearance of Structural Holes and Performance Consequences

*Jungwon Min, Keio U, Hitoshi Mitsuhashi, Keio U*

Social Network Conditions for Maintaining Two Competing Logics

*Euisin Kim, U of Hawaii at Manoa, Mooweon Rhee, U of Hawaii at Manoa*

Brokerage and Strong Ties: An Analysis of Effects of Network Structure and Ties

*Ryuichi Nakamoto, Kyoto U*

### **Grand Hall Room 7 – Level 4**

#### **Session 22 : Capabilities**

**Chair:** *Martak K. Dowejko, The U of Hong Kong*

Complementary Assets, Institutional Linkages and Upgrading— Evidence from China's Zhongguancun Science Park

*Xiaohui Lu, National U of Singapore, Brian Wu, U of Michigan*

The Role of Social Capital and Dynamic Capabilities in Growth and Survival of International New Ventures

*Martak K. Dowejko, The U of Hong Kong, Simon S.K. Lam, The U of Hong Kong*

Organizational Capabilities for R&D Department of Japanese Firms: A Dynamic Capabilities Approach

*Nobuhiko Nishimura, Nagasaki U*

### **9:00 – 10:30 Panel 2 – Meet the Editors**

#### **Grand Hall Room 8 – Level 4**

**David Ahlstrom, *Asia Pacific Journal of Management***

**Andrew Delios, *Journal of Management Studies***

**Jim Walsh, *Academy of Management Journal/Academy of Management Review***

**Garry Bruton, *Academy of Management Perspective***

### **9:00 – 10:30 Interactive Roundtables**

#### **Grand Hall Room 1 – Level 4**

#### **Interactive Roundtable 9 - Social Exchange**

**Chair:** *Xue Zheng, National U of Singapore*

Radical Change in Highly Technical Organisations: Exploring the Redevelopment of Social Identity

*Lynda Nguyen, Queensland U of Technology*



Sleepless and Lonely: The Moderating Role of Social Exclusion on Insomnia and Cyberloafing

*Xue Zheng, National U of Singapore, Vivien K.G. Lim, National U of Singapore*

An Empirical Study of the Factors of Social Loafing Effect in Technology-Supported Teams

*Hsiang-Ming Fang, Providence U, Wen-Ching Chang, Providence U*

When Empowerment Meets Social Exchange ? The Mechanism of Power Generation

*Sut I Wong Humborstad, BI Norwegian School of Management*

Organizational Socialization and School-To-Work Transition: An Interactionist Study

*N. Rao Kowtha, Solbridge International School of Business*

Social Identity Theory and Perceived Gender Discrimination: An Examination of Mediating Processes in China

*Sharon Foley, Tsinghua U, Ling-qing Zhang, The Chinese U of Hong Kong,*

*Hang-yue Ngo, The Chinese U of Hong Kong, Raymond Loi, U of Macau, Xiaoming Zheng, Tsinghua U*

#### ***Grand Hall Room 1 – Level 4***

#### **Interactive Roundtable 10 - International HRM**

***Chair: Leanda Lee, U of Saint Joseph***

Organisational Support for Job Performance of Expatriates in China S.A.R.s: A Case of Overkill?

*Leanda Lee, U of Saint Joseph, Ross David Donohue, Monash U*

The Effect of Career Capital and Internal/External Opportunities on International Career Choices

*Yu-Chuan Tung, National Kaohsiung U of Applied Sciences, Yeh-Yun Lin, National Chengchi U,*

*Yi-Ping Lin, National Kaohsiung Marine U*

Enquiry to The Linkages of HPWS and Different Forms of Employee Commitments and Outcomes in Japanese Workplaces – An Approach from The Employees' Job Consciousness

*Kaushik Chaudhuri, Reitaku U*

Training Measurement Practices in India

*M. Srimannarayana, Xavier Labour Relations Institute (XLRI)*

Moderating Effects of Cultural Intelligence on Job Stress of Global Employees

*Sherwin Ignatius Chia, Nanyang Technological U, Cheryl Tay, Nanyang Technological U*

#### ***Grand Hall Corridor – Level 4***

**10:30 – 10:45    Tea Break**

**10:45 – 12:00    Concurrent Sessions**

**Grand Hall Room 4 – Level 4**

**Session 23 : Justice 2**

*Chair: Yina Mao, The Chinese U of Hong Kong*

Justice Perceptions and Employee Retention: The Mediating Role of Knowledge Exchange and Combination

*L Gurunathan, XLRI School of Business and Human Resources,*

*M Srimannarayana, XLRI School of Business and Human Resources,*

*A K Pani, XLRI School of Business and Human Resources*

Through Which Glasses Do You See Justice—Rose-Colored or Dark-Colored? -- The Role of Affect in Justice Perception Formation

*Yina Mao, The Chinese U of Hong Kong*

A Conceptual Model for The Psychological Dynamics of Procedural Justice Climate

*Xiaowan Lin, U of Macau, Kwok Leung, City U of Hong Kong*

**Grand Hall Room 5 – Level 4**

**Session 24: Teams**

*Chair: Nai-Wen Chi, National Sun Yat-Sen U*

Exploring Boundary Conditions of the Relationship Between Positive Group Affective Tone and Team Creativity: Negative Group Affective Tone and Team Trust as Moderators

*Wei-Chi Tsai, National Chengchi U, Nai-Wen Chi, National Sun Yat-Sen U,*

*Alicia A. Grandey, Pennsylvania State U, Sy-Chi Fung, Cathy United Bank*

The Process of Forming Positive Team Affective Tone in Work Teams

*Pi-Hui Hsu, National Chung-Cheng U, Bella Ya-Hui Lien, National Chung-Cheng U*

Team Behavioral Integration Links Team Interdependence with Team Performance: An Empirical Investigation in R&D Teams

*Long-Zeng Wu, Hong Kong Baptist U, Xiaomeng Zhang, Drexel U, Kwong Kwan Ho, Drexel U,*

*Shirley W.K. Lee, Hong Kong Baptist U*

A Multi-Level Exploration of Group Interaction, Employees' Perceptions of Organizational Politics, and Turnover Intention

*Po-Chien Chang, National Sun Yat-Sen U, Long-Sheng Lin, National Sun Yat-Sen U,*

*Chin-Ming Ho, National Sun Yat-Sen U, Tong-Ming Lin, National Sun Yat-Sen U*

**Grand Hall Room 6 – Level 4**

**Session 25: TMT**

**Chair:** *Chao Chen, Fudan U*

Organizational Demography and CEO Dismissal: A Power Perspective

*Weiwen Li, The Chinese U of Hong Kong, Yuan Lu, The Chinese U of Hong Kong,*

*Sunny Li Sun, U of Missouri - Kansas City, Weining Li, South China U of Technology*

Does the Board Structure of Listed Companies and Mutual Funds Matter to Fund Performance? Evidence from China

*Chao Chen, Fudan U, Zuoyuan Yan, Nankai U*

CEO Incentive and Knowledge Acquisition Under Technological Uncertainty: Evidence from China

*Yuan Li, Xi'an Jiaotong U, Yan Tian, Xi'an Jiaotong U, Zelong Wei, Xi'an Jiaotong U*

**Grand Hall Room 7 – Level 4**

**Session 26 : Ethics**

**Chair:** *Kevin Tang, Bond U*

Exemplification and Supervisor-Rated Employee Performance: The Moderating Role of Ethical Leadership

*Yan Liu, U of Macau, Raymond Loi, U of Macau, Long W. Lam, U of Macau*

Values and Ethical Decision Making: A Comparison Between Government and Gaming Sector in Macau

*Ka Wai Chan, U of Macau, Thomas A. Wyatt, U of Macau, Ka Ka U, U of Macau*

“Scientist”, “Messenger”, “Artisan” or “Storyteller”: A Typology on What Motivates Sustainability Managers

*Kevin Tang, Bond U, David A. Robinson, Central Queensland U*

**10:45 – 12:00 Featured Talk**

**Grand Hall Room 8 – Level 4**

**Chair:** *Chung-Ming Lau, The Chinese U of Hong Kong*

**Title :** **Embracing the Sacred in our Secular Scholarly World**

**Speaker:** *Jim Walsh*

**Arthur F. Thurnau Professor, Carey Professor of Management**

**Ross School of Business, U of Michigan**

**Past President, Academy of Management**

**10:45 – 12:00 Interactive Roundtables**

***Grand Hall Room 1 – Level 4***

**Interactive Roundtable 11 – Entrepreneurship & SMEs**

*Chair: Susan Zhu, Chinese U of Hong Kong*

Management Cognition on Entrepreneurial Opportunities: Vertical Disintegration in Semiconductor Industry and Japanese Firms' Responses

*Ying Zhu, Kyushu U*

Elements of Business Incubation Process: Application by Malaysian ICT Incubators

*Fararishah Abdul Khalid, RMIT U, David Gilbert, RMIT U, Afreen Huq, RMIT U*

Stock Market Reaction of E-Commerce Initiatives

*Bau-Jung Chang, Feng Chia U*

Effect of Perceived Website Quality on E-Loyalty for C2C: A Study of the Mediating Effects of E-Satisfaction and E-Trust

*Weeping Yu, Sichuan U, Qing Lu, Sichuan U, Ailing Zhuang, Sichuan U*

Entrepreneurial Orientation, Resource Attributes and Competitive Advantage: A Resource-Based View

*TingKo Li, National Taiwan U, Wenyi Chu, National Taiwan U*

The E-Business Strategies Fit on Different Supply Chain Integration Structures

*P.K. Chen, Aletheia U, Y.F. Ho, Aletheia U*

***Grand Hall Room 1 – Level 4***

**Interactive Roundtable 12 - Knowledge & Learning**

*Chair: Lin Yuan, National U of Singapore*

Recognizing and Learning: Task Based Practice Designed by Mentor

*Shunsuke Hazui, Kyoto U*

Learning and Uncertainty in Location Choices by Developing Country Multinationals

*Lin Yuan, National U of Singapore, Nitin Pangarkar, National U of Singapore*

Subsidiaries of Multinational Enterprise and R&D Center of Excellence: Empirical Analysis from The Greater China Region

*Hua-Lun Ho, Aletheia U*

Level or Style ? Two Manners Towards Creativity and Their Influences on Product and Performance

*Heng Chen, National Sun Yat-sen U, Amber Yun-Ping Lee, National Sun Yat-sen U,*

*Anyi Chung, National Sun Yat-sen U, Ying-Tzu Lin, National Sun Yat-sen U,*

*Heng-Yu Chang, National Cheng Kung U*

Empirical to Improve Organizational Performance - Organizational Learning Perspective

*Chi Chuan Wu, Tatung U, Shu Hsien Liao, Tamkang U, Da Chian Hu, Tamkang U, Wen Jung Chan, Tamkang U*

**Banquet Hall – Level 3**

**12:00 – 13:30 Lunch**

**13:30 – 14:45 Concurrent Sessions**

**Grand Hall Room 4 – Level 4**

**Session 27 : Leader-Member Exchange 2**

**Chair:** *Raymond Loi, U of Macau*

Am I the Only One Who is Laughed by The Supervisor? Supervisors' Aggressive Humor on Subordinates' Stress and Addictive Behaviors

*Yuanyuan Huo, City U of Hong Kong, Wing Lam, The Hong Kong Polytechnic U,*

*Ziguang Chen, City U of Hong Kong*

Exploring the Supervisory Antecedents and Mechanisms of Subordinate's Negative Feedback Seeking Behavior: The Perceived Cost and Value Perspective

*Kuo-Ming Lu, National Taiwan U of Science and Technology,*

*Su-Ying Pan, National Taiwan U of Science and Technology,*

*Jen-Wei Cheng, National Taiwan U of Science and Technology*

An Investigation of the Trickle-Down Effect of Affective Commitment in Supervisor-Subordinate Dyad

*Raymond Loi, U of Macau, Jennifer Y. M. Lai, U of Macau,*

*Long W. Lam, U of Macau*

**Grand Hall Room 5 – Level 4**

**Session 28 : Work Family**

**Chair:** *Alexander Garcia Muradov, U of Toronto*

The Work and Family Orientation: Demand and Resource Perspectives

*Ting Wu, National Sun Yat-sen U, Jin-Feng Uen, National Sun Yat-sen U*

Work-Family Interface of Hospitality Industry in Malaysia: The Mediating Effects of a Work-Family Conflict and Enrichment

*Adriel K.S. Sim, Curtin U of Technology, Sopian B.Bujang, U Malaysia Sarawak*

When Helping Hurts: Examining the Buffering and Reverse-Buffering Effect of Family Social Support on Inter-Role Conflict, Inter-Role Facilitation, and Anxiety

*Bonnie Hayden Cheng, U of Toronto, Alexander Garcia Muradov, U of Toronto*

Prioritizing Work for Family Benefits: Work-Family Conflict Among Chinese Married Couples

*Mian Zhang, Tsinghua U, Sharon Foley, Tsinghua U, Baiyin Yang, Tsinghua U*

**Grand Hall Room 6 – Level 4**

**Session 29 : R & D 2**

**Chair:** *Jeho Lee, Seoul National U*

An Unintended Takeover of The Buried Research Outcome – A Case Study of R&D Process for Hypertension Drug Discovery

*Kyoko Kameoka, Kyoto U*

Competition Between Incompatible Platforms

*Jae-Suk Yang, Columbia U, Jeho Lee, Seoul National U*

Global R&D Strategies in an Emerging Economy: The Protection of Technological Competencies

*Jiatao Li, Hong Kong U of Science and Technology, Zhenzhen Xie, Hong Kong U of Science and Technology*

**Grand Hall Room 7 – Level 4**

**Session 30 : Business Groups 2**

**Chair:** *Susan Zhu, The Chinese U of Hong Kong*

External Network, Business Group Affiliation, and Firm Innovation: A Longitudinal Study of Korean Firms

*Youngok Kim, U of New South Wales, Steven S. Lui, U of New South Wales*

The Impact of Corporate Governance Structure, Internal Transaction and the Number of Business Group Affiliates on Business Group Affiliates' Performance

*Chien-Nan Chen, National Dong Hwa U, Chengli Tien, National Taiwan Normal U*

Does Network Cohesion Impede Diversification In The Conglomerate? Evidence From Taiwan Business Group

*Yingyu Chen, National Taiwan U*

**13:30 – 14:45 Panel 3 - Key issues from the eyes of experienced editors and reviewers when reviewing submissions**

**Grand Hall Room 8 – Level 4**

**Chair:** *Chi-Sum Wong, The Chinese U of Hong Kong*

**Garry Bruton, Texas Christian U**

**Nitin Pankargar, National U of Singapore**

**ChungMing Lau, The Chinese U of Hong Kong**

**13:30 – 14:45 Interactive Roundtables**

**Grand Hall Room 1 – Level 4**

**Interactive Roundtable 13 – Leader-Member Exchange**

*Chair: Yangwen Wang, The Chinese U of Hong Kong*

Is (S)he a Good Actor or Not?

*Pei-Chuan Mao, I-Shou U, Hsin-Yi Huang, I-Shou U*

How Can Membership of Informal Groups Help with Individual's Performance on Creativity:  
A Social Network Perspective

*Yangwen Wang, The Chinese U of Hong Kong*

Mentoring & Coaching Relationship : An Exploratory Study in an Indian Corporate

*ISF Raj, School of Business & Human Resources, Sushmita Srivastava, School of Business & Human Resources*

How Do Social Relations Affect Job Performance and Leadership Effectiveness ? The  
Interactive Effects of Network Centrality and Leader-Member-Tie

*Jim Zhenyuan Wang, Shanghai U*

The Impact of Abusive Supervision on Subordinate Family

*Long-Zeng Wu, Hong Kong Baptist U, Ho Kwong Kwan, Drexel U, Jun Liu, Renmin U of China,*

*Christian J. Resick, Drexel U*

**Grand Hall Room 1 – Level 4**

**Interactive Roundtable 14 – Collaborative Relationships**

*Chair: Steven S. Lui, The U of New South Wales*

The Effect of Product-Relatedness on the Performance of International Joint Ventures in the  
People's Republic of China

*Defeng Sun, Kyoto U*

Collaborative Innovation: Where Firms and Higher Educational Institutions Dare to Go

*David H. Gilbert, Royal Melbourne Institute of Technology (RMIT) U*

Developing Cooperative Goal Relationships with Government Units in China through Social  
Responsibility and Reflexivity

*Alfred Wong, Lingnan U, Robin Snell, Lingnan U, Dean Tjosvold, Lingnan U,*

*Moureen, Mo-lin Tang, Lingnan U*

The Development of Trust in Cooperative Relationships

*Steven S. Lui, The U of New South Wales, Wei-ping Liu, Hong Kong U of Science & Technology,*

*Jen-wei Liu, The U of New South Wales*

**Grand Hall Corridor – Level 4**

**14:45 – 15:00 Tea Break**

**15:00 – 16:15 Concurrent Sessions**

**Grand Hall Room 4 – Level 4**

**Session 31 : Leadership 2**

*Chair: Hsiao-Ping Chang, National Sun Yat-sen U*

The Study of TMT Leadership and Service Brand Value in Hotel Industry - From The Perspective of HRM

*Christina Yu-Ping Wang, National Dong Hwa U, Hsiao-Ping Chang, National Sun Yat-sen U*

Impact of Transformational Leadership on Follower Career Success and Contextual Performance: Examination of Intervening Processes

*Samuel Aryee, Aston U, Chris W.L. Chu, Stockholm School of Economics*

Exploring the Missing Links Between Transformational Leadership and Task Performance: The Mediating Roles of Perceived Person-Job fit and Person-Organization Fit

*Nai-Wen Chi, National Chengchi U, Su-Ying Pan, National Taiwan U of Science and Technology*

**Grand Hall Room 5 – Level 4**

**Session 32 : Job Motivations 2**

*Chair: Kin Fai Ellick Wong, Hong Kong U of Science and Technology*

Reducing and Exaggerating Escalation of Commitment by Option Partitioning

*Kin Fai Ellick Wong, Hong Kong U of Science and Technology,*

*Jessica YY Kwong, The Chinese U of Hong Kong*

Committed Workers May Leave As Well: Moderating Role of Job Embeddedness

*Danny Wang, Peking U*

The Mediating Effect of Self-Efficacy Between Performance Goal Orientation and Knowledge-Sharing: Differentiating Prove and Avoid Approaches

*Lin Lu, Shanghai Jiao Tong U, Christina Sue Chan, City U of Hong Kong*

High Performance Work Systems and Employee Creativity: A Cross-Level Examination of Alternative Mediating Mechanisms

*Song Chang, The Chinese U of Hong Kong, Yaping Gong, The Hong Kong U of Science and Technology*

**Grand Hall Room 6 – Level 4**

**Session 33 : Collaborative Relationships**

*Chair: Masa Yasumoto, Yokohama National U (The U of Tokyo)*

Unaccomplished Institutional Change: Resistance Through Collaboration

*Takahiro Endo, Cardiff U*

Japanese Films Strike Back: Development of Promotion Alliance Networks in Japanese Film Industry in 2000's

*Naoki Wakabayashi, Kyoto U, Jinichiro Yamada, Kagawa U, Masaru Yamashita, Aoyama Gakuin U,*

*Ryuichi Nakamoto, Japan Society for the Promotion Science and Kyoto U, Hiromi Nakazato, Meiji U*



The Challenge of Defining *Guanxi* in a Contemporary Business Context: A Review in Progress

*Carlin Guo, Queensland U of Technology, Artemis Chang, Queensland U of Technology*

**Grand Hall Room 7 – Level 4**

**Session 34 : Entrepreneurship**

**Chair:** *Romie Littrell, Auckland U of Technology*

International Entrepreneurship in Japan – An Extended Model

*Paul Gaspari, Sophia U, Parissa Haghirian, Sophia U*

Entrepreneurial Orientation and Performance of Chinese High-Tech Firms: The Mediating Impact of Organizational Learning

*Xiaohua Su, Jinan U, Shujun Zhang, Sun Yat-sen U, Ping Wang, Jinan U*

A Comparison of the Individual Values of Incubator-Bred and Traditional Entrepreneurs in South China

*Elisabeth P. Montgomery, Fielding Graduate U, Romie Littrell, Auckland U of Technology*

**15:00 – 16:15 Interactive Roundtables**

**Grand Hall Room 1 – Level 4**

**Interactive Roundtable 15 – Institutions**

**Chair:** *Pheng Sou, National Cheng Kung U*

The Role of Economic Policy and Economic Freedom in FDI: Empirical Evidence in Asian Nations

*Pheng Sou, National Cheng Kung U, Hsin-Hong Kang, National Cheng Kung U,*

*Ann Shawing Yang, National Cheng Kung U*

Purposes of NPOs: Text Mining of NPO Missions

*Hiroki Noguchi, Kyoto U*

The Social Constitution of Trust: Cross-Border Trust in Taiwan

*Hao-cheng Chen, Kyoto U*

Internal Control Systems and Entrepreneurship in Family Firms: The Moderating Role of Environmental Turbulence

*Lin-Ching Hsu, National Cheng Kung U/ Far East U, Hae-Ching Chang, National Cheng Kung U,*

*Shu-Chen Hsu, Far East U*

***Grand Hall Room 1 – Level 4***

**Interactive Roundtable 16 – Technology and Knowledge transfer**

***Chair: Annapoornima M. Subramanian, National U of Singapore***

Comparative Analysis of IT Management and Productivity between Japanese and U.S. Firms

*Kazuyuki Motohashi, U of Tokyo*

The Impact of Network Structure and Knowledge Flow on Firm Performance: A Study of Taiwanese SMEs

*Ku-Ho Lin, National Chung Hsing U, Isabella Chaney, U of London, Ya-Yuan Chang, National Chung Hsing U,*

*Jia-Ling Ke, National Chung Hsing U*

New Knowledge Search and Technological Performance: The Role of Intellectual Human Capital

*Annapoornima M. Subramanian, National U of Singapore*

How organizational factors affect dual outflows of subsidiary knowledge?

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

New Silk Road: Identifying Factors That Determine the Transfer of Western Managerial Ideas In P. R. China

*Xueli Wang, Tsinghua U, Baiyin Yang, Tsinghua U, Yangfan Lin, Tsinghua U*

Reveal The Antecedent Variables of Affecting Knowledge Sharing Intentions

*Ming-Tien Tsai, National Cheng Kung U, Jui-Lin Chien, National Cheng Kung U*

End of Program