



## BAM2022 Paper Presentation Times

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### African Studies

Track Chairs: Christian Harrison and Kingsley Omeihe

WEDNESDAY 31<sup>ST</sup> AUGUST

SESSION 1

09:00 – 10:30

**DEVELOPMENTAL PAPER SESSION** (VIRTUAL)

Session Chair: Ayodele Adetuyi

What Drives the Brain Drain of Nigerian Doctors to the UK (210) Mohammed Abdullahi

An exploration of applicability of template-based class activities using 'Product-Service-Innovative value (PSI-model)' sheet: Lessons from Nigerian young entrepreneurs' class (374) Hiroko Oe, Nanret Dawuk, Sitsada Sartamon

Exploring tensions and challenges in University-Community Engagement: Emerging insights from a South African University case study (789) Paul Wabike, Swetketu Patnaik, Ayikoru Maureen

Understanding China's Economic Engagement in Africa: An Exploration of the FDI-Trade Nexus (1046) Qiyue Xhang, Zheng Wang, Godwin Okafor – **FULL PAPER**

THURSDAY 1<sup>ST</sup> SEPTEMBER

SESSION 3

08:00 – 09.30

**FULL PAPER SESSION** (In Person)

Session Chair: Dr Obafemi Olekanma

Mixing Managerial Identities: The Case of Tunisian SME Managers (117) Hélena Karjalainen, Zouhour Ben Hamadi

Institutional voids, Founders' Political Ties and New Venture Performance in Developing Markets (295) Ahmed Tantaway, Joseph Amankwah-Amoah, Pushyarag Puthusserry

Female Entrepreneurship in Nigeria and Access to Finance: a comparative study (437) Chioma Onoshakpor, James Cunningham, Elizabeth Gammie

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Dr Ibiyemi Omeihe**

Authentic Entrepreneurial Leadership Within The Igbo Trade Apprenticeship System (822) Ibiyemi Omeihe, Christian Harrison, Kingsley Omeihe, Olamide Olusegun

Sub Saharan African Countries Innovation Capacity: determinants analysis through a configurational approach (267) Helene Delerue, Alidou Ouedraogo

Role of organisational culture in formal conflict management processes: Implications for employee performance in Uganda's banking sector (313) Obafemi Olekanma, Shamim Kityo-Matovu

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Dr Kingsley Omeihe**

Strategic Talent Planning in Public Sector in Nigeria (805) Chimaobi Egelle, Xiaoxian Zhu, Obafemi Olekanma

Investigating the Effects of Tourism Regulation on Business Performance: The case of Nigerian Hotels (64) Obafemi Olekanma, Bassey Ekanem

Disruptive Digital Entrepreneurship and SDGs in DRC: An Exploratory Empirical Study (950) Toussaint Bugandwa Ciza, Mahamadou Biga Diambeidou, Daniel Manyabe Esangela, Yuguignafere Diaeeassouba, Gyewan Moon

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

## **SESSION 5**

**17:05 – 18.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Dr Kingsley Omeihe**

Conceptualizing university-industry collaboration in sub-Saharan Africa: a gender perspective (572) Afua Owusu-Kwarteng, Cynthia Forson, Sarah Jack, Olufunmiliola (Lola) Dada

Intra-Africa migrant entrepreneurship dynamics in sub-Saharan Africa: evidence from South Africa (827) McEdward Murimbika, Dennis KS Mhangami

Help from Foreign Neighbours: FDI Export Spillover and the Role of Institutions (1023) Obiora Okechukwhu, Roseline Wanjiru

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**FULL PAPER SESSION (In Person)**

**Session Chair: Dr Christian Harrison**

The Strength of Norms Shaping Entrepreneurial Relationships: Evidence from Nigerian SMEs (966) Kingsley Omeihe, Ibiyemi Omeihe

Happiness at work and cultural dimensions: An assessment of theoretical progress in Africa (26) Mohamed Elkoutour, Manal El Abboubi

Examining the Relationship between Talent Development and Performance in the Nigerian Civil Service (1114) Aminu Anas, Ejikeme Isichei

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16:15**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Ayodele Adetuyi**

Persistence Through Crisis: A Case of Informal Artisan Entrepreneurs in the Tourism Industry of Kenya (99) Maryline Kiptoo, Pratima Sambajee, Tom Baum

Black Asian and Minority Ethnic Group (BAME) Women Senior Leadership Journey in UK National Health Service (NHS) (556) Obafemi Olekanma, Vonesai Muhaso

## Corporate Governance

Track Chairs: Jia Liu and Oliver Marnet

WEDNESDAY 31<sup>ST</sup> AUGUST

SESSION 1

09:00 – 10:00

**FULL PAPER SESSION** (Virtual)

Session Chair: TBC

Does Gender Matter in Bank Risk-taking? An Empirical Examination on the Role Female Chief Risk Officers (CROs) in Bank Risk-taking (832) Sabur Mollah, Ramshah Lone, Shuxing Yin

Corporate Governance Structure and Climate-Related Financial Disclosure: Conventional Banks vs Islamic Banks (544) Sabur Mollah, Rasim Simsek, Abongeh Tunyi

B Corps – do network ties matter? (555) Matthew Smith, Hock Tan, Miles Weaver

WEDNESDAY 31<sup>ST</sup> AUGUST

SESSION 1

09:00 – 10:30

**DEVELOPMENTAL PAPER SESSION** (Virtual)

Session Chair: TBC

Executive Pay and Sustainability Reporting Quality – Evidence from the UK (335) Androniki Triantafylli, Parvathy Vijaykumar

Exploring the Effectiveness of Cumulative Voting in Chinese Family Firms (654) Ying Feng

Corporate ESG performance, mispricings and gains from mergers and acquisitions (496) You Zhou, Qiu Wangling, Charlie X. Cai

WEDNESDAY 31<sup>ST</sup> AUGUST

SESSION 2

14:15 – 15:45

**DEVELOPMENTAL PAPER SESSION** (Virtual)

Session Chair: Salisha Mohamed

CSR committee effectiveness and executive compensation (513) Etienne Develay, Yan Wang, Stephanie Giamporcano

The role of corporate governance in managing risk: East encounters West (918) Bchr  
Alatassi

Corporate governance: Long-term value creation and the interplay between shareholder  
theory and stakeholder theory (994) Giorgios Karamatzanis, Konstantinos Nikopoulos,  
Anna Tilba

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**Session Chair: Konstantinos Vergos**

Governance for Climate Change: International Evidence (1035) Konstantinos Vergos, Jia  
Liu, Helen Wang

Between Scylla and Charybdis: CEO Political Ideology, Dividends and Downsizing During the  
Pandemic (949) Ali Bayat

You are coming home: when efficient adoption of corporate governance practices is  
overturned (948) Ryosuke Omuro, Yuki Torida

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 4**

**14:05 – 15.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: David Coldwell**

Corporate governance and the disclosure of Sustainable Development Goals (SDGs): a  
systematic review (936) Julia M.V.C. Kumasaka, Flavio Hourneaux Junior, Tobias Parente

Corporate Political Activities, Corporate Social Responsibility and Institutional Voids in  
Fragile States: The Case of Myanmar (Burma) (914) Arnt Ni

The North-South divide in ethical orientations: Towards a 'moral sentiment' model of  
global sustainability (480) David Coldwell

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

## **SESSION 5**

**17:05 – 18.05**

**FULL PAPER SESSION (In Person)**

**Session Chair: Jia Liu**

Whose interests are directors pursuing? (541) Angelo Solarino, Brian Boyd

Managerial ability, narrative tone and State vs. private media coverage (439) Jiaxin Liu, Pei Liu, Simon Hussain

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Robert Melville**

A journey from the GFC to the COVID-19 pandemic: Have corporate leaders learned how to navigate a crisis? (83) Md Reiazul Haque, Md Luftur Rahman, Mohammad Abdullah Al Mamun

Managerial Short-Termism and Corporate Tax Avoidance (185) Spyridon Gkikopoulos, Edward Lee, Konstantinos Stathopoulos

Related party transactions and earnings management under the UK different regulatory environments of the Main and Alternative Investment Markets (506) Malek El Dir

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10:00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Chaymae Benachour**

The Relationship Between Chief Audit Executives and Audit Sub-Committees: can expertise in internal control and risk management systems be transferred to senior board members? (536) Robert Melville, Alessandro Merendino, Xavier Bedoret, Hanif Barma

THE ROLE OF SMEs IN TRANSFORMATIONAL CROSS SECTOR-SOCIAL PARTNERSHIPS A Future Research Agenda (1068) Adrian Pryce, Samer Mashlah

“The impact of discretionary latitude on innovation dynamic capability: a conceptual framework “ (673) Chaymae Benachour, Jérôme Maati

## **Critical Management Studies**

**Track Chairs: Sylwia Ciuk, Ron Kerr, Sarah Robinson and Martyna Śliwa**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 2**

**14:15 – 15:45**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Sarah Robinson**

Forms and Mechanisms of Labor Exploitation in Fast-Food Franchises in Peru (245) Mario Pasco Dalla Porta, Patricia Castro Arostegui, Cristina Ramirez Montes

Exploitation and Alienation in Neoliberal Organizations: "An Analytical Framework from Systems Theory and Management Ethics" (876) Levy del Aguila, Mario Pasco Dalla Porta, Julio Cesar Postigo

Green finance in Aviation: Does flying greener is in congruence with flying higher? (1099) Hemanth S, Dashami G D

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**Session Chair: Ron Kerr**

School Citizen Assemblies as a Force for Good?: Connecting education, experts and communities to rethink action and social change (1049) Chris McLean

Field-level strategies reinforcing inequality of access to higher education: a Bourdieusian perspective (978) Kasia Zdunczyk

A Žižekian critique of the poverty alleviation programme of organizing the poor into self-help groups in India: Traversing the (thin line of) fantasy between 'organizational wrongdoing' and being a 'force for good' (921) Mana Pathak, Ranjeet Nambudiri, Nobin Thomas

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 3**

**08:00 – 09:30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Sylwia Ciuk**

Deconstructing Emotional Intelligence and Mindfulness (590) Rachel Roberts

Critical but replaceable? The tension between neo-normative discourse and lived experience of work and outside-in identity on the UK supermarket frontline at a time of crisis (1088) Minjie Cai, Safak Tartanoglu Bennett, Alexandra Stroleny, Scott Tindal

Care of body, mind and soul? Exploring understandings of wellbeing in academia (878) Sarah Robinson, Marjana Johansson

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 4**

**14:05 – 15:35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Sylwia Ciuk**

Navigating positions around Collective Leadership story lines at a management meeting (503) Mona Madsen

White expats in Shanghai: Perceptions of local's resistance and intentions to leave (65) Hyacinthe Caldwell

Understanding the Effect of Digitalisation on Auditors (410) Sung Hwan Chai, Brian Nicholson, George Salijeni

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 5**

**17:05 – 18:35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Martyna Sliwa**

Digital authoritarianism and the role of the IT business in it: the case of Yandex (751) Olga Solovyeva

Misconduct in organizations – NDAs as a poros out of aporia? (51) Victoria Pagan

The implications for applying the SDGs as a guiding principle: A case study from a higher education institution (123) Mette Kristensen – **FULL PAPER**

**FRIDAY 2<sup>ND</sup> SEPTEMBER**



## SESSION 6

08:30 – 10:00

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Martyna Sliwa**

The Ethics and Politics of Compromise in Management: A Critical Sensemaking Perspective (812) Thomas Calvard, Dawn Chow

Recovering Aristotle's practice-based ontology: Practical wisdom as embodied intuition (95) Sylvia D'souza, Lucas Introna – **FULL PAPER**

The ontological straitjacket: An examination of design assumptions in shaping organizational control - A case of Artificial Intelligence (1077) Mehreen Ashraf

## Cultural and Creative Industries

**Track Chairs: Marta Bernal, Holly Patrick-Thomson and Fiona Whitehurst**

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

### SESSION 3

08:00 – 09.30

**FULL PAPER SESSION (In Person)**

**Session Chair: Marta Bernal**

Building Creative Ecosystems for Social Change: The Case of Impact Producers in Film (337) Stephan Manning, Ana Suarez Lopez

Women Entrepreneurs: Using Local Wisdom for Creative Industry Development in Indonesia (339) Linley Lord, Maya Irjayanti

The show must go on: Creatives' entrepreneurial passion in times of crisis (1017) Abigail Cooke, Joanna Karmowska

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

### SESSION 4

14:05 – 15.35

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Marta Bernal**

Scoping an AI Powered Peer Advice System for Creative Freelancers (838) Holly Patrick-Thomson, Paul Lapok, Alistair Lawson

How Creative Freelancers Organised using Online Occupational Communities in the Wake of COVID-19 (841) Holly Patrick-Thomson

A Socio-Emotional Perspective on Entrepreneurial Ecosystems (984) Marta Bernal

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18:05**

**DEVELOPMENTAL PAPER SESSION** (Virtual)

**Session Chair: Marta Bernal**

Exploratory multiple case study on successful upcycling businesses: ChopValue, Freitag and Pentatonic (497) Kyungeun Sung, Paul Hughes, Jen-Hsien Wsu

“Let’s meet at our new digs!”: Materializing the process of trust development with the help of organizational space (5) Federica De Molli, Marilena Vecco, Lakshmi Balanchandran Nair

## **Decision-Making Under Uncertainty**

**Track Chairs: Denis Fischbacher-Smith and Katie Lombardo**

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION** (Virtual)

**Session Chair: Katie Lombardo**

Depending on How You Cope with This – The Dual-Pathway Model of Job Insecurity (351) Tsz Chit Yui, Chin Tung Stewart Ng, Chiung-Ying Wu, Hsien-Chun Chen. I-Heng Chen

Exploring perceptions of trust held by key stakeholders of UK Higher Education Partners during periods environmental turbulence and uncertainty (534) Salisha Mohammed

The Impact of an Exogenous Shock on Alliance Formation (1081) Ann-Kathrin Herfeld

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:15**

**FULL PAPER SESSION** (Virtual)

**Session Chair: Katie Lombardo**

Early-Stage Technology Acquisitions under Market Competition and Information Asymmetry (408) Xiaolan Fu, Du Liu, Jingfeng Zhang

How do leaders go through the experience of a crisis situations: an embodied and aesthetic perspective (1091) Cheick Diaby

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 6**

**08:30 – 10.00 (10.15)**

**FULL PAPER SESSION (In Person)**

**Session Chair: Denis Fischbacher-Smith**

PEER FROM THE TOP: PUBLIC SECTOR LEADERSHIP IN TIMES OF CRISIS (242) Deborah Lock, Dieu Hack-Polay, Marina Fraser-Ryan

Adapting scenario planning to create an expectation for surprising extremes (358) James Derbyshire, Ian Belton, Mandeep Dhani, Dilek Onkal

Addressing the adaptive challenges of healthcare leadership: A managerial dynamic capabilities perspective (571) Jane Ferguson, Gerard Hodgkinson

Implications of social network structures on socially influenced decision making (891) Rui Zheng

**e-Business and e-Government**

**Track Chairs: Thanos Papadopoulos, Nisreen Ameen, Ilias Pappas**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Technology Adoption, Innovation and Digitalisation**

**Session Chair: Nisreen Ameen**

Development of an holistic model about the acceptance and the use of the EMR by the clinical staff (248) Myrto Kasimati, Teta Stamati

The Impact of Digital Innovation on Single European Public-Engagement Framework within an Intersubjective Management (977) Aliano Abbasi, Muhammad Kamal

Supply Chain Analytics for Global Commodities and Agri-food in Europe during time of Crises: Machine Learning Mechanisms (1051) Mostafa Mohamed, John Gichuhi

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:45**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**AI Applications**

**Session Chair: Nisreen Ameen**

Artificial Intelligence Development Strategies (1100) Elena Serova

Cyber-Security Training and Organizational Performance: A Perspective from Developing Economy (825) Victor Owusu, Ales Gregar, Kwadwo Asante – **FULL PAPER**

The Future of AI-Based CRM (504) Khadija Alnofeli, Shahriar Akter, Venkata Yanamandram

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**Decision-Making Processes and Organisational Performance**

**Session Chair: Thanos Papadopoulos**

The Impact of Big Data Analytics on Decision-Making within Government Sector (291) Laila Faridoon, Wei Lui, Crawford Spence, Mischa Dohler

Factors Affecting Users' Trust and Technology Anxiety During the Acceptance of mHealth Services (958) Rawan Alhazmi

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Technology Adoption and Implications**

**Session Chair: Savvas Papagiannidis**

Algorithmic Management and the Gig Economy: Implications for Employment Relationship in Nigeria (281) Olatunji Adekoya, Hakeem Ajonbadi, Chima Mordi

Technology legitimization and user resistance: the NHS COVID-19 app (518) Carlos Ferreira, Maureen Meadows, Evronia Azer

Investigating the impact of artificial intelligence-enabled digital banking on consumer behaviour: A study of banking industry in the UK (1004) Lakshani Nissanga Mendis

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Digitalisation and IS Design**

**Session Chair: Savvas Papagiannidis**

An Ethics-by-Design Perspective of Digital Technology Development: Investigating the role Team Diversity and Unconscious Bias (500) Katie O'Reilly, Wendy Rowan, Stephen McCarthy

Mapping the user's perception of BIM and exploring the correlation of digitalization and opportunistic behavior in the Norwegian construction industry (677) Tausif Ahmed Ishtiaque, Ole Jonny Klakegg

Robotic Process Automation of the Lebanese Accounting Service Sector; A Socio-Technical Perspective (1073) Farag Edghiem, Noha Hariri, Mohammed Ali, Nicholas George

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10:00**

**FULL PAPER SESSION (In Person)**

**Technology and Ethical Implications**

**Session Chair: Thanos Papadopoulos**

The Web watches and remembers everything: The ethical implications of employee and customer digital footprints in SMEs performance (552) S Asieh H Tabaghdehi, Ozlem Ayaz Arda, Ainurul Rosli, Prerna Tambay

Smart Retailing and the Challenges of the AI Ethics: A Systematic Literature Review (1072) Edem Boni, S Asieh H Tabaghdehi

## **FRIDAY 2<sup>ND</sup> SEPTEMBER643**

## **SESSION 7**

**15:15 – 16.15**

**FULL PAPER SESSION (In Person)**

**e-Government**

**Session Chair: Thanos Papadopoulos**

Assessing the Status and Challenges of e-Governance and e-Public Services Delivery in Nigeria (412) Godwin Oyedokun, Modupeola Adeolu-Akande, Dolapo Oyedokun

The Need For Robust Digital Tax Regimes In The Gulf: A Case Of The Saudi Arabian Tax System (980) Sameera Almalki, Mohammed Ali

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.15**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**AI-enabled services and Consumer Behaviour**

**Session Chair: Savvas Papagiannidis**

Emojis and Decision-making style: The Effect of Chatbot Characteristics on Consumer Perception (428) Tiantian Wang, Nadia Papamichail, Sahar Karimi

“Alexa, Are You A Salesperson?”: Exploring The Influence Of Human-VCSA Relationships On Consumer Buying Behaviour (817) Rachel Sammut

## **Entrepreneurship**

**Track Chair: Felix Arndt**

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Felix Arndt**

Identifying opportunities during challenging times: The case of Women Entrepreneurs in

the Informal Food Production Sector in Mauritius (373) Soolakshna Lukea Bhiwajee, Nitisha Purusram-Dhondee

Exploring Amateur Innovators' Opportunity Discovery and Entrepreneurial Intentions: The Role of Common-Pool Resources and Community Bonding (639) Yu-Yu Chang, Christopher Someus, Wisuwat Wannamakok

Sustainability signals, perceived start-up prestige and willingness to invest (816) Subhan Shahid, Ioanna Liouka, Ioanna Deligianni

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Aqueel Wahga**

Towards a Systems View of Entrepreneurial Resilience (943) Neil McBride, Regina Frank

Empowering or Perpetuating gender social hierarchies? An exploration of women entrepreneurs' interaction within the entrepreneurial ecosystem (464) Ekoua José-Maria Danho

Entrepreneurial Activity Creation in Debt Vs PLS Financing of Sustainable and Non-Sustainable Crowdfunding Projects : An Artificial Intelligence Approach using Agent Based Simulation (553) Adil El Fakir, Youssef Lamrani Alaoui, Mohamed Tkiouat

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Roopa Aruvanahalli Nagaraju**

Becoming an entrepreneur: impression management strategies for legitimacy of Moroccan female entrepreneurs in the Netherlands (398) Samira Louali, Caroline Essers

The Influence of Gender on Networking and Business Performance relationship in SMEs: A Case Study Investigating an Emerging Economy – Bangladesh (605) Sharmin Nahar

A Jungian archetypal approach to entrepreneurship: The case of male entrepreneurs (882) Esra Paca

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:45**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Roopa Aruvanahalli Nagaraju**

The location of research spin-offs: the role of business plan competitions (786) Elisa Salvador, Giancarlo Lauto

Examining Entrepreneurial Leadership Effect on Micro, Small and Medium Enterprises' Effectiveness: Evidence from Ethiopia (568) Mesfin Gezahegn

Perceived Barriers and Entrepreneurial Exit Intentions: Role of Self-efficacy and Nature of Business Activity (483) Subhan Shahid

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:45**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Felix Arndt**

Accelerating creation of new ventures through entrepreneurial learning -a case study of an electrical mobility company in partnership with an innovation incubator (347) Lars Gottschling-Knudsen, Markus H. Dahm

Entrepreneurial Learning Behaviours: An Exploratory Study of Start-ups in Pakistan (706) Maryam Hina, Fareesa Malik

A Multilevel Analysis of Family Business Efficacy and Firm Performance in Family Firms (658) Wejdan Al Kayid, Zhongqi Jin, Costa Priporas

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:45**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Saadat Saaed**

Wellbeing is not about happiness, it's about your team dynamic (757) Shelley Beck, Jeremy Zwiendelaar



International Entrepreneurship and Cognition: The moderator role of Institutional Support (1102) Naima Cherchem, Erno Tornikoski

Intrapreneurship: A Determinant of Greater Organisational Performance in the Resorts of Maldives (971) Ameen Ibrahim, Olusoyi Richard Ashaye, Mushfiqur Rahman - **FULL PAPER**

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:45**

**SYMPOSIUM (In Person)**

**Session Chair: Michelle Richey**

**RE-EXAMINING MECHANISMS FOR ENGAGED SCHOLARSHIP IN ENTREPRENEURSHIP STUDIES (514) Michelle Richey, Pablo Munoz, Monder Ram**

*Building on the success of BAM's engaged scholarship workshops, this symposium aims to assemble lessons from scholars actively engaged at the cutting edge of engaged scholarship. Van de Ven's (2007) influential exposition of a more impactful mode of scholarship has increasingly resonated with entrepreneurship scholars seeking to critique (Rouse & Woolnough, 2018), and advance paradigms (Dimov, 2016) and mechanisms (Ram, 2019) that facilitate meaningful, positive impact where it is most needed. This session brings together three accounts of engaged scholarship projects to inform and advance practice and debate among the BAM community, particularly among entrepreneurship scholars.*

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**Session Chair: Abiodun Adegbile**

Does social performance contribute to economic performance of social enterprises? If so, how? (232) Charan Bhattarai, Caleb Kwong, Min Prasad Bhandari, Cherry Cheueng

Understanding Country Responses to foster SMEs Resilience amid Covid-19 Crisis: An Empirical Taxonomy of OECD Country Members and Non-Members based on Public Rescue Policies (642) Placide Poba-Nzaou, Anicel Tchibozo, Crispin Enagogo

From Informal to Formal: Does Formal Enterprises' Prior Experience in the Informal Sector Drive their adoption of Bricolage? (1064) Abiodun Adegbile, Sadrac Cenophat

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Inge Hill**

The effects of business and social networks on entrepreneurial ecosystem factors in regional SMEs' in Australia (61) Sumedha Weerasekara, Ramudu Bhanugopan

Technology entrepreneurship ecosystems research: Emerging trends and future research (840) Sebastian Arriagada

Exploring the nexus: Women social entrepreneurs, ecosystem and individual attributes (471) Manash Jyoti Borah, Rohit Kumar, Neeraj Kesharbani

### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

#### **SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Barak Aharonson**

Bridging the funding gap between Technology and Entrepreneurship in Nigeria: the case for Crowdfunding (171) Ekene Okwechime, Osikwemhe Damisah, Kefas Thomas

Entrepreneurial Founding Conditions and Business Survival: A Systematic Review And Future Research Directions (278) Pius Apprey, Joseph Amankwah-Amoah, Gloria Appiah

Delving into a Systems Approach to Socio-Technical Influences on Sustainable Entrepreneurial Activity (489) Chantal Runte, James B Johnston, Kevin Reuther, Christian-Andreas Schumann

### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

#### **SESSION 4**

**14:05 – 15.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Vasilios Stouratis**

Leadership, Workplace Innovation and Work Value Ethics in Asian SMEs (49) Nuttawuth Muenjohn, Adela McMurray, Jun Ishikawa

What has intelligence got to do with it? - Assessing the contribution of intellectual fluidity and memory retrieval in the conception of high quality New Venture Ideas (436) William Bracken, Juan Carlos Fernandez de Arroyabe, Jun Li

How shared leadership influences and entrepreneurial passion in tech ventures? Roles of ADHD and innovation ability (446) Syeda Nimra Batool, Hassam Imam, Stefanie Bröring

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Gary Chapman**

Success Factors for AI-Based Healthcare Startups: A Comparative Study Between the USA and Moroccan Ecosystems (119) Ahmed Zahlan, David Hayes, Ravi Prakash Ranjan

Managerial capability for innovation in the hotel micro firm: Integrating empirical research with conceptual insights (144) Arthur Kearney, Denis Harrington, Felicity Kelliher

Migrant and native social entrepreneurship, a qualitative analysis of work integration social enterprises in the UK (895) Eleni Chiarapini, Asmund Rygh, Xia Han, Johannes Kleinhempel

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Wilson Ng**

Necessity and opportunity entrepreneurs: an investigation into their profiles (165) Helene Delerue, Jihene Cherbib, Clement desgourdes

Assessing the Impact of MSMEs Entrepreneurial Competency on Transformational Entrepreneurial in a Developing Economy (346) Odafe Egere, Gideon Maas, Paul Jones

Senior entrepreneurship in Thailand: The empirical evidence of entrepreneurial motivations (612) Thitikan Khamwan

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

#### **SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Roopa Aruvanahalli Nagaraju**

Creating Something in a Resource Constraint Setting with Individual Entrepreneurial Orientation (434) Syed Abidur Rahman, Morza Mohammad Didarul Alam, Seyedeh Khadijeh Taghizadeh, Qihai Huang

MICRO SMALL-MEDIUM ENTERPRISES' (MSMES) RESPONSE TO COVID-19 PANDEMIC: EVIDENCE FROM PARTICIPATION ON TAX INCENTIVE PROGRAM (873) Martha Simanjuntak, Siti Nuryanah

Tracing Processes of Accountability Among Social Entrepreneurs (1005) Marieshka Barton, Pablo Munoz

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

#### **SESSION 5**

**17:05 – 18.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Barak Aharonson**

A reconceptualization of inspiration in entrepreneurship (793) Jingqi Wang, Stefania Zerbinati, Vangelis Souitaris

Inhibiting or motivating: the impact of failures and successes on entrepreneurial proclivity (765) Barak Aharonson, Shmuel Ellis, Noa Fogel

When does intellectual property lead to high venture performance? The complementary role of founding team human capital and financial capital under different institutional environments (558) Shuangfa Huang, Xu Wang

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

#### **SESSION 5**

**17:05 – 18.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Ozlem Ozen**

TOWARDS AN IMPACT INVESTMENT READINESS FRAMEWORK (160) Suwen Chen, Pablo Munoz, Jonathan Kimmitt, Richard Harrison

Governance and Entrepreneurial Activities: The Role of Government Effectiveness and Corruption (200) Ozlem Ozen

Leviathan as a signal: How shareholders with government backgrounds impact IPO underpricing of new ventures (247) Junyang Li, Tao Bai

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Felix Arndt**

Shedding Light on Dark Materials: An Investigation into the Inclusion of 'Dark Entrepreneurship' on HE Programmes and its Impact on Student Decision Making and Entrepreneurial Intentions (1045) Connie Hancock, Ying Zhao, Henry Sidsaph, Fran Shollo

Enabling Student Entrepreneurs in Emerging Markets: Examining The Potential of Autonomy as Enabler (404) Vasilios Stouraitis, Markos Kyritsis, Konstantinos Tsanis, Mior Harun Mior Harris

Development of a Data Warehouse for the Assessment of Entrepreneurship Education and Venture Creation (369) Kassandra Papadopoulou, Robert Phillips, Jacob Salder, Fatemeh Salehi

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Roopa Aruvanahalli Nagaraju**

The Dynamics of Entrepreneurial Learning Process and Networks: Thai Entrepreneurs in Food and Agricultural Industries (669) Sarocha Mitbunchanarong

Entrepreneurship as stress management in the context of compounded uncertainty (1006) Hussam Krkjie, Michelle Richey

Technicians: The hidden role in the process of knowledge exchange? (316) Hannah Noke, Deborah Roberts, Kenneth B. Kahn

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

## **SESSION 6**

**08:30 – 10.00**

**FULL PAPER SESSION (In Person)**

**Session Chair: Emma Green**

The sustenance of Entrepreneurial Ecosystem: Network Synergism and its dimensions (254) Deeksha Gupta, Rohit Kumar

Ethnic Minority Entrepreneurship in Times Like These: Perceived Selective Incivility and Relational Trust for BAME SMEs during the COVID-19 Pandemic (7) Tolu Olarewaju, Jagannadha Tamvada

The role of Rewards-Based Crowdfunding in resourcing the startup of ventures from the perception of entrepreneurs (1075) Emma Green

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**FULL PAPER SESSION (In Person)**

**Session Chair: Knut Lange**

Is it worth investing in education? The returns to the most dynamic group of entrepreneurs (142) Moustafa Haj Youssef, Hiba Hussein

Entrepreneurship Education and Employability: Insights from UK Higher Education (393) Carolin Decker-Lange, Knut Lange, Andreas Walmsley

Entrepreneurial but not Entrepreneur: How Entrepreneurial Identity Shapes Identity of Entrepreneurs and Other Career Identities (645) Amr El-Kebbi, Benson Honig

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Felix Arndt**

Startup Accelerators as Liminal Spaces: Examining Entrepreneurial Identity Development (1048) Nellie El Enany

Unlocking value through strategic corporate venturing: Proposing a new model for earlier entry through collaboration and partnerships (341) Erza Carlson, Muhammad Azam Roomi, Mehdi Safavi

How can they help? The role of bricolage and start-up coach characteristics for opportunity recognition, exploitation, and start-up success (814) Omar Garcia Urdiales

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Wilson Ng**

Ethnic minority entrepreneurship and emerging digital innovation (170) Narayan Bhattarai

Digital Entrepreneurship: A citation based systematic literature review and content analysis of top 50 papers (214) Said Alriyami, Seyedeh Khadijeh Taghizadeh, Syed Abidur Rahman, Nisar Ahmed

Institutional Logics in Digital Entrepreneurial Ecosystems: A Perspective of Emerging Digital Startups in Pakistan (917) Hareem Nassar, Fareesa Malik

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16:15**

**FULL PAPER SESSION (In Person)**

**Session Chair: Min Prasad Bhandari**

Does trade dependency lead social enterprises to achieve better performance? (234) Charan Bhattarai, Min Prasad Bhandari

Systemic and local entrepreneurial growth intentions in developing economy context: evidence from South Africa (763) McEdward Murimbika – **DEVELOPMENTAL PAPER**

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.45**

**FULL PAPER SESSION (In Person)**

**Session Chair: Roopa Aruvanahalli**

ENTREPRENEURSHIP, EMANCIPATION AND THE CONSTRUCTION OF AUTONOMY UNDER EXTREME CONSTRAINTS (357) Lee Wainwright, Pablo Munoz

The Role of Resources in Senior Entrepreneurship: A Systematic Literature Review (472)  
Muntasir Alam, Budi Harsanto

A qualitative investigation of female entrepreneurial resilience in developing countries  
(944) Roopa Aruvanahalli, Edyta Kostanek

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.45**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Wilson Ng**

Gendered Ageism in Societal Capital for Older Entrepreneurship (768) Isabella Moore,  
Judith Scully, Nick Theodorakopoulos

The development of social and human capital on the employee retention aspect for the  
HRM in social enterprises in Thailand (629) Naraporn Thammadee, Katerina Nicolopoulou,  
Pratima Sambajee

EMERGING SPIRITUAL CAPITAL CONSTRUCTS IN MANAGEMENT AND ENTREPRENEURSHIP  
(37) Ayodele Osunmakinde

## **Financial Management**

**Track Chairs: Timothy King, Larisa Yarovaya and Patrycja Klusak**

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30 (10:45)**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Lavinia Rognone**

Forecasting oil price volatility: does oil price uncertainty matter? (1122) Androniki  
Triantafylli

Which Oil Shocks are Recessionary, and Which are Inflationary? (1121) Nikolaos Vlastakis

Returns from Liquidity Provision in Cryptocurrency Markets (1120) Larisa Yarovaya

The economic value of financial noise timing (767) Lavinia Rognone, S. Sarah Zhang, Stuart  
Hyde, Ying Chen



## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:15**

**FULL PAPER SESSION (In Person)**

**Session Chair: TBC**

Bitcoin Under the Microscope (143) Hossein Jahanshahloo, Felix Irresberger, Andrew Urquhart

Political Connections and Insider Trades during the Trade war (1125) Moshfique Uddin

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:45**

**FULL PAPER SESSION (In Person)**

**Session Chair: Laima Spokevicuite**

Executive Compensation Faultlines (228) Laima Spokevicuite, Timothy King, Helen Bollaert

A 'green light' for executive pay? Shareholder monitoring and pay-for-carbon-performance (968) Danial Hemmings, Lynn Hodgkinson, Gwion Williams

Influence of the Pension Investment on Nigeria Financial Development (1010) Godwin Oyedokun

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**Session Chair: Mohamed Faour**

Bank Organizational Culture and Misconduct (444) Mohamed Faour, Shivam Agarwal, Xal Muckley

Regulatory Oversight and Bank Risk (908) Muhammed Hasan Yilmaz, John Wilson, Dimitris K. Chronopoulos

State Ownership and Bank Lending: Evidence from Turkish Banking Industry (1123) Dimitris K. Chronopoulos, John Wilson, Muhammad Hasan Yilmaz

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 4

14:05 – 15.35

**FULL PAPER SESSION** (In Person)

**Session Chair: Stuart Hyde**

A comparative study between the Vector Autoregressive VAR model and Artificial Neural Network model in forecasting FTSE350 Real Estate Index time series (1069) Konstantinos Vergos, Mateusz Jozko

Keyword Portfolio Optimization in Paid Search Advertising (462) Raphael Markellos

Financial advisory firms, asset reallocation and price pressure in the FOREX market (452) Francisco Pinto-Avalos, Michael Bowe, Stuart Hyde

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 4

14:05 – 15.35

**DEVELOPMENTAL PAPER SESSION** (In Person)

**Session Chair: Timothy King**

Financial Inclusion and Well-being- Is it Demand-Following or Supply-Leading? (15) Lakshmy Subramanian

Diffusion of Industry 5.0 in the financial sector: A developmental study (941) Zahoor Soomro, Qaisar Ali, Shazia Parveen

Inflation: from transient to persistent? Will Mark Twain persevere, metaphorically? (268) Mohsin Hafeez, Daniel Tirado – **FULL PAPER**

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 5

17:05 – 18.35

**DEVELOPMENTAL PAPER SESSION** (In Person)

**Session Chair: TBC**

Capturing the Fluctuation of Bitcoin Price: The Importance of Intraday Twitter Sentiment Volatility Measures (610) Yuanming Qiu

Does economic policy uncertainty drive commodity-equity linkage in BRIC markets? (833) Mudassar Hasan, Naheed Roni

Are fund managers incentivised to ignore stock market jumps? (103) Ilias Chondrogiannis, Mark Freeman, Andrew Vivian - **FULL PAPER**

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.45**

**FULL PAPER SESSION (In Person)**

**Session Chair: Konstantinos Bozos**

Cultural And Geographic Distance Effects of Cross Border Mergers: An Inter-Temporal Perspective (493) Konstantinos Bozos, Vassiliki Bamiatzi, Seyda Deligonul

Taking Money Off the Table: Suboptimal Early Exercises, Risky Arbitrage, and American Put Returns (487) Adnan Gazi, Kevin Aretz, Ian Garrett

"Determinants of firms' choice between green and conventional bonds---Why is the corporate green bond market still so "green"? (397) Shuyu Li, Marie Dutordoir, Joao Quariguasi Frota Neto

## **Gender in Management**

**Track Chairs: Andrie Michaelides**

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Andrie Michaelides**

Let their voices be heard: Exploring female educational leaders' crisis management skills and reliance on inclusive leadership amidst the Covid-19 pandemic in Higher Education Institutions in the UK (54) Eleni Meletiadou

When the whole is greater than the sum: Role of intersectionality in the work experiences of female employees in management academia (6) Lakshmi Balachandran Nair

Navigating an invisible labyrinth: The effect of involuntary bogus self-employment on female Greek-Cypriot educators' job satisfaction and subjective well-being (55) Eleni Meletiadou

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

## **SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Gary Powell**

Influence of gender stereotypes on representation of women in leadership roles in the Bangladeshi Banking sector (303) Gibran Mahmood

You Are Who You Know – or Not? Exploring Gender Differences in Network Relations for Innovation Knowledge (88) Sonja Sperber – **FULL PAPER**

Contextualising Postfeminism: A postfeminist analysis of women's entrepreneurial identities in the Netherlands (666) Patricia Lewis, Caroline Essers

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Elisabeth-Anna Guenther**

'What Inspires Mothers to Come back to Work? A Netnographic Evaluation of the Internet's Influence on Motherhood (630) Rimleena Boro

Gender Blindness: Facets of Gender Inequality Impacting Women at the Organisational Level in India (852) Parul Srivastava, Aparna Venkatesan

Revisiting the role of Women Empowerment and Gender Equality in attaining Work/Life Balance (862) Shifali Singh, Sanchita Bansal

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:00**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: TBC**

THE ROLE OF GENDER AND ITS IMPACT ON TRUST DEVELOPMENT IN NEGOTIATION PROCESS (870) Sweta Singh

Disclosure Dilemmas of LGBTQ+ Students Among Top B-Schools in India (837) Deepanshu Wadhwa

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

## SESSION 2

14:15 – 15:45

**Joint Workshop with the Human Resource Management Track (In Person)**

**Session Chair: Jenny Rodriguez**

Everybody's Talking about Menopause (240) Katy Marsh-Davies, Kathleen Riach

*Everybody is welcome to join this inclusive session and engage in conversations about menopause: the challenges it can bring and how organisations might better support people through this life stage. Through this workshop we will consider how BAM can promote a culture of menopause well-being in the workplace, including setting an agenda for future research.*

*There will be prestigious guest speakers (including Carol Atkinson/Jo Duberley; Belinda Steffan; Kathleen Riach) showcasing their research on this topic, as well as opportunities for interaction and sharing of experiences and ideas.*

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 3

08:00 – 09.30

**FULL PAPER SESSION (In Person)**

**Session Chair: Susan Vinnicombe**

Taking the “man” out of manager: Changing gender role stereotypes and Implicit Leadership Theories among business students (310) Elaine Berkery, Nuala Ryan

Negotiating the way out of unfair gender pay gaps: Evidence from a large-scale field study of female doctors in the UK (533) Carol Woodhams, Irina Cojuharenco, Sara Ahmed, Carol Atkinson

456

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 3

08:00 – 09.30

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Andrie Michaelides**

Working mother's voice, muted or not? A hermeneutic phenomenology study on Professional working mothers in Pakistan (460) Benish Khan

“I would probably feel a bit stupid, sort of intimidated to ask about it” - A qualitative inquiry into how entitled lone parents, repartnered parents, and stepparents feel to organisational work-family support within the UK (198) Anneke Schaefer, Laura Radcliffe, Caroline Gatrell

Haven or hazard? Hybrid working and the workplace political activity of men and women (109) Madeleine Wyatt

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 4

14:05 – 15.35

### SYMPOSIUM (In Person)

#### Session Chair: Andrie Michaelides

Reimagining inclusive workplace post-pandemic: Emerging agendas for management research and practice (1123) Valerie Stead, Martyna Sliwa, Gary Powell, Maria Adamson,

*The past two years of the global pandemic crisis have raised many questions about our relationship with work and organizations. Amidst the challenges posed by the pandemic, a key question to move us forward is related to the future of work. This symposium session aims to reflect on the key questions that have emerged for equality and diversity scholars: How can pandemic learning help us (re)imagine a more inclusive and diverse workplace and sustainable working practices going forward? What lessons should we learn?*

*This symposium will feature a panel discussion of the challenges highlighted by the pandemic in the areas of equality and diversity, leadership and ethics as well as focus on debating how we can move forward and contemplating on issues that need attention to help us improve leadership and organisational culture and working practices in an inclusive way.*

*Key questions that this symposium addresses:*

- *What are the key issues related to equality, diversity and ethics that have emerged in the context of the COVID-19 crisis that need attention for an inclusive and sustainable future of work?*
- *Are there any promising or positive changes or realisations that can help us to reimagine the gendered nature of work in a more inclusive and sustainable way?*
- *How can we capitalise on pandemic learning and what should we focus on and explore as management scholars to help realise potential positive change in gender and diversity in the workplace?*

## THURSDAY 1<sup>ST</sup> SEPTEMBER

## **SESSION 5**

**17:05 – 18.05**

**FULL PAPER SESSION (In Person)**

**Session Chair: Elisabeth Anna Gunther**

Female leaders' social network structures and managerial performance: The moderating effects of promotional orientation and climate for inclusion (41) Ali Ahmad Bodla, Alina S Hernandez Bark, Ali Nawaz Khan, Chiyin Chen

Demographic Faultlines and Performance: The Role of Intragroup Power Struggles and Group Communication (190) Ramsha Naeem

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Gary Powell**

Has the Time of Androgynous Leadership Arrived? Is Masculine Leadership in Demise? (44) Gary N. Powell, D. Anthony Butterfield

Mental Toughness: A study of women entrepreneurs in the United Arab Emirates (387) Linzi Kemp, Su Beesley, Monica Gallant, Prabha Venugopalan

Understanding gender equality and diversity policy implementation through a multilevel lens: A literature review (371) Lina Seidlitz

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**FULL PAPER SESSION (In Person)**

**Session Chair: Jenny Rodriguez**

Cultural capital gains and losses : The unencumbered male performance standard and women global partners (1113) Christina MacNeil

A Stalemate: The Road Towards Gender Equality in the Indian Software Industry (808) Shreyashi Chakraborty

Women temporary workers in tea gardens and the Covid-19 pandemic: A postcolonial study (892) Poonam Barhoi

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 09:30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Andrie Michaelides**

The social and economic impact of the Covid-19 crisis on South Asian women within the NHS (327) Saleema Kauser, Ana Paula Figueiredo

Leap Of Faith: An Intersectional Approach to the Evolution of Female Scientific Careers in Developing World Context (202) Mabel Torbor, David Sarpong

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.45**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Jenny Rodriguez**

Intersectionality of Gender, Caste and Religion – An Account of Discrimination Experiences of Indian Domestic Workers (554) Aiman Nida, Randhir Kumar

Gendered Impact of Covid-19 on Domestic Work: Re-thinking Intersectionality (774) Aiman Nida, Randhir Kumar

Multi-level Influences on Women's Careers under China's Family Planning Policy - A Literature Review (596) Jiahao Zhao, Angelika Zimmermann, Sarah Barnard

## **Human Resource Management**

**Track Chairs: Joshua Haist and Laurent Giraud**

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**HRD and High-Performance Work Systems**



**Session Chair: Katie Sinclair**

Twenty-five years of protean career literature: a bibliometric analysis (27) Thanh-Hang Pham, Seng Kok, Jung Woo Han

Implementation of Informal Sector Pension Schemes: Lessons from the Automobile sector (955) Yvonne Lamptey, Marjorie Owusu-Twum

Evidence-Based HRD For Strategic Positioning of HRD In SMEs: HR Analytics to The Rescue? (473) Geethika Raj, Krishnan T.N

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**Burnout and wellbeing**

**Session Chair: Laurent Giraud**

Media Synchronicity Implications for Indian White-Collar Employees' Work-from-Home Wellbeing and Preference, Mediated by Psychological Needs Satisfaction (194) Navya Kumar, Swati Alok

A two wave cross-lagged study investigating the relationship between burnout and subjective career success from a lifespan perspective (270) Bryndis Steindorsdottir

INFLUENCE OF INCLUSIVE LEADERSHIP ON INNOVATIVE WORK BEHAVIOR: MEDIATED BY CONSTRUCTIVE DEVIANCE AND MODERATED BY PSYCHOLOGICAL EMPOWERMENT (650) Afsheen Fatima, Hafiza Amtul Hafeez, Hina Shoukat – **DEVELOPMENTAL PAPER**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30 (10:45)**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**HR & Contemporary Issues**

**Session Chair: Ila Sinha**

'THEY'VE ACTUALLY GOT HOME LIVES, IT MAKES THEM FEEL MORE PERSONABLE': REFLECTIONS FROM WORKING FROM HOME ON THE ROLE OF WORKPLACE RELATIONSHIPS (915) Ann Parkinson

'Busy & Lonely': The impact of virtual socialisation on newcomers' workplace commitment (121) Nima Ali, Juani Swart

Competencies of Middle Managers: A Systematic Literature Review (636) Anjali Nath, Krishnan T.N

On or Off ? It all depends on you: Exploring a Two Staged Dual Moderated Mediation Model of the Impacts of ICT usage on Work Family Conflict (100) Irene Wen-fen Yang

### **WEDNESDAY 31<sup>ST</sup> AUGUST**

#### **SESSION 2**

**14:15 – 15:45**

**FULL PAPER SESSION (Virtual)**

**HR & Contemporary Issues**

**Session Chair: Laurent Giraud**

Responsible autonomy: The role of autonomy, control and trust (667) Neve Isaeva Abgeller, Reinhard Bachmann, Tony Dobbins, Deirdre Anderson

Should I Stay or Should I Go? Expatriates' Locus of Control Personality, Self-efficacy, Cross-cultural Adjustment, and Organizational Career Support (187) Yu-Yu Chang, Huei-Ying Chen, Minh-Di Chau

Impact of Women Authentic Leadership on Individual Performance and Self Efficacy: Mediating role of Employee Resilience (660) Afsheen Fatima, S. Tariq, Maryam Manzoof, Agha Ehtisham-ul-Haq – **DEVELOPMENTAL PAPER**

TALENT MANAGEMENT DURING A GLOBAL PANDEMIC – AN EMERGENT TOOLKIT FOR THE VIETNAMESE BANKING INDUSTRY (209) Nhan Dang, Trung Nguyen, Seng Kok – **DEVELOPMENTAL PAPER**

### **WEDNESDAY 31<sup>ST</sup> AUGUST**

#### **SESSION 2**

**14:15 – 15:45**

**Joint Workshop with the Gender in Management Track (Hybrid)**

**Session Chair: Jenny Rodriguez**

Everybody's Talking about Menopause (240) Katy Marsh-Davies

*Everybody is welcome to join this inclusive session and engage in conversations about menopause: the challenges it can bring and how organisations might better support people through this life stage. Through this workshop we will consider how BAM can promote a culture of menopause well-being in the workplace, including setting an agenda for future research.*

*There will be prestigious guest speakers (including Carol Atkinson/Jo Duberley; Belinda Steffan; Kathleen Riach) showcasing their research on this topic, as well as opportunities for interaction and sharing of experiences and ideas.*

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**High-Performance HRM and Sustainability**

**Session Chair: Stephen Procter**

High-Performance Work Systems and Ethical Supervisors: Evidence from a Pakistani Hospital (839) Muhammad Faisal, Pauline Stanton, Michael Muchiri

Reimagining Green Human Resource Management for Sustainable Performance: Towards an Integrative Processual Framework (131) Shah Chowdhury, John Mendy, Mahfuzur Rahman

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**International HRM**

**Session Chair: Susan Kirk**

The emergency exit: Toward an alternative framework of repatriation adjustment (66) Hyacinthe Caldwell

Social capital in skilled migrants' careers: The reasons for (dis)engagement (85) Andrew Kozhevnikov

The past and the future of workforce nationalization in the Gulf Cooperation Council countries: A review and suggestions for developing the field (300) Said Elbanna, Shatha Obeidat, Tamer Elshamouby, Heba Younis

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**Work-life Balance and Age**

**Session Chair: Helen Shipton**

Single Student-Mothers' Work-Life Balance and the Challenges of Multiple Roles (9) Toyin Adisa, Tonbara Mordi, Kareem Sani

The Double-edged Role of Informality in Work-life Management: Evidence from Chinese State-Owned Enterprises (241) Mengyi Xu, Yujie Cai

Older adults' perceptions of ageing and work: the role of life transitions (126) Paula O'Kane, Diane Ruwhiu, Elena Piere, Sara Walton

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Equality and Diversity**

**Session Chair: Katie Sinclair**

Discourse versus Experience? Employee perceptions of diversity discourse and existing inequalities within a UK organisation (607) Jessica Ijebor

Baby on Board! A longitudinal study how first-time mothers navigate their multiple role transitions and make career choices before and after returning to work (790) Katharina Bader, Fabian Jintae Froese

What does the literature review reveal about the labyrinth and self-undermining challenges of women's promotion in South Africa (549) Noma Mguni

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Worklife balance, well-being and sensemaking**

**Session Chair: Stewart Johnstone**

Impact of Role Overload and Professional Empowerment on Perceived Work Life Balance of Single V/S Dual Income Individuals (815) Poonam Vatharkar, Meenakshi Aggarwal-Gupta

Exploring Human Resource Analysts Strategic Sensemaking and Sensegiving Practices (952) Manzoor Khan

Is Home-Working an Enabler of Pornography Addiction? A Development Paper into the effects of Productivity, Engagement & Well Being (246) Steve Bingham

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 4**

**14:05 – 15.35**

**FULL PAPER SESSION (In Person)**

**Digitalisation and Industry 4.0**

**Session Chair: Bianca Mirea**

Strategic Talent Management and Technological Transformation: Insights from Early Careers Recruitment during the COVID-19 Pandemic (104) William Donald, Yehuda Baruch, Melanie Ashleigh

Understanding the Digital Transformation & its influence on HR Function (180) Mohammed Al Hazi, Subrahmanian Muthuraman, Nasser Yahyaei, Amani Al Balushi

Unleashing talent agility in the era of industry 4.0: A hybrid (thematic-fuzzy-AHP-DEMATEL) approach (564) Gopal Krushna Gouda, Binita Tiwari

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 4**

**14:05 – 15.35**

**FULL PAPER SESSION (In Person)**

**Meaning, Sense and Justice**

**Session Chair: Mengyi Xu**

“Saving Lives”: Conceptualising the meaning of work among doctors and nurses in Malaysia (535) Oscar Dousin, Balvinder Kaur Kler

THE CYCLICAL PTREAD MODEL OF IDENTITY AND WELL-BEING SENSEMAKING: AN ABDUCTIVE CROSS-CULTURAL REPLICATION (990) Gwyn Mapp, Hazel Mawdsley, Teresa Rothausen

Is teleworking fair? Organisational justice issues in remote working settings – A systematic review (758) Syed Imran Saqib, Antonello Bellanova

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Employee Voice and Silence**

**Session Chair: Helen Shipton**

The Implication of Silence Among Surgical Professionals on Patients' Safety: The Role of High Power-Distance Culture (216) Emmanuel Kwasi Mawuena, Orun Emeka Smart

Entrenching and Legitimising the Omnipresence of Unheard (Employee) Voice: A Culturalization Strategy (101) Emeka Orun, Chima Mordi. Toyin Adisa

Employee voice climate during macro-turbulence (154) Margarita Nyfoudi, Bora Kwon

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**HR Analytics and line managers**

**Session Chair: Andy Charlwood**

Can HR analytics inform job design decisions and priorities? Evidence from the care homes sector (415) Andy Charlwood, Danat Valizade, Karen Spilsbury

Collaborative perspective for HRM implementation: HR's effort to diffuse new practices in cooperation with line managers (224) Shuichi Moritani

People Analytics applications, value, structure, and system support: An explorative study from Italy (738) Stefano Di Lauro, Aizhan Tursunbayeva, Gilda Antonelli, Luigi Moschera

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 5**

**17:05 – 18.35**

**FULL PAPER SESSION (In Person)**

**Training, Development, and Coaching**

**Session Chair: Margarita Nyfoudi**

What happens after training? Complex linkage between learning during training and training transfer (681) Sainath Srikant Karthik Bhuvanagiri, Chandrasekhar Bhuvanagiri

Impact of trainer-trainee interaction on trainee learning in work-related training context: An empirical investigation (627) Chandrasekhar Bhuvanagiri, S ainath Srikant Karthik Bhuvanagiri

The Effects of Managers' Coaching Behaviour on Employee Job Performance: The Moderating Role of Organisational Culture (59) Nicholas Clarke, Najla Alshenalfi, Tom Garavan

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 5**

**17:05 – 18.35**

**FULL PAPER SESSION (In Person)**

**International HRM & Underprivileged workers**

**Session Chair: Andrew Kozhevnikov**

Positive responses to extreme work: Front-line health workers' experiences of the Covid-19 pandemic (923) Jenny Rodriguez, Stephen Procter, Gregorio Perez

Emotional labor and stress: The moderating effect of disruptive events in high-risk contexts (877) Katharina Bader, Benjamin Bader

The role of human resource management towards underprivileged workers in the complex institutional setting: Evidence from the Bangladeshi garment sector (173) Mohammad Jasim Uddin, Farhad Ahmed, Syed Monirul Hossain, Samsul Islam

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Academia and Industrial Relations**

**Session Chair: Stewart Johnstone**

Academic Staff Union, Academic Disruption and Sustainable Industrial Harmony in Federal University, Ibadan Nigeria (809) Tina Akinbo

Trade Union Revitalisation: The Impact of Artificial Intelligence and Gig Economy (989) Adejoke Ige-Olabaju, Michael Oyelere, Rashmi Maini

All the way to the top in academe: Careers of University Presidents (84) Yehuda Baruch, Sebastien Point, Huong Nguyen, Lisa Thomas

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

## **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Diversity, Equality, and Employee Voice**

**Session Chair: Katharina Bader**

The Role of Accents in Shaping Employees' Experiences and Inequalities in British Workplaces (1022) Rebecca Ashley

HR Managers' Initiatives to Transcend Tribal and Ethnic Barriers to Inclusive Workplaces in Nigeria (799) Celestine Nwachukwu

The impact of Islamic Work Ethic on employee voice in the banking sector (911) Shelagh Campbell, Muhammad Ali, Saqib Khan

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**HR analytics, ICT and AI**

**Session Chair: Yehuda Baruch**

Impact of AI-adoption on Recruiter (293) Niyati Bhoj, Rosalind Searle, Nuran Acur

The Adoption of Artificial Intelligence Technology on Talent Recruitment in the Banking Sectors of UK and Turkey (974) Marina Ayurova, Xiaoxian Zhu

THE IMPACTS OF ARTIFICIAL INTELLIGENCE TECHNOLOGIES ON HUMAN RESOURCE MANAGEMENT (257) Anh Phan, Mohamed Hawela, Wahabalbari Ahmed

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Talent Management**

**Session Chair: Stephen Procter**

The moderating role of perceived Talent Management practices in the relationship between Talent Management philosophies and Innovate Performance, Employee Wellbeing, and Work Engagement (1074) Hosam Barayan, Joshua Haist



A stakeholder informed evidenced based approach to understanding and informing talent management practices for nurses and midwives in the Irish healthcare sector-  
Developmental Paper (312) Elaine Berkery, Nuala Ryan, Bernadette O'Malley, Claire O'Donnell, Helen Purtill

TALENT MANAGEMENT DURING A GLOBAL PANDEMIC – AN EMERGENT TOOLKIT FOR THE VIETNAMESE BANKING INDUSTRY (209) Nhan Dang, Trung Nguyen, Seng Kok

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Learning and Training**

**Session Chair: Annica Lau**

Using deep learning to detect leadership ability at-a-distance (78) Vita Akstinaite, Michalis Vlachos, John Antonakis, Alexis Erne

Impact of Peer Interaction in work-related training context facilitates collaborative knowledge creation: A Field Experiment (869) Chandrasekhar Bhuvanagiri, Sainath Srikant Bhuvanagiri

Applying Transfer of Training to Innovation in a National Science System (125) Paula O'Kane, Jesse Pirini

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.45**

**FULL PAPER SESSION (In Person)**

**Creativity & Innovation**

**Session Chair: Idorenyin Etokakpan**

Examining the impact of Employer Branding on OCB, Innovative Performance and Intention to Stay with the Mediating role of Person Organization Fit: Evidence from Educational Sector (1093) Nida Siddique, Saqib Ilyas, Ayesha Rana

Sparking Creativity among Manufacturing Workers Using Extrinsic Rewards: A Self-Determination Theory Perspective (532) Helen Shipton, Veronica Lin, Welil Teng, Adam Kitt, Hoa Do, Clinton Chadwick

Impact of Brand Equity on Employee Turnover: Empirical Evidence from UK Higher Education Institutions (810) Idorenyin Etokakpan, Maria Balta, Joseph Amankwah-Amoah

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 7**

**15:15 – 16.15**

**FULL PAPER SESSION (In Person)**

**HRM Practices**

**Session Chair: Mengyi Xu**

Social Capital-based HRM Practices: Evidence from an Emerging Country (407) Syed Monirul Hossain, Mohammad Jasim Uddin, Farhad Ahmed, Pei-Lee Teh

Human Resource Management System Strength in Family-owned Businesses: Current state and its implications (798) Saif Ullah, Asfia Obaid

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 7**

**15:15 – 16.45**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Coping and psychological contract**

**Session Chair: Joshua Haist**

DESTRUCTIVE LEADERSHIP BEHAVIOURAL TYPES: COPING MECHANISMS AT WORK (349) Linda Ronnie, Juliet Prowse, Ailsa Stewart Smith

Expectations vs. obligations in the psychological contract - Does it make any difference at all to young professionals? (551) Annica Lau, May Bratby

All Our Friends Are Not Mine? Ties with Stars, Identity Similarity, and Subsequent Social Capital (585) Yue Zhong

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 7**

**15:15 – 16.45**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Strategic HRM and teams**

**Session Chair: Katie Sinclair**

A systematic synthesis and meta-analysis of green human resource management (308) Zuhair Abbas, Rasa Smaliukien, Roman Zámečník

Reimagining the Rhythms of Global Working (987) Andrew Rowe

Understanding the relationship of team tasks and team interdependencies – An empirical way forward (635) Shailaja Karve, Aparna Pandev, Anjali Chopra, Kiran Gupta

## **Identity**

**Track Chairs: Ali Rostron and Anastasia Naranova-Nassauer**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Ingo Winkler**

How salient identities shape the motives and perceived success of military expatriates: An exploratory study (375) Nour El Amine, Rosalia Montserrat Cascón Pereira

Workplace Isolation during COVID-19 and work-family conflict among academicians: Interplay of psychological stress and organizational identification (470) Juman Iqbal, Shameem Shagirbasha

Understanding the identity conflicts of free-lance professionals: A conceptual article (589) Garima Khemani

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 2**

**14:15 – 15:15**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Rosalia Cascón Pereira**

Identity positions in the academic student resistance discourse (75) Ingo Winkler, Irma Rybnikova

Coping with differential experiences of occupational stigma: Role of affirmational support ties (708) Prakriti Soral, Surya Prakash Pati, Sanjay Kumar Singh

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Rowan Steele**

"Is it ok that we don't want to go back to how it was before?": Women's experiences of flourishing during Covid-19 (239) Evelyn Lanka, Katy Marsh-Davies

Dual-Organizational Identification and its impact on Employee Performance; Role-Overload as a moderator: An empirical investigation pre and post Intervention (725) Sainath Srikant Karthik Bhuvanagiri, Chandrasekhar Bhuvanagiri

Organisational identity and identification in the context of changing work environment (991) Catherine Olusanmi

### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

#### **SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Evelyn Lanka**

Networked for Collaboration: Does multicultural identity provide unique advantages for diverse team performance? (1061) Salma Raheem

Inclusion and exclusion in the Victorian Treaty Process: a social identity perspective (469) Kevin Moore, Pauline Stanton, Shea Fan, Mark Jones, Mark Rose

Self-perceptions of privilege and the impact on inclusive behaviours: a case study of Partners in a professional services firm (685) Joanne Conway, Deirdre Anderson

### **FRIDAY 2<sup>ND</sup> SEPTEMBER**

#### **SESSION 6**

**08:30 – 10.00 (10.30)**

**FULL PAPER SESSION (In Person)**

**Session Chair: Katy Marsh-Davies**

The role of professional advisers' moral identity work in the transmission and reproduction of employee ownership discourses (537) Juliette Summers

Professional identification and affective professional commitment: a three-study examination (364) Margarita Nyfoudi, Mark Saunders

The Role of Identification During Unplanned Change: Insights from a case study (743)  
Güldem Karamustafa-Köse, Anna Lupina-Wegener

Examining resilience at the intersection of crisis and identity imperfections (733) Juliette Summers

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**15:15 – 16.15**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Kate Black**

Values Realisation and Identity Choices for Social Care Practitioners: Connection or just supposition? (762) Rowan Steele

Crisis, Resilience and 'our' Creative Identity (747) Hugh Waters

## **Innovation**

**Track Chairs: George Tsekouras and Nick Marshall**

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**Session Chair: George Tsekouras**

Dynamic Capabilities Creation and Innovation Ecosystem Evolvment: An Open Innovation Perspective (1030) Chung-Lin Tsai

Dynamic Capabilities Perspective of Knowledge Search/Identification for Open Innovation Processes in High-Tech Firms (279) Naheed Bashir, Ali Ahmad Bodla

People and pets: Values-based innovation management propositions for inclusive design (510) Claire Simmers, Adela McMurray, Donald Scott

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Aline Figlioli**

A Survey of Product and Service Innovation in Credit Unions: Ireland, Scotland, Northern Ireland, and Ghana (45) Iddrisu Musah, Ann Marie Ward, Anthony Wall

What influences end users' mHealth behavioural intentions in a technologically underdeveloped country? Applying UTAUT framework in Nigeria (893) Julie Davies, Bukar Zarami

Valuation of Early-stage Technology via Machine Learning: An Application to the UK Biopharmaceutical Startups (401) Du Liu, Xiaolan Fu

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Jong-Seok Kim**

Time of Learning and Organizational Form Selection for Complex Product and System (CoPS) Innovation (221) Jong-Seok Kim

The aetiology and acceptance of Social innovations: A preliminary framework (223) Debabrata Chatterjee

Dynamic Capability, Service Innovation and Knowledge Structure in Knowledge Intensive Business Service (KIBS) Firm (227) Jong-Seok Kim

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: TBC**

Intrafirm coopetition and innovation performance—Employee Level Evidence (484) Xiaolan Fu, Xuechen Ding

Open Innovation Post-Covid: A study of Japanese SMEs (367) Stefanos Marangos, Hiroko Oe, Takuji Takemoto

Strategic Management of Innovation: Key Managerial Aspects (505) Neerah Kesharbani, Rohit Kumar, Manash Jyoti Borah

## WEDNESDAY 31<sup>ST</sup> AUGUST

### SESSION 2

14:15 – 15:45

**FULL PAPER SESSION** (Virtual)

**Session Chair: Stephen Kehinde Medase**

Digital Innovations for Infrastructure Asset Management (140) Luke Seabright, Suresh Renukappa, Subashini Suresh, Rahul Hiremath

Financial mechanisms in promoting indigenous innovations in developing countries: below-the-radar-theory perspective (97) Harrison Paul Adjimah, Victor Atiase, Dennis Yao Dzansi

External knowledge integration and growth trajectory of innovative firms (392) Stephen Kehinde Medase, Joseph Amankwah-Amoah, Jutta Gunther

## WEDNESDAY 31<sup>ST</sup> AUGUST

### SESSION 2

14:15 – 15:45

**DEVELOPMENTAL PAPER SESSION** (Virtual)

**Session Chair: Aylin Ates**

Bridging Differing Perspectives on Ecosystems Research to Understand Co-opetition (56) Aylin Ates, Steve Paton, Harry Sminia, Marisa Smith

The influence of innovation on Small and Medium Enterprises (SMEs) marketing in developing countries to The innovation impact on marketing: the case of SMEs in developing countries (922) Muhammad Bilawal Khan, Qianxue Zhang

“Organisational capabilities that support outbound open innovation in public research organizations (301) Maryam Ghobankhani – **FULL PAPER**

## WEDNESDAY 31<sup>ST</sup> AUGUST

### SESSION 2

14:15 – 15:15

**DEVELOPMENTAL PAPER SESSION** (Virtual)

**Session Chair: TBC**

Industry 4.0 application adoption and implementation in UK infrastructure sector: Change management perspective (145) Haddy Jallo, Suresh Renukappa, Subashini Suresh

The catalyst roles of clusters in the relationship between open innovation and Digitalisation: A systematic review and research agenda within SME context (904) Mirhiga Okuwhere, Thant Huynh, Cherrise Hoyte, Andrew Johnston

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:45**

**WORKSHOP (In Person)**

**Session Chair: George Tsekouras**

Accelerating Technology Transfer in a Deep Tech Worlds (847) Antonis Livieratos, Yiannis Dimitrakopoulos

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09:30**

**FULL PAPER SESSION (In Person)**

**Session Chair: Jonathan Sapsed**

OBVIOUS PATENTS ARE NOT OBVIOUS: AI FOR DETECTING WEAK PATENTS (329) Egbert Amoncio

TRADE SECRET PROTECTION AND FOREIGN ACQUIRER ENGAGEMENT (394) Marta Arroyabe

Revisiting the role of intellectual property protection in determining firms' innovation performance (250) Marios Kafourous, Eva Mavroudi, Murod Aliyev, Chengqi Wang, Junjie Hong, Jia Fei

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09:30**

**FULL PAPER SESSION (In Person)**

**Session Chair: Antonis Livieratos**

Leggings, Sports Bras and Trainers: A Value Proposition Informed Approach to Eco-Activewear Innovation (707) Jennifer Johns, John R Bryson, Vida Vanchan



Microfoundations of dynamic capabilities for social innovations (1063) Alina Kadytova, Philip Shapira

Transition policy mixes and incumbents' business model adaptation: A co-evolutionary analysis of UK Zero-Carbon Homes (795) Mina Rezaeian

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 3**

**08:00 – 09:30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Seyedeh Khadijeh Taghizadeh**

Using business model tools in start-ups: insights and inconsistencies (50) Tatiana Khvatova, Jessica Lichy, Fraser McLeay

Developing successful innovations by overcoming barriers to management activities employed in the innovation process (965) Natasha Clennell, Ilma Nur Chowdhury, Chris Raddats, Judy Zolkiewski

Innovation Culture of SMEs in Oman: Current Practices and Future Movements (192) Seyedeh Khadijeh Taghizadeh, Syed Abidur Rahman, Golan Mostafa Khan, Said Alriyami

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 4**

**14:05 - 15:35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Mario Kafouros**

Game of Scrums: The Effects of Agile Organisation on Creativity (1109) Jonathan Sapsed, Andrew Grantham, Juan Mateos Garcia

Creativity: It's all about that Jump (728) Sarah Kazmi, Munish Thakur

Creative self-efficacy and Creative Performance mediated Model for Workplace Innovation (502) Irum Gul, Naveed Ur Rehman

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 4**

**14:05 - 15:35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Nick Marshall**

Sustainably innovating in HEI management to achieve the SDGs - the case study of a Federal Network of Education in Brazil (595) Patricia Prado, Ursula Maruyama

Co-Creation of Shared Value in Open Innovation for Sustainability: Banking Industry in Bangladesh (191) Seyedeh Khadijeh Taghizadeh, Syed Abidur Rahman, Malgorzata Radomska, MD Mosharref Hossain

Managing the sustainability paradox of cloud computing (262) Andrea Lagna, Sunhye Lee

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 5**

**17:05 – 18:35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Patricia Prado**

Innovation and Politics (523) Chris Callaghan, Suvera Boodhoo

Is the Linear Model of Innovation Dead? A Topic-Sentiment Analysis of Policy Documents (443) Thanos Fragkandreas, Leo Leitzinger, Marius Liebald

A glimpse into the future: The role of learning through innovation in shaping firms' strategic intentions (196) Areti Gkypali, Stephen Roper

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 5**

**17:05 – 18:35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Mario Kafouros**

The impact of robotics and digitization on firm level productivity (304) Pengbo Qi, Yifeng (Philip) Chen, Chander Velu

Job composition and digital technologies: its effect on UK firms in the digital era (105) Mabel Sanchez Barrioluengo

Participants in the Sharing-Economy Ecosystem: A Review and Future Research Directions (376) Samar Abdalla, Joseph Amankwah-Amoah, Amgad Badewi

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

## **SESSION 5**

**17:05 – 18:35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Ashokkumar Manoharan**

FinTech innovation and lending risk in an emerging economy context (845) Naheed Roni, Suborna Barua, Mohammed Abedin

Challenging the role of innovation intermediaries in value creation: what the “others” think? (659) Alessandro Paravano, Paolo Trucco

Strands of Social Innovation Research: A case study of social innovation firm (932) Ashokkumar Manoharan

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10:00**

**FULL PAPER SESSION (In Person)**

**Session Chair: George Tsekouras**

How organizationally innovative firms configure resources in the cluster environment (282) Thi Ngo, Sabrina Thornton

How network differences matter to firm innovation performance – the case of two Chinese cities (368) Xiaoyu Zhang, Laszlo Czaban, Kieron Flanagan

Innovation Under Uncertainty: Who holds the upper hand? An Empirical Study of Armenian SMEs (939) Mane Beglaryan, Parandzem Sargsyan, Anush Drampyan

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 09:30**

**FULL PAPER SESSION (In Person)**

**Session Chair: Andrew Grantham**

Testing the Moderating Effect of Top Management Role and Job Autonomy on the Relationship between Institutional Pressures and Employees Innovative Behavior in the Hospitality Industry (34) Riyad Eid, Gomaa Agag

Towards a Conceptual Framework for the Commercialisation of University Research in Nigeria - Engaged Technology Transfer Offices (1070) Sola Adesola, Akeem Famuyi, Caleb Adelowo

## FRIDAY 2<sup>ND</sup> SEPTEMBER

### SESSION 6

08:30 – 10:00

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Jonathan Sapsed**

Innovative manufacturing methods for improved orthopaedic treatment (479) Emeli Schwill, Anna-Maria Nitsche, Fabienne Schutzner, Nico Kling

Exploring the public value and social role of cathedrals; how cathedral communities can apply digital technology to co-create experiences and engage with the public (755) David Walker, Nicola Bateman, William Darler

What really matters for the organizational innovation: An Ego-Network Approach (1116) Rabeeya Raoof, Muhammad Arshad, Abrar Ul Haq

## FRIDAY 2<sup>ND</sup> SEPTEMBER

### SESSION 7

15:15 – 16:15

**FULL PAPER SESSION (In Person)**

**Session Chair: TBC**

The content evolution of codified public research in European universities (87) Chiara Marzocchi, Ugo Rizzo, Gabriele Angori, Laura Ramaciotti

Actors' Perspective: Similarities of Platform-Centric and Human-Centric Innovation Ecosystems Is the differentiation needed at all? (516) Daniela Petrovic, Nuran Acur

## FRIDAY 2<sup>ND</sup> SEPTEMBER

### SESSION 7

15:15 – 16:45

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Patricia Prado**

The Impact of Artificial Intelligence in Society Through the Lens of Luhmann's Social Systems Theory – A Systematic Review (910) Gisele Simoes, Milan Radosavljevic, James B Johnston

THE BEATING HEART OF REGIONS: INNOVATION NETWORK EVOLUTION OVER THE BUSINESS CYCLE (1011) Amit Kumar, Elisa Operli

Disruptive Innovation – A Study on the Interplay between Policy & the Commercialization of Drone (UAV) Technologies (115) SW Chiu

## **International Business and International Management**

**Track Chairs: Vasiliki Bamiatzi**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**Legitimacy and Risk across Institutions**

**Session Chair: Prof Axele Giroud**

Does trust in society matter for risk assessment in international business? A cross-country panel data analysis (594) Namporn Thanetsunthorn, Rattaphon Wuthisatian

Japanese HRM in their Subsidiaries in Vietnam, Thailand and Singapore: Their isomorphism and local legitimacy (731) Chie Yoruzu

“Distance” isn’t “dead”! MNEs and the duality of institutions: Regulative pressures, social responsibility pressures and the FDI decision (927) Huimin Liang, Irina Surdu-Nardella, Nigel Driffield

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:00**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Current Challenges in International Business**

**Session Chair: Dr Katerina Makri**

Corporate Social Responsibility and Global Supplier Networks: The Case of Marks and Spencer (577) Tom Buckley, Amir Qamar, Emma Gardner

The ongoing digital revolution in international business: A literature review (900) Zequn Cui, Xiaoqing Li, Georgios Batsakis

**WEDNESDAY 31<sup>ST</sup> AUGUST**

## **SESSION 2**

**14:15 – 15:45**

**FULL PAPER SESSION (Virtual)**

**Advances in International Business Research**

**Session Chair: Dr Tom Buckley**

Reshoring: A Multi-disciplinary Literature Review and a Future Research Agenda (348)

Katerina Makri, Ifigeneia Leri, Emmanuella Plakoyiannaki

Organization Capital and Firm Internationalization (641) Arpit Raswant, Md Ahasan Sarkar,

Florian Bauer

Revisiting Historical Research in International Business Scholarship (664) Emmanuella

Plakoyiannaki, Erikka Paavilainen-Mäntymäk, Bareerah Hoorani

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:15**

**FULL PAPER SESSION (Virtual)**

**Digitalization in International Business**

**Session Chair: Dr Namporn Thanetsunthorn**

Exploring Digital Market Entry to International Markets by Small Niche Retail Firms in the context of internationalisation models (1003) Brenda Patil, Lynn Martin

Scalable business model in the digital platform SMEs: an international business perspective in the Sharing Economy (1040) Sara Odat, Omar Al-Tabbaa, Zaheer Khan, George Saridakis

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**Business Risks and Strategies in IB**

**Session Chair: Dr Stefan Zagelmeyer**

EMERGING BUSINESS RISKS: AN INTEGRATED REVIEW AND PROMISING AVENUES FOR FUTURE RESEARCH (79) Sarah Anang, Joseph Amankwah-Amoah, Pushyrag Puthusserry

The impact of terrorism of foreign divestment (80) Palitha Konara, Yingqi Wei, Chengang Wang

Strategy in dynamic environments: A systematic literature review of geopolitics and MNE strategic choice (724) Stephanie Tonn Goulart Moura, Thomas Lawton, Damian Tobin

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09:30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Legitimacy among International Ventures**

**Session Chair: Dr Sandar Win**

A systematic literature review of the importance of state agencies for SMEs' internationalisation (299) Yueling Sima, Thomas Lawton, Justin Doran, Noirin McCarthy

Legitimation in Distant Host Markets: The Case of International New Ventures in China (734) Güldem Karamustafa-Köse, Gangfeng Zhang, Anna Lupina-Wegener

The role of diaspora networks in the internationalisation of UK small and medium-sized enterprises (151) Unisa Dizo-Conteh

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 4**

**14:05 – 15.35**

**WORKSHOP (In Person)**

**Session Chair: Prof Axele Giroud**

Multinational Enterprises and Responsible Business in the Post-COVID Era (231) Axele Giroud, Timothy Devinney, Matthew Alford, Dimitrija Kalanoski, Asmund Rygh, Stefan Zagelmeyer

*The objective of this panel is to engage in a critical discussion and present state-of-the-art research on the issue of “Multinational Enterprises and Responsible Business in the Post-Covid Era”. The global health crisis has created new challenges for people, firms and countries and has raised uncertainty as to the future of responsible business in the post-pandemic era. Significant shifts are taking place in firms’ activities, as they have to adjust, restructure economic activities to ensure economic recovery, reconfigure value chains for resilience, and move towards sustainable practices. The aim of this panel is to focus on how multinational firms adopt responsible business practices, to explore how changes in political structures, national institutional environments and geopolitical tensions affect these practices, and critically assess the role of various stakeholders in supporting (or not) firms’ responsible business practices. Eminent scholars will address the following questions: (1) What are the drivers / challenges explaining multinationals’ responsible business practices? (2) How can multinationals contribute to social welfare and help reduce inequality through responsible business practices? (3) What roles do stakeholders play in multinationals’*

*responsible business practices? (4) What will be the impact of the global pandemic on MNEs' ability to engage in and commitment to responsible business?*

## **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Digitalisation and Firm Performance**

**Session Chair: Prof David Sarpong**

How does digitalization reshape the determinants of export performance model? A review of the empirical literature (259) Yuge Dong, Xinming He, Markus Blut

Enhancing innovation performance through inward internationalisation: the perspective of emerging market SMEs (403) Nhan Nguyen, Yen Tran

Out of Revenues Crisis: A Comparative Study of Strategic And Sustainable Growth Options Of Jordanian, Saudi Arabia and Egyptian Telecom Operators (924) Ahmed Jaghoub, Samer Mashlah

## **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Internationalization in Disruptive Environments**

**Session Chair: Dr Qing Lu**

INTERNATIONALISATION OF BANKS IN A DISRUPTIVE ENVIRONMENT: A COMMUNITIES OF PRACTICE PERSPECTIVE (120) Sandar Win

Compositional Capabilities and Emerging-Market Ordinary Companies: An Explanatory Study (179) Kun Zhang, Junzhe Ji, Yee Kwan Tang

Post pandemic international market selection in practice: A UK SME case study approach (860) Eileen Conlan, Karina McGowan, James B Johnston, Danielle Moran, Scott Ridout

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 09.30**

**FULL PAPER SESSION (In Person)**

**Digital Internationalization – Incubators and digital tools**

**Session Chair: Dr Farhad Ahmed**



The role of local innovation incubators on digital innovation in international markets: Cases from China (147) Pengfei Fu, Weimu You, David Sarpong

A born global internationalization path – The role of digital technologies (543) Romina Guri, Pedro de Faria, Florian Noseleit

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10:00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Cultural Effects of Global Mobility**

**Session Chair: Uno Dizo-Conteh**

Traveling consumers: the influence of education on tourist ethnocentrism (233) Villy Abraham, Kerstin Bremser

Moving across borders: the work life experiences of Czech cross-border workers during the COVID-19 pandemic (383) Joshua Haist, Lukas Novotny

Cultural phenomena in a stratified reality: re-exploring the concept of culture through the critical realistic lens (1053) Anh Hoang

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.15**

**FULL PAPER SESSION (In Person)**

**Top Management Team Power and Performance Effects**

**Session Chair: Prof Annie (Yingqi) Wei**

Effect of knowledge-based human capital resources of top management team on export performance of early internationalizing forms (385) Farhad Ahmed, Md Nafizur Rahman, Catherine Wang

Post-acquisition Parent's Centralisation of Top Management Power (1013) Qing Lu

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.15**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Divestment Motives and Drivers**

**Session Chair: Prof Vassiliki Bamiatzi**

A meta-analysis of stock market reaction to foreign and domestic divestment: the role of divestment motives (672) Roman Filenko, Pratik Arte

A literature review of foreign subsidiary divestment and foreign subsidiary embeddedness (1033) Carlos Cordova Chea, Stefan Zagelmeyer

## **Inter-Organizational Collaboration: Partnerships, Alliances and Networks**

**Track Chairs: Sanne Bor, Claudio De Mattos and Elizabeth Alexander**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 2**

**14:15 – 15:15**

**PAPER SESSION (Virtual)**

**Session Chair: Claudio De Mattos\***

Alliance Formation Re-evaluation: A Conceptual Model (1019) Ann-Kathrin Herfeld

Collaborative educational partnerships in Covid-19 times: A lean approach to change and the 'new normal' (764) Martin Gilbert, Samuel Osei-Nimo

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 4**

**14:05 – 15.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Claudio De Mattos**

Reimagining resilience in interorganisational relationships as a force for good (542) David Denyer, Colin Pilbeam – **DEVELOPMENTAL PAPER**

Why does a supplier appropriate more value than others in a buyer-supplier relationship? (174) Ming-Chang Huang, Jane Tung, Ping-Hsin Lin, Chi-Hung Chung, Shih-Ping Sun

Exploring strategic and operational leadership in inter-organisational collaborations – Emerging insights from an emergency service collaboration (854) Swetketu Patnaik, Paresh Wankhade

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

## **SESSION 5**

**17:05 – 18.05**

**FULL PAPER SESSION (In Person)**

**Session Chair: Claudio De Mattos**

Reconsidering RBV in the Platform Economy Age: The Central Role of Interdependence (112) Giorgio Bou-Daher, Lionel Garreau, Isabelle Bouty

Investigating the Role of Trust in the Formation and Implementation of Strategic Alliances between Local SMEs and Multinational Companies in Africa: a study of two cases from Ghana (716) Mohamed Branine, Johnson Bolilu

## **Knowledge and Learning**

**Track Chairs: Daniel Degischer, Cheryl Dowie, Eleni Meletiadou and Svetlana Warhurst**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Daniel Degischer**

PROPOSING UNLEARNING MECHANISM TO FACILITATE TRANSFORMATION OF HIGHER EDUCATIONAL INSTITUTIONS (309) Shubham Sharma, Usha Lenka

IDENTIFYING BARRIERS TO INDUSTRY-ACADEMIA ENGAGEMENT – EVIDENCE FROM AOTEAROA NEW ZEALAND'S TOURISM SECTOR (399) Hafsa Ahmed, Anthony Brien, Neleesha Muthukumarana

Employers' conceptions of quality and value in Higher Education (744) Emma Bettinson, Kelly Young, Claire Haven-Tang, Ron Fisher, Mark Francis

**WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: TBC**

A SoTL based study of Senior Leader Apprenticeships: time well served in developing reflexive practitioners? (139) Liz Houldsworth, Emma Watton

Decolonising intercultural education through knowledge creation in Collaborative Online International Learning (COIL) projects (238) Lauren Crabb, Hanna Yakavenka

Exploring the factors that impacts the self-directed learning of academic staff in universities (389) Eddie Hasri, Rami Ayoubi, Mujahid Babu, Jennifer Ferreira

### **WEDNESDAY 31<sup>ST</sup> AUGUST**

#### **SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: TBC**

Knowledge exchange in work integrated learning: bridging the gap between taught and professional practice in management education (498) Katja Jonsas

Challenges for Managing Knowledge in Post-Pandemic Universities and Higher Education Institutions (702) Wala Abdalla, Suresh Renukappa, Subashini Suresh, Sean Starr, Nazira Karodia

Becoming better: Facilitating equality, diversity and inclusion in teaching and learning through intersectionality lens (912) Subashini Suresh, Redouane Sarrakh, Andrea Mondokova, Suresh Renukappa, Nazira Karodia, Ada Adeghe

### **WEDNESDAY 31<sup>ST</sup> AUGUST**

#### **SESSION 2**

**14:15 – 15:15**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Eleni Meletiadou**

THE EMERGENCE OF TEAM AMBIDEXTERITY: INDIVIDUAL CHARACTERISTICS AND THE MODERATING ROLE OF SOCIAL INTEGRATION IN ACHIEVING TEAM PERFORMANCE (831) Constantinos Mammassis, George Panagopoulos, Konstantinos Kostopoulos, Alexandros Papalexandris

Supply Chain Knowledge Acquisition Activities: Types of Knowledge Required by Supply Chain Managers (1016) Ademola Afolayan, Gareth White, Ahmed Abdullah

### **WEDNESDAY 31<sup>ST</sup> AUGUST**

#### **SESSION 2**

**14:15 – 15:15**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Daniel Degischer**

Recruitment and Selection of Human Capital within the perspective of Knowledge Transfer-towards attaining Sustained Competitive Advantage (776) Prerna Kumari, Hala Mansour, Timothy T Campbell, Kathleen Mortimer

How to learn from acquisition experience: A managerial framework (1054) Daniel Degischer

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**Session Chair: Christine Mortimer**

Enterprise System Training – a whole of system life commitment? (31) Anthony Bridger

Intellectual capital, Organizational Learning, and New Product Development Performance: an Interaction Analysis (584) Gholamhossein Mehralian, Hossein Heidarian Ghaleh, Mandana Farzaneh, Nazila Yousefi

Entanglements, Decolonisation and Response-able Pedagogy (803) Christine Mortimer, Maria Alejandra Lujan Escalante

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Chris Callaghan**

Good is Dead: Practical Wisdom and the Ends of Management Education (332) Mark Dawson, Lisa Guenther

Constructive failure: a systematic review and critical investigation of the management education curriculum (333) Chianu Dibia, Stuart Sims, Foteini Kravariti, Oruh Emeka Smart

Does Culture Affect Disaster Response? Knowledge and Learning Implications of Covid-19 (272) Chris Callaghan

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

## **SESSION 4**

**14:05 – 15:35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Neil Pyper**

Female leader case study teaching and gender inequality (334) Theano Lianidou, Peter Dominick

Entrepreneurial Learning: How Entrepreneurs Recognise Opportunity to Change Businesses in Response to A Discontinuous Event (575) Johanna Jiang, Amit Rawal, Sabrina Vieth

Adapting to COVID: Reflections on the use of communities of practice within learning design (985) Denis Fischbacher-Smith – **FULL PAPER**

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Denis Fischbacher-Smith**

Developing creativity in management education through case writing (995) Antonios Livieratos, Petros Kosmas, Athanasios Dimas, Christos Andreev

Student engagement: Lessons from the shift to online learning during the pandemic (599) Joshua Haist, Johannes Schmalisch, Jo Clark

Covid-19 pandemic and impact of emergency remote teaching on tertiary educators in F2F teaching context in New Zealand (626) Shilpa Jain, Vipul Jain

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 09:30**

**FULL PAPER SESSION (In Person)**

**Session Chair: Neil Pyper**

Teaching Design Thinking and Sustainability through Social Campaigns on Twitter (644) Sriparna Basu, Shilpi Jain, Bishakha Majumdar

Unlearning and uncertainty; managers enacting change during the coronavirus pandemic in the UK (960) Lynn Martin, Patrick Ibbotson

Accelerated scenario analysis teaching using experiential learning (342) Neil Pyper, Jillian Yeow

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 7**

**15:15 – 16.45**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Alexander Kofinas**

An investigation into mature students' intention to pursue government funded higher education – systematic review (969) Ria Ibhrampurkar

Academic Communities of Practice as a Response to Institutional Tensions (972) Eminegül Karababa, Nazli Wasti, Adil Oran, Scott Andrews

Recovering Social Skills at the Classroom through Questing Pedagogies (983) Marta Bernal

## **Leadership and Leadership Development**

**Track Chairs: Catherine Butcher and Eleni Karamali**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**SESSION CHAIR: TBC**

An experiential learning approach in developing emotional intelligent leadership (693) Sara Bonesso, Laura Cortellazzo, Fabrizio Gerli

INVESTIGATING THE RELATIONSHIP BETWEEN LEADERSHIP STYLE AND IT PROJECT SUCCESS IN UK PUBLIC HEALTHCARE- A Case Study of NPfIT (931) Funmiliola Odofin, Rita Goyal

The scope of leader involvement in responsible AI practices: A Conceptual Framework (1105) J Rajesh, Adela McMurray, Ann-Louise Hordacre

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30 (10:45)**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Niki Panteli**

The place of work-based learning in the development of leaders in a fast-changing world (680) Lisa Rowe, Lisa Knight, Paul Irvine, Joanne Greenwood

DISRUPTIVE LEADERSHIP IN THE VUCA BUSINESS ENVIRONMENT (565) Naheed Roni, Sheikh Khaled

Towards an understanding of leader fear in extreme contexts (953) Amal Ahmadi

Deliberately Include rather than Accidentally Exclude: Leadership in the Hybrid Work Context (756) Blooma John, Zeena Alsamarra, Niki Panteli

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

#### **Session Chair: TBC**

Reimagining the MBA as a force for good: Leadership development in health care (884) Julie Davies, Will Foster

Innovation Strategies of SMEs' Entrepreneurial Leaders: Evidence from Pakistan (352) Fida Ahmed, Christian Harrison

Decoding Virtual Leadership - A Systematic Literature Review (71) Darshna Banker – **FULL PAPER**

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:45**

**SYMPOSIUM (In Person)**

#### **Session Chair: Dr Christian Harrison**

Foregrounding Relational Management Education in Leadership Development: 'Becoming' And 'Being' Scholarly-Practitioners (229) Leighann Spencer, Lisa Anderson, Paul Ellwood, Claire Rigg

*The aim of this symposium is to foreground the role of management education in contemporary leadership development. Specifically, we offer a relational approach to management education that enables a reframing of 'graduates', future and current leaders, to develop as scholarly-practitioners as a means to effectively lead and effect positive change in contemporary organisations and society more broadly. In achieving this aim, our thematic symposium offers four presentations that travel through the conceptual foundations of 'relational management education' and the 'scholarly-practitioner', to accounts of the impact of the application of these approaches from a pedagogical standpoint and the practical realities of a diverse range of practicing leaders.*



## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**Session Chair: Tracey Rosell**

Characteristics of high-performance managerial leaders (62) A.A. de Waal

CEO consideration of future consequences, TMT promotive voice and firm innovation: An Attentional View (94) Liqun Wei, Jian Liang, Guohua Huang, Sally Cheung, Song Chang

When 'the War went to emergency surgery': contextual contestation and perceptions of leadership for surgical teams (331) Tracey Rosell, Robin Burrow, Martin Kitchener

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Dr Christian Harrison**

A quest to find the light (136) Nick Lawrence

The effect of emotional intelligence (EI) strategies on performance within elite military units (258) Anthony Bird

The role of democratic leadership style on the employee commitment in small business companies (382) Bilal Zaghmout

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 4**

**14:05 – 15.05**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: TBC**

Exploring ethical leadership in healthcare from the middle manager's perspective during the pandemic response (857) Karen Shawhan, Crispen Sachikonye, Catherine Weir, Ann Mahon

Realist Management Development: Designing And Practising Management Development That Works In Context (890) Julie Rouse, Katie Willocks, Liz Rivers, Sarah Acton, Helen Woolnough

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 5**

**17:05 – 18.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Lizana Oberholzner**

Growth-oriented leadership: The development and validation of a measure (760) Esme Franken, Geoff Plimmer, Sanna Malinen, Benn Farr-Wharton

AUTHENTIC LEADERSHIP REPAIR WITHIN A DEVELOPING ECONOMY CONTEXT (821) Ibiyemi Omeihe, Christian Harrison, Kingsley Omeihe

Eleanor Roosevelt: A historical case study of servant, compassionate and values based leadership (431) Lawrence Benson

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Dr Christian Harrison**

Investigating the relationship between a having female board chair and gender diversity in boards of FTSE 350 companies (920) Jagvi Sangha, Rita Goyal

The development of political motivation amongst council leaders: Can playing politics ever be a good thing? (597) Joel Montgomery, Madeleine Wyatt

Crisis Leadership and Leadership Styles: Before, During and After (430) Temitope Alonge, Christian Harrison

#### **FRIDAY 2<sup>ND</sup> SEPTEMBER**

##### **SESSION 6**

**08:30 – 10.00**

**FULL PAPER SESSION (In Person)**

**Session Chair: Dr Eleni Karamali**

From CEO Personality to Business Model Innovation: Management Innovation is Key (652)  
Thomas Maran, Sebastian Gauster, Timo Muller, Noah Bellwald, Kurt Matzier

Leader-Member Exchange Theory through an Interpretive-Processual Perspective: A  
Review and the Way Ahead (657) Omar Abou Hamdan, Viviana Meschitti

How Servant Leadership Drives Workplace Status: Unpacking the Missing Links (690) Shazia  
Nauman, Tahira Saudagar, Shabana Naveed

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.15**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Theano Lianidou**

How do leaders' status characteristics influence leadership impressions? It depends on the  
perceiver (954) Theano Lianidou, Ashley Lytle

Complex adaptive coaching a force for good in leadership development (1058) Lizana  
Oberholzer, John Macklin

## **Management and Business History**

**Track Chairs: James Fowler and Roy Edwards**

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**14:15 – 15:45**

**SYMPOSIUM (In Person)**

**Session Chair: John Wilson**

'Whither business history?' (177) John Wilson, Anna Tilba, Steven Toms, Nicholas Wong

*The aim of this symposium to stimulate debate about the future of business history as a discipline, having just published Business History. A Research Overview (Routledge, 2022). This book identified the main trends across what we described as the 'three pillars' of research, teaching and practical impact, arguing that only the first has flourished, while the other two have failed to make much progress, especially in business schools. A proposal based on the need to develop much stronger links with the worlds of practice is offered as a solution to this challenging situation, providing a basis for the debate we want to prompt.*

## WEDNESDAY 31<sup>ST</sup> AUGUST

### SESSION 2

17.00 – 18.30

**FULL PAPER SESSION** (In Person)

**Session Chair: James Fowler**

The revolutionary aspects of the Managerial Revolution: its theory, historiography, and influence (865) Simon Mollan, Beverly Geesin, Benjamin Richards

‘Organising Behaviour Towards Sound’: The mutual influences of management theory and music in the work of Stafford Beer and Brian Eno (964) Beverly Geesin

Strategic Re-alignment – Rediscovering the interdisciplinary origins of Strategic Management (1107) Kevin Tennent

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 3

08:00 – 09.30

**FULL PAPER SESSION** (In Person)

**Session Chair: James Fowler**

Tenants of time and context: localised Discourses as a constraint on culture change as a management lever (77) Marian Iszatt-White

Rhetorical history, temporal narratives and links in time: the case of pension fund investment short-termism (662) John Wilson, Anna Tilba

Exploring the Role of the Referee in the Emergence of Soccer as an Entertainment Product during its First Hundred Years (273) Kevin Tennent, Alex Gillett, Alan Tomlinson

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 4

14:05 – 15.35

**DEVELOPMENTAL PAPER SESSION** (In Person)

**Session Chair: Kevin Tennent**

From Reds to Roads: The Clydeside Car Revolution 1950-70 (13) James Fowler

Institutional Change in the Swiss Financial Industry 1992-2022: A Social Movement Perspective on ESG (894) Anastasia Naranova-Nassauer

The Bennie Railplane: The Railway (Dis?)-Connection (135) James Wilson, Niall McKenzie

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Kevin Tennent**

Modes of colonial administration and subsidiary organisation in the postcolonial period: A longitudinal study of two multinational banking subsidiaries (235) Paul Causat

Re/assessing James MacGregor Burns' interpretation of Kennedy leadership (861) Simon Mollan, Leo McCann

Alexei Stakhanov, Stakhanovism, and Human Resource Management: An investigation into the cultural history of ideal workers (695) Bogdan Costea, Peter Watt

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**FULL PAPER SESSION (In Person)**

**Session Chair: James Fowler**

Knowledge flows and industrial clusters: assessing the sources of competitive advantage in two English regions (717) John Wilson, Chris Corker, Joe Lane

Key Research Themes in African Business History: A structured literature review (811) Stephanie Decker, Nicolaas Strydom, Julia Fernando

Mechanization and craft: Insights from a historical study on engineering (780) Mirva Peltoniemi, Antti Sihvonon

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.45**

**FULL PAPER SESSION (In Person)**

**Session Chair: Alex Gillett**

British interwar management: a response to Maclean et al (176) John Wilson, John Quail

Exploring the role of history in the institutional maintenance process: Case of the Godzilla movie in Japan (466) Shunsuke Furuta, Yun Jeong Kim, Otsuki Hiroshi

The Analysis of Traditional Industrial Clusters through Actor-Network Theory (467) Yusuke Inoue, Takehisa Yamada, Hiroshi Togo

## **Management Consultancy**

**Track Chairs: James B Johnson and Jeanette Hartley**

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 4**

**14:05 – 15.05**

**FULL PAPER SESSION (In Person)**

**Session Chair: TBC**

A scoping study to identify the communicability of management research for enhanced impact (306) Sarah Quinton, Ana Canhoto

Management consultants navigating the liminality of engaging with the client (940) Jeanette Hartley

## **Marketing and Retail**

**Track Chairs: Keith Glanfield, Anthony Kent, Heiner Evanschitzky and Adam Poole**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Prof Tony Kent**

The Antecedents of Value Co-Creation on social media: Customers' Perspective (71) Mahitab Shahin, Amr Kheir. Hassan El Haiawan

Linking Actual Self-Congruence, Ideal Self-Congruence and Tourist Happiness: The Mediating Role of Emotions and Meaning (172) Fatima Yilmaz, Ibrahim Abosag

Social media facilitated social learning during China's 'double-reduction' policy and impacts on parents' adoption of non-academic complementary tutoring courses for their children (409) Jue Zhou

**WEDNESDAY 31<sup>ST</sup> AUGUST**

## **SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Dr Michael Benson**

CEO's Regulatory Focus, Strategic Marketing Decisions and Customer Satisfaction (298)  
Chun Lu, Soo Yeong Ewe, Ferdinand A. Gul

What could make second-hand products more attractive for consumers? (1037) Fabio  
Sandes

The Impact of Lifestyle and Work-Life Balance on Job Satisfaction Among Employees in  
Malaysia (1056) Jiang Jun Lee, Yusnika Kamarulzaman

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Dr Keith Glanfield**

An investigation into Generation Y's purchase intentions of alternative fuel vehicles: the  
roles of motivation, constraints and environmental awareness (823) Yan Liang, Hiroko Oe,  
Maureen Kehinde. Nicole Young

Promoting sustainable consumer behaviour: A call for addressing dark sides of  
unsustainable food consumption (913) Khan Taufique, Kuldeep Banwait

An exploration of the factors which determine investment behaviours towards  
Cryptocurrency (1050) Yan Liang, Sid Ghosh, Leo Gibson

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:15**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Dr Adam Poole**

Exploring the metrosexual and spornosexual market segments: A research agenda (625)  
Balkrushna Potdar, Joseph (Shijao) Chen, Donia Waseem, Amrinder Khosa –

**DEVELOPMENTAL PAPER**

Evaluating Experiential Marketing in Irish Higher Education Institutions (759) Aine Doherty,  
Ann M Torres

Do narcissists show off? The moderating roles of social density and perceived interpersonal closeness and their effects on users' intentions to generate and share content (1086) Annie Yu

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:45**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Prof Carley Foster**

ZMET study: Brides' thoughts on second-hand wedding dresses and the sharing economy (400) Lauren Thomas, Charles Hancock, Rosy Boardman

The Role of Customer Education in Mitigating Hoarding Behavior: An Empirical Study in COVID19 Context (998) Mian Ahmed, Sunbal Taj, Raja Jamil

Re-establishing the brand equity of UK high street department stores in the post-pandemic era: A ZMET study (907) Bowen Shang, Charles Hancock, Carley Foster

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Dr Keith Glanfield**

A Phenomenographic investigation of Marketing practice: Revealing a diversity of Marketers' understandings of Marketing-as-Practice (858) Keith Glanfield, Carola Wolf, Gary Burke

Risking it All: Consumer Vulnerability and the Credit Scoring Panopticon (879) Sally Dibb, Hussan Aslam, Lindsey Appleyard

The Fundamentals of Unit Price Discounting: Experimental Bases Studies (90) Huda Khan, Rashid Saeed, Steven Bellman, Richard Lee – **FULL PAPER**

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 4**

**14:05 – 15.35**

**FULL PAPER SESSION (In Person)**



**Session Chair: Dr Sarah-Louise Mitchell**

'Understanding consumer engagement and brand evangelism intentions in online brand communities: age, gender, and brand numbers as moderators' (319) Min Prasad Bhandari, Charan Bhattarai

Mission Accomplished or Mission Impossible? The role of brand within nonprofit collaborations (427) Sarah-Louise Mitchell

Key success factors for improving customer service to adapt to changing customer needs in the UK social housing sector (739) Emma O'Shea, Geoffrey Bick

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Dr Keith Glanfield**

Brand Love & Hate: How Given Word of Mouth Shapes Brand Relationships (512) Rahul Chawdhary, Arslan Chaudhary

Challenging the primacy of sensory brand experience. A cross cultural study of the influence of brand experience on consumer based brand equity in India and the UK (866) Keith Glanfield, Poorvi Agarwal, Ahmed Almoraiash, Nicola Bolton, Adam Poole

Exploring customers' motivation and awareness to purchase Benefit Corporation (B Corps) brands a comparison between UK and China (930) Cecilia Diaz, Zhenxin Qin

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 5**

**17:05 – 18.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Adam Poole**

How knowledge of food waste drives consumer food consumption management behavior: Knowledge-Attitude-Behavior theory Perspective Food Waste (338) Shazia Nauman, Hina Yaqub Bhatti

Who Really Benefits from Fair-Trade Product in a Marketing Channel? (628) Yuanfang Lin, Hui Wang, Tirtha Dhar

Deriving reciprocal value in a Subscription Economy: a Customer Engagement theory perspective (138) Stuart Allan, Motjaba Poorrezaei, Tony Woodall, Elmina Homapour –  
**DEVELOPMENTAL PAPER**

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: TBC**

Developing capabilities for Servitization within the circular economy (527) Nazifa Nisha

Brand Legitimacy Under Threat: The Delegitimation of an Organisational Brand in a Context of Crisis (1038) Narek Grigorian

Veganism, consumer behaviour and vegan cosmetics (996) Alexander Kofinas, Jasmine Frost

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**FULL PAPER SESSION (In Person)**

**Session Chair: Anthony Kent**

To Buy or not to Buy: A Literature Review of Consumer Procrastination Behaviour (559) Chandrika Joshi, Arunima Rana

How do socially inclusive initiatives promote wellbeing for stigmatised consumers? (888) Lisa Smith, Diana Gregory-Smith. Josephine Go Jeffries, Danae Manika

Marketing agility, resilience capability, and financial performance during COVID-19 pandemic: The moderating role of firm age (230) Charan Bhattarai, Min Prasad Bhandari, Jing Zhou, Young-Ah Kim

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Heiner Evanschitzky**

A literature review of B2B marketing strategy in the context of the apparel industry's shift to service orientation (1110) Naushaba Chowdhury, Pravin Balaraman

Consumers-Brands Battle: Investigating The Impact of Cancel Culture On Switching Behaviour and Brand Cancellation – The Moderating Role of Negative eWOM (290) Jasmine Mohsen

Future-proofing Charities: Bringing Service Orientation to Digitalisation (875) Amir Raki, Ilma Nur Chowdhury, Marzena Nieroda, Judy Zolkiewski

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.45**

**FULL PAPER SESSION (In Person)**

**Session Chair: TBC**

Perceived Risk and Expiration Date in Cosmetics (520) Yujiao Wang, Gary Davies, Wing Lam, Farid Ullah

Forecasting Tourism Demand for Tourist Attractions: the Applicability of Twitter-generated Variables (592) Yuanming Qiu, Ewelina Lacka, Jake Ansell

Consumer Multiple Identities and Service Consumption: A Conceptual Paper (1124) Samreen Ashraf

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.15**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: TBC**

Conceptualising 'Edibility' For Reducing Suboptimal Produce Waste (678) Annesha Makhal

Future-proofing Charities: Bringing Service Orientation to Digitalisation (875) Amir Raki, Ilma Nur Chowdhury, Marzena Nieroda, Judy Zolkiewski

## **Operations, Logistics and Supply Chain Management**

**Track Chairs: Anna-Maria Nitsche and Muhammad Kamal**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

## **SESSION 1**

**09:00 – 10:00**

**PAPER SESSION** (Virtual)

**Session Chair: Kate McLoughlin**

Conceptualising Sustainability Risk Assessment of Oil and Gas Supply Chain in Developing Countries (492) Ashem Egila, Muhammad Kamal, Benny Tjahjono

Evaluating the Sourcing Challenges faced by Humanitarian Supply Chains: A Mixed-Methods Approach (806) Hailan Guo

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:45**

**PAPER SESSION** (In Person)

**Industry 4.0**

**Session Chair: Dr Muhammad Kamal**

Industry 4.0 technologies and socially responsible supply chain performance: Current adoption and post-COVID-19 research agenda (285) Deepak Asokan, Fahian Huq, Chris Smith

Pitfalls of adopting industry 4.0 technologies for socially responsible supply chain management: a systematic literature review (287) Chris Smith, Deepak Asokan, Fahian Huq

From Industry 4.0 to Industry 5.0: A Review of Manufacturing SME Supply Chains (886) Jingyang Yan, Nicholas Dacre, Regina Frei

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**PAPER SESSION** (In Person)

**Social & Sustainable**

**Session Chair: Dr Kate McLoughlin**

Modelling the Factors of Healthcare Innovations: A TISM-MICMAC Approach (796) Vikas Thakur, Kamal Hossain, P.S. Biswa Bhusan Sahoo Biswajit

Does reputation risk increase social management capabilities? Role of attribution and family involvement (1000) Zulfiqer Haider, Antony Paulraj, Fahian Huq, Zhenyu Wu

Using Lifecycle Assessment to evaluate responsible consumption and production (SDG goal 12) in fashion supply chains (1094) Helen Benton, Beatriz Acevedo

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 4**

**14:05 – 15.35**

**PAPER SESSION (In Person)**

**Blockchain**

**Session Chair: Anna-Maria Nitsche**

Impact of Blockchain applications on sustainable performance in manufacturing supply chain (411) Han Zhang, Muhammad Kamal, Dongmei Cao

Exploring the near collapse of certification programs in commodity value chains: A temporal myopia perspective (909) Daniel Siaw, David Sarpong, David Botchie

Blockchain centered business model in the context of Indian automotive supply chain (426) Kokol Talan, Shishank Shishank

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18.05**

**PAPER SESSION (In Person)**

**Humanitarian**

**Session Chair: Dr Nicola Bateman**

A Systematic Review of the School Bus Routing Problem for Special Educational Needs and Disabilities (SEND) Students (804) Ozioma Paul

Impact of Chinese government's pharmaceutical reform policy on the foreign companies' downstream supply chain management: A systematic literature review (902) Sheng Zheng, Mujahid Babu, Dongmei Cao, Alexandre Metreveli

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.15**

**PAPER SESSION (In Person)**

**Data & technology**

**Session Chair: Dr Muhammad Kamal**

Bibliometric Mapping of Big Data (BD) in Higher Education (HE): Towards a comprehensive framework (999) Baomin Qi, Emilia Vann Yaroson, Atif Sarwar

DIGITAL TWINNING OF AUTONOMOUS AUTOMOBILE SUPPLY CHAIN: A SYSTEMATIC LITERATURE REVIEW, CONCEPTUAL MODELS, AND PRACTICAL USE CASES (1055) Kiran Kiran, Shishank Shishank

## **Organisational Psychology**

**Track Chairs: Rebecca Page-Tickell, May Bratby and Steve Lambert**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Steve Lambert**

Protean Career Orientation to Organizational Career Growth in the Chinese Cultural Context: A Moderated Mediation Model (124) Linna Zhu, Yong Gao

New insights for understanding workplace delay behaviours: A qualitative investigation (137) Jessie Ho, Paul Nesbit, Andy Tai

The Impact of Chance Events on Careers: A longitudinal Study with Covid-19 as the Chance Event (945) Celine Legrand, Christine Naschberger, Yehuda Baruch, Nikos Bozionelos

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: H. Canan Sümer**

The Influence of Future Time Perspective and Achievement Goal Motivation on Job Crafting (186) Samuel Tetteh, Kevin Daniels, Dana Unger, Rachel Nayani

From Workplace Incivility to Well-Being: A Mediated Moderation Model (741) H. Canan Sümer, Derya Karanfil, F. Pinar Acar, Asli Göncü-Köse, A. Basak Ok, S. Arzu Wasti, Dilara Çavdar

Measuring Institutionalized Mistreatment at Work: A Neglected Phenomenon in Organizational Research (735) F. Pinar Acar, A. Basak Ok, H. Canan Sumer, Yonca Toker-Gultas, Asli Goncu-Kose, Fatma Kilic

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:00**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: TBC**

TRANSACTIVE MEMORY SYSTEM AND ACQUISITION PERFORMANCE (395) Bowen Lou, Codou Samba, Florian Bauer

Workaholism: Impact of Excessiveness and Compulsiveness on Behavioral Outcomes in the presence of Role-Conflict and Time Control (217) Azka Ghafoor, Jarrod Haar

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 2**

**14:15 – 15:45**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Steve Lambert**

Going Against the Grain Honorably (255) Arron Fraser

Abusive Supervision and Organizational Engagement: Moderating Role of Psychological Capital (311) Kevser Bahar Meric Atakan

What predicts job flourishing and performance? A multilevel empirical inquiry (981) Rizqi A'yuninnisa, Lara Carminati, Celeste Wilderom

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 2**

**14:15 – 15:45**

**FULL PAPER SESSION (Virtual)**

**Session Chair: TBC**

How and when HR practices lead to counterproductive work behaviours? A three-wave study (501) Yasir Mansoor Kundi, Shakir Sardar, Subhan Shahid

Pursuit of individual ambidexterity and the psychological well-being of employees (244)  
Andrea Moccia, David Dawson, Tamer Darwish

Vigour and Exhaustion under Work-from-Home for Indian Information Technology Employees: The Mediating Role of Need for Structure Satisfaction (195) Swati Alok, Navya Kumar, Sudatta Banerjee

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:45**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: TBC**

Delivering happiness at your doorstep (at what cost?) - Indian food-delivery workers experiences of bullying in the platform economy (826) Garima Khemani, Premilia D'Cruz, Ernesto Noronha, Parvinder Gupta

Work-family conflict and affective commitment: interplay of emotional exhaustion, interactionist justice and organizational identification (344) Juman Iqbal, Shameem Shagirbasha, S.A.Mufeed

How psychological empowerment influences the proactive behaviour of frontline hotel staff: interplay of horizontal Collectivism and pro-social motivation (345) Juman Iqbal, Shameem Shagirbasha

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09:30**

**FULL PAPER SESSION (In Person)**

**Session Chair: May Bratby**

Exploring to Whom Employees Target their Reactions to Organizational Injustice (867)  
Nourah Alfayez

Can You Tolerate Uncertainty? The Effects of Leader Behavioral Integrity and Employee Intolerance of Uncertainty on Employee Misreporting Behavior (872) Amit Kumar, Sabra Khajehnejad

Trust and vulnerability in organizations in the gig economy (906) Poonam Barhoi

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**



#### **SESSION 4**

**14:05 – 15:35**

**FULL PAPER SESSION (In Person)**

**Session Chair: TBC**

Challenge-Hindrance Stressors and Work Procrastination: The Role of Core Self-Evaluation (435) Inam Ul Haq, Erhan Atay, Ghulam Murtaza, Elda Nasho Ah-Pine

Pollution Follows You Home: The Relationship Between Air Pollution and Work-Family Conflict (485) Ameer Basit, Ussama Khan, Christopher Barnes

“Pleasure” over coworker exclusion: vicarious ostracism and observers’ antagonistic response towards the victim, seen through the lens of affective event theory (661) Maria Rasheed, Farooq Anwar, Inam Ul Haq

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

#### **SESSION 5**

**17:05 – 18:35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Anna Viragos**

The impact of organizational design during Covid-19 on the wellbeing of teachers (184) Hannah Marsden, Anna Viragos

Impact of workplace ostracism on interpersonal deviance: A self-control and negative affect perspective (207) Changhua Hua, Li Zhao, Qile He, Ziguang (Zach)

How (In)Congruence of Leader-Follower Learning Goal Orientation Influences Leader-member Exchange and Employee Innovation (321) Yuanyuan Huo, Junbang Lan

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

#### **SESSION 5**

**17:05 – 18:35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Leighann Spencer**

The Impact of Hybrid Work Environment on Psychological Well-Being among Generation Y Workers: The Moderating Role of Personality Traits (881) Kim Hunyh, Phatcharasiri Ratcharak

Creativity, organizational commitment, and (participative vs directive) leadership (1082)  
Daniela Petrovski

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 6**

**08:30 – 10:00 (10:15)**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Harvey Moyne**

Meeting Halfway: Peripheral Occupational Choices as a Coping Strategy for Unanswered Occupational Callings (813) Yeşim Uygur Özel, Bahar Kağıtçıbaşı

A Framework of (Un) Wise Entrepreneurial Proactive Behaviour (722) Galih Sakitri

Toward a Better Understanding of Telework Using the Framework of the Psychological Contract (729) Harvey Moyne

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 7**

**15:15 – 16:45**

**FULL PAPER SESSION (In Person)**

**Session Chair: TBC**

Self-Serving Behavior – A Defensive Withdrawal on Experiencing Interpersonal Deviance (46) Mamoona Arshad, Muhammad Abdur Rahman Malik, Muhammad Faheem

The moderating effect of employees' goal orientations on the relationship between interpersonal conflict and innovative job performance (60) Rahman Ullah, Florent Noel

Shades of Gray in CSR: How Perceived CSR Decoupling Affects Employee Cynicism and CSR Engagement? (106) Albert John, Gulnaz Shahzadi, Shafaq Chaudhry, Chuang Wu, Faisal Qadeer

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 7**

**15:15 – 16:45**

**DEVELOPMENTAL PAPER SESSION (In Person)**

### **Session Chair: Wing Lam**

New Directions in Personality: Reconceptualizing Work-Personality Profiles (220) Courtney Owens

The Influences of Team Members on the Voice Behavior of Focal Employees (305) Wing Lam, Ziguang Chen, Jianwei Ni, Jun Zhao, Jian An Zhong

The Psychometric Properties of the Resilience at Work Scale: A Validation Study in Jordan's Middle Eastern Context (457) Suhair Mereish

## **Organisational Studies**

### **Track Chairs: Robert Price, David Weir and Colm Fearon**

#### **WEDNESDAY 31<sup>ST</sup> AUGUST**

##### **SESSION 1**

**09:00 – 10:00**

**FULL PAPER SESSION** (Virtual)

##### **Session Chair: Robert Price**

Dark Side of Remote Working, Role of Emotional Ambivalence and Procrastination (849) Syeda Fatima

A Relational Perspective of Workplace Issues and Challenges Facing Religious Minority Individuals in a Muslim Majority Context (655) Mehr Ferhan, Jawad Syed

#### **WEDNESDAY 31<sup>ST</sup> AUGUST**

##### **SESSION 1**

**14:15 – 15:15**

**FULL PAPER SESSION** (Virtual)

##### **Session Chair: Robert Price**

IN SEARCH OF THE DARK HORSE: DEVELOPMENT AND VALIDATION OF A MEASURE OF STAKEHOLDER DISTRUST (508) Anastasia Sapegina, Antoinette Weibel, Besar Loki

Careers post-Covid-19: A Review on Resources, Impact and suggested Human Resource Practices (219) Azka Ghafoor

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

#### **SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: David Weir**

Subversive linguistic conventions in funding panel decision-making: A team level study (753) Andrew MacLaren, Thomas Farrington, Lucrezia Casulli

Exploring the role of positive mindset in managing employee wellbeing and employee performance in times of `crisis (175) Evangelia Fragouli, Maria Pipera

Generalised Trust and Relation Centrism for Corruption as Perceived by Firms: Evidence from Low- and Middle-Income Countries (12) Tolu Olarewaju, Jagannadha Tamvada, Sharin Emefiele

#### **FRIDAY 2<sup>ND</sup> SEPTEMBER**

#### **SESSION 6**

**08:30 – 10.00**

**FULL PAPER SESSION (In Person)**

**Session Chair: Colm Fearon**

Impactful Work as a Business Academic: Understanding the Implications of an Institutionalised Ideal of Impact (454) Samuel Redgrave, Vadim Grinevich, Dorrie Chao, Mine Karataş-Özkan

Working by default: Transitory work non-places of business travel (550) Donald Hislop, Stefanie Reissner, Michal Izak

Into the Values Verse: The Epistemic Origins of Organizational Pro (824) Amira Mirghani, Raghda El Ebrashi

#### **FRIDAY 2<sup>ND</sup> SEPTEMBER**

#### **SESSION 7**

**15:15 – 16.15**

**FULL PAPER SESSION (In Person)**

**Session Chair: Robert Price**

Prospective Sensemaking and Narratives: The role of collective mental time travel (MTT) in the prospective sensemaking narratives of a radically uncertain future (859) Hassan Naveed, Efstathios Tapinos, Dilshod Makhmadshoev, Laura Fernandez

Interactional Injustice and Work Procrastination: Moderating role of Psychological Capital (933) Asma Shakeel, Inam Ul-Haq, Muhammad Umer Azeem

## **Organisational Transformation Change and Development**

**Track Chairs: John Mendy and Ashley Braganza**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30 (10:45)**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Jacqueline Hiddlestone-Mumford**

Changing models to a Force for Good – Lessons learnt from a mixed methods approach to analysing organizational implementation of Australia’s National Disability Insurance Scheme in the nonprofit sector (116) David Rosenbaum, Elizabeth More, Hamin Hamin

Changing the workplace environment to enhance disability inclusion (1047) Jacqueline Hiddlestone-Mumford

Business model transformation in SME travel companies (899) Shujun Xiao, Konstantinos Nikopoulos, Sarah H. Xiao

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Daniela Ortiz**

Dynamic capabilities for sustainability: Developing an integrative typology (413) Daniela Ortiz, Neil Ovcharova, Alexander Engelmann

Challenges for adoption of smart healthcare strategies: An Indian perspective (781) Chandrashekar Subbarao, Suresh Renukappa, Subashini Suresh, Shyam Menon

AN EXPLORATORY STUDY: THE EFFECTS OF MINDFULNESS PRACTICES ON CHANGE RECIPIENTS DURING ORGANIZATIONAL CHANGE (16) Togan Kılıç, Laurent Giraud, Secil Bayraktar

**WEDNESDAY 31<sup>ST</sup> AUGUST**

## **SESSION 1**

**09:00 – 10:00**

**FULL PAPER SESSION (Virtual)**

### **Session Chair:**

How Stakeholder Engagement Can Affect Information Management Project Implementation Success: A Conceptual Study (829) Kwadwo Asante, Petr Novaik, Victor Owusu

A Resource-Based View of Corporate Brand Equity as a Field Research (1108) Yanni Yan, Tingting Xie, Hua Zhang

## **WEDNESDAY 31<sup>ST</sup> AUGUST**

### **SESSION 2**

**14:15 – 15:45**

**DEVELOPMENTAL PAPER SESSION (In Person)**

### **Session Chair: David Sarpong**

Unpacking the dynamics of interacting routines: A discursive practice approach (166) Derrick Boakye, David Sarpong, Shadrack Asante

Exploring The Factors in How Organisation Can Be Led Effectively in The Arab World (1097) Samer Mashlah, Adrian Pryce

How to foster ideal operational excellence behaviours (874) Ikenna Okoro, Jan Harwell, Sanjay Bhasin

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

### **Session Chair: David Denyer**

Re-engaging state and regulatory capacity in institutional analysis: How power shapes the nascent social enterprise field in China (509) Cheng Lu

Reframing public inquiries as a mechanism for system-wide change (539) David Denyer, Colin Pilbeam, Joanne Murphy

Commitment to Organizational Change: A Systematic Review and Future Research Agenda (315) Thuy Pham, Laurent Giraud, Christian Gnekpe

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 4

14:05 – 15.35

**FULL PAPER SESSION** (In Person)

**Session Chair: Samer Mashlah**

Repositioning Organisational Change: From Agency theorisation towards Social Resilience (134) John Mendy

Transformation towards Agility: A Review and Bibliometric Analysis (525) Sebastian Gauster, Ferry-Michael Brendgens

Information System Usage Behavior: Employees' Identification, Gender, and Collectivism Perspective (1115) Muhammad Arshad, Rabeeya Raoof, Abrar Ul Haq

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 4

14:05 – 15.35

**DEVELOPMENTAL PAPER SESSION** (In Person)

**Session Chair: Xiuli Guo**

B2B Digital Transformation in Action - An empirical study from a Scottish SME (277) Xiuli Guo, Eileen Conlan, Shu Yang

The Implementation of Automation and Robotics in Organisational Routines (365) Victoria McGovern, Sara Melo

Developing a processual approach to understanding AI-driven organisational change readiness (835) Ashley Braganza, Muhammad Shaijee, Weifeng Chen

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 5

17:05 – 18.35

**FULL PAPER SESSION** (In Person)

**Session Chair: TBC**

30 Years of Reforms in Post-Communist Countries - Were Significant Errors in Macroeconomic Policy Committed During the Transformation Period? (683) Klaudia Bracio

Transformation Network Leadership: The case of Bahrain National Oil and Gas Towards Net-Zero (778) Nawaf Alghanem, Ashley Braganza

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Rageshree Sinha**

Clashing Cultures? Human Resource Management and Higher Education Reform: Evidence from the UK (689) Hala Mansour – **FULL PAPER**

Organizational Virtuousness as a job resource for fostering work-related personal resources and work-wellbeing outcome in the context of digital transformation (548) Prerna Panda, Pankaj Singh

Re-imagining Business Through the Role of Knowledge Management to Enhance its Resilience Capabilities during Organisational Transitions (322) Rageshree Sinha, Kamila Walters

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**FULL PAPER SESSION (In Person)**

**Session Chair: TBC**

Developing a Framework to Guide Digital Business Transformation (807) Kabaly Subramanian, Rengarajan Veerasamy, Mohammed Al Hazi, Walid Aboraya

An Investigation of Organisational Readiness for Change in Service Sector SMEs in the UK (769) Nick Lawrence, Anoop Samyogitha

## **Performance Management**

**Track Chairs: Luisa Huaccho Huatuco and Vinh Chau**

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00 (10.30)**

**FULL PAPER SESSION AND DEVELOPMENTAL PAPER SESSION (In Person)**



## **Session Chair: Jonathan Liu**

How has Covid-19 impacted on the well-being and performance of global mobility assignees and how could the initiatives by HR and global mobility managers support their well-being and improve their performance during and post Covid-19? (687) Vicky Haji-Ghassemi

Developing a framework for documenting the effects of early contractor competence involvement in infrastructure projects (362) Tausif Ahmed Ishtiaque, Bjørn Sørskot Andersen, Ole Jonny Klakegg

The Impact of National Culture on the Acceptance of Western Management Concepts in Multinational Corporations: the Case of Performance Management and Appraisal (420) Vinh Chau, Concong Lei

Integrated risk management performance and manufacturing capabilities in the energy sector (91) Rita Oliveira, Luisa Huaccho Huatuco

## **Project Experiences**

### **Track Chairs: Christine Unterhitzberger and Jane Dowson**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**WORKSHOP (Virtual)**

**Session Chair: Christine Unterhitzberger and Jane Dowson**

Track Welcome and Meet the Editors: Researching projects responsibly (359) Christine Unterhitzberger, Jane Dowson

*The workshop is the opening session for the Project Experience track. It features a keynote by Jeff Pinto, Penn State University, on Reimagining Project Management as a force for good including Q&A. This is followed by a Meet the Editor session with Martina Huemann (International Journal of Project Management and Project Leadership and Society), Ralf Müller (Project Management Journal), Nathalie Drouin (International Journal of Managing Projects in Business) and Tyson Browning (Journal of Operations Management). Delegates have the opportunity to engage in a discussion with the Editors.*

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**14:15 – 15:15**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Sustainable PM and Constituting a research discipline**

**Session Chair: Jane Dowson**

From Here to Where: Constituting a Research Discipline (495) Magnus Josefsson, Haukur Ingi Jónasson

Sustainable Project Management: Assessing Energy Consumption and Carbon Footprint in Technology-Intensive Projects (269) Pindy Bhullar, Nicholas Dacre, David Baxter

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Sustainability and complexity in projects**

**Session Chair: Nicholas Dacre**

Embracing Complexity in Sustainable Project Management (146) Luca Sabini, Gilbert Silvius

Projects as agents of change in decarbonising portfolios (476) Marco Terenzi, Giorgio Locatelli, Graham Winch

Action Research as a methodology for understanding project complexity (545) Elaine Falconer, Naomi Brookes

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 4**

**09.45 – 11.15**

**FULL PAPER SESSION (In Person)**

**Value and complexity**

**Session Chair: Nicholas Dacre**

The Value of Early Warning Systems in Projects; A Case Study on The Enterprise Centre (TEC) Project at University of East Anglia (189) Sara Hajikazemi

Managing Complex Micro-projects: the Case of Housing Retrofit (199) Graham Winch

Unexpected Value Within and From Projects (226) Karlene Agard, Giorgio Locatelli, Alexander Budzier

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

## **SESSION 5**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Front end and early project phases**

**Session Chair: Jose Juarez Cornelio**

SOCIAL VALUE PLANNING AT MEGAPROJECT FRONT-END: IS DESIGN THINKING RELEVANT?  
(713) Ata Babaei, Giorgio Locatelli, Tristano Sainati

Managing international development projects: a social-actor-centred approach from front-end to closure (942) Olga Navarro-Flores, Luis Sanchez

Developing resilient temporary organisations in early project phase (1062) Maximilian May, Martina Huemann

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 6**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Megaprojects and lean project management**

**Session Chair: Elaine Falconer**

Which characteristics influence on the decision to terminate or deliver an IM? (314) Jose Juarez Cornelio, Tristano Sainati

Megaproject Transition: The Case of Light Rail Transit Project (598) Norfahana Abdul Ghani, Tristano Sainati

An exploration of the barriers, benefits and enablers for the effective implementation of lean project management (486) Jane Dowson, Amaya Pérez Ezcurdia, Moataz Al-Hilou, David Bryde, Alexander Marcano, Sarah Schiffing, Claire Hannibal

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**08:30 – 10.00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Digital transformation**

**Session Chair: Luca Sabini**

Fostering Digital Transformation through Project Integration Management (265) Zheng Gong, Nicholas Dacre, Hao Dong

Explicating the Process of Digital Government Programmes: Bridging Research and Practice (613) Jonghyuk Cha

Smart bike-sharing to sustain urban development: a project management (PM) approach (929)

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 8**

**12.00 – 13.00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Big data and machine learning**

**Session Chair: Ata Babaei**

Big data analytics for sustaining public project performance: understanding plural visions for perceived usefulness and perceived ease of use (370) Alejandro Romero Torres, Monique Aubry, Julie Delisle

Preparing project data sources for the application of Machine Learning and Artificial Intelligence: A pragmatic pipeline for data quality assessment in project data analytics (997) Yixue Shen, Naomi Brookes, Julia Brettschneider

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 9**

**13.45 – 14.45**

**FULL PAPER SESSION (In Person)**

**Leadership and stakeholders**

**Session Chair: Jane Dowson**

Examining Transformational Leadership and the Pathways to Project Success in Construction Projects: A Parallel Mediation Analysis (478) Shazia Nauman, Sania Malik, Ayesha Zahid

Analysing the Management of Stakeholders in Construction Project to Improve Project Success (1020) Menoka Bal, Junrui Cao

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 10**

**15:15 – 16.45**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Project management practices**

**Session Chair: Jane Dowson**

Practical issues related to the deterministic nature of forensic schedule delay analysis – the major project perspective (582) Gregor Grzeszczyk, Christine Unterhitzenberger, Tristano Sainati

Project Homeworking Paradigms: A Contextual Comparative Analysis of Covid-19 Remote Project Management Practices (696) Patcharin Sonjit, Nicholas Dacre, David Baxter

Planning for and managing cost drivers: Benchmarking the practices that reduce actual cost (946) Joseph Watton, Christine Unterhitzenberger, Diletta Invernizzi

## **Public Management and Governance**

**Track Chairs: Kate Broadhurst and Ian Hodgkinson**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:00**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Kate Broadhurst**

Performance Accountability of Pakistan Electronic Media Regulatory Authority (169) Mahnoor Farooq, Nasira Jabeen

Governance and complex institutional decision making: contextualising vision 2030 adoption in Kenya's Higher Education sector (1027) Andrew Amayo, Susan Sisay, Stefania Paladini

**SESSION 2**

**14:15 – 15:45**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Kate Broadhurst**

Evaluation of the Role of Artificial Intelligence in Delivering Smart Cities (567) Kelly Griffiths, Suresh Renukappa, Subashini Suresh, Luca Mora

Medical Populism and vaccine hesitancy and way forward: A survey of ethnic minority communities in Scotland (323) Josephine Adekola

Convergence of Media Regulatory Authorities under Regulatory Governance: The Case of Pakistan (280) Mahnoor Farooq, Nasira Jabeen – **DEVELOPMENTAL PAPER**

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Ian Hodgkinson**

Priceless Procurement: Strategic Public Management of Mandatory Social Value Procurement (546) Sandra Hamilton

Corporate Governance in UK Government Advisory Bodies: Evaluating and Measuring Independence (698) Robert Melville

Organizational learning and project identity in a health and social care partnership (547) Martin Harris, Atif Sarwar

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Ian Hodgkinson**

Collaboration between Public Administration and Accounting Scholars in studying performance management: some reflections on inter-disciplinarity (133) Geoffrey Heath, Paresh Wankhade

Are they resilient? A study to explore contingencies for hybrid public service organisations to achieve resilience (317) Edwina Zhu

Policing Management: Should efficiency be the only public value informing management practices? (292) Paresh Wankhade, Yvonne Brunetto, Ben Farr-Wharton, Matthew Xerri, Chiara Saccon

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 09:30**

**FULL PAPER SESSION (In Person)**

**Session Chair: TBC**

A Study of Non-For-Profit Health Care Organization Acquisition and Retention Strategies of Paid Members (296) Ashokkumar Manoharan, Lara Stocchi

A call to action for the NHS: towards a framework for organising care around patients (611)  
Naomi Chambers, Jeremy Taylor

## FRIDAY 2<sup>ND</sup> SEPTEMBER

### SESSION 7

15:15 – 16:15

**FULL PAPER SESSION** (In Person)

**Session Chair: Kate Broadhurst**

Understanding co-production and complex needs: Lessons from service users on co-creating heritage (188) Kate Broadhurst

Auditor General Characteristics and Supreme Audit Institutions' Audit Report Disclosures: The Moderating Effects of Culture and Governance (519) Mohamed Elmaghri, Thi H.H Nguyen, Collins G. Ntim, John Malagila

## Research Methodology

**Track Chairs: Fariba Darabi, Amanda Lee and Mark Saunders**

## WEDNESDAY 31<sup>ST</sup> AUGUST

### SESSION 2

14:15 – 15:45

**DEVELOPMENTAL PAPER SESSION (INCLUDES ONE VIRTUAL PRESENTATION)** (In Person)

**Session Chair: Mark Saunders**

Identify Patent Value Using Semi-Supervised Topic Modelling: An Application in Synthetic Biology (355) Du Liu, Zheng Fang – **VIRTUAL**

Looking inside the 'black box': Unravelling the processual dynamics of meaningful work (576) Chaturi Liyanage, Steve Kempster

Introducing exo-disciplinarity: embracing knowledge beyond the Academy to address grand challenges (792) Zoe Morrison, Kostas Stavrianakis, Jacob Nielsen

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 3

08:00 – 09.30

**FULL PAPER SESSION** (In Person)

**Session Chair: Yan Wang**

Validating Knowledge: A Methodological Issue of Decision Making (614) Viktor Dorfler, Zoltán Baracscai, Jolán Velencei, Marc Stierand, Megane Miralles

A social identity perspective on researchers as cultural insiders and outsiders in qualitative interviews (951) Huiping Xian, Fanke Huang, Yingying He, Paul Latreille

Advancing Management Research Methodologies: using computational linguistics and machine learning to predict gender from intuition language (1103) Vita Akstinate, Eugene Sadler-Smith

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Amanda Lee**

Research remotely: Video statements as an evolved qualitative method in organisational studies (155) Annica Lau, May Bratby

Researching working-from-home during the covid pandemic using Twitter and Mumsnet: reflections and questions about how to interpret social media data (266) Karen Handley

Ethical Considerations in Data Governance Theory: Qualitative Explorations of Job Advertisements (531) Suzanne Black, Jonathan Foster, Julie Gore

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 5**

**17:05 – 18.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Fariba Darabi**

ICT IN THE CLASSROOM 'EVERYDAY': Applying Dooyeweerd's Philosophy to Teachers Experiences of ICT (76) Opeoluwa Aiyenitaju, Cathy Urquhart, Andrew Basden, Julie Davies

OPENING THE PERFORMANCE FEEDBACK HORIZON: A QUALITATIVE APPROACH (834) Adeline Abou-Ali

Machine learning for literature classification during systematic literature review – Establishing the minimum threshold for labelling papers (1036) Vivek Venugopal, Aylin Ates, Peter McKiernan



**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 6**

**08:30 – 10.00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Padri Nagirikandalage**

Why business schools should embrace responsible research assessment (779) Steve Johnson – **FULL PAPER**

ONTOLOGICAL ISSUES, ONTOLOGICAL WORK: PRIMING FOR ANOTHER ONTOLOGICAL TURN? (871) Oliver Laasch

Challenges in collecting documentary evidence: an exploration of Academic Entrepreneurship in Bangladesh (1106) Ramjanul Ahsan, Fariba Darabi, Steve Johnson, Claire Holland

## **Strategy**

**Track Chairs: Anna John and Charles Thornton**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Khurshid Djalilov**

A contingent resource-based perspective on corporate social responsibility and competitive advantage: a focus on transition countries (96) Khurshid Djalilov\*

Towards a Business Growth Model for Small Firms in the Primary Sector (465) Pablo Colman, Jan Harwell, Nathan Zhang

What Business Models are and How They Become: A Framework of Modes and Dynamics of Business Model Existence (752) Xuan Ye, Oliver Laasch

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:00**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: TBC**

The Evolution of Business Models: Sixty Years of Development and Future Research (925)  
Kai He, Ricarda Bouncken

What Business Models are and How They Become: A Framework of Modes and Dynamics  
of Business Model Existence (752) Xuan Ye, Oliver Laasch

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 2**

**14:15 – 15:45**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: TBC**

Predicting Student Retention in HEIs - A Case for Reducing Socio-economic Inequalities  
(947) Letetia Addison, Densil Williams, Boumidiene Ramdani

Open Innovation and Resource Flexibility in Times of Crisis: The Role of Firm Characteristics  
(204) Xuechen Ding, Xiaolan Fu, Xhenning Yang

The Evolution of Business Models: Sixty Years of Development and Future Research (925)  
Kai He, Ricarda Bouncken

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**Session Chair: Charles Thornton**

The effect of institutions and culture on stock market reactions to divestment  
announcements: a meta-analysis (656) Pratik Arte, Sami Vähämaa

How Middle Managers Use Microfoundations to Subvert Intended Strategy (381) Annabel  
Christie, Esther Tippmann

Exploring the effect of within-industry diversification on regional firm performance from a  
strategy tripod perspective: Evidence from property and life insurance firms in China  
(1012) Yanghong Hu, Shihang Liu, Shubin Wu, Ji Li

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

## **SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Pratik Arte**

The rise of dinosaurs? Digital Transformation of incumbents via structural ambidexterity (73) Erik Hanel

The influence of social media on strategic decision-making – an experimental approach (447) Christoph Brielmaier, Moritz Reis, Martin Friesl

Digital Strategy Ecosystem: How much CEOs Matter? (573) Sigma Islam, Gerardus Lucas, David Paton

## **THURSDAY 1<sup>ST</sup> SEPTEMBER**

### **SESSION 5**

**17:05 – 18.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Inge Hill**

Rural creative entrepreneurs – a relational view of places for doing business and collaborating (794) Inge Hill

COLLECTIVE EXPECTATIONS AND THE PROCESS OF PLATFORM ECOSYSTEM CREATION: THE CASE OF BAIDU IN AUTONOMOUS DRIVING (846) Yurong Chen, Donghong Li, Amit Kumar

The impact of business advice taking and business planning behaviour on firm responsive strategies in rural England during 2020-21 (771) Inge Hill, Kevin Mole

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**FULL PAPER SESSION (In Person)**

**Session Chair: Inge Hill**

Business Strategy and Sustainable Growth of Chinese Firms: Role of Supplier-Concentration (70) Tanveer Ahsan, Chai Bin Feng, Sultan Sikandar Mirza, Ammar Ali Gull

Revisiting Ansoff's weak signals – A systematic literature review (588) Vivek Venugopal, Aylin Ates, Peter McKiernan

Human Rights Reporting of Developed and Emerging Market MNEs: An Exploratory Comparative Analysis (289) Stefan Zagelmeyer

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 6**

**08:30 – 10:00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair:**

How do Business Schools reconfigure assets and capabilities to achieve greater SDG impact? (72) Paul Baines, Ning Baines, Richard Lynch

Exploring the Challenges of Implementing innovative strategy Within a Corporate Framework: A case study (253) Yehia Nawar, Rob Jackson

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 7**

**15:15 – 16.45**

**FULL PAPER SESSION (In Person)**

**Session Chair: Maureen Meadows**

Manifesting causal ambiguity in English rural family firms (320) Samuel Appleton, Diane Holt, Alfredo De Massis

Harnessing Digital Strategies: Ambidexterity and Dynamic Capabilities in the Museums Sector (98) Alessandro Merendino, Maureen Meadows – **FULL PAPER**

WHEN DO FIRMS BENEFIT FROM THEIR RIVAL'S ACQUISITIONS? THE ROLE OF ACQUIRERS' COMPETITIVE BEHAVIOR (48) Dimitrija Kalanoski, Goce Andrevski, Kamyar Goudarzi, Danny Miller

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 7**

**15:15 – 16.15**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Anna John**

How can we achieve net-zero? A responsible-stakeholder-based-circularity model in WEEE

management: A systematic literature review (843) Dongmei Cao, Elmar Puntaier, Dennis Chapman, Sunita Dewitt

Exploring Mechanisms of sustainable capitalist strategies: the case of Unilever and Patagonia (726) Anna John, Patrick Flood, Johan Coetsee

## **Strategy-as-Practice**

**Track Chairs: Jacqueline Hiddlestone-Mumford and Nandakumar Mankavil Kovil Veetil**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:00**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Nandakumar Mankavil Kovil Veetil**

A conceptual understanding of social equity in public engagement regarding science and technology policy (363) Josephine Adekola

Expanding organizational routines while preserving professional identity: Introducing female officers into combat roles in the Royal Air Force (414) Alesandro Alvarenga

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 2**

**14:15 – 15:15**

**PAPER SESSION (Virtual)**

**Session Chair: Jacqueline Hiddlestone-Mumford**

How does open strategy affect strategy implementation efforts? (694) Thomas Orner, Julia Hautz

Using change in language as a sustainable leadership strategy to implement sustainability initiatives within a higher education institution (745) Jacqueline Hiddlestone-Mumford, Vijayalakshmi Vibhu Prakash, Iniobong Usoro

**THURSDAY 1<sup>ST</sup> SEPTEMBER**

**SESSION 5**

**17:05 – 18:05**

**FULL PAPER SESSION (In Person)**

**Session Chair: TBC**

Emotionalily in Strategy Delivery – An Exploratory Study in an Educational Setting (377)  
Heather Lawrence

CRITICAL EVALUATION OF Online Grocery Shopping’s BUSINESS STRATEGY: A Case study  
from UK (1083) Yehia Nawar, Ryszard Bogusz Pihan – **DEVELOPMENTAL PAPER**

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 6**

**08:30 – 10:00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Eileen Conlan**

B2B SME service quality management and measurement in practice: A Scottish Case Study  
of Waste Management Service and Training and Vocational Qualifications (325) Eileen  
Conlan, Karina McGowan, Heather Beattie, Andrew Hurthouse, James B Johnston

CSR communication and corporate reputation in India: A conceptual framework (934)  
Shilpa Sawant, Bikramjit Ray Chaudhuri, Snehal Shah

Sustainability and green organizational ambidexterity: new tensions and contradictions in  
activity systems (1026) Manuel Graça

## **Sustainable and Responsible Business**

**Track Chairs: Simon Smith, Simon Adderley, Julian Riano, Yipeng Liu, Sabur  
Mollah, Ann-Mari Lilloken and Constantinos Leonidou**

**WEDNESDAY 31<sup>ST</sup> AUGUST**

**SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**Session Chair: Julian Riano**

Exploring SMEs attitudes to Net Zero & social media: Action Case research as a force for  
good (183) Alex Fenton, Wasim Ahmed, Mariann (Maz) Hardey, Chris Koral

Behavioral Intention towards E-Hailing Services as a Smart Public Transportation in Greater  
Kuala Lumpur: An Application of Technology Acceptance Model (256) Maryam Kalhor, Hui  
Nee Au Yong, Charles Ramendran, Abdelhak Senadjki, Lam Weng Hoe, Lan Weng Slew

Upper echelon characteristics and sustainability practices: Evidence from upper echelons in the hotel industry (787) Anushka Hewa Heenipellage, Mario Fernando, Belinda Gibbons

### **WEDNESDAY 31<sup>ST</sup> AUGUST**

#### **SESSION 1**

**09:00 – 10:30**

**FULL PAPER SESSION (Virtual)**

**Session Chair: TBC**

Paradoxical dichotomy by implementing circular business model innovation (271) Justina Banioniene, Lina Dagiliene, Viktorija Varaniute

Building Adaptive and Value-based Institutions to Build Trust: A case study of an Indian Social Enterprise during COVID-19 times (284) Urmi Mehta, Pradeep Hota, Padmakumar Nair

How the UK Transportation Sector can achieve Net Carbon Zero using Building Information Modelling (353) Joel Manifold, Suresh Renukappa, Subashini Suresh

### **WEDNESDAY 31<sup>ST</sup> AUGUST**

#### **SESSION 1**

**09:00 – 10:30 (10:45)**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: TBC**

HOW DO SOFT LAW MECHANISMS AFFECT A COMPANY'S TAX STRATEGY? (30) Christian Huening, Eva Koscher

Isomorphic Changes in the Higher Education Landscape of UAE Post Coronavirus Pandemic - A Conceptual Model (386) Charu Banga, Sagi Kunju Kunju Mathew, Nidhi Sehgal

Sustainable SMEs and Universities Joint project partnerships in Belgium: A critical analysis of challenges (1015) Georgios Outsios

### **WEDNESDAY 31<sup>ST</sup> AUGUST**

#### **SESSION 1**

**09:00 – 10:30**

**DEVELOPMENTAL PAPER SESSION (Virtual)**

**Session Chair: Andrew Bratton**

Corporate Social Responsibility (CSR) When Working From Home: Opportunities for Leadership and Engagement (529) Kelsy Hejjas, Magdalena Gilek, Andrew Bratton

Spillover effects of sustainable practices on informal institutions: The case of Japanese FDI in Uganda (560) Faith Hatani

Impact of sustainability strategies on the Qatar oil and gas sector (602) Redouane Sarrakh, Suresh Renukappa, Subashini Suresh

## WEDNESDAY 31<sup>ST</sup> AUGUST

### SESSION 2

14:15 – 15:45

**WORKSHOP** (Virtual)

**Session Chair: Tony Wall**

Reimagining decent work through engaged scholarship: dynamics and boundaries of inclusive relationality (35) Tony Wall, Ann Hindley, Thi Hanh Tien Ho, Minh Luong Phuong, Nga Ngo, Scott Foster, Sue Cronshaw, Joshi Jariwala

*'Decent Work' is part of a United Nations' Sustainable Development Goal and psychological construct associated with 'good' employment conditions (e.g. stability, security, fair pay, social protection, equality of opportunity and treatment for all). Despite a 30-year history, minority ethnic students and graduates remain some of the most excluded from employment. This session draws from a major study in Vietnam which positions Appreciative Inquiry as a form of engaged scholarship where minority ethnic groups collaborated with influential policy-makers, employers, and university seniors, to re-vision Decent Work and the pathways towards it. The session provides an experiential experiment which invites participants to imagine the application of the approach in their own context, reflect on the power structures and differentials in their own setting, and consider ways to address these so participants feel they can contribute. The frameworks and strategies for inclusion that emerged in Vietnam are shared as prompts to inspire dialogue around inclusive relationalities in engaged scholarship.*

## WEDNESDAY 31<sup>ST</sup> AUGUST

### SESSION 2

14:15 – 15:45

**FULL PAPER SESSION** (Virtual)

**Session Chair: Robert Barlow**

Business-government relations and corporate social responsibility (CSR) performance (604) Namporn Thanetsunthorn, Rattaphon Wuthisatian

Decent Work, Automation and the Future of the Ready-made Garments Sector in Bangladesh (700) Iain Stalker, Israt Jahan – **DEVELOPMENTAL PAPER**



The Elevation of Luxury: Art Infusion and Artification as Vehicles for Creating Shared Value  
(111) Matt Johnson, Rob Barlow

### **WEDNESDAY 31<sup>ST</sup> AUGUST**

#### **SESSION 2**

**14:15 – 15:15**

**FULL PAPER SESSION (Virtual)**

**Session Chair: TBC**

Financial stability and survival of microfinance institutions: the role of donations (773) MD Hamid Uddin, Masnun Al Mahi Al Mahi, Sabiha Akter, Sabur Mollah, Jia Liu

Exploring the relationship between CSR and creative deviance with the mediating roles of pro-social motivation and social capital (818) Sabeen Bhatti, Rabia Irshad, Gabriele Santoro

### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

#### **SESSION 3**

**08:00 – 09.30**

**FULL PAPER SESSION (In Person)**

**Session Chair: TBC**

Green Growth: Understanding the Impact of Innovation, Lobbying and Value Chain Management (674) Yali Yi, Pelin Demirel

Leaving the cold behind: The role of emotions and cognitive biases in business adaptation to climate change (39) Mercedes Bleda, Jonatan Pinkse, Eleni Christodoulou

Digitalisation for Business, Environmental and Socio-Economic Good: A bibliometric research review and analysis (132) John Mendy, Gagan Sharma, Ritika Chopra, Anirudh Agrawal

### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

#### **SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Luyao Bao**

Evaluation of sustainable business model innovation impacts for organisations: an application of the value mapping tool (52) Gabriel Martinez Volquez, Suresh Renukappa, Subashini Suresh

In the context of green small business firms facing a crisis, is entrepreneurs' altruistic orientation sustained? (161) Laura Salciuviene, Claudio De Mattos

Employees Making Sense of CSR – A Multilevel Study of MNCs in China (491) Luyao Bao

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 3**

**08:00 – 09.30**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: TBC**

Time versus money donation and organisational engagement: How do cultural differences contextualize the CSR effects? (276) Hoa Do, Hai-Anh Tran, Bach Nguyen, Pawan Budhwar

Climate change reporting indices: A systematic literature review (1002) Muntari Mahama, Kwadwo Afrifa, David Botchie, Ahmed Elamer

An Examination of Antecedents of Green Value Internalisation for Firm-Level Supply Chain Collaboration (372) Joseph Arhavbarien, Ramakrishnan Ramanathan, Yanqing Duan

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 4**

**14:05 – 15.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: TBC**

An Optimal Distinctiveness Perspective on Corporate Social Responsibility Practices: The Case in rural China (158) Hairui Liu

The Climate Imperative for Management (164) Brian Berkey

Irreplaceable: a stakeholder approach to managing what matters most (203) Samuel Mortimer

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 4**

**14:05 – 15.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Laura Spence**

Awareness of the global sand crisis and sand substitutes in the construction industry in the

United States and Canada: A stakeholder analysis (249) Sheila Puffer, Adel Zadeh, Yunxin Peng, Myles Garvey

The effect of consumption policies on circular economy business models: A European perspective (307) Carlos F.A. Arranz, Vania Sena, Caleb Kwong

A Feminist Critical Corporate Social Responsibility: Solving CSR's problems? (429) Laura Spence, Scott Taylor

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 4**

**14:05 – 15.35**

**FULL PAPER SESSION (In Person)**

**Session Chair: Rym Mouelhi**

An Institutional Analysis of Corporate Social Responsibility in Tunisia: The National Strategy to Reduce Poverty and Regional Inequalities (380) Rym Mouelhi

CSR Communication and Corporate Reputation: Rethinking Contours (903) Shilpa Sawant, Bikramjit Ray Chaudhuri, Snehai Shah

Becoming Responsible: Researching the dynamics of Responsible Management through a process and relational lens (1007) Christine McLean, Oliver Laasch, Jeremy Aroles

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

##### **SESSION 4**

**14:05 – 15.35**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Simon Smith**

Developing Systems Thinkers for Sustainability: playing catch up in management science? A review (455) Rosina Borelli, Rosina Watson, Andrew Angus

Social enterprising projects: Understanding the social entrepreneurship from the project management perspective (482) Shiyuan Fang, Lihong Zhang, Robert Phillips

Indigenous peoples' spiritual values in business: Institutional logics' tensions and symmetries (212) Kate McLoughlin

#### **THURSDAY 1<sup>ST</sup> SEPTEMBER**

## SESSION 4

14:05 – 15.35

**DEVELOPMENTAL PAPER SESSION** (In Person)

**Session Chair: Kenny Crossan**

Building for purpose – Accelerating SDG Action Manager in Housing, Construction, and Infrastructure sector (563) Ana Paula Fonseca, Kenny Crossan, Andrew Bratton, Hock Tan, Miles Weaver

How can the ‘Do No Harm’ principle inform the design and implementation of traditional Innovation for sustainable performance (581) Ahmed Fahmy, Katerina Nicolopoulou

Towards the Knowledge-Mapping for Sustainability-Focused Innovation in Food Industry (699) Priya Nangia, Sanchita Bansai

## THURSDAY 1<sup>ST</sup> SEPTEMBER

### SESSION 5

17:05 – 18.35

**WORKSHOP** (In Person)

**Session Chair: Simon Smith**

Business schools, research cultures and (de)colonisation: understanding the research lived experience and practices (438) Caroline Chapain, Joanne Duberley, Henry Price, Emma Surman

*This workshop engages with the theme of the 2022 British Academy of Management Conference’s Reimagining business and management as a force for good by addressing the key question of the colonisation/decolonisation of business and management knowledge as well as Business Schools’ research cultures and contexts. There has been an increasing call for the decolonisation of universities in the UK since 2016, epitomised by the “Rhodes Must Fall” campaign at Oxford University (Ghosal, 2021), and subsequently reinforced with the global Black Lives Matter movement. Within academia, Business Schools tend to be seen as engines of dissemination and reproduction of Western colonised systems of knowledge and practices. As such, scholars argue that much needs to be done to challenge colonialism in the way management knowledge is produced, taught and disseminated, especially given the Business Schools’ international remit. More widely, a recent article entitled “The business school is racist: Act Up!” (Dar et al., 2021) calls urgently for more reflexivity and accountability to address racism and associated neo-colonial practices that support the promotion and (re)reproduction of white supremacist ideology and racist power structures in business schools. However, more research is needed on this topic both in terms of understanding these practices and how best to tackle them via the implementation of decolonised practices/praxis within the Business School context (Jammulamadaka et al. 2021) as the literature focuses on education rather than research.*

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**FULL PAPER SESSION (In Person)**

**Session Chair: Robert Kudlak**

Exploring the social and environmental impacts of CSR (993) Robert Kudlak

Medicine Waste Management in Hospitals through the Lens of Circular Economy (CE): A Case Study of UK and Kuwaiti Hospitals' Practices (593) Abdullah Alshemari, Liz Breen, Gemma Quinn, Uthayasankar (Sankar) Sivarajah

Wearing your ethics The sustainability gap between purchasing intentions versus actions. The case of generation z students (28) Marc Duffy, Joanne Calver, Glyn Littlewood, Joanne Watts

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 09:30**

**FULL PAPER SESSION (In Person)**

**Session Chair: Simon Smith**

Conceptualising 'sustainability' as a leadership core competency: A systematic review of the micro levers of sustainable leadership identity (692) Dev K (Roshan) Boojihawon, Robin Struber

An Examination of the Influence of Environmental, Social, and Governance (ESG) Index on Firm Value in the Transportation Industry: A study of US, UK, and Asia Organizations (30) Laura Zizka, Doreen McGunagle, Ron Mau, Sergio Alvarez, Patti Clark

Sustainable Design and Responsible Project Management of Complex Product-Service System: An Integrative Literature Review (350) Yiting Zhao, Lihong Zhang, Eunice Maytorena-Sanchez, Jun Zhang

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Flavio Hourneaux Junior**

The Effect of Corporate Social Responsibility on the Internationalization of Small and Medium-Sized Agribusiness Enterprises in India (651) Valentina Varbanova

Sustainability of MSMEs and Risk Management Practice: Evidence from Indonesia During Covid-19 Pandemic (1104) Siti Nuryanah

Sustainability as a Dynamic Capability: a proposal for integrating SDGs in the organisations (603) Flavio Hourneaux Junior, Adriana R.W. Takahashi

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 6**

**08:30 – 10.00**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: TBC**

‘Good Work’ and Alternative Food Initiatives: A Workplace Spirituality Perspective (727)  
Natasha Gjorevska

Disclosure Quality of Corporate Sustainability Due Diligence Reports - A Machine Learning Approach (973) Silang Wei, Ser-Huang Poon

Stories and symbols- sense givers and sense makers for corporate sustainability in the hospitality sector (340) Mona Madsen, Mai Skjøtt Linneberg

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

### **SESSION 7**

**15:15 – 16.45**

**FULL PAPER SESSION (In Person)**

**Session Chair: Brian Bekery**

Family Ownership, Family Management, and Corporate Social Performance: The Moderating Effect of Board Independence (788) Sahar Nejadhossein Soudani, Nina Schweiger, Julia Hautz, Kurt Matzier

SMEs in Motorsports: What is driving their journey to sustainability? (800) Helen Benton, Beatriz Acevedo, Romas Malevicius

The role of social media in CSR performance: An integrated institutional and resource dependence perspective (855) Silin Ye, Jing Zhou

## **FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 7**

**15:15 – 16.45**

**FULL PAPER SESSION (In Person)**

**Session Chair: TBC**

Impact of COVID-19 on the Global Renewable Energy Sector: An Integrative Review Exploring the Challenges and Emerging Opportunities (1060) Gagan Sharma. Mansi Jain, Jaya Parihar – **DEVELOPMENTAL PAPER**

MNE ATTRIBUTES AND BoP MARKET ENTRY: AN EXPLORATORY STUDY (898) Sarada Devi Gadepelli, Sougata Ray

The Effect of Performance Below Aspiration on Sustainable Product Innovation (967) Zohreh Haji Abdulahmani

**FRIDAY 2<sup>ND</sup> SEPTEMBER**

**SESSION 7**

**15:15 – 16.45**

**DEVELOPMENTAL PAPER SESSION (In Person)**

**Session Chair: Rabake Nana**

Does sustainability help to mitigate crisis (1089) Maha Zadeh Kazemi

.Placing the Consumer at the Centre of Sustainable Manufacturing and Business Innovation in the Fashion Industry (705) Clare Richardson

The controversial nature of stakeholder-subsidary relationship through mutually beneficial CCR practices (1059) Rabake Nana