

European  
Academy of  
Management

EURAM

ESG UQÀM

# EURAM 2021

Reshaping capitalism for a sustainable world

16-18 June 2021

In collaboration with Université du Québec à Montréal, Canada

Online Conference



PROGRAMME BOOK



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## Welcome by the EURAM President

Welcome to EURAM 2021!

I am impressed by the energy I experienced at the 2021 Conference.

Thank you, Komlan for your engagement, of course to Camelia Dumitriu as well and to all the team. We are dreaming of coming to your University, the University of Quebec à Montreal. And for me it is easy to imagine being at your school because I vividly remember the place.

Immediately after finishing my PhD, in the year 2000, there was an ASAC-IFSAM conference, a conference organised jointly by the Administrative Sciences Association of Canada, the Canadian Association of Management and the International Federation of Scholarly Associations of Management at the University of Québec à Montréal. And this was a great experience! I remember it as a game changer in the journey of my life, because I decided to stay in Academia at this conference. So, it is great to be back at your university. The conference at the time was a multilingual conference with sessions not just in English, but also in French, Spanish, and I really liked it. It was a conference with many keynotes and approaching the speakers after their talks also created links for a lifetime. It was in the year 2000 at the time when the European Academy of Management had not even come to life. But this conference in Montreal gave me all the energy to engage in important academic developments. And the great chance, came just one year later, when in 2001, the foundation of the European Academy of Management happened. In Barcelona, I experienced as an open invitation to contribute, an open invitation by the founding academics of the European Academy of Management. And that, for me, was the perfect start of an academic journey.

For those who were with EURAM for quite some time, remember Barcelona in 2001 with Joan E. Ricart, Stockholm in 2002 with Per Olof Berg, Milan in 2003 with Donatella Depperu, 2004 in St. Andrews with Peter McKiernan, 2005 in Munich, Germany, with Ralf Reichwald, Anne Huff and for sure lots of beer, 2006, in Oslo, Norway, with Johan Olaisen and Ken Friedman, in Paris, France with Thomas Durand and as you can imagine, I could go on and on.

Now EURAM is in its 21st year, still extending an open invitation to everyone who wants to contribute, who wants to get more deeply involved and who wants to join our journey and get involved in co-creating our community.

There are many directions for EURAM to grow, to evolve, to develop overtime, and there are many ways for all of us to get more deeply involved and work beyond the boundaries of our schools, our universities of our countries, so for aiming for a sustainable world, which is the theme of this conference, for dealing with the consequences of the global pandemic, focusing even stronger on supporting the next generation of management researchers, working on current and future research outlets and publication platforms to professionalise or change the rules of the game of our disciplines reaching out to a broader set of stakeholders groups, working together on crafting joint European research projects, or reaching out to fields beyond management research.

Throughout this conference, we all will meet about 1200 delegates from 60 countries participating in 14 symposia and presenting, discussing and reflecting research from close to 800 papers. You know all that, and you will also find information on the platform.

Let me therefore focus during my short introduction just on three major points that really matter to me. Let's call it 3 learnings from the last 20 years of EURAM.

First, academia is a collaborative game. It is a teams' sport, even if it sometimes it looks like an individual and competitive hunt for possessions, for careers, for papers, or for lots of grant money. In our individual small worlds, it might look highly competitive. But I want to stress a point, if we want to see it as competitive, we will see it as competitive. I do not recommend so. My learning from 21 years after finishing my PhD is that it is a collaborative game. Academia is only as good as our joint contributions are. For me this year's conference platform is a wonderful metaphor for academia. You might have seen that there is a gaming element on the platform. This is a competition: you can collect points, you can fight, you can win, and in the end, you can be the king of the platform. Isn't it fun? And I thank our vice president conferences, Eythor Ivar Jonsson for making this happen and for giving us this experience.

It shows us that this tiny competitive mechanism is just a way to keep us all engaged in this wonderful community. You would never take the competition for the conference, you would never take the mechanism for the world, let us not take the competitive elements in academia and in our discipline as academia. Academia is a community effort. Challenges, competition and the like are just part of it. If we don't let them dominate our world, they won't. Academia is a collaborative game.

Second, by entering academia, you start making a difference to the game. Be a game changer! This week I already spent quite some time with doctoral students and with first timers. Last year, the pandemic made us all being first timers in a virtual event. Now we are all first timers in virtual Montreal, and after the pandemic, I guess we will all be first timers in the new normal. Let's take it as a call to get involved and to try to make a difference. Let's create ideas and see what we can learn from our first timer experience, let's create the future of EURAM with a fresh mindset. It is wonderful to be a first timer. This is when we learn most. Unfortunately, being with EURAM for so many years, 21 in my case, makes us forget how wonderful it is, this learning experience, and therefore meet with the first timers to start asking the right questions and no longer accept everything in our field as a given.

And third point, let's start here and now. Let us make this conference a great collaborative experience. If each and everyone of us, plans to make one additional unplanned contribution to the conference, something that makes this conference experience even better, even if it is just for one person: connecting with a new face, bridging contents around topics, whatever comes to your mind. Just lean back and think about how you can make your contribution to make this conference even better. This would be about 1200 collective improvement efforts, 1200 positive contributions, 1200 steps towards working together as a community even stronger and even better than before.

Let us be inspirational, for each other, let us make EURAM the place to be for talent development, for idea creation, for having impact, you name it; let us start here and now. Thus, by one, two and three, by looking at academia as a collective game, by making a difference and being a game changer, maybe by taking the view of a first timer and by starting here and now at the conference, we will together create the future of EURAM. Welcome to EURAM 2021!

**Kathrin M. Moeslein**  
EURAM President

## EURAM Board

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FAU Erlangen-Nürnberg & HHL Leipzig  
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Thomas Durand  
Le Cnam

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#### Miia Martinsuo

Tampere University, Responsible for  
Membership

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Luisa Isabella Jaffé  
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University of Limerick, Editor-in-Chief  
(Dec 2020-Jan 2022)

#### Komlan Sedzro

ESG-UQAM, Conference Chair 2021

### National Representatives

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**United Kingdom** - Paresh Wankhade, Business School Edge Hill  
University

**USA** - Stephen O'Connor, University of Alabama at Birmingham

## SIG Chairs

<b>Business for Society</b>	Edoardo Mollona, University of Bologna
<b>Corporate Governance</b>	Daniel Yar Hamidi, Boras University
<b>Entrepreneurship</b>	Marzena Starnawska, University of Wrasaw
<b>Family Business Research</b>	Giovanna Campopiano, Lancaster University Management School
<b>Gender, Race &amp; Diversity in Organisations</b>	Hamid Kazeroony, Walden University & Faiza Ali, Lahore University of Management Sciences
<b>Innovation</b>	Vivek Velamuri, HHL Leipzig, Graduate School of Management,
<b>International Management</b>	Markus G Kittler, MCI Management Center Innsbruck
<b>Managing Sport</b>	Anna Gerke, Audencia Business School
<b>Organisational Behaviour</b>	Alessia Sammarra, University of L'Aquila
<b>Project Management</b>	Alexander Kock, Technische Universität Darmstadt
<b>Public &amp; Non-Profit Management</b>	Andrea Bonomi Savignon, University of Rome Tor Vergata
<b>Research Methods &amp; Research Practice</b>	Bill Lee, University of Sheffield & SIG Chairs Gianpaolo Abatecola, University of Rome Tor Vergata
<b>Strategic Management</b>	Anabel Fernández Mesa, University of Valencia & Anne-Sophie Fernandez, University of Montpellier
<b>General</b>	Camelia Dumitriu, Université du Québec à Montréal

**Track Sessions per day**



## Track Sessions per day

16 June 2021, Wednesday

**Critical Events and Resilience in Family Businesses (08:00 - 09:30)**

**Track: GT04\_00 - Family Business Research General Track**

**Chair(s): Daniel Pittino**

**Discussant(s): Elisa Conz**

**Paper Presentations:**

**1654 EXTENDING ORGANIZATIONAL PATH DEPENDENCY THEORY BY A FAMILY BUSINESS PERSPECTIVE**

Julia De Grootte	WHU - OTTO BEISHEIM SCHOOL OF MANAGEMENT
Julienne Gasser	UNIVERSITY OF BERN
Benjamin Schmid	UNIVERSITY OF BERN
Nadine Kammerlander	WHU

**1243 DOES PAIN DELIVER PROGRESS? HOW FAMILY FIRMS DEVELOP DIGITAL INNOVATION AND ADAPTIVE CAPACITY IN THE COVID-19 PANDEMIC**

Jonas Soluk	WHU - OTTO BEISHEIM SCHOOL OF MANAGEMENT
Nadine Kammerlander	WHU
Alfredo De Massis	FREE UNIVERSITY OF BOZEN

**1889 INNOVATION THROUGH TRADITION: EMPIRICAL EVIDENCE ON THE ROLE OF SUCCESSORS IN THE ITALIAN FURNITURE INDUSTRY**

Elena Casprini	UNIVERSITY OF SIENA
Niccolò Fiorini	UNIVERSITY OF SIENA
Jacopo Cammeo	UNIVERSITY OF SIENA
Lorenzo Zanni	DEPARTMENT OF BUSINESS AND LAW, UNIVERSITY OF SIENA
Tommaso Pucci	DEPARTMENT OF BUSINESS AND LAW, UNIVERSITY OF SIENA

## Track Sessions per day

**The Professionalization Process and sustainability of SMEs (11:30 - 13:00)**

**Track: ST03\_03 - Entrepreneurial Decision Making and Behaviour**

**Chair(s): Luca Gnan**

**Discussant(s): Lucrezia Songini, Bob Bastian, Giulia Flamini**

**Paper Presentations:**

- |             |   |   |
|-------------|---|---|
| <b>1018</b> | <b>RESOURCE-BASED VIEW AND SUSTAINABILITY OF SMES</b>                                     |   |
|             | Sibongiseni Myeni   | INSTITUTE FOR LEADERSHIP AND RESEARCH               |
| <b>1588</b> | <b>TECHNIQUES AND COLORS OF PROFESSIONALIZATION AND MANAGERIALIZATION IN FAMILY FIRMS</b> |   |
|             | Damiano Petrolo   | UNIVERSITY OF ROME TOR VERGATA - HASSELT UNIVERSITY |
|             | Luca Gnan   | TOR VERGATA UNIVERSITY                              |
|             | Wim Voordeckers   | HASSELT UNIVERSITY                                  |
|             | Frank Lambrechts  | HASSELT UNIVERSITY                                  |
| <b>1739</b> | <b>DIFFERENT HRM SYSTEMS IN FAMILY SMES</b>   |   |
|             | Luca Gnan   | TOR VERGATA UNIVERSITY                              |
|             | Giulia Flamini  | ROME TOR VERGATA UNIVERSITY                         |

## Track Sessions per day

Agile project management (11:30 - 13:00)

Track: GT10\_00 - Project Organising General Track

Chair(s): Georg Windisch

Paper Presentations:

- 1352 FROM AGILE SOFTWARE DEVELOPMENT TO AGILE COMPLEX INDUSTRIAL PRODUCTS DEVELOPMENT? A LITERATURE REVIEW**
- |                   |  |
|-------------------|--|
| Estelle Remondeau | I3-CRG, CNRS, ÉCOLE POLYTECHNIQUE, INSTITUT POLYTECHNIQUE DE PARIS |
| Sylvain Lenfle    | CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS (LIRSA)                 |
| Mario Le Glatin   | SAFRAN SA  |
| Philippe Poyet    | SAFRAN ELECTRONICS & DEFENSE                                       |
| christophe midler | ECOLE POLYTECHNIQUE - CNRS   |
- 1398 AGILE PROJECT MANAGEMENT AND TEAMWORK QUALITY: THE MODERATING ROLE OF ORGANIZATIONAL CONTINGENCIES**
- |                  |  |
|------------------|--|
| Jadena Bechtel   | TU DARMSTADT   |
| Carsten Kaufmann | TECHNISCHE UNIVERSITÄT DARMSTADT, CHAIR FOR TECHNOLOGY AND INNOVATION MANAGEMENT |
| Alexander Kock   | TU DARMSTADT   |
- 1223 A ROADMAP FOR TRANSITIONING FROM TRADITIONAL TO AGILE PROJECT MANAGEMENT**
- |                   |   |
|-------------------|---|
| Annlizé Marnewick | POSTGRADUATE SCHOOL OF ENGINEERING MANAGEMENT, UNIVERSITY OF JOHANNESBURG |
| Carl Marnewick    | DEPARTMENT OF APPLIED INFORMATION SYSTEMS, UNIVERSITY OF JOHANNESBURG     |

## Track Sessions per day

**COGO - SIG Keynote session: "Stakeholder governance, international business, and conflicting values"**

**(11:30 - 13:00)**

**Track: GT02\_00 - Corporate Governance General Track**

**Chair(s): Daniel Yar Hamidi**

**Commitment, Satisfaction and Wellbeing (11:30 - 13:00)**

**Track: GT09\_00 - Organisational Behaviour General Track**

**Chair(s): Hamsa Gururaj**

**Discussant(s): Sebastian Oelrich**

**Paper Presentations:**

- 1523 THE INFLUENCE OF COUNTRY'S INSTITUTIONS (FORMAL AND INFORMAL) ON JOB SATISFACTION. A MULTILEVEL APPROACH**
- |                        |                                |
|------------------------|--------------------------------|
| Lourdes Gastearena     | PUBLIC UNIVERSITY OF NAVARRA   |
| Andrea Olló-López      | PUBLIC UNIVERSITY OF NAVARRA   |
| Martin Larraza-Kintana | UNIVERSIDAD PÚBLICA DE NAVARRA |
| Ricardo Rodrigues      | KING'S COLLEGE, LONDON         |
- 1555 A PATTERN-ORIENTED APPROACH TO STUDY AGGRESSION: IMPLICATIONS FOR EMOTIONAL WELL-BEING**
- |               |                     |
|---------------|---------------------|
| Hamsa Gururaj | MCMASTER UNIVERSITY |
| Aaron Schat   | MCMASTER UNIVERSITY |
- 1762 COMMITMENT AS TWO-EDGED SWORD: HOW ORGANIZATIONAL COMMITMENT SHAPES THE RELATIONSHIPS BETWEEN DIFFERENT NORMS AND UNETHICAL BEHAVIOR.**
- |                   |  |
|-------------------|--|
| Sebastian Oelrich | OTTO-VON-GUERICKE UNIVERSITY MAGDEBURG |
|-------------------|--|

## Track Sessions per day

Conceptual approaches and methodological debates in Cross-Cultural Management (11:30 - 13:00)

Track: T07\_04 - Management and cultures - qualitative organizational research

Chair(s): Sylvie CHEVRIER

Discussant(s): Christoph Barmeyer

Paper Presentations:

- 1131**    **WHY WE STUDY CULTURE (ONLY) THE WAY WE DO: ANOTHER HISTORY OF INTERPRETIVE AND POSITIVIST CROSS-CULTURAL MANAGEMENT**  
Jasmin Mahadevan                      PFORZHEIM UNIVERSITY
- 1606**    **CULTURE AND ENTREPRENEURSHIP: RESEARCH PARADIGMS AND PROMISING PERSPECTIVES**  
Tobi Rodrigue                              ESG UQAM  
Kerstin Kuyken                              SCHOOL OF MANAGEMENT, UQAM
- 1839**    **CRITICAL VIEWS ON COMPETING APPROACHES IN EMPIRICAL CROSS CULTURAL STUDIES. ETIC VS EMIC OR ETIC AND EMIC APPROACHES?**  
Mikael Soendergaard                      AARHUS UNIVERSITY  
Mette Zølner                                  AARHUS UNIVERSITY, DKContext and Culture (11:30 - 13:00)

Track: ST09\_04 - Leadership

Chair(s): Charlotte Foerster

Paper Presentations:

- 1457**    **LEADERSHIP LESSONS IN CORPORATE CULTISM**  
Antonio Sadaric                              UNIVERSITY OF LJUBLJANA, SCHOOL OF ECONOMICS AND BUSINESS  
Nina Pološki Vokić                              UNIVERSITY OF ZAGREB, FACULTY OF ECONOMICS AND BUSINESS  
Miha Škerlavaj                                  UNIVERSITY OF LJUBLJANA, SCHOOL OF ECONOMICS AND BUSINESS
- 1480**    **ETHNICITY AS A MODERATING ROLE IN THE RELATION BETWEEN LEADER'S COMMUNICATION AND LMX: A STUDY OF EMPLOYEES IN PERU**  
Ofelia Brown                                  ESAN  
Carmen Paz-Aparicio                              UNIVERSIDAD CARLOS III DE MADRID

## Track Sessions per day

**Creativity and Collaboration in Organisations (11:30 - 13:00)**

**Track: ST06\_02 - Innovation, design, creativity, learning, and education**

**Chair(s): Stefano Cirella**

**Paper Presentations:**

**1144 PSYCHOLOGICAL DETERMINANTS OF INNOVATIVE WORK BEHAVIOR: THE ROLE OF WORK ENGAGEMENT**

Álvaro Nicolás Agustín UNIVERSITY OF MURCIA

Daniel Jiménez-Jiménez UNIVERSITY OF MURCIA

Francisco Maeso Fernández UNIVERSITY OF MURCIA

**1240 (RE)-ENCOUNTERING EVERYDAY CREATIVE WORK: EXPERIMENTED AWE AS A PROCESS TO FOSTER INNOVATION IN ORGANIZATIONS**

Nicolas Verger GLASGOW CALEDONIAN UNIVERSITY

Raffi Duymedjian GRENOBLE SCHOOL OF MANAGEMENT

**1580 DEVELOPMENT AND INITIAL VALIDATION OF THE INDIVIDUAL EXPLORATORY BEHAVIORS SCALE**

Laura Cortellazzo DEPARTMENT OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE

Sara Bonesso DEPARTMENT OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE

Fabrizio Gerli CA' FOSCARI UNIVERSITY OF VENICE

Joan Manuel Batista-Foguet ESADE BUSINESS SCHOOL. RAMON LLULL UNIVERSITY

## Track Sessions per day

Digital Innovation ST06-03 - A (11:30 - 13:00)

Track: ST06\_03 - Digital Innovation - Strategies, Competencies, Ecosystems, Theories, and Practice

Chair(s): DAVID W. VERSAILLES

Paper Presentations:

**1629 DEVIOUS DATA - WHY DATA ANALYTICS COMPETENCY MAY BE GREAT FOR HIERARCHIES AND BAD FOR NEW PRODUCT DEVELOPMENT PERFORMANCE**

Ireen Kulish RWTH AACHEN - TIME - CHAIR OF INNOVATION AND ENTREPRENEURSHIP  
Andrea Greven INNOVATION AND ENTREPRENEURSHIP GROUP (WIN) - TIME RESEARCH AREA,  
RWTH AACHEN UNIVERSITY

**1809 DIGITAL INNOVATION STRATEGIES IN GERMAN AGRICULTURE – HOW TO COME IN CLOSE WITH RESILIENCE?**

Uta Wilkens RUHR-UNIVERSITAET BOCHUM  
Saskia Hohagen RUHR-UNIVERSITÄT BOCHUM  
Lukas Zaghow RUHR-UNIVERSITÄT BOCHUM

**1793 THE ROLE OF DATA GOVERNANCE IN INNOVATION PERFORMANCE, MEDIATED BY BIG DATA ANALYTICS CAPABILITIES**

Maryam Alkumzari PHD STUDENT , BUSINESS MANAGMENT

## Track Sessions per day

**Digital Transformation and Government (11:30 - 13:00)**

**Track: GT11\_00 - Public and Non-Profit Management General Track**

**Chair(s): Andrea Bonomi Savignon**

**Discussant(s): Silvana Secinaro**

**Paper Presentations:**

- 1612 THE TRANSITION FROM E-GOVERNMENT TO DIGITAL TRANSFORMATION: RESULTS FROM AN EXPLORATIVE LITERATURE REVIEW**  
Fabiana Scalabrini UNIVERSITY OF ROME TOR VERGATA
- 1649 MORE MONEY, MORE DIGITAL? THE IMPACT OF PUBLIC FINANCIAL GRANTS ON DIGITAL TRANSFORMATION IN SMALL AND MEDIUM-SIZED ENTERPRISES: AN EMPIRICAL STUDY IN A GERMAN STATE**  
Jasmin Seitz UNIVERSITY REGENSBURG  
Claudia Doblinger TECHNICAL UNIVERSITY OF MUNICH  
Michael Dowling UNIVERSITY REGENSBURG
- 1817 TELEWORKING SATISFACTION AND EXPERIENCE IN PUBLIC ADMINISTRATION: A CASE STUDY OF TUSCANY DURING THE COVID-19 PANDEMIC.**  
Sara Barsanti SANT'ANNA SCHOOL OF ADVANCED STUDIES PISA  
Anita Bunea SANT'ANNA SCHOOL OF ADVANCED STUDIES PISA  
Giulia Colombini SANT'ANNA SCHOOL OF ADVANCED STUDIES PISA



## Track Sessions per day

**Entrepreneurial Processes: Innovation (11:30 - 13:00)**

**Track: ST03\_10 - Entrepreneurial Processes**

**Chair(s): Alessia Pisoni**

**Discussant(s): Serena De Iorio, Paolo Bernardi, Simony R. Marins, Chiara De Bernardi**

**Paper Presentations:**

- 1192 "IN THIS BRIGHT FUTURE YOU CAN'T FORGET YOUR PAST": UNPACKING THE NEGATIVE IMPACT OF INITIAL INFORMALITY ON INNOVATION**
- |                 |                       |
|-----------------|-----------------------|
| Dawit Assefa    | UNIVERSITY OF MESSINA |
| Ching Liao      | NEOMA BUSINESS SCHOOL |
| Bisrat Misganaw | NEOMA BUSINESS SCHOOL |
- 1019 AN EXPLORATION OF HOW ENTREPRENEURS MOBILIZE LEARNING TO CREATE OPPORTUNITIES: A PRACTICE-BASED PERSPECTIVE**
- |                     |                          |
|---------------------|--------------------------|
| Lisa Thomas         | AUDENCIA BUSINESS SCHOOL |
| Véronique Ambrosini | MONASH UNIVERSITY        |
- 1804 EXPLORING THE ROLE OF VENTURE CAPITAL WITHIN THE INNOVATION ECOSYSTEMS: A CRITICAL REVIEW.**
- |                   |   |
|-------------------|---|
| Francesco Calza   | UNIVERSITY OF NAPLES "PARTHENOPE"           |
| Marco Ferretti    | UNIVERSITÀ DEGLI STUDI DI NAPOLI PARTHENOPE |
| Eva Panetti       | PARTHENOPE UNIVERSITY OF NAPLES             |
| Annamaria Sabetta | UNIVERSITÀ DELLA CAMPANIA LUIGI VANVITELLI  |
- 1274 MONADS AND THE METAPHYSICS OF ENTREPRENEURSHIP PROCESSES**
- |                  |   |
|------------------|---|
| Diego Matricano  | DEPARTMENT OF MANAGEMENT, UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA |
| Mario Sorrentino | UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA                           |

## Track Sessions per day

Entrepreneurship in time of crisis and in a turbulent environment (11:30 - 13:00)

Track: ST03\_13 - Growth Strategies & Internationalization for SMEs

Chair(s): Giovanna Magnani

Discussant(s): François Goxe, Dorota Piaskowska, Birgit Hagen

Paper Presentations:

**1043 THE STRATEGIC RESPONSES TO COVID-19 CRISIS OF THE ITALIAN SMES: AN EXPLORATIVE RESEARCH**

Andrea Ciacci UNIVERSITY OF GENOA

Enrico Ivaldi UNIVERSITY OF GENOA

Lara Penco UNIVERSITY OF GENOA

**1601 FACING ADVERSITIES: ENTREPRENEUR'S RESILIENCE AND BUSINESS RECOVERY IN SMES**

Martina Gianecchini UNIVERSITY OF PADOVA

diego campagnolo UNIVERSITY OF PADOVA

Simona Leonelli UNIVERSITY OF PADOVA

Alessandra Tognazzo UNIVERSITY OF PADOVA

Paolo Gubitta UNIVERSITY OF PADOVA

## Track Sessions per day

Entrepreneurship, Regions & Regional Development (11:30 - 13:00)

Track: ST03\_05 - Entrepreneurship, Regions & Regional Development

Chair(s): Michael Fritsch

Paper Presentations:

- 1062 AN INSTITUTIONAL THEORY PERSPECTIVE ON MICRO-ENTREPRENEURSHIP IN KENYA: TALES FROM THE SHORES OF LAKE VICTORIA**  
Rael A. Onyango VRIJE UNIVERSITEIT AMSTERDAM & MASENO UNIVERSITY  
Emiel Eijdenberg JAMES COOK UNIVERSITY  
Enno Masurel VRIJE UNIVERSITEIT AMSTERDAM
- 1200 ENGAGE THE VULNERABLE IN THE INSTITUTIONAL CHANGE: A NOVEL PERSPECTIVE FROM RELIGIOUS INTERMEDIARIES IN SUB-SAHARA AFRICA**  
Andrea Sottini UNIVERSITÀ CATTOLICA SACRO CUORE DI MILANO  
Benedetto Cannatelli UNIVERSITÀ CATTOLICA DEL SACRO CUORE  
Alessandro Giudici THE BUSINESS SCHOOL, CITY, UNIVERSITY OF LONDON
- 1993 THE UMKULU REFUGEE CAMP IN ERITREA: THE EMERGENCE, DEVELOPMENT, DECLINE, AND COLLAPSE OF AN EXTRATERRITORIAL AND TEMPORAL ENTREPRENEURIAL SPACE**  
Crista Plak UNIVERSITY OF LIMOGES  
Aki Harima UNIVERSITY OF BREMEN  
Vincent Lagarde UNIVERSITY OF LIMOGES

## Track Sessions per day

Expatriate Management 1: JGM Best Paper Award Session (11:30 - 13:00)

Track: ST07\_01 - Expatriate Management

Chair(s): Jan Selmer

Paper Presentations:

- 1233 THE HOLY GRAIL IN GLOBAL VIRTUAL TEAMS: THE MEDIATING ROLE OF SATISFACTION ON PERFORMANCE OUTCOMES**
- |                 |  |
|-----------------|--|
| Katharina Gilli | FREE UNIVERSITY OF BOZEN                   |
| Valerio Veglio  | FREE UNIVERSITY OF BOZEN                   |
| Marjaana Gunkel | FREE UNIVERSITY OF BOZEN                   |
| Vasyl Taras     | UNIVERSITY OF NORTH CAROLINA AT GREENSBORO |
- 1251 EXPLORING THE FACTORS AFFECTING INTERNATIONAL TRANSFER OF CAREER CAPITAL**
- |                       |                       |
|-----------------------|-----------------------|
| Emilija Oleškevičiūtė | CRANFIELD UNIVERSITY  |
| Michael Dickmann      | CRANFIELD UNIVERSITY  |
| Maike Andresen        | UNIVERSITY OF BAMBERG |
| Emma Parry            | CRANFIELD UNIVERSITY  |
- 1180 THE INFLUENCE OF MULTIPLE INTELLIGENCES ON CONFLICT OCCURRENCE AND PERFORMANCE IN GLOBAL VIRTUAL TEAMS**
- |                  |  |
|------------------|--|
| Mahboobeh Davaei | FREE UNIVERSITY OF BOZEN                   |
| Marjaana Gunkel  | FREE UNIVERSITY OF BOZEN                   |
| Valerio Veglio   | FREE UNIVERSITY OF BOZEN                   |
| Vasyl Taras      | UNIVERSITY OF NORTH CAROLINA AT GREENSBORO |

## Track Sessions per day

General Innovation I (11:30 - 13:00)

Track: GT06\_00 - Innovation General Track

Chair(s): Vivek Velamuri

Paper Presentations:

- 1346 FIRM RESPONSES TO MEDIA COVERAGE: A MATTER OF THE DOMINANT BUSINESS MODEL DESIGN**  
Sascha Klein UNIVERSITY OF KASSEL  
Patrick Spieth UNIVERSITY OF KASSEL
- 1571 THE IMPACT OF BUSINESS MODEL INNOVATION IN THE HOSPITALITY INDUSTRY DURING THE COVID-19 PANDEMIC**  
André Renz UNIVERSITY OF THE ARTS BERLIN/WEIZENBAUM INSTITUT  
Andreas Braun BUSINESS SCHOOL BERLIN - HOCHSCHULE FÜR MANAGEMENT  
Gergana Vladova UNIVERSITÄT POTSDAM
- 1927 DYNAMIC CONSEQUENCE OF ENVIRONMENT ON THE MANAGEMENT INNOVATION TO FIRM INNOVATION PERFORMANCE IN EMERGING ECONOMY**  
Maeyta Selli ERASMUS UNIVERSITY ROTTERDAM (EUR)  
Frans Van Den Bosch DEPARTMENT OF STRATEGIC MANAGEMENT AND ENTREPRENEURSHIP,  
ROTTERDAM SCHOOL OF MANAGEMENT (RSM) ERASMUS UNIVERSITY  
ROTTERDAM  
Henk Volberda AMSTERDAM BUSINESS SCHOOL

## Track Sessions per day

### Governance and leadership (11:30 - 13:00)

Track: ST10\_01 - Multi-level Perspective on Major and Megaprojects

Chair(s): Nathalie Drouin

#### Paper Presentations:

- 1090 THE ROLE OF ORGANISATION LEADERSHIP IN TRANSFORMATIONAL PROJECT OUTCOMES**  
Natalie Smith UNIVERSITY OF QUEENSLAND
- 1546 PORT DEVELOPMENT AND SOCIAL ACCEPTANCE: EXPLORING KEY DIMENSIONS OF A COMMUNITY STAKEHOLDER ENGAGEMENT PROCESS IN THE CONTEXT OF A MAJOR CANADIAN INFRASTRUCTURE PROJECT**  
Charlotte Alix-Séguin ÉCOLE NATIONALE D'ADMINISTRATION PUBLIQUE (ENAP)  
Nathalie Drouin ÉCOLE DES SCIENCES DE LA GESTION, UQAM
- 1637 DEALING WITH THE UNPREDICTABILITY IN PROJECTS: A PROPOSAL FOR AN INTEGRATIVE THEORETICAL FRAMEWORK**  
Hicham Rahali SCHOOL OF MANAGEMENT - UQÀM  
Monique Aubry UNIVERSITÉ DU QUÉBEC À MONTRÉAL  
Skander Ben Abdallah ESG UQAM

### Great transformations (11:30 - 13:00)

Track: T14\_02 -Management History, Theory, and Philosophy

Chair(s): Vladislav Valentinov

#### Paper Presentations:

- 1209 SOCIAL STRUCTURES, SOCIAL CHANGE AND THE METRIC/NONMETRIC DISTINCTION**  
Jean-Sebastien Guy DALHOUSIE UNIVERSITY
- 1024 THE GREAT RESET OF MANAGEMENT THEORY. TOTAL INSTITUTIONALISATION FOR PLANETARY HEALTH**  
Steffen Roth LA ROCHELLE BUSINESS SCHOOL

## Track Sessions per day

HRM & knowledge sharing (11:30 - 13:00)

Track: ST09\_01 - Human Resource Management

Chair(s): Silvia Profili, Filomena Buonocore

Paper Presentations:

**1631 THE ROLE OF COMMITMENT-BASED HUMAN RESOURCE PRACTICES AND COOPERATION CLIMATE IN ENHANCING KNOWLEDGE SHARING AT WORK: AN INDIVIDUAL LEVEL PERSPECTIVE**

Aleksandra Rudawska UNIVERSITY OF SZCZECIN

Anna Pluta UNIVERSITY OF SZCZECIN

Katarzyna Gadomska-Lila UNIVERSITY OF SZCZECIN

**1045 UNLOCKING THE POTENTIAL OF HRM FOR ENHANCING KNOWLEDGE TRANSFER: THE CRITICAL ROLE OF SHARED LEADERSHIP**

Andres Salas-Vallina UNIVERSITAT DE VALÈNCIA

Juani Swart UNIVERSITY OF BATH

Yasin Rofcanin UNIVERSITY OF BATH

## Track Sessions per day

Influence of AI, EHR Implementation, and Social Media on Healthcare Quality and Collaboration (11:30 - 13:00)

Track: ST11\_02 - Healthcare Management Research

Chair(s): Silke Geithner

Discussant(s): Ellen Pipers

Paper Presentations:

- 1279 IS THE ROBODOC IN? – A QUALITATIVE STUDY ON THE STATE OF AI IMPLEMENTATION IN SWISS HOSPITALS**  
Johanna Stahl ZURICH UNIVERSITY OF APPLIED SCIENCES ZHAW  
Alfred Angerer ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES  
Eva Hollenstein ZURICH UNIVERSITY OF APPLIED SCIENCES
- 1283 COLLABORATIVE HEALTHCARE: UNDERSTANDING ITS MEANING THROUGH SOCIAL MEDIA**  
Tahereh Maghsoudi BUSINESS MANAGEMENT DEPARTMENT, FACULTY OF BUSINESS AND ECONOMICS, UNIVERSITAT ROVIRA I VIRGILI, 43204 REUS, SPAIN;  
Ana-Beatriz Hernández-Lara ROVIRA I VIRGILI UNIVERSITY  
Rosalía Cascón-Pereira UNIVERSITY ROVIRA I VIRGILI
- 1307 HOW TO ACCELERATE THE DEPLOYMENT OF DIGITAL HEALTHCARE SERVICES: A COMPARATIVE STUDY OF DRIVERS AND BARRIERS ACROSS PUBLIC, PRIVATE AND MIXED HEALTHCARE SYSTEMS**  
Asta Pundziene KAUNAS UNIVERSITY OF TECHNOLOGY  
Rima Sermontyte-Baniule KAUNAS UNIVERSITY OF TECHNOLOGY  
Jurate Macijauskiene LITHUANIAN UNIVERSITY OF HEALTH SCIENCES



## Track Sessions per day

Interactions in entrepreneurial finance (11:30 - 13:00)

Track: ST03\_04 - Entrepreneurial Finance

Chair(s): Anita Quas

Discussant(s): Julia Neuhaus, Anita Quas

Paper Presentations:

- 1368 THE DISCREPANCY BETWEEN VCS AND ENTREPRENEURS ON THE IMPORTANCE OF ENTREPRENEURS' EXPERIENCE**  
Anna Souakri POLITECNICO DE MILANO  
Andrew Zacharakis BABSON COLLEGE  
William Gartner BABSON COLLEGE
- 1810 SIGNAL SEQUENCES: VENTURE CAPITAL, IPO AND VALUATION OF ENTREPRENEURIAL VENTURES AT ACQUISITIONS**  
Benedetta Montanaro POLITECNICO DI MILANO  
Massimo Colombo POLITECNICO DI MILANO
- 1850 FINANCIAL RETURN ABOVE ALL ELSE? A CHOICE-BASED CONJOINT ANALYSIS OF CROWDLENDING PREFERENCES FOR SUSTAINABILITY VENTURES**  
Jeannette Dinh HEINRICH HEINE UNIVERSITY DUESSELDORF  
Marius Wehner HEINRICH-HEINE-UNIVERSITY DÜSSELDORF

## Track Sessions per day

**Mediating Social Responsibility (11:30 - 13:00)**

**Track: GT01\_00 - Business for Society General Track**

**Chair(s): Francesco Gangi**

**Discussant(s): Jeroen Veldman**

**Paper Presentations:**

- 1518 THE MANAGERIALIZATION OF ANTI-DISCRIMINATION LAW IN THE WORKPLACE: A CASE STUDY OF THE LEGITIMACY CEILING OF THE ENTERPRISES**  
Karim Medjad CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS  
Anissa Djabi-Saidani ISC
- 1658 THE MEDIATING ROLE OF CORPORATE SOCIAL RESPONSIBILITY IN THE RELATIONSHIP BETWEEN ENTERPRISE RISK MANAGEMENT AND CORPORATE REPUTATION: EVIDENCE FROM SPAIN**  
Clara Pérez-Cornejo UNIVERSIDAD DE BURGOS  
Esther de Quevedo Puente UNIVERSIDAD DE BURGOS
- 1832 SOCIAL ONTOLOGY AND THE CORPORATION**  
Jeroen Veldman NYENRODE BUSINESS UNIVERSITY

**Motives of customers and firms for sustainability innovation (11:30 - 13:00)**

**Track: ST06\_10 - Innovation for Circularity, Green Technologies and Sustainability**

**Chair(s): Erik Hansen, Klaus Fichter**

**Paper Presentations:**

- 1677 ENGAGING CONSUMERS IN THE CIRCULAR TRANSITION BY DESIGNING SHARING BUSINESSES: A CONJOINT ANALYSIS**  
Marie-Julie De Bruyne GHENT UNIVERSITY  
Katrien Verleye GHENT UNIVERSITY
- 1506 RESPONSIBLE INNOVATION AGAINST HUNGER: THE ROLE OF INSTITUTIONAL PRESSURES IN ADDRESSING GRAND CHALLENGES**  
Guilherme Duch Crosta UNIVERSITY COLLEGE LONDON  
Armando Castro UNIVERSITY COLLEGE LONDON  
Jacqueline Glass UNIVERSITY COLLEGE LONDON

## Track Sessions per day

Open Spaces and Communities (11:30 - 13:00)

Track: ST06\_07 - Open Innovation

Chair(s): Luciana CASTRO GONCALVES, Liliana Mitkova

Paper Presentations:

- 1364 KNOWLEDGE TRANSFER IN DIGITAL AND DIRECT HEALTH COMMUNITIES: A SYSTEMATIC LITERATURE REVIEW**  
Brigita Maženytė KAUNAS UNIVERSITY OF TECHNOLOGY  
Monika Petraite KAUNAS UNIVERSITY OF TECHNOLOGY
- 1548 INNOVATION-RELATED IMPACTS OF CORPORATE MAKERSPACES: AN EMPIRICAL STUDY ON MULTINATIONAL COMPANIES**  
Gaetano Ficarra UNIVERSITY OF APPLIED SCIENCES UPPER AUSTRIA  
Kristiana Roth UNIVERSITY OF APPLIED SCIENCES UPPER AUSTRIA  
Markus Kretschmer UNIVERSITY OF APPLIED SCIENCES UPPER AUSTRIA
- 1376 OPEN INNOVATION BUSINESS MODELS- THE CASE OF LIVING LABS IN FRANCE**  
Ingrid Fasshauer GUSTAVE EIFFEL UNIVERSITY

## Track Sessions per day

Organisational coevolution and ecosystems (11:30 - 13:00)

Track: GT12\_00 - Research Methods and Research Practice General Track

Chair(s): Davide Secchi

Discussant(s): Gayanga Herath

Paper Presentations:

- 1034**    **MODELLING INTER-ORGANIZATIONAL TENSIONS IN THE DOWNSTREAM SUPPLY CHAIN OF BATTERY ELECTRIC VEHICLES**  
Laura Wannags                      UNIVERSITY OF KASSEL
- 1386**    **A CULTURAL EVOLUTIONARY RESEARCH AGENDA FOR INNOVATION SYSTEMS DEDICATED TO A SUSTAINABLE BIOECONOMY**  
Michael Schlaile                      UNIVERSITY OF HOHENHEIM  
Johan Kask                              ÖREBRO UNIVERSITY  
Joe Brewer                              CENTER FOR APPLIED CULTURAL EVOLUTION  
Kristina Bogner                      UNIVERSITY OF HOHENHEIM  
Sophie Urmetzer                      UNIVERSITY OF HOHENHEIM  
Annick De Witt                      UTRECHT UNIVERSITY
- 1510**    **A MAPPING METHOD FOR VISUALISING IP CHALLENGES IN EVOLVING INNOVATION ECOSYSTEMS: A VALIDATION EXAMPLE FROM THE COVID-19 PANDEMIC**  
Alexander Moerchel                      INSTITUTE FOR MANUFACTURING, UNIVERSITY OF CAMBRIDGE  
Frank Tietze                              UNIVERSITY OF CAMBRIDGE  
Leonidas Aristodemou                      INSTITUTE FOR MANUFACTURING, UNIVERSITY OF CAMBRIDGE  
Pratheeba Vimalnath                      UNIVERSITY OF CAMBRIDGE

## Track Sessions per day

**P2P Platforms and the Sharing Economy (11:30 - 13:00)**

**Track: GT03\_00 - Entrepreneurship General Track**

**Chair(s): Djamchid Assadi, Julienne Brabet**

**Discussant(s): Guillaume BIOT-PAQUEROT, ANNA AKHMEDOVA, Galit Klein**

**Paper Presentations:**

**1224 THE DIFFERENCE BETWEEN THE P2P LENDERS' NEEDS AND THE PROMOTION INTENTIONS OF THE PLATFORMS**

Galit Klein	ARIEL UNIVERSITY
zeev shtudiner	ARIEL UNIVERSITY
Moti Zwilling	ARIEL UNIVERSITY

**1204 A MODEL OF COVID-19 ADAPTATION IN THE SHARING ECONOMY: HOW DIGITAL PLATFORMS ACHIEVE LOYALTY?**

ANNA AKHMEDOVA	IESE BUSINESS SCHOOL, UNIVERSITY OF NAVARRA
Frederic Marimon	UIC
Marta Mas-Machuca	UNIVERSITAT INTERNACIONAL DE CATALUNYA

**1503 VALUE CREATION OF FINTECH IN THE BANKING AND FINANCIAL SERVICES OFFER: BETWEEN REHUMANIZATION AND DEHUMANIZATION**

Guillaume BIOT-PAQUEROT	CEREN, EA 7477, BURGUNDY SCHOOL OF BUSINESS - UNIVERSITÉ BOURGOGNE FRANCHE-COMTÉ, FRANCE, GUILLAUME.BIOT-PAQUEROT@BSB-EDUCATION.COM
Djamchid Assadi	BURGUNDY SCHOOL OF BUSINESS BSB, FRANCE, DJAMCHID.ASSADI@BSB-E DUCATION.COM
Arvind ASHTA	CEREN, EA 7477, BURGUNDY SCHOOL OF BUSINESS - UNIVERSITÉ BOURGOGNE FRANCHE-COMTÉ, FRANCE, ARVIND.ASHTA@BSB-EDUCATION.COM

## Track Sessions per day

**PDS 1 - HRM & OB (11:30 - 13:00)**

**Track: ST09\_02 - Team Performance Management**

**Chair(s): António Abrantes**

**Paper Presentations:**

- 1309 THE WOLF IN SHEEP'S CLOTHING. THE PSYCHOLOGICAL CONSEQUENCES OF ANONYMOUS NEGATIVE STUDENT EVALUATION OF TEACHING ON PROFESSORS**  
Sonja Hollerbach EBS UNIVERSITY OF BUSINESS & LAW  
Abiola Sarnecki EBS UNIVERSITY OF BUSINESS AND LAW  
Myriam Bechtoldt EBS UNIVERSITY OF BUSINESS AND LAW
- 1446 TRUST AS OUTPUT OF COLLABORATION IN GLOBALLY DISTRIBUTED TEAMS**  
Rosana Reis ISG - PARIS
- 1633 SATISFACTION AND PERFORMANCE OF GENERATION Z IN VIRTUAL AND FACE-TO-FACE TEAMS**  
Jolanta Maj OPOLE UNIVERSITY OF TECHNOLOGY

**Refugee Integration and the COVID-19 Pandemic (11:30 - 13:00)**

**Track: GT05\_00 - Gender, Race and Diversity in Organisations General Track**

**Chair(s): Henriett Primecz**

**Discussant(s): Jawad Syed**

**Paper Presentations:**

- 1194 HOW DOES THE COVID-19 PANDEMIC AFFECT REFUGEES IN THE WORKFORCE? EVIDENCE FROM AUSTRIA**  
Petra Aigner JOHANNES KEPLER UNIVERSITY LINZ  
Almina Bešić JOHANNES KEPLER UNIVERSITY LINZ
- 1445 COUNTERING THE LINES OF MARGINALIZATION? - BEST PRACTICE REPORTS ON THE LABOR MARKET INTEGRATION OF REFUGEES AS AN INSTRUMENT OF COGNITIVE INSTITUTIONAL WORK**  
Martina Maletzky UNIVERSITY OF PASSAU
- 1934 INCLUSIVE INTEGRATION? - ON THE CHALLENGES OF ESTABLISHING AND MAINTAINING INCLUSIVE PRACTICES OF SETTLEMENT SUPPORT FOR RECENT REFUGEES**  
Andreas Diedrich UNIVERSITY OF GOTHENBURG  
Sara Brorström UNIVERSITY OF GOTHENBURG

## Track Sessions per day

**S13.03 - Determinants & consequences of adopting AI (ML) for product designs & customer interaction (11:30 - 13:00)**

**Track: GT13\_00 - Strategic Management General Track**

**Paper Presentations:**

**20 S13.03 - DETERMINANTS & CONSEQUENCES OF ADOPTING AI (ML) FOR PRODUCT DESIGNS & CUSTOMER INTERACTION**

Xavier Castaner	UNIVERSITY OF LAUSANNE
Phanish Puranam	INSEAD
Nicolas van Zeebroeck	SOLVAY BRUSSELS SCHOOL OF ECONOMICS & MANAGEMENT
Sandro Kaulartz	IPSOS
Shreekanth Mahendiran	UNIVERSITY OF LAUSANNE
Anthi Kiouka	UNIVERSITY OF LAUSANNE

**Social and sustainable entrepreneurship (1) (11:30 - 13:00)**

**Track: ST03\_06 - Social and Sustainable Entrepreneurship**

**Chair(s): Maximilian Eckel**

**Discussant(s): Matthias Raith, Marcela Ramírez-Pasillas**

**Paper Presentations:**

**1508 STRESSFUL IDENTITY? INVESTIGATION OF THE INTERPLAY OF FOUNDERS' SOCIAL IDENTITIES AND STAKEHOLDER POWER ON WORK-LIFE-BALANCE AND STRESS**

Maximilian Eckel	RWTH AACHEN UNIVERSITY
Denise Fischer	RWTH AACHEN UNIVERSITY
Malte Brettel	INNOVATION AND ENTREPRENEURSHIP GROUP (WIN) – TIME RESEARCH AREA, RWTH AACHEN UNIVERSITY, KACKERTSTR. 7, 52072 AACHEN, GERMANY

**1664 BALANCING SOCIAL AND FINANCIAL LOGICS IN HOSTILE ENVIRONMENTS EVIDENCE FROM SUB-SAHARAN AFRICA**

Alessia Argiolas	UNIVERSITÀ CATTOLICA DEL SACRO CUORE
Hans Rawhouser	UNIVERSITY OF NEVADA, LAS VEGAS, NV, USA
Alisa Sydow	ESCP BUSINESS SCHOOL

**1764 SUSTAINABLE ENTREPRENEURSHIP AS THE PATH TOWARDS MORE SUSTAINABLE AND LIVABLE CITIES. A REVIEW AND FURTHER RESEARCH AVENUES.**

María del Mar Martínez-Bravo	PHD CANDIDATE
Raquel Antolín-López	UNIVERSITY OF ALMERÍA
Javier Martínez-del-Río	UNIVERSITY OF ALMERIA

## Track Sessions per day

**Sport and Sustainability (11:30 - 13:00)**

**Track: GT08\_00 - Managing Sport General Track**

**Chair(s): Tiberio Daddi**

**Paper Presentations:**

**1823 SUSTAINABILITY IN PARTICIPATORY SPORT EVENTS IN FLANDERS: A COMPARISON BETWEEN CYCLING, RUNNING AND WALKING EVENTS**

Ine Hugaerts	KU LEUVEN, BELGIUM
Jeroen Scheerder	KU LEUVEN
Kobe Helsen	KU LEUVEN, BELGIUM
Joris Corthouts	KU LEUVEN, BELGIUM
Thomas Koenecke	KU LEUVEN

**1826 MONETIZING SOCIAL VALUE IN SPORT CLUBS**

XABIER MENDIZABAL	UNIVERSITY OF DEUSTO
Leire San-Jose	UNIVERSIDAD DEL PAIS VASCO (UPV/EHU)
JOSE DOMINGO GARCIA	UNIVERSITY OF THE BASQUE COUNTRY

**1891 PROFESSIONAL SPORT RESPONSIBILITY AND SUSTAINABILITY: EMPIRICAL INDUCTIVE STUDY ON FOOTBALL CLUBS**

Elisabetta Trincherio	SDA BOCCONI
Alessandra Bolchini	SDA BOCCONI
Dino Ruta	SDA BOCCONI



## Track Sessions per day

**Strategy and Innovation in Family Businesses (11:30 - 13:00)**

**Track: GT04\_00 - Family Business Research General Track**

**Chair(s): Giovanna Campopiano**

**Discussant(s): Rafaela Gjergji**

**Paper Presentations:**

**1599 FEMALE CEOs AND DEFAULT RISK IN FAMILY FIRMS**

Lucia Garcés-Galdeano	UNIVERSIDAD PÚBLICA DE NAVARRA
Isabel Abinzano	PUBLIC UNIVERSITY OF NAVARRE
Beatriz Martinez	UNIVERSIDAD PÚBLICA DE NAVARRA

**1791 INNOVATION ACTIVITIES AFTER CEO SUCCESSION IN FAMILY FIRMS: A LONGITUDINAL PERSPECTIVE**

Nora Zybura	UNIVERSITY OF MANNHEIM
Bettina Müller	UNIVERSITY OF MANNHEIM
Sandra Gottschalk	ZEW – LEIBNIZ CENTRE FOR EUROPEAN ECONOMIC RESEARCH

**1737 EXPLORING THE ABILITY-WILLINGNESS PARADOX THROUGH HORIZONTAL STRATEGIC ALLIANCES: EVIDENCE FROM AN ITALIAN CONSORTIUM IN THE ELEVATORS INDUSTRY**

Elena Casprini	UNIVERSITY OF SIENA
Alessandro Marelli	UNIVERSITY OF TERAMO
Mario Rapaccini	UNIVERSITY OF FLORENCE

## Track Sessions per day

Sustainable management and governance of culture (11:30 - 13:00)

Track: ST11\_01 Sustainability in Hybrid Settings

Chair(s): YESIM TONGA URIARTE

Paper Presentations:

**1423    TRANSFORMING A MUSEUM INTO AN ASSET FOR VALUE CREATION TO CORPORATION: THE HYBRIDIZATION PROCESS**

Eleonora Carloni                      POLITECNICO DI MILANO

Michela Arnaboldi                    POLITECNICO DI MILANO

**1833    TOWARDS THE MUSEUM AS A CULTURAL HUB: CREATIVITY, COMMUNITY, AND CULTURAL WELFARE**

Lorenzo Mizzau                      UNIVERSITY OF GENOA, ITALY

Fabrizio Montanari                  UNIVERSITY OF MODENA AND REGGIO EMILIA, IT

Damiano Razzoli                    UNIVERSITY OF MODENA AND REGGIO EMILIA

Stefano Rodighiero                UNIVERSITY OF BOLOGNA

**1890    THE RHETORIC OF PARTICIPATION IN THE GOVERNANCE OF CULTURE: THE CASE OF EUROPEAN CAPITALS OF CULTURE**

Paola Demartini                    ROMA TRE UNIVERSITY

Lucia Marchegiani                ROMA TRE UNIVERSITY

Michela Marchiori                ROMA TRE UNIVERSITY

Federico Ceschel                  UNIVERSITY OF ROME

## Track Sessions per day

Opening ceremony / Keynote Speaker (14:00 - 15:30)

(Smart) urban sustainability (15:45 - 17:15)

Track: ST11\_01 Sustainability in Hybrid Settings

Chair(s): Lorenzo Mizzau

Paper Presentations:

**1263 ATTITUDES TOWARDS SUSTAINABLE URBAN MOBILITY: SCALE PROPOSAL AND VALIDATION**

Nicolas Paiva	UNIVERSIDADE FEDERAL DO CEARÁ
Érica Sobreira	FEDERAL UNIVERSITY OF PARANÁ
Cláudia Buhamra	UNIVERSIDADE FEDERAL DO CEARÁ

**1646 STRATEGIES AND POLICY CONSISTENCY IN SUSTAINABLE SMART CITY TRANSITIONS**

Jessica Clement	SMART CITY INSTITUTE, HEC LIÈGE: MANAGEMENT SCHOOL AT THE UNIVERSITY OF LIÈGE
Nathalie Crutzen	SMART CITY INSTITUTE, HEC LIÈGE: MANAGEMENT SCHOOL AT THE UNIVERSITY OF LIÈGE

**1857 IDEAS FOR A CROSS-FERTILISATION OF HERITAGE MANAGEMENT POLICIES BETWEEN TWO HEMISPHERES: A DIALOGUE OF ITALY AND NEW ZEALAND**

Francesca Sabatini	PHD CANDIDATE, MEDITERRANEAN UNIVERSITY, REGGIO CALABRIA
Candida Rolla	PHD CANDIDATE, UNIVERSITY OF AUCKLAND, NZ

## Track Sessions per day

**Business Model I (15:45 - 17:15)**

**Track: ST03\_01/ST06\_01/ST13\_01 - Business Model - Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM)**

**Chair(s): Patrick Spieth**

**Paper Presentations:**

**1136 KEEPING PROMISES: DO DIGITAL PLATFORMS BENEFIT THE URBAN ECOSYSTEM?**

Joan Enric Ricart	CARL SCHROEDER CHAIR OF STRATEGIC MANAGEMENT, UNIVERSITY OF NAVARRA
Carlos Carrasco	ESADE BUSINESS SCHOOL
Pascual BERRONE	IESE MADRID
Yuliya Snihur	TOULOUSE BUSINESS SCHOOL

**1228 THE NOVELTY-CENTERED BUSINESS MODEL IN SMES: A FACILITATOR INTERMEDIARY IN INNOVATION PROCESS**

Kerim Karmeni	UNIVERSITY OF PARIS 8/ LED, EA 3391
Lorraine Uhlaner	EDHEC BUSINESS SCHOOL
Lorenzo Lucianetti	UNIVERSITY OF CHIETI AND PESCARA

**1236 NEW FRONTIERS IN BUSINESS MODEL INNOVATION: EXPLORING DIGITAL BUSINESS STRATEGIES FOR ESTABLISHED FIRMS**

Yannick Mies	UNIVERSITY OF OSNABRUECK
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## Track Sessions per day

CENA (15:45 - 17:15)

Track: ST13\_03 - CENA - Coopetition, Ecosystems, Networks and Alliances

Chair(s): Anne-Sophie Fernandez

Paper Presentations:

**1086 NETWORKS AND M&A: INSIGHTS AND RECOMMENDATIONS FROM A SYSTEMATIC REVIEW**

Elio Shijaku

UNIVERSITAT DE BARCELONA

David King

FLORIDA STATE UNIVERSITY

**1381 SUSTAINABLE NETWORK COOPETITION ON FINANCIAL MARKETS: INSIGHTS FROM THE EUROPEAN GREEN BOND MARKET**

Anne ALBERT-CROMARIAS

ESC CLERMONT BUSINESS SCHOOL / CLERMA

Yves RANNOU

ESC CLERMONT BUSINESS SCHOOL / CLERMA

**1417 UNCERTAINTY AND STATUS INFLUENCE ON NETWORK EMERGENCE: A RELATIONAL APPROACH TO OPTIMAL DISTINCTIVENESS THEORY**

Charles Kirschbaum

INSPER

Cristina Boari

UNIVERSITY OF BOLOGNA

Raffaele Corrado

UNIVERSITY OF BOLOGNA

## Track Sessions per day

Change, innovation and resources (15:45 - 17:15)

Track: ST13\_05 - Microfoundations of Strategy - Dynamic Capabilities and Knowledge Mechanisms

Chair(s): Gerardus (Gertjan) Lucas

Discussant(s): Peiran Su

Paper Presentations:

- 1831 DYNAMIC CAPABILITIES IN STRATEGIC FACTOR MARKETS: THE ROLE OF RESOURCE RARITY**  
Ipek Koparan BENTLEY UNIVERSITY  
Gorkem Aksaray KOC UNIVERSITY
- 1659 UNTANGLING THE MECHANISMS LINKING KNOWLEDGE ASSETS, ORGANIZATIONAL AGILITY, AND RADICAL/ INCREMENTAL INNOVATION PERFORMANCE**  
Sebastian Eisele INNOVATION & ENTREPRENEURSHIP GROUP (WIN) - TIME RESEARCH AREA, RWTH AACHEN UNIVERSITY  
Andrea Greven INNOVATION AND ENTREPRENEURSHIP GROUP (WIN) - TIME RESEARCH AREA, RWTH AACHEN UNIVERSITY
- 1231 UNDERSTANDING FIRM SURVIVAL IN A DYNAMIC ENVIRONMENT: THE CASE OF A 187-YEAR PAPERMAKER COWAN & SONS**  
Ying Ding UNIVERSITY OF THE WEST OF SCOTLAND  
Peiran Su OXFORD BROOKES UNIVERSITY

## Track Sessions per day

**COGO - SIG Keynote session (15:45 - 17:15)**

**Track: GT02\_00 - Corporate Governance General Track**

**Chair(s): Daniel Yar Hamidi**

**Digital Innovation ST06-03 - B (15:45 - 17:15)**

**Track: ST06\_03 - Digital Innovation - Strategies, Competencies, Ecosystems, Theories, and Practice**

**Chair(s): Agusti CANALS**

**Paper Presentations:**

**1475 MYTH OR FACT? THE INFLUENCE OF DIGITALIZATION ON INNOVATION PERFORMANCE**

Konrad Meisner	UNIVERSITY OF SIEGEN
Sohaib S. Hassan	FACULTY III, UNIVERSITY OF SIEGEN
Kevin Krause	UNIVERSITY OF SIEGEN

**1709 DIGITAL USERS IN A CONSTRAINED ENVIRONMENT: TOWARDS AN INNOVATIVE ECOSYSTEM "MADE IN CHINA"**

Jessica Lichy	IDRAC BUSINESS SCHOOL, LYON
Vincent DUTOT	IPAG BUSINESS SCHOOL
Wilson NG	REGENTS UNIVERSITY

**1741 SHIFTING THE NATURE OF MODULARITY TO RESHAPE ECOSYSTEM INTERDEPENDENCIES: THE POWER OF FUNCTIONAL TRANSPOSITION.**

Alexandre Azoulay	GREDEG
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## Track Sessions per day

### Entrepreneurial Processes: Individuals & Teams (15:45 - 17:15)

Track: ST03\_10 - Entrepreneurial Processes

Chair(s): Bisrat Misganaw

Discussant(s): Simona Rossi, Christopher Ghogomu, FLAVIA CAU

#### Paper Presentations:

- 1158 AM I AN ENVIRONMENTAL ENTREPRENEUR? ON THE EVOLUTION OF ENTREPRENEURIAL IDENTITY.**  
Chiara De Bernardi IUSS - UNIVERSITY SCHOOL FOR ADVANCED STUDIES  
Alisa Sydow ESCP BUSINESS SCHOOL
- 1496 HABITUAL FOUNDERS, WHO?**  
Francesca Sanguineti UNIVERSITY OF PAVIA  
Antonio Majocchi LUISS - GUIDO CARLI
- 1916 THE IMPACT OF BOARD COMPOSITION ON EUROPEAN BANKS' BUSINESS MODEL MIGRATION TOWARDS FINANCIAL TECHNOLOGIES: FIRST EMPIRICAL EVIDENCE**  
Serena De Iorio UNIVERSITY OF CAMPANIA "L.VANVITELLI"  
Giuseppe Sannino UNIVERSITY OF CAMPANIA "L.VANVITELLI"  
Manuela Lucchese UNIVERSITY OF CAMPANIA "L.VANVITELLI"

### Entrepreneurship, Regions & Regional Development (15:45 - 17:15)

Track: ST03\_05 - Entrepreneurship, Regions & Regional Development

Chair(s): Michael Fritsch

#### Paper Presentations:

- 1222 FOREIGN ENTREPRENEURS' SOCIAL NETWORKS AND BUSINESS PERFORMANCE: CONTINGENT EFFECTS OF POLITICAL NETWORKING AND POLICY UNCERTAINTY**  
Ali Bodla FACULTY OF BUSINESS AND MANAGEMENT, INFORMATION TECHNOLOGY UNIVERSITY, PAKISTAN  
Ahsan Ali SCHOOL OF ECONOMICS & MANAGEMENT, TONGJI UNIVERSITY  
Muhammad Moin TONGJI UNIVERSITY, SHANGHAI, CHINA  
Sara Khawar INFORMATION TECHNOLOGY UNIVERSITY
- 1372 THE DEVIL IN THE DETAILS: SHED NEW LIGHT ON THE RELATIONSHIP OF FORMAL INSTITUTIONS ON HIGH-QUALITY ENTREPRENEURSHIP**  
Michael Mazur WESTFÄLISCHE WILHELMS-UNIVERSITÄT MÜNSTER  
David Bendig WESTFÄLISCHE WILHELMS-UNIVERSITÄT MÜNSTER



## Track Sessions per day

Entrepreneurship, small business and innovation (15:45 - 17:15)

Track: ST03\_13 - Growth Strategies & Internationalization for SMEs

Chair(s): Michela Matarazzo

Discussant(s): Victor Martin-Sanchez, Ana Colovic

Paper Presentations:

**1375 BUSINESS MODEL INNOVATION AND INTERNATIONALIZATION SUCCESS: A STUDY OF SMES IN THREE EUROPEAN COUNTRIES**

Melanie Krenn

CARINTHIA UNIVERSITY OF APPLIED SCIENCES

Dietmar Sternad

CARINTHIA UNIVERSITY OF APPLIED SCIENCES

**1687 WHEN DOES EMPLOYEE OWNERSHIP REALLY PAY OFF? THE INTERACTION EFFECT OF EMPLOYEE OWNERSHIP WITH ENTREPRENEURIAL LEADERSHIP ON NEW VENTURE INNOVATIVENESS**

Christoph Bruetting

CHAIR FOR TECHNOLOGY & MANAGEMENT, TU DORTMUND UNIVERSITY

Tessa Flatten

TU DORTMUND

**1929 SMALL FIRM GROWTH-ENABLING CAPABILITY DEVELOPMENT: TOWARD A FRAMEWORK FOR YOUNG TECHNOLOGY-BASED FIRMS**

Morane Atzmon

UNIVERSITY OF ANTWERP

Johanna Vanderstraeten

UNIVERSITY OF ANTWERP

Sascha Albers

UNIVERSITY OF ANTWERP



## Track Sessions per day

**Ethnicity and Migrant Workers (15:45 - 17:15)**

**Track: GT05\_00 - Gender, Race and Diversity in Organisations General Track**

**Chair(s): Jawad Syed**

**Discussant(s): Andreas Diedrich**

**Paper Presentations:**

- 1108 LABOR MARKET DISCRIMINATION AND STATISTICAL DIFFERENCES IN UNOBSERVED CHARACTERISTICS OF APPLICANTS**  
Adam Ayaita RWTH AACHEN UNIVERSITY
- 1989 HOW DOES JOB EMBEDDEDNESS INFLUENCE THEIR PERFORMANCE: THE ROLES OF ORGANISATIONAL COMMITMENT AND URBAN IDENTITY OF MIGRANT WORKERS IN CHINA?**  
Xiaoying Li KEELE UNIVERSITY  
Qihai Huang KEELE UNIVERSITY  
Yu Fu LANCASTER UNIVERSITY
- 1865 ETHNIC IDENTITY OF MIGRANT COUPLES IN GERMANY**  
Teresa Freitas Monteiro HUMBOLDT UNIVERSITY OF BERLIN AND INSTITUTE FOR EMPLOYMENT RESEARCH

## Track Sessions per day

Expatriate Management 2 (15:45 - 17:15)

Track: ST07\_01 - Expatriate Management

Chair(s): Michael Dickmann

Paper Presentations:

**1922 ANTECEDENTS AND OUTCOMES OF EXPATRIATES' SOCIAL CAPITAL: A LITERATURE REVIEW**

Inés Escobar Borrueal UNIVERSITY OF VAASA

**1727 'FEELING LIKE HOME'. THE IMPACT OF VALUES AND PULL FACTORS ON PERCEPTION OF HOME IN CASE OF LITHUANIAN SIES IN THE MAIN HOST COUNTRIES**

Vilmantė Kumpikaitė-Valiūnienė KAUNAS UNIVERSITY OF TECHNOLOGY

Vilmantė Liubinienė KAUNAS UNIVERSITY OF TECHNOLOGY

Ineta Žičkutė KAUNAS UNIVERSITY OF TECHNOLOGY

Jurga Duobienė KAUNAS UNIVERSITY OF TECHNOLOGY

**1918 ASSIGNEES' CAREER SUCCESS: THE IMPACT OF CAREER CAPITAL DEVELOPMENT, JOB FIT, AND CAREER ADAPTABILITY**

Rodrigo Mello UNIVERSITY OF VAASA

Vesa Suutari UNIVERSITY OF VAASA

Michael Dickmann CRANFIELD UNIVERSITY

## Track Sessions per day

Family Business Governance (15:45 - 17:15)

Track: GT04\_00 - Family Business Research General Track

Chair(s): Rodrigo Basco

Discussant(s): Jan-Philipp Ahrens

Paper Presentations:

- 1225 CORPORATE GOVERNANCE AND STRATEGY EXECUTION IN FAMILY FIRMS: A CASE STUDY**  
Paolo Di Toma UNIVERSITY OF MODENA AND REGGIO EMILIA
- 1777 FAMILY CONSTITUTIONS ROLES: TWO SIDES OF THE SAME COIN ? RECONCILIATION OF AGENCY AND STEWARDSHIP PERSPECTIVES UNDER THE LENS OF REGULATORY FOCUS THEORY**  
Raphaëlle Mattart HEC MANAGEMENT SCHOOL - UNIVERSITÉ DE LIÈGE (BE)  
Yannick Bammens MAASTRICHT UNIVERSITY
- 1905 LEARNING THROUGH INTERACTIONS WITH OUTSIDE DIRECTORS IN FAMILY BUSINESS BOARDS OF DIRECTORS: A DYNAMIC PERSPECTIVE**  
Paula M Infantes ESADE BUSINESS SCHOOL  
Céline Barredy UNIVERSITÉ PARIS NANTERRE  
Maria Jose Parada Balderrama ESADE BUSINESS SCHOOL

## Track Sessions per day

Female entrepreneurship (1) (15:45 - 17:15)

Track: GT03\_00 - Entrepreneurship General Track

Chair(s): Sara Poggesi, Michela Mari

Discussant(s): Lavlu Mozumdar, Daniela Gimenez, Michela Mari

Paper Presentations:

**1031 WOMEN ENTREPRENEURS AND INNOVATION: STATE OF THE ART AND RESEARCH CHALLENGES**

Michela Mari	TOR VERGATA UNIVERSITY
Sara Poggesi	TOR VERGATA UNIVERSITY
Gianpaolo Abatecola	UNIVERSITY OF ROME TOR VERGATA
Caroline Essers	NIJMEGEN SCHOOL OF MANAGEMENT

**1400 HOW DO WOMEN ENTREPRENEURS CONTRIBUTE TO FAMILY LIVELIHOOD IN A CONSTRAINED CONTEXT? FUELLING ENTREPRENEURIAL ORIENTATION IN ENHANCING BUSINESS PERFORMANCE**

Lavlu Mozumdar	BANGLADESH AGRICULTURAL UNIVERSITY
Geoffrey Hagelaar	WAGENINGEN UNIVERSITY
Valentina Materia	WAGENINGEN UNIVERSITY
Onno Omta	WAGENINGEN UNIVERSITY
Gerben Velde	WAGENINGEN UNIVERSITY
Mohammad Amirul Islam	BANGLADESH AGRICULTURAL UNIVERSITY

**1733 UNDERSTANDING THE ROLE OF ETHICS OF CARE IN A WOMAN-LED SOCIAL ENTERPRISE: THE RELATIONSHIP BETWEEN A CARING ENTREPRENEUR AND A CARING ENTERPRISE**

Daniela Gimenez	TU DORTMUND UNIVERSITY
Isabel Garcia-Lomas	IE BUSINESS SCHOOL
Patricia Gabaldon	IE BUSINESS SCHOOL

## Track Sessions per day

**General Innovation II (15:45 - 17:15)**

**Track: GT06\_00 - Innovation General Track**

**Chair(s): Romy Hilbig**

**Paper Presentations:**

**1556 A TEST OF MEDIATION MODEL OF EMPOWERING LEADERSHIP**

Abderrahman Hassi

AL AKHAWAYN UNIVERSITY

Sylvia Rohlfers

CUNEF

Simon Jebens

UNIVERSITY OF SOUTHERN DENMARK

**1750 MANAGEMENT INNOVATION RESEARCH: A REVIEW AND BIBLIOMETRIC ANALYSIS**

Sebastian Gauster

UNIVERSITY OF INNSBRUCK

**1845 ARE WE MEASURING THE INNOVATIVE WORK BEHAVIOUR OF THE 1980S? A CRITICAL REVIEW OF THE MEASURING INSTRUMENTS**

Maria Pajuoja

UNIVERSITY OF VAASA

**Great challenges (15:45 - 17:15)**

**Track: T14\_02 -Management History, Theory, and Philosophy**

**Chair(s): Steffen Roth**

**Paper Presentations:**

**1966 21-CENTURY RESET OF MANAGEMENT AND LEADERSHIP THEORY – PARADOXES AND STRATEGIES FOR DEPARADOXICATION**

Margit Neisig

ROSKILDE UNIVERSITY

**1179 UNFRAMING A GLOBAL CRISIS: THE FRAMING EFFECTS ON SOCIETY'S IMBALANCE**

Julie Ricard

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

**1859 THE NONSENSE OF THEORY-LESS MANAGEMENT RESEARCH AND PRACTICE**

Alejandro Agafonow

ESSCA SCHOOL OF MANAGEMENT

## Track Sessions per day

HRM challenges in the pandemic (15:45 - 17:15)

Track: ST09\_01 - Human Resource Management

Chair(s): Sabrina Bresciani

Paper Presentations:

**1036 COVID-19 AND PEOPLE MANAGEMENT: THE VIEW OF HUMAN RESOURCE MANAGERS**

Sónia Gonçalves	ISCSP-UL
Joana Santos	UNIVERSIDADE DO ALGARVE
Isabel Silva	UNIVERSIDADE DO MINHO
Ana Veloso	UNIVERSIDADE DO MINHO
Catarina Brandão	UNIVERSIDADE DO PORTO
Rita Moura	UNIVERSIDADE DO PORTO

**1289 THE JOINT ROLE OF HRM AND LEADERSHIP FOR TELEWORKER WELL-BEING – AN ANALYSIS DURING THE COVID-19 PANDEMIC**

Niklas Günther	HELMUT SCHMIDT UNIVESITY HAMBURG
Sven Hauff	HELMUT SCHMIDT UNIVERSITY
Philip Dorsel	HELMUT SCHMIDT UNIVESITY HAMBURG

**1326 PERSEVERANCE AND INNOVATION TO SURVIVING COVID-19? HRM IN COMPANIES IN BOSNIA AND HERZEGOVINA**

Almina Bešić	JOHANNES KEPLER UNIVERSITY LINZ
Christian Hirt	SENIOR LECTURER
Zijada Rahimic	UNIVERSITY OF SARAJEVO



## Track Sessions per day

Leadership and Crises (15:45 - 17:15)

Track: ST09\_04 - Leadership

Chair(s): Carmen Paz-Aparicio

Paper Presentations:

- 1341 PARADOXICAL CRISIS BEHAVIOR: HOW LEADERS HANDLE MAJOR ORGANIZATIONAL CRISIS AND HOW THIS IS AFFECTING ORGANIZATIONAL RESILIENCE**
- |                    |  |
|--------------------|--|
| Charlotte Foerster | UNIVERSITY OF TECHNOLOGY CHEMNITZ & JOHANNES KEPLER UNIVERSITY |
| Stephanie Duchek   | TU DRESDEN   |
| Caroline Paparella | JOHANNES KEPLER UNIVERSITY LINZ                                |
| Wolfgang Güttel    | TU WIEN  |
- 1830 HIDING OR REVEALING NEGATIVE EMOTIONS? THE ROLE OF LEADERS' EMOTION REGULATION IN YOUNG FIRMS DURING CRISES**
- |               |                                      |
|---------------|--------------------------------------|
| Lynn Schmodde | HEINRICH HEINE UNIVERSITY DÜSSELDORF |
| Marius Wehner | HEINRICH-HEINE-UNIVERSITY DÜSSELDORF |
- 1743 AUTHENTIC AND CHARISMATIC LEADERSHIP DURING CRISIS: THE CASE OF PRIME MINISTER JACINTA ARDERN**
- |                   |  |
|-------------------|--|
| Laura Cortellazzo | DEPARTMENT OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE |
| Elena Bruni       | WU VIENNA  |

## Track Sessions per day

**Managing Sport Events and Participation (15:45 - 17:15)**

**Track: GT08\_00 - Managing Sport General Track**

**Chair(s): Thomas Koenecke**

**Paper Presentations:**

**1378 "INNOVATE OR DIE?": CONCEPTUALIZING SPORT EVENT INNOVATION AND OFFERING AVENUES FOR FUTURE RESEARCH**

Kristina Hoff	UNIVERSITY OF GEORGIA
Becca Leopkey	UNIVERSITY OF GEORGIA
Dana Ellis	LAURENTIAN UNIVERSITY

**1704 SOCIAL NETWORK IN SPORTS EVENTS: A PROCESS STUDY OF THE 30TH SUMMER UNIVERSIADE**

Tommasina Pianese	NATIONAL RESEARCH COUNCIL OF ITALY - INSTITUTE OF STUDIES ON THE MEDITERRANEAN
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**1995 STRATEGIC CHOICES IN ORDER TO MAXIMIZE REVENUES IN SPORTS EVENTS: A CROSS-CASE ANALYSIS**

ANTONIO PALMIERI	SDA BOCCONI SCHOOL OF MANAGEMENT
Dino Ruta	SDA BOCCONI
BENEDETTA INTRONA	SDA BOCCONI

**Migrants' socialization and multiple identities (15:45 - 17:15)**

**Track: T07\_04 - Management and cultures - qualitative organizational research**

**Chair(s): Christoph Barmeyer**

**Discussant(s): Mette Zølner**

**Paper Presentations:**

**1142 WHAT ROLE DOES INTERCULTURALITY PLAY IN THE PROCESS OF MIGRANTS' ORGANIZATIONAL SOCIALIZATION? A SYSTEMATIC LITERATURE REVIEW IN THE PERIOD 2000-2019**

Sina Grosskopf	UNIVERSITY OF PASSAU
Constanze Ruesga Rath	UNIVERSITY OF PASSAU
Corina Molz	UNIVERSITY OF PASSAU

**1369 THE IMPACT OF CULTURAL IDENTITY NEGOTIATION ON CULTURAL BRIDGING AND LANGUAGE BRIDGING ACTIVITIES OF FIRST AND SECOND GENERATION HIGHLY QUALIFIED MIGRANTS**

Cristina Popescu	UNIVERSITY OF TUEBINGEN
Markus Pudelko	UNIVERSITY OF TUEBINGEN

**1822 MANAGING CULTURAL DIVERSITY. ORGANISATIONS AS A LABORATORY FOR AN INCLUSIVE SOCIETY**

Sylvie CHEVRIER	UNIVERSITÉ GUSTAVE EIFFEL
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## Track Sessions per day

Multiple Actors, University and Innovation (15:45 - 17:15)

Track: ST06\_02 - Innovation, design, creativity, learning, and education

Chair(s): Silke Bustamante

Paper Presentations:

- 1119 MORE ISN'T ALWAYS MORE: HOW, WHEN AND WHY MORE ACTORS GENERATE MORE OUTPUTS IN INTER-ORGANISATIONAL R&D PROJECTS. QUALITATIVE EVIDENCE FROM EUROPEAN RESEARCH AND INNOVATION PROGRAMMES**
- |                   |                                      |
|-------------------|--------------------------------------|
| Svetlana Klessova | UNIVERSITÉ CÔTE D'AZUR, CNRS, GREDEG |
| Catherine Thomas  | UNIVERSITÉ CÔTE D'AZUR, CNRS, GREDEG |
| Sebastian Engell  | TU DORTMUND UNIVERSITY               |
- 1779 BUSINESS GROUP AFFILIATION AND THE RISK OF PAE LITIGATION**
- |                       |                                    |
|-----------------------|------------------------------------|
| Miryam Martin-Sanchez | UNIVERSITY OF THE BALEARIC ISLANDS |
| Abel Lucena           | UNIVERSITY OF THE BALEARIC ISLANDS |
- 1898 THE ROLE OF LIVING LAB IN FUTURE DEVELOPMENT OF HIGH-TECH MARKET IN KOREA**
- |                |  |
|----------------|--|
| Olga Shvetsova | KOREA UNIVERSITY OF TECHNOLOGY AND EDUCATION |
|----------------|--|

Open Innovation Networks (15:45 - 17:15)

Track: ST06\_07 - Open Innovation

Chair(s): Luciana CASTRO GONCALVES

Paper Presentations:

- 1056 EXTERNAL PARTNERING AND INNOVATION OBJECTIVES: THE MODERATING EFFECT OF FIRM SIZE AND INDUSTRY**
- |                  |                                |
|------------------|--------------------------------|
| Ebru Ozturk-Kose | TOKAT GAZIOSMANPASA UNIVERSITY |
|------------------|--------------------------------|
- 1165 ANTECEDENTS OF A FIRM'S ALLIANCE PORTFOLIO DIVERSITY: THE ROLE OF TOP MANAGEMENT TEAMS**
- |                    |  |
|--------------------|--|
| Farid Mammadaliyev | PHD AT UNIVERSITY OF ANTWERP                   |
| Victor Gilsing     | FREE UNIVERSITY AMSTERDAM & ANTWERP UNIVERSITY |
| Joris Knobben      | RADBOUD UNIVERSITY NIJMEGEN                    |
- 1306 VENTURING INTO THE TECHNOLOGICAL UNKNOWN: AN EXPLORATORY INTERVIEW STUDY OF NON-CORE TECHNOLOGY SCOUTING SYSTEMS**
- |                   |  |
|-------------------|--|
| Harikrishnan Nair | UNIVERSITY OF APPLIED SCIENCES UPPER AUSTRIA |
| Christiane Rau    | UNIVERSITY OF APPLIED SCIENCES UPPER AUSTRIA |

## Track Sessions per day

PDS 2 - HRM & OB (15:45 - 17:15)

Track: ST09\_01 - Human Resource Management

Chair(s): Andres Salas-Vallina

Paper Presentations:

- 1047 CAREER PLANNING AND TURNOVER INTENTION: THE MODERATING ROLES OF CAREER PLATEAU AND RISK-TAKING PROPENSITY**
- |                      |  |
|----------------------|--|
| Chin Tung Stewart Ng | NATIONAL SUN YAT-SEN UNIVERSITY                        |
| Hsien-Chun Chen      | NATIONAL PINGTUNG UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Szu-Yin Lin          | NATIONAL SUN YAT-SEN UNIVERSITY                        |
| I-Heng Chen          | NATIONAL SUN YAT-SEN UNIVERSITY                        |
- 1088 SUCCESSION PLANNING IN BRAZILIAN PUBLIC ORGANIZATIONS: AN ANALYSIS BETWEEN THE STAGES OF SUCCESSION PLANNING AND THE HUMAN RESOURCE MODEL**
- |                   |                         |
|-------------------|-------------------------|
| Nathalie Maillard | UNIVERSITY OF SÃO PAULO |
| Joel Dutra        | UNIVERSITY OF SÃO PAULO |
- 1589 THE PARADOX OF WELL-BEING AT WORK AND PERFORMANCE**
- |                             |  |
|-----------------------------|--|
| Nathalie BERNARD            | UNIVERSITÉ JEAN MOULIN LYON 3 ; LABORATOIRE MAGELLAN   |
| Emmanuel Abord de Chatillon | MANAGEMENT AND OCCUPATIONAL HEALTH CHAIR, GRENOBLE ALPES<br>UNIVERSITÉ AND LEST CNRS, AIX MARSEILLE UNIVERSITÉ |
| Alain Lacroux               | UNIVERSITÉ POLYTECHNIQUE HAUTS DE FRANCE, VALENCIENNES, FRANCE   |

## Track Sessions per day

PO - SIG Kick Off (15:45 - 17:15)

Track: GT10\_00 - Project Organising General Track

Chair(s): Alexander Kock

Psychological Distress, Resilience, and the Protective Effects of Accountable Team Membership (15:45 - 17:15)

Track: ST11\_02 - Healthcare Management Research

Chair(s): Joanna Szulc

Discussant(s): STEVEN HOWARD

Paper Presentations:

- 1203 A PROBLEMATIZATION EXERCISE TO EXPLORE THE PERPETUATION OF PSYCHOLOGICAL DISTRESS AMONG HOSPITAL NURSES**  
Nicole Jacob UNIVERSITY DU QUÉBEC EN OUTAOUAIS (UQO)  
Jacques-Bernard Gauthier UNIVERSITY DU QUÉBEC EN OUTAOUAIS  
Isabelle St-Pierre UNIVERSITY DU QUÉBEC EN OUTAOUAIS (UQO)
- 1434 DEVELOPING AN INTEGRATED FRAMEWORK OF HEALTHCARE LEADERS' RESILIENCE**  
Charlotte Foerster UNIVERSITY OF TECHNOLOGY CHEMNITZ & JOHANNES KEPLER UNIVERSITY  
Stephanie Duchek TU DRESDEN  
Silke Geithner EVANGELISCHE HOCHSCHULE DRESDEN  
Maxie Kraegler TU DRESDEN
- 1968 PSYCHOLOGICAL PPE: DOES ACCOUNTABLE CARE TEAM MEMBERSHIP HAVE PROTECTIVE EFFECTS DURING A CRISIS?**  
Katherine Meese UNIVERSITY OF ALABAMA AT BIRMINGHAM  
Carletta Dobbins UNIVERSITY OF ALABAMA AT BIRMINGHAM  
Frederick van Pelt UNIVERSITY OF ALABAMA AT BIRMINGHAM  
David Rogers UNIVERSITY OF ALABAMA AT BIRMINGHAM  
Kellie Flood UNIVERSITY OF ALABAMA AT BIRMINGHAM
- 1112 HUMAN RESOURCE MANAGEMENT RULES AND PRACTICES IN THE HEALTH SECTOR: WHY DO DISCONNECTED FORMS OF SOCIAL REGULATION PERSIST?**  
Sébastien MAINHAGU UNIVERSITY OF HAUTE-ALSACE-CREGO

## Track Sessions per day

Research Avenues in M&As (15:45 - 17:15)

Track: ST13\_04 - Mergers & Acquisitions and Divestitures - A Glimpse into the Future

Chair(s): Audrey Rouzies

Discussant(s): Philippe Very

Paper Presentations:

- 1291 EXPLORING UNCHARTERED AVENUES IN M&A RESEARCH: TRICKS TO BUILD A RESEARCH AGENDA**  
Olimpia Meglio UNIVERSITY OF SANNIO
- 1332 M&A FAILURE: AN INTERDISCIPLINARY SYSTEMATIC LITERATURE REVIEW**  
Timo Paumen VU AMSTERDAM  
David Kroon VRIJE UNIVERSITEIT AMSTERDAM  
Svetlana N. Khapova VRIJE UNIVERSITEIT AMSTERDAM
- 1617 DISCURSIVE CREATION OF THE EMOTIONAL CONTEXT AROUND M&A IN THE MEDIA**  
Thi Nguyen TOULOUSE 1 CAPITOLE UNIVERSITY

Strategic responses to a global pandemic (15:45 - 17:15)

Track: GT13\_00 - Strategic Management General Track

Chair(s): Daniel Alonso-Martinez

Discussant(s): Rachel Hilliard

Paper Presentations:

- 1215 THE STUDY OF STRATEGIC MEASURES TO RECOVER HOTEL ACTIVITY IN TIMES OF COVID-19.**  
Aurora Garrido Moreno UNIVERSITY OF MÁLAGA  
Víctor García Morales GRANADA UNIVERSITY  
Rodrigo Martin-Rojas GRANADA UNIVERSITY
- 1685 WORK-FROM-HOME AND EMPLOYEE PERFORMANCE: COVID-19 AS A NATURAL EXPERIMENT**  
Pranav Garg STEVENS INSTITUTE OF TECHNOLOGY  
Diptiprakash Pradhan INDIAN INSTITUTE OF MANAGEMENT INDORE  
Ramachandran Jayaraman INDIAN INSTITUTE OF MANAGEMENT BANGALORE
- 1451 THE IMPORTANCE OF STRATEGIC ORIENTATION AND NATIONAL CULTURE IN THE PERFORMANCE OF LISTED COMPANIES IN STOXX EUROPE SUSTAINABILITY**  
Vitor Cardoso PHD STUDENT UNIVERSITY OF PORTO - FACULTY OF ECONOMICS  
Francisco Martins UNIVERSITY OF PORTO - FACULTY OF ECONOMICS  
Hortênsia Barandas UNIVERSITY OF PORTO - FACULTY OF ECONOMICS

## Track Sessions per day

**Strategy and Performance Management in Public Organizations (15:45 - 17:15)**

**Track: GT11\_00 - Public and Non-Profit Management General Track**

**Chair(s): Silvana Secinaro**

**Discussant(s): Anita Bunea**

**Paper Presentations:**

- 1067 PUBLIC SECTOR REPORTING ENTITY: SIMULATION ON DIFFERENT ACCOUNTING PERSPECTIVES**  
Cristian Carini UNIVERSITY OF BRESCIA - ITALY  
CLAUDIO TEODORI UNIVERSITY OF BRESCIA  
Marco Errico ESCOLA SUPERIOR D'ADMINISTRACIÓ I DIRECCIÓ D'EMPRESES
- 1353 IDEAL-TYPES OF PERFORMANCE MANAGEMENT APPROACHES: AN ANALYSIS OF ITALIAN LOCAL HEALTH UNITS**  
Lorenzo Costumato UNIVERSITY OF ROME TOR VERGATA  
Andrea Bonomi Savignon UNIVERSITY OF ROME TOR VERGATA  
Fabiana Scalabrini UNIVERSITY OF ROME TOR VERGATA

**Sustainable capitalism? (15:45 - 17:15)**

**Track: GT01\_00 - Business for Society General Track**

**Chair(s): Blanche Segrestin, Kevin Levillain**

**Paper Presentations:**

- 1199 THE INTELLECTUAL CAPITAL DISCLOSURE IN AN ECONOMIC DOWNTURN: THE AUDITORS' BEHAVIOR**  
VALENTINA BERETTA UNIVERSITY OF PAVIA  
Maria Chiara Demartini UNIVERSITÀ DEGLI STUDI DI PAVIA  
Sara Trucco UNIVERSITÀ DEGLI STUDI INTERNAZIONALI DI ROMA
- 1388 TENDENCIES IN SUSTAINABLE FINANCE**  
Maria del Pilar Rodriguez R DEPARTMENT OF CIVIL AND ENVIRONMENTAL ENGINEERING, POLYTECHNIC UNIVERSITY OF CATALONIA  
José Antonio Clemente UNIVERSIDAD INTERNACIONAL DE LA RIOJA  
Luis Seguí-Amortegui FACULTY OF BUSINESS AND COMMUNICATION, INTERNATIONAL UNIVERSITY OF LA RIOJA
- 1767 RESHAPING CAPITALISM FOR A SUSTAINABLE WORLD**  
Shann Turnbull INTERNATIONAL INSTITUTE FOR SELF-GOVERNANCE

## Track Sessions per day

Text and organization (15:45 - 17:15)

Track: GT01\_00 - Business for Society General Track

Chair(s): Luca Pareschi

Discussant(s): R. Duncan Pelly

Paper Presentations:

- 1250 RETURN TO TAMARA-LAND: METAPHORS OF MARQUIS DE SADE AND MARY PARKER FOLLETT ON THE YELLOW BRICK ROAD**  
R. Duncan Pelly MCMURRY UNIVERSITY  
David Boje NMSU AND AALBORG UNIVERSITY
- 1270 IN THE MULTITUDE OF WORDS, SIN IS NOT LACKING: AN ANALYSIS OF CODES OF ETHICS ACROSS FORTUNE 500 COMPANIES**  
Luiz Ricardo Kabbach de Castro UNIVERSITY OF FLORIDA  
Dulce Redin UNIVERSIDAD DE NAVARRA  
Matheus Dall Agnol UNIVERSIDADE DE SÃO PAULO
- 1842 ACTORS AND ACTORHOOD IN NEO-INSTITUTIONAL THEORY: A TOPIC MODEL ANALYSIS**  
Luca Pareschi UNIVERSITÀ DI ROMA TOR VERGATA  
Giulia Flamini ROME TOR VERGATA UNIVERSITY  
Luca Gnan TOR VERGATA UNIVERSITY  
Damiano Petrolo UNIVERSITY OF ROME TOR VERGATA - HASSELT UNIVERSITY



## Track Sessions per day

Venture Capital and Private Equity (15:45 - 17:15)

Track: ST03\_04 - Entrepreneurial Finance

Chair(s): Orcun Kaya

Discussant(s): Benedetta Montanaro, Jovana Cadenovic, Tianyi Zheng

Paper Presentations:

**1636 THE REAL EFFECTS OF PRIVATE EQUITY BUYOUTS: A META-ANALYSIS**

Jeroen Verbouw

GHENT UNIVERSITY

Miguel Meuleman

VLERICK BUSINESS SCHOOL, GHENT UNIVERSITY

Sophie Manigart

VLERICK BUSINESS SCHOOL, GHENT UNIVERSITY

**1720 DOES ABSENCE MAKE THE HEART GROW FONDER? THE IMPACT OF CROSS-BORDER INVESTING AND TARGET MARKET ATTRACTIVENESS ON VENTURE CAPITALISTS' FINANCIAL PARTICIPATION**

Antonia Nörthemann

HEINRICH HEINE UNIVERSITY DÜSSELDORF

Carolin Plagmann

HEINRICH HEINE UNIVERSITY

Eva Lutz

HEINRICH HEINE UNIVERSITY

**1754 THE POSITIVE EFFECT OF VESTING TERMS ON VENTURE GROWTH: SELF-SELECTION OR INCENTIVIZING?**

Nils Konstantin Lang

EM LYON BUSINESS SCHOOL & UNIVERSITÉ LYON 3

## Track Sessions per day

Visual Methods and Criteria for 'Good' Research (15:45 - 17:15)

Track: GT12\_00 - Research Methods and Research Practice General Track

Chair(s): Bareerah Hoorani

Discussant(s): Laura Wannags

Paper Presentations:

**1568 ANCHORING EFFECT IN VISUAL INFORMATION PROCESSING DURING FINANCIAL DECISIONS: AN EYE-TRACKING STUDY**

Maria Gabriella Ceravolo	UNIVERSITY POLITECNICA MARCHE
Vincenzo Farina	UNIVERSITY OF ROME 'TOR VERGATA'
Lucrezia Fattobene	UNIVERSITY OF ROME 'TOR VERGATA'
Lucia Leonelli	UNIVERSITY OF ROME 'TOR VERGATA'
GianMario Raggetti	BRAIN LINE ASSOCIATION

**1943 CAN YOU SEE ME? VISUAL METHODS AFTER THE VISUAL TURN**

Ivo De Loo	NYENRODE BUSINESS UNIVERSITY
Bill Lee	UNIVERSITY OF SHEFFIELD, UK

**1748 COMBINING BAYESIANISM AND REFLEXIVITY IN INTERPRETIVIST RESEARCH**

Susan Harrington	UNIVERSITY OF STRATHCLYDE
Viktor Dörfler	UNIVERSITY OF STRATHCLYDE, UK
Shona Blair	UNIVERSITY OF STRATHCLYDE

## Track Sessions per day

Workplace Challenges (15:45 - 17:15)

Track: GT09\_00 - Organisational Behaviour General Track

Chair(s): Anjali Bansal

Paper Presentations:

- 1051 EMPLOYEES' FEAR OF GOAL FAILURE AND UNETHICAL BEHAVIOR: THE MEDIATING ROLE OF EGO-DEPLETION AND MODERATING ROLE OF MORAL ATTENTIVENESS**  
Rahman Khan GHULAM ISHAQ KHAN INSTITUTE OF ENGINEERING SCIENCES AND TECHNOLOGY, PAKISTAN  
Ghulam Murtaza IAE-CREG, UNIVERSITÉ DE PAU & DES PAYS DE L'ADOUR  
Qurat ul Ain Talpur ESSCA SCHOOL OF MANAGEMENT  
Umber Kazi IQRA UNIVERSITY KARACHI
- 1772 A CHALLENGE-HINDRANCE APPRAISAL PERSPECTIVE ON WORK-LIFE INTERFERENCE**  
Stefan Razinskas FREIE U. BERLIN  
JULIA BACKMANN UNIVERSITY COLLEGE DUBLIN  
K. Parboteeah UNIVERSITY OF WISCONSIN - WHITEWATER  
Martin Högl LUDWIG-MAXIMILIANS-UNIVERSITÄT MÜNCHEN
- 1841 MANAGING ENTITLED EMPLOYEES IN THE LUXURY HOTELS: A SERIAL MEDIATION ANALYSIS**  
Anjali Bansal MICA, AHMEDABAD

## Track Sessions per day

**Ambidexterity: determinants and outcomes (17:30 - 19:00)**

**Track: GT13\_00 - Strategic Management General Track**

**Chair(s): Stela Raytcheva**

**Discussant(s): Dieter Gutsch**

**Paper Presentations:**

**1298 THE DEVELOPMENT OF AMBIDEXTERITY FOR ECO-INNOVATION IN SMES: AN ACTION RESEARCH STUDY**

Margaret Tallott	NUI GALWAY
Rachel Hilliard	NUI GALWAY
Niina Nummela	TURKU UNIVERSITY

**1390 TMT NETWORK AS A DETERMINANT OF MANAGERS' AMBIDEXTERITY: THE MODERATING ROLE OF MIDDLE MANAGEMENT**

Anabel Fernández-Mesa	UNIVERSITY OF VALENCIA
Ana García Granero	UNIVERSITY OF VALENCIA
Clarke Ronald	RENNES SCHOOL OF BUSINESS
Justo Herrera	UNIVERSITY OF VALENCIA

**1420 SPEEDING UP NEW PRODUCT DEVELOPMENT THROUGH ENTREPRENEURIAL ORIENTATION IN SMES: THE MODERATING ROLE OF AMBIDEXTERITY**

Jose Luis Ferreras-Méndez	UNIVERSITY OF VALENCIA
Oscar Llopis	UNIVERSITY OF VALENCIA
Joaquín Alegre	UNIVERSITY OF VALENCIA

## Track Sessions per day

**Banking and Financial Sustainability (17:30 - 19:00)**

**Track: GT01\_00 - Business for Society General Track**

**Chair(s): Sharam Alijani**

**Discussant(s): Sharam Alijani**

**Paper Presentations:**

**1107 RETHINKING ON TRUST IN BANKS: THE BANKERS' POINT OF VIEW**

Aviv Kidron    YVC YEZREEL ACADEMIC COLLEGE

**1425 REAL AND FINANCIAL EFFECTS OF FISCAL POLICY: EVIDENCE OF BELGIAN SMES**

Olivier De Jonghe                                NATIONAL BANK OF BELGIUM - TILBURG UNIVERSITY

Klaas Mulier                                      GHENT UNIVERSITY

Frederik Verplancke                            GHENT UNIVERSITY - TILBURG UNIVERSITY

**1626 THE IMPACT OF THE EU TAXONOMY ON PIONEER PROVIDERS OF SUSTAINABLE FINANCIAL SERVICES**

Benedikt Brandl                                 UNIVERSITY OF MANNHEIM, MANNHEIM

Peter Wehnert                                  UNIVERSITY OF ERLANGEN-NUREMBERG

Markus Beckmann                              UNIVERSITY OF ERLANGEN-NUREMBERG

## Track Sessions per day

**Blended Competitiveness - Converging Social and Economic Outcomes Across Developed and Developing Economies (17:30 - 19:00)**

**Track: T07\_06 - International Competitiveness, International Business and Emerging Market Studies**

**Chair(s): Andrew Papadopoulos**

**Discussant(s): Juan Ignacio Dorrego Viera**

**Paper Presentations:**

**1319 EMNES AS POTENTIAL EMPLOYERS IN DEVELOPED COUNTRIES – THE ROLE OF CSR IN THE EVALUATION OF ORGANIZATIONAL ATTRACTIVENESS**

Bich Le UNIVERSITY OF FRIBOURG

Dirk Morschett UNIVERSITY OF FRIBOURG

**1806 TAPPING INTO THE POTENTIAL COMPETITIVENESS OF SOCIAL BANKING IN GERMANY**

Moritz Johannes Mey GRENOBLE ECOLE DE MANAGEMENT

Pablo Collazzo DANUBE UNIVERSITY KREMS - AUSTRIA

**1543 CSR AND COMPETITIVENESS: AN EMPIRICAL EVIDENCE IN FOOD AND BEVERAGE INDUSTRY**

Carmen Padilla UNIVERSIDAD CATÓLICA DE SANTIAGO DE GUAYAQUIL

Pablo Collazzo DANUBE UNIVERSITY KREMS - AUSTRIA

Jodie Padilla Lozano CATHOLIC UNIVERSITY OF SANTIAGO DE GUAYAQUIL

## Track Sessions per day

**Business Model II (17:30 - 19:00)**

**Track: ST03\_01/ST06\_01/ST13\_01 - Business Model - Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM)**

**Chair(s): Kristel Miller**

**Paper Presentations:**

- 1511 HOW DO PROFESSIONAL USER ENTREPRENEURS SHAPE THE BUSINESS MODEL DESIGN OF THEIR START-UPS? THE CASE OF FRENCH MEDICAL ENTREPRENEURS IN E-HEALTH**  
Sarah Bassite UNIVERSITÉ CÔTE D'AZUR, GREDEG, CNRS
- 1355 DOES CARBON MANAGEMENT MODIFY THE BUSINESS STRATEGY-PERFORMANCE NEXUS?**  
Alexandra França FACULTY OF ECONOMICS AND BUSINESS ADMINISTRATION, UNIVERSITY OF VIGO  
António Sartal UNIVERSITY OF VIGO  
Xosé H. Vázquez UNIVERSITY OF VIGO
- 1438 A SYSTEMATIC CHARACTERIZATION OF ARTIFICIAL INTELLIGENCE BUSINESS MODELS AS A FUNDAMENT FOR BUSINESS MODEL INNOVATION AND STRATEGIC DECISION-MAKING**  
Matthäus Wilga FRIEDRICH-ALEXANDER-UNIVERSITÄT ERLANGEN-NÜRNBERG  
Max Jalowski FRIEDRICH-ALEXANDER-UNIVERSITÄT ERLANGEN-NÜRNBERG (FAU)  
Julius Kirschbaum FRIEDRICH-ALEXANDER-UNIVERSITÄT ERLANGEN-NÜRNBERG  
Angela Roth FRIEDRICH-ALEXANDER UNIVERSITY ERLANGEN-NUREMBERG

## Track Sessions per day

**CENA (17:30 - 19:00)**

**Track: ST13\_03 - CENA - Coopetition, Ecosystems, Networks and Alliances**

**Chair(s): Tatbeeq Raza-Ullah**

**Paper Presentations:**

**1092 IDENTIFICATION, CATEGORIZATION, AND CONFIGURATION OF THEORETICAL ROOTS OF COOPETITION**

Patrycja Klimas	WROCLAW UNIVERSITY OF ECONOMICS
Aliashraf Ahmadian	PHD GRADUATED IN BUSINESS ADMINISTRATION, UNIVERSITY OF TEHRAN
Morteza Soltani	ASSISTANT PROFESSOR, UNIVERSITY OF TEHRAN, IRAN
Meisam Shahbazi	ASSISTANT PROFESSOR, UNIVERSITY OF TEHRAN, IRAN
Ali Hamidizadeh	ASSISTANT PROFESSOR, UNIVERSITY OF TEHRAN, IRAN

**1011 TRILATERAL COOPETITION FOR INNOVATION: TENSIONS AND MANAGEMENT**

Audrey Rouyre	UNIVERSITY OF MONTPELLIER
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**1207 COOPETITIVE PORTFOLIOS AND PRODUCT INNOVATION**

Nina Karthaus	MAASTRICHT UNIVERSITY SCHOOL OF BUSINESS AND ECONOMICS
Paul Chiambaretto	MONTPELLIER BUSINESS SCHOOL / ECOLE POLYTECHNIQUE
Anne-Sophie Fernandez	UNIVERSITY OF MONTPELLIER

**Decision Making (17:30 - 19:00)**

**Track: GT09\_00 - Organisational Behaviour General Track**

**Chair(s): Ingo Marquart**

**Paper Presentations:**

**1746 THE CONSEQUENCES OF FRAMING AND DEFAULT EFFECTS ON CHOICE BEHAVIOR**

Felice Giuliani	UNIVERSITÀ D'ANNUNZIO, CHIETI-PESCARA
Angelo Rosa	UNIVERSITY LUM - DEPARTMENT MANAGEMENT, FINANCE AND TECHNOLOGY
Giuliano Marolla	LUM UNIVERSITY
Davide Pietroni	UNIVERSITÀ D'ANNUNZIO, CHIETI-PESCARA

**1681 SEMANTIC DECISION NETWORKS**

Ingo Marquart	ESMT BERLIN
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## Track Sessions per day

**Digital Innovation ST06-03 - C (17:30 - 19:00)**

**Track: ST06\_03 - Digital Innovation - Strategies, Competencies, Ecosystems, Theories, and Practice**

**Chair(s): Francesco SCHIAVONE**

**Digital Strategy, Artificial Intelligence and Business Ecosystems - Kick-off (17:30 - 19:00)**

**Track: T13\_09 - Digital Strategy, Artificial Intelligence and the Platform Economy**

**Chair(s): STEFAN GUELDEMBERG**

**Paper Presentations:**

**1547 PERSONAL VALUES PROMOTE FUTURE ORIENTATION – A NASCENT THEORY**

Candice Chow

MCMASTER UNIVERSITY

Jan Klakurka

HURON UNIVERSITY, UNIVERSITY OF WESTERN ONTARIO, LONDON, CANADA

**1912 TOWARDS AN ECOSYSTEM-BASED VIEW OF THE FIRM**

Nudrat Mahmood

SCHULICH SCHOOL OF BUSINESS, YORK UNIVERSITY

Anoop Madhok

SCHULICH SCHOOL OF BUSINESS, YORK UNIVERSITY

**1025 DIGITALIZATION STRATEGIES AND DIS-IDENTIFIED EMPLOYEES: INSIGHTS FROM A MULTINATIONAL HIGH-TECH COMPANY**

Georg Windisch

TECHNICAL UNIVERSITY OF MUNICH

Nicole Rosenkranz

ECOLE HÔTELIÈRE DE LAUSANNE, HES-SO // UNIVERSITY OF APPLIED SCIENCES  
WESTERN SWITZERLAND

## Track Sessions per day

**Entrepreneurship, Regions & Regional Development (17:30 - 19:00)**

**Track: ST03\_05 - Entrepreneurship, Regions & Regional Development**

**Chair(s): Michael Fritsch**

**Paper Presentations:**

**1187 THE FIELD OF ENTREPRENEURSHIP AND BOURDIEU'S THEORY OF PRACTICE: AN INVESTIGATION INTO THE CONTEXT OF ENTREPRENEURSHIP**

Alex Alterskye UNIVERSITY OF LINCOLN

Ted Fuller LINCOLN INTERNATIONAL BUSINESS SCHOOL, UNIVERSITY OF LINCOLN, UK

Andrea Caputo UNIVERSITY OF TRENTO & UNIVERSITY OF LINCOLN

**1495 ENTREPRENEURIAL APPROACH AND OPEN INNOVATION. A BIBLIOMETRIC AND LITERATURE REVIEW**

Mohammad Fakhur Manesh UNIVERSITY OF ROME "TOR VERGATA"

Giulia Flamini ROME TOR VERGATA UNIVERSITY

Massimiliano Pellegrini UNIVERSITY OF ROME

Andrea Caputo UNIVERSITY OF TRENTO & UNIVERSITY OF LINCOLN

**Expatriate Management 3 (17:30 - 19:00)**

**Track: ST07\_01 - Expatriate Management**

**Chair(s): Maike Andresen**

**Paper Presentations:**

**1876 TEAM CULTURAL INTELLIGENCE: AN INVESTIGATION OF THE ANTECEDENTS OF TEAM CULTURAL INTELLIGENCE AND ITS EFFECTS ON TEAM INNOVATIVE WORK BEHAVIOR**

Joost Bücken INSTITUTE FOR MANAGEMENT RESEARCH

Sabrina Adam INSTITUTE FOR MANAGEMENT RESEARCH

**1653 A LONGITUDINAL STUDY OF THE CROSS-CULTURAL IDENTITY WORK OF EXPATRIATES AS PART OF THEIR ADJUSTMENT PROCESS**

Rosalía Cascón-Pereira UNIVERSITY ROVIRA I VIRGILI

Nour El Amine UNIVERSITAT ROVIRA I VIRGILI

**1481 HOW JOB EMBEDDEDNESS OF MIGRANT EMPLOYEES LOOK LIKE? EMPIRICAL EVIDENCE OF EMBEDDING TYPES AND THEIR RELATIONSHIPS WITH PERSONAL INITIATIVE, INTENT TO STAY IN HOST COUNTRY AND INTENT TO STAY IN ORGANIZATION**

Anh Nguyen UNIVERSITY OF BAMBERG

Maike Andresen UNIVERSITY OF BAMBERG

## Track Sessions per day

HRM, performance & compensation (17:30 - 19:00)

Track: ST09\_01 - Human Resource Management

Chair(s): Silvia Profili

Paper Presentations:

**1226 EXPLORING THE RELATIONSHIP BETWEEN PERFORMANCE MANAGEMENT SYSTEM AND MOTIVATION**

Domenico Berdicchia UNIVERSITY OF FERRARA

Enrico Bracci UNIVERSITY OF FERRARA

Giovanni Masino UNIVERSITY OF FERRARA

**1219 DOES HIGHER PAY MEAN HIGHER PERFORMANCE? A CROSS-CULTURAL COMPARISON OF CEO PAY FOR PERFORMANCE**

Juliana Lilly SAM HOUSTON STATE UNIVERSITY

Allan Grogan SAM HOUSTON STATE UNIVERSITY

Kamphol Wipawayangkool SAM HOUSTON STATE UNIVERSITY

**1689 PAY INFORMATION AND EMPLOYEES' PERCEIVED ORGANIZATIONAL SUPPORT: WHEN THE TYPE OF INFORMATION MATTERS**

Raquel Ferrero Prieto UNIVERSIDAD DE GRANADA

José De La Torre Ruíz UNIVERSIDAD DE GRANADA

María Vidal Salazar UNIVERSIDAD DE GRANADA

Eulogio Cordon Pozo UNIVERSIDAD DE GRANADA

## Track Sessions per day

**International entrepreneurship and internationalization strategy (17:30 - 19:00)**

**Track: ST03\_13 - Growth Strategies & Internationalization for SMEs**

**Chair(s): Paolo Gubitta**

**Discussant(s): Dietmar Sternad, Joan-Lluis Capelleras**

**Paper Presentations:**

- 1057 THE IMPACT OF OPEN SEARCH, FOREIGN OWNERSHIP, AND MARKET INFORMATION ON SME EXPORTERS' PRODUCTIVITY**  
Ching Liao NEOMA BUSINESS SCHOOL  
Ana Colovic NEOMA BUSINESS SCHOOL
- 1299 CSR AND PERFORMANCE OF SMES FROM THE FASHION INDUSTRY: THE MEDIATING ROLE OF INTERNATIONALIZATION**  
Laura Rienda UNIVERSITY OF ALICANTE  
Lorena Ruiz-Fernández DEPARTMENT OF MANAGEMENT. UNIVERSITY OF ALICANTE  
Esther Poveda-Pareja UNIVERSITY OF ALICANTE  
Rosario Andreu UNIVERSITY OF ALICANTE
- 1509 COUNTRY OF ORIGIN AND INSTITUTIONS EFFECTS ON INTERNATIONALIZATION: A STUDY OF SMES FROM AN EMERGING ECONOMY**  
ISSAM MEJRI IPAG BUSINESS SCHOOL

**Leadership Development and Coaching (17:30 - 19:00)**

**Track: ST09\_04 - Leadership**

**Chair(s): Ana Patrícia Duarte**

**Paper Presentations:**

- 1382 EXECUTIVE COACHING: THE CLIENT'S CONTRIBUTION TO COACHING EFFECTIVENESS**  
Julia Peitzmeier CHAIR FOR TECHNOLOGY & MANAGEMENT, TU DORTMUND U.
- 1383 THE COACH PERSPECTIVE: WHAT ENABLES THE COACH TO CREATE A HIGH-QUALITY WORKING ALLIANCE**  
Bastian Hechenrieder CHAIR FOR TECHNOLOGY & MANAGEMENT, TU DORTMUND U.  
Tessa Flatten TU DORTMUND

## Track Sessions per day

**M&A and Agents (17:30 - 19:00)**

**Track: ST13\_04 - Mergers & Acquisitions and Divestitures - A Glimpse into the Future**

**Chair(s): Duncan Angwin**

**Discussant(s): Nuno Oliveira**

**Paper Presentations:**

- 1683 FROM VALUE ASSESSMENT TO IMPRESSION MANAGEMENT - AN EXPLORATION OF EXTERNAL ADVISORS' ROLES IN PRE-ACQUISITION PROCESSES**  
David Santana Corchuelo UT1 CAPITOLE TOULOUSE  
Nicola Mirc TOULOUSE SCHOOL OF MANAGEMENT
- 1574 HOW TO GET BACK ON TRACK – THE ROLE OF M&A SPECIALISTS AND M&A GENERALISTS IN MANAGING DELAYS DURING ACQUISITION INTEGRATION**  
Yves-Martin Felker LANCASTER UNIVERSITY  
Florian Bauer LANCASTER UNIVERSITY  
Martin Friesl OTTO-FRIEDRICH-UNIVERSITY BAMBERG  
Duncan Angwin UNIVERSITY OF NOTTINGHAM BUSINESS SCHOOL  
Maureen Meadows COVENTRY UNIVERSITY
- 1723 ACQUIRING AND TARGET CEO POSTACQUISITION CAREER TRAJECTORIES: AN EMPIRICAL AND CONCEPTUAL EXAMINATION**  
Kathleen Park BOSTON UNIVERSITY  
Gavin Schwarz UNIVERSITY OF NEW SOUTH WALES

## Track Sessions per day

Microfoundations of Strategy:PDS I (17:30 - 19:00)

Track: GT13\_00 - Strategic Management General Track

Chair(s): Gerardus (Gertjan) Lucas

Discussant(s): Peiran Su

Paper Presentations:

- 1482 THE EFFECTS OF MANAGEMENT CONTROL PRACTICES ON WORK ENGAGEMENT AND COMPANY PERFORMANCE**  
Avo Schönbohm BERLIN SCHOOL OF ECONOMICS AND LAW  
Ulf Diefenbach BERLIN SCHOOL OF ECONOMICS AND LAW  
Solveig Reißig-Thust BERLIN SCHOOL OF ECONOMICS AND LAW  
Michael Graffius BERLIN SCHOOL OF ECONOMICS AND LAW
- 1553 DEVELOPING DYNAMIC CAPABILITIES IN AN EMERGING INDUSTRY: A STUDY OF THE MICROFOUNDATIONS OF DYNAMIC CAPABILITIES WITHIN THE ADDITIVE MANUFACTURING INDUSTRY**  
Aaron Duncan UNIVERSTIY OF DENVER
- 1618 NONMARKET STRATEGIES IN SME AND FAMILY FIRMS**  
Alan Vizjak WFI - INGOLSTADT SCHOOL OF MANAGEMENT  
Björn Schäfer WFI INGOLSTADT SCHOOL OF MANAGEMENT - KATHOLISCHE UNIVERSITÄT  
EICHSTÄTT-INGOLSTADT  
Ole Ibbeken CATHOLIC UNIVERSITY EICHSTAETT-INGOLSTADT

## Track Sessions per day

Multiple marginalizations: LGBT, gender and immigrant identities (17:30 - 19:00)

Track: GT05\_00 - Gender, Race and Diversity in Organisations General Track

Chair(s): Jasmin Mahadevan

Discussant(s): Almina Bešić

### Paper Presentations:

**1188 HUNGARY AS PRECARIOUS CONTEXT FOR LGBT COMMUNITY. INTERVIEWS WITH TRANSGENDER PEOPLE**

Valéria Pelyhe

HÁTTÉR TÁRSASÁG

Henriett Primecz

CORVINUS UNIVERSITY OF BUDAPEST

**1540 SELF-FULFILLING PROPHECIES - A POSTCOLONIAL READING OF IMMIGRANT REPRESENTATIONS AND ITS MARGINALIZING EFFECTS**

Isabella Krysa

FAIRLEIGH DICKINSON UNIVERSITY

Salvador Barragan

THOMPSON RIVERS UNIVERSITY

**1415 ASSESSING GENDER (IN)EQUALITY IN BUSINESSES: LESSONS FROM LATIN AMERICA AND THE CARIBBEAN**

Mariana Paludi

UNIVERSIDAD MAYOR, FACULTAD DE NEGOCIOS, CHILE

Maria Eguenia Funes

NATIONAL SCIENTIFIC AND TECHNICAL RESEARCH COUNCIL

Rodrigo Perez

UNIVERSIDAD MAYOR, CHILE

Isabella Krysa

FAIRLEIGH DICKINSON UNIVERSITY

## Track Sessions per day

**New Perspectives on Family Business Performance (17:30 - 19:00)**

**Track: GT04\_00 - Family Business Research General Track**

**Chair(s): Elena Casprini**

**Discussant(s): Elias Hadjielias**

**Paper Presentations:**

- 1175 SUSTAINABILITY IN FAMILY FIRMS: A SYSTEMATIC LITERATURE REVIEW**  
Carla Curado ADVANCE/CSG ISEG, UNIVERSIDADE DE LISBOA  
António Mota ISEG - MASTER OF SCIENCE IN CORPORATE SCIENCES
- 1787 ACCOUNTING USE, EFFICIENCY, AND PERFORMANCE IN MICRO-FAMILY BUSINESSES IN EMERGING ECONOMIES. EVIDENCE FROM COLOMBIA**  
Tonatiuh Najera Ruiz TECNOLOGICO DE MONTERREY  
Pablo Collazzo DANUBE UNIVERSITY KREMS - AUSTRIA
- 1105 DRIVERS OF FAMILY FIRM PERFORMANCE: INVESTIGATING THE KEY ROLES OF FAMILY HARMONY AND IT**  
Vincent DUTOT IPAG BUSINESS SCHOOL  
Andrea Calabrò IPAG BUSINESS SCHOOL  
François Bergeron TELUQ UNIVERSITY



## Track Sessions per day

Philosophy for Business Ethics (17:30 - 19:00)

Track: GT01\_00 - Business for Society General Track

Chair(s): Edoardo Mollona

Discussant(s): Deborah Gervasi

Paper Presentations:

**1148 ETHICS, ECONOMICS, AND INSTITUTIONS – A CONCEPTUAL MODEL OF MORAL DILEMMAS IN MULTINATIONAL CORPORATIONS**

Laura Kirste FRIEDRICH-ALEXANDER UNIVERSITY ERLANGEN-NÜRNBERG, DEPARTMENT OF INTERNATIONAL MANAGEMENT

Dirk Holtbrügge DEPARTMENT OF INTERNATIONAL MANAGEMENT, FRIEDRICH-ALEXANDER UNIVERSITY ERLANGEN-NÜRNBERG, NÜRNBERG, GERMANY

**1347 WHY AND HOW SEN'S CAPABILITY APPROACH SHOULD DEAL WITH CORPORATE GOVERNANCE**

Magali Fia UNIVERSITY OF BOLOGNA

Lorenzo Sacconi UNIVERSITÀ DEGLI STUDI DI MILANO & ECONOMETICA

Massimiliano Vatiro UNIVERSITÀ DEGLI STUDI DI TRENTO, ITALY, & UNIVERSITÀ DELLA SVIZZERA ITALIANA, SWITZERLAND

**1686 AN ETHICAL ASSESSMENT OF LOBBYING ACTIVITY USING A PARTIALLY TORN UP 'VEIL OF IGNORANCE'**

Edoardo Mollona UNIVERSITY OF BOLOGNA

Guglielmo Faldetta KORE UNIVERSITY OF ENNA

## Track Sessions per day

Process and dynamics (17:30 - 19:00)

Track: T14\_02 -Management History, Theory, and Philosophy

Chair(s): Augusto Sales

Paper Presentations:

**1154 DEVELOPING THE ADEQUATE MANAGER: THE VALUE OF A PROCESS PHILOSOPHICAL PERSPECTIVE**

Amanda Hay NOTTINGHAM TRENT UNIVERSITY

**1790 SUSTAINABILITY AND STAKEHOLDER THEORY: A PROCESSUAL PERSPECTIVE**

Vladislav Valentinov UNIVERSITY OF HALLE  
Miguel Pérez-Valls UNIVERSITY OF ALMERÍA

**1421 INVOKING THE PAST: THE DYNAMICS OF FRAMING ORGANIZATIONAL HISTORY DURING STRATEGIC TRANSFORMATION AT ERICSSON**

Zahra Kashanizadeh AMSTERDAM BUSINESS SCHOOL OF THE UNIVERSITY OF AMSTERDAM  
Saeed Khanagha ASSOCIATE PROFESSOR AT VRIJE UNIVERSITEIT AMSTERDAM  
Henk Volberda AMSTERDAM BUSINESS SCHOOL

Processing and organizing Open Innovation (17:30 - 19:00)

Track: ST06\_07 - Open Innovation

Chair(s): Liliana Mitkova

Paper Presentations:

**1638 OPENING THE INNOVATION PROCESS: A MULTILEVEL APPROACH**

Cristina Boari UNIVERSITY OF BOLOGNA  
AURORA ZEN FEDERAL UNIVERSITY OF RIO GRANDE DO SUL

**1955 A SUMMARY AND FORWARD-LOOKING OF THE OPEN INNOVATION RESEARCH OF STRATEGIC EMERGING INDUSTRIES: INDUSTRIAL CHARACTERISTICS, INNOVATION EMBEDDING MODEL AND POLICY ROLES**

Wei Gao CHINA UNIVERSITY OF MINING AND TECHNOLOGY  
Daojuan Wang AALBORG UNIVERSITY

**1337 'TALKING THE TALK' OR 'WALKING THE WALK'? A DISCOURSE ANALYSIS ON THE FRAMING OF OPENNESS IN ORGANIZATIONS**

Franziska Kraken UNIVERSITY OF COLOGNE  
Daniel Schlagwein THE UNIVERSITY OF SYDNEY BUSINESS SCHOOL  
Detlef Schoder UNIVERSITY OF COLOGNE

## Track Sessions per day

Projects & Society (17:30 - 19:00)

Track: T10\_03 - Projects & Society & the Dark Side of Projects

Chair(s): Luca Sabini

Discussant(s): Julie Delisle, Alejandro Romero-Torres, Tuomas Ahola

Paper Presentations:

**1487 WORKING MORE DESPITE BEST EMPLOYER PRACTICES? WHY PEOPLE EXPERIENCE THE AUTONOMY PARADOX IN A MULTI-PROJECT ORGANIZATION**

Julie Delisle ESG UQAM

**1536 THE MOST SIGNIFICANT CHANGE FOR PROJECT MANAGEMENT PRACTICES DURING THE COVID-19 PANDEMIC: CONTRASTING PERCEPTIONS ACROSS PROJECT MANAGEMENT POSITIONS.**

Alejandro Romero-Torres SCHOOL OF MANAGEMENT, UQAM

Julie Delisle ESG UQAM

Marie-Pierre Leroux UNIVERSITY OF QUEBEC IN MONTREAL

Thibaut Coulon ESG-UQAM

Marie-Douce Primeau UNIVERSITÉ DU QUÉBEC À MONTRÉAL

**1670 PUBLIC PARTICIPATION IN URBAN DEVELOPMENT PROJECTS: A SYSTEMATIC CROSS-DISCIPLINARY LITERATURE REVIEW**

Tuomas Ahola TAMPERE UNIVERSITY

Lauri Vuorinen TAMPERE UNIVERSITY

Maxim Miterev UNIVERSITY COLLEGE DUBLIN

Agnar Johansen NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY

## Track Sessions per day

Public Service Engagement and Motivation (17:30 - 19:00)

Track: GT11\_00 - Public and Non-Profit Management General Track

Chair(s): Andrea Bonomi Savignon

Discussant(s): Reto Steiner

Paper Presentations:

**1596    COMPARING EMPLOYEE JOB ENGAGEMENT AND ORGANIZATIONAL ENGAGEMENT IN PUBLIC AND PRIVATE SECTOR ORGANIZATIONS**

Hedva Vinarski Peretz            YEZREEL ACADEMIC COLLEGE  
Aviv Kidron                        YVC YEZREEL ACADEMIC COLLEGE

**1717    THE EFFECTS OF PUBLIC SERVICE MOTIVATION, RISK PROPENSITY, AND RISK PERCEPTION ON DEFENSIVE DECISION-MAKING IN PUBLIC ADMINISTRATIONS**

Fabienne-Sophie Schäfer        UNIVERSITÄT DER BUNDESWEHR MÜNCHEN  
Bernhard Hirsch                 UNIVERSITÄT DER BUNDESWEHR MÜNCHEN  
Christian Nitzl                    UNIVERSITÄT DER BUNDESWEHR MÜNCHEN

**1608    CAN WORKLOAD REPRESENT A VALID INDICATOR FOR PERFORMANCE IN PUBLIC SECTOR? EMPIRICAL ANALYSIS ON ONE REGIONAL LAND RECLAMATION CONSORTIUM.**

TERESA ANNA RITA GENTILE        UNIVERSITY OF CATANZARO "MAGNA GRÆCIA"  
ANNA MARIA MELINA                UNIVERSITY OF CATANZARO "MAGNA GRÆCIA"  
MARZIA VENTURA                    UNIVERSITY OF CATANZARO "MAGNA GRÆCIA"  
ROCCO REINA                        MAGNA GRAECIA UNIVERSITY OF CATANZARO

## Track Sessions per day

Resilience of SMEs and FBs, what can we learn from them in times of crisis? (17:30 - 19:00)

Track: ST03\_03 - Entrepreneurial Decision Making and Behaviour

Chair(s): Anna Menozzi

Discussant(s): Jorge G. Barrón Torres, Ann-Christin Grözinger, Elisa Conz, Anna Menozzi

Paper Presentations:

**1582 THE MINDSET MATTERS: THE IMPACT OF OWNER-MANAGER'S PSYCHOLOGICAL CAPITAL ON STRATEGIC RESPONSES AND PERFORMANCE DURING CRISIS**

Ann-Christin Grözinger	UNIVERSITY OF SIEGEN
Sven Wolff	UNIVERSITY OF SIEGEN
Philipp Ruf	UNIVERSITY OF SIEGEN
David Audretsch	INDIANA UNIVERSITY BLOOMINGTON
Petra Moog	UNIVERSITY OF SIEGEN

**2000 PSYCHOLOGICAL FACTORS AND ADAPTIVE RESILIENCE IN SMES DURING TIMES OF CRISIS**

Ali Mchiri	NEW MEXICO STATE UNIVERSITY
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**1698 SMES RESPONSES TO COVID-19 UNCERTAINTY: LEVERAGING SLACK RESOURCES TO BUILD RESILIENCE**

Elisa Conz	UNIVERSITY OF PAVIA
Giovanna Magnani	UNIVERSITY OF PAVIA
Antonella Zucchella	UNIVERSITY OF PAVIA

**1430 ENTREPRENEURIAL DECISION MAKING DURING THE ITALIAN COVID-19 LOCKDOWN: EVIDENCES FROM HOSPITALITY SMES**

Andrea Caputo	UNIVERSITY OF TRENTO & UNIVERSITY OF LINCOLN
Silvia Delladio	UNIVERSITY OF TRENTO
Alessandro Magrini	UNIVERSITY OF FLORENCE
Massimiliano Pellegrini	UNIVERSITY OF ROME

## Track Sessions per day

**RM&RP Plenary (17:30 - 19:00)**

**Track: GT12\_00 - Research Methods and Research Practice General Track**

**Chair(s): Viktor Dörfler, Marc Stierand**

**S02.01 - Start-Up Boards - How do they create value? (17:30 - 19:00)**

**Track: GT02\_00 - Corporate Governance General Track**

**Social and sustainable entrepreneurship (2) (17:30 - 19:00)**

**Track: ST03\_06 - Social and Sustainable Entrepreneurship**

**Chair(s): Francesco Gerli**

**Discussant(s): Matthias Raith, Nina Magomedova**

**Paper Presentations:**

- 1161 AN INSTITUTIONAL ANALYSIS OF THE RISE OF BENEFIT CORPORATIONS OUTSIDE OF THE US: THE CASE OF ITALY**  
Francesco Gerli POLITECNICO DI MILANO  
Irene Bengo POLITECNICO DI MILANO  
Marika Arena POLITECNICO DI MILANO, SCHOOL OF MANAGEMENT
- 1255 OPEN INNOVATION AND SOCIAL ENTREPRENEURIAL ORIENTATION FOR THE SURPLUS FOOD RECOVERY AND AID DURING THE COVID-19 CRISIS: THE CASE OF BANCO ALIMENTARE NETWORK**  
Lara Penco UNIVERSITY OF GENOA  
Andrea Ciacci UNIVERSITY OF GENOA  
Clara Benevolo DEPARTMENT OF ECONOMICS AND BUSINESS STUDIES - UNIVERSITY OF GENOA  
Teresina Torre UNIVERSITY OF GENOA - DEPARTMENT OF ECONOMICS AND BUSINESS
- 1963 THE IMPACT OF EARLY CERTIFICATION IN MANAGING DUAL MISSIONS OF SOCIAL ENTERPRISES**  
Byung-Ik Jung SOLBRIDGE INTERNATIONAL SCHOOL OF BUSINESS

## Track Sessions per day

Stakeholder management, Scaled-agile environment and PPM risk management (Americas session)  
(17:30 - 19:00)

Track: GT10\_00 - Project Organising General Track

Chair(s): Miia Martinsuo

Paper Presentations:

- 1178 MOVING EXTERNAL PROJECT STAKEHOLDER RESEARCH FORWARD: THREE LESSONS FROM PARTICIPATION IN INTERNATIONAL DEVELOPMENT**  
Alassane Bandé DÉPARTEMENT DES SCIENCES ÉCONOMIQUES ET ADMINISTRATIVES UNIVERSITÉ DU QUÉBEC À CHICOUTIMI  
Lavagnon Ika TELFER SCHOOL OF MANAGEMENT, UNIVERSITY OF OTTAWA, CANADA  
Graham Winch ALLIANCE MANCHESTER BUSINESS SCHOOL
- 1936 DEVELOPING AN INTEGRATED FRAMEWORK FOR PROJECT PORTFOLIO RISK ASSESSMENT**  
Camilo Mican UNIVERSITY OF VALLE  
Gabriela Fernandes UNIVERSITY OF COIMBRA  
Madalena Araújo UNIVERSITY OF MINHO
- 1244 FIXED CAPACITY AND BEYOND BUDGETING - A SYMBIOTIC RELATIONSHIP WITHIN A SCALED AGILE ENVIRONMENT**  
Yvan Petit ESG UQAM  
Carl Marnewick DEPARTMENT OF APPLIED INFORMATION SYSTEMS, UNIVERSITY OF JOHANNESBURG

## Track Sessions per day

**Sustainable Employment (17:30 - 19:00)**

**Track: GT01\_00 - Business for Society General Track**

**Chair(s): Christian Hauser**

**Discussant(s): Nicola Varrone**

**Paper Presentations:**

- 1976 THE ROLE OF WEB-BASED REPORTING SYSTEMS IN SAFEGUARDING WHISTLEBLOWERS' ANONYMITY**  
Christian Hauser UNIVERSITY OF APPLIED SCIENCES OF THE GRISONS
- 1379 GAMIFICATION FOR SUSTAINABLE EMPLOYEE BEHAVIOR: A SYSTEMATIC REVIEW INFORMED BY GOAL-SETTING THEORY**  
Jeanine Krath UNIVERSITY OF KOBLENZ-LANDAU  
Samanthi Silva KARLSRUHE INSTITUTE OF TECHNOLOGY, INSTITUTE FOR TECHNOLOGY ASSESSMENT AND SYSTEMS ANALYSIS (ITAS)  
Harald von Korflesch UNIVERSITY OF KOBLENZ-LANDAU
- 1321 MICRO-FOUNDATIONS FOR SOCIAL WELFARE: HOW EMPLOYEES' COMPETITIVE MENTALITY SHAPES FIRM'S CORPORATE BEHAVIOR**  
Manuel Bueno-García UNIVERSITY OF GRANADA  
Blanca Delgado-Marquez UNIVERSITY OF GRANADA  
Flore Bridoux ERASMUS UNIVERSITY  
Alberto Aragon-Correa UNIVERSITY OF GRANADA



## Track Sessions per day

Team Creativity (17:30 - 19:00)

Track: ST09\_02 - Team Performance Management

Chair(s): António Abrantes

Paper Presentations:

**1155 FUTURE ORIENTATION AND TEAM PERFORMANCE IN CREATIVE TASKS**

Julia Hoppe

PADERBORN UNIVERSITY, CHAIR OF ORGANIZATIONAL BEHAVIOR

Thorsten Auer

PADERBORN UNIVERSITY

Kirsten Thommes

PROF. DR. AND CHAIR OF ORGANIZATIONAL BEHAVIOR, UNIVERSITY OF  
PADERBORN

**1494 TEAM STRUCTURAL CONTROL FOR TOUGH COOKIES: AN EMPIRICAL STUDY OF TEAM RESILIENCE IN CREATIVE TEAMS**

Aleksandra Klein

WU VIENNA

**1945 INNOVATIVE TEAMS: INSIGHTS AND RECOMMENDATIONS FROM A SYSTEMATIC REVIEW**

Joyce Marodin

UNIVERSITY OF NEWCASTLE, AUSTRALIA

## Track Sessions per day

The resilience capacity of SCEs (17:30 - 19:00)

Track: T01\_08 - Rethinking the capacities of social and collective enterprises for a more sustainable world

Chair(s): Laëtitia LETHIELLEUX

Discussant(s): Martine VEZINA

Paper Presentations:

**1389 FROM MANAGEMENT TO ORGANIZATION AND FROM GOVERNANCE TO POLITICS: COOPERATIVES, ONE MORE EFFORT TO BE TRULY ALTERNATIVE!**

Stéphane Jaumier GRENoble ECOLE DE MANAGEMENT

**1127 THE ARTICULATION BETWEEN ORGANIZATIONAL AND TERRITORIAL RESILIENCE, IT'S LIKE THE CHICKEN OR THE EGG: A FRANCE-CANADA COMPARATIVE CASE-STUDY OF TWO COLLECTIVE SOCIAL ENTERPRISES' RESILIENCE TRAJECTOR**

Laëtitia LETHIELLEUX UNIVERSITY REIMS CHAMPAGNE ARDENNE  
Caroline DEMEYERE UNIVERSITY REIMS, CHAMPAGNE-ARDENNE  
Amelie ARTIS SCIENCES PO GRENOBLE  
Martine VEZINA HEC MONTRÉAL  
Jean-Pierre GIRARD UQAM

**1974 STAKEHOLDER INVOLVEMENT IN SUSTAINABLE INNOVATION: TOWARD AN INTEGRATED CONCEPTUAL FRAMEWORK**

Jelena Mazaj UNIVERSITY OF PALERMO  
Pasquale Massimo Picone UNIVERSITY OF PALERMO  
Arabella Mocciano Li Destri UNIVERSITY OF PALERMO

## Track Sessions per day

Workforce Management, Knowledge Sharing, and Performance in Healthcare Organizations (17:30 - 19:00)

Track: ST11\_02 - Healthcare Management Research

Chair(s): Irene Gabutti

Discussant(s): Claudia Guerrazzi Young

Paper Presentations:

- 1035 ASSOCIATIONS BETWEEN PATIENT EXPERIENCE AND CLINICAL PERFORMANCE AT A LEVEL I TRAUMA CENTER**
- |               |  |
|---------------|--|
| Andrew Oberle | SAINT LOUIS UNIVERSITY, SCHOOL OF MEDICINE                           |
| Dajun Tian    | SAINT LOUIS UNIVERSITY, COLLEGE FOR PUBLIC HEALTH AND SOCIAL JUSTICE |
| Kyle Hayes    | SAINT LOUIS UNIVERSITY, COLLEGE FOR PUBLIC HEALTH AND SOCIAL JUSTICE |
| STEVEN HOWARD | SAINT LOUIS UNIVERSITY   |
| Vicki Moran   | SAINT LOUIS UNIVERSITY, SCHOOL OF NURSING                            |
- 1335 CROWD WORKING: EFFECTIVE WORKFORCE MANAGEMENT TO SUPPLEMENT HOSPITAL NURSING STAFF – A RESEARCH AGENDA**
- |                    |  |
|--------------------|--|
| Sarah Schmelzer    | ZURICH UNIVERSITY OF APPLIED SCIENCES            |
| Sina Berger        | ZURICH UNIVERSITY OF APPLIED SCIENCES            |
| Petra Klumb        | DEPARTMENT OF PSYCHOLOGY, UNIVERSITY OF FRIBOURG |
| Sarah Musy         | NURSING SCIENCE (INS), UNIVERSITY OF BASEL       |
| Michael Simon      | NURSING SCIENCE (INS), UNIVERSITY OF BASEL       |
| Florian Liberatore | ZURICH UNIVERSITY FOR APPLIED SCIENCES           |
- 1768 THE RELATIONSHIP BETWEEN ACCREDITATION AND PERFORMANCE AMONG FEDERALLY QUALIFIED HEALTH CENTERS**
- |                        |   |
|------------------------|---|
| Henry Thompson         | UNIVERSITY OF ALABAMA AT BIRMINGHAM     |
| S Robert Hernandez     | UNIVERSITY OF ALABAMA AT BIRMINGHAM     |
| Nancy Borkowski        | UNIVERSITY OF ALABAMA AT BIRMINGHAM     |
| Robert Weech-Maldonado | UNIVERSITY OF ALABAMA AT BIRMINGHAM     |
| William Opoku-Agyeman  | UNIVERSITY OF NORTH CAROLINA WILMINGTON |
- 1284 AN INDUCTIVE STUDY ON PERSON-CENTRICITY IN THE HOSPITAL SECTOR: INSIGHTS FROM THE PROVIDER SIDE**
- |                    |                  |
|--------------------|------------------|
| Ellen Pipers       | UHASSELT         |
| Katrien Verleye    | GHENT UNIVERSITY |
| Sandra Streukens   | UHASSELT         |
| Sara Leroi-Werelds | UHASSELT         |

## Track Sessions per day

**PM&NPM SIG Hangout (19:00 - 20:00)**

**Track: GT11\_00 - Public and Non-Profit Management General Track**

**Chair(s): Andrea Bonomi Savignon**

**Identity Negotiation, Racism and Whiteness (19:00 - 20:30)**

**Track: GT05\_00 - Gender, Race and Diversity in Organisations General Track**

**Chair(s): Hamid Kazeroony**

**Discussant(s): Henriett Primecz**

**Paper Presentations:**

**1964 IDENTITY NEGOTIATION AND SOCIAL DOMINANCE IN PEER DYADS**

pegah sajadi HEC MONTREAL

Christian Vandenberghe HEC MONTREAL

Ariane Ollier Malaterre UQAM

**2009 DISMANTLING RACISM: PSYCHOLOGICAL SAFETY AS A TOOL FOR WORKPLACE EQUITY**

Jessica Diaz CLAREMONT GRADUATE UNIVERSITY

**1260 TITLE: SEEING THROUGH WHITENESS: THE PARTICULAR FORMATION OF ACADEMIC INSTITUTIONAL RACISM AS 'SNOWBLINDNESS'**

Momin Rahman TRENT UNIVERSITY, CANADA

## Track Sessions per day

17 June 2021, Thursda

Barriers and the role of agency in temporary organizing, Value co-creation (Asian session) (08:00 - 09:30)

Track: GT10\_00 - Project Organising General Track

Chair(s): Andreas Nachbagauer

Paper Presentations:

- 1048 UNPACKING TEMPORARY ORGANIZING IN A PROJECT: THE ROLE OF AGENCY IN THE EMERGENCE OF A COLLECTIVE WORKING MEMORY AND TEMPORARY COLLECTIVE REMEMBERING**  
Stefania Mariano SCHOOL OF BUSINESS ADMINISTRATION, AMERICAN UNIVERSITY OF SHARJAH  
Yukika Awazu IESEG SCHOOL OF MANAGEMENT (LEM-CNRS UMR 9221)
- 1851 THE DYNAMICS OF ARTEFACTS IN OVERCOMING COORDINATION BARRIERS IN TEMPORARY ORGANIZATIONS: A LONGITUDINAL INVESTIGATION OF A COMPLEX PRODUCT SYSTEMS PROJECT**  
MOHAMED BENMERIKHI EDHEC BUSINESS SCHOOL
- 1229 VALUE CO-CREATION IN DEVELOPING SUSTAINABLE CYBER-PHYSICAL PRODUCT SERVICE SYSTEMS: APPLYING DESIGN SCIENCE RESEARCH METHOD**  
Mohd Ahsan Kabir Rizvi UNIVERSITY OF TECHNOLOGY SYDNEY  
Man Yip UNIVERSITY OF CAMBRIDGE  
SHANKAR SANKARAN UNIVERSITY OF TECHNOLOGY SYDNEY, AUSTRALIA  
Phillippa Carnemolla UNIVERSITY OF TECHNOLOGY SYDNEY

## Track Sessions per day

**Behavioral Approaches to Citizen Relationships (08:00 - 09:30)**

**Track: GT11\_00 - Public and Non-Profit Management General Track**

**Chair(s): Hedva Vinarski Peretz**

**Discussant(s): Martina Pieperhoff**

**Paper Presentations:**

- 1081 HOW MAJOR CRISES AFFECT INDIVIDUAL BEHAVIOR: EVIDENCE FROM RETIREMENT CASH-OUT CHOICES DURING THE GREAT RECESSION IN SWITZERLAND**  
Alma Ramsden ZURICH UNIVERSITY OF APPLIED SCIENCES
- 1266 PROVIDING INFORMATION AND PREVENTIVE BEHAVIOR: FRAMING EFFECTS OF INFORMATION ON COVID-19 INFECTION RISK MANAGEMENT**  
Yu Noda DOSHISHA UNIVERSITY
- 1513 DON'T YOU FORGET ABOUT ME: INDEPENDENCE OF EVALUATIONS FROM THE PERSPECTIVE OF U.S. EVALUATION CLIENTS**  
Fabienne Schmidli CENTER FOR ARTS MANAGEMENT, ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES  
Lyn Pleger INSTITUTE OF PUBLIC MANAGEMENT, ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES  
Susanne Hadorn CENTER FOR PUBLIC MANAGEMENT (KPM), UNIVERSITY OF BERN

## Track Sessions per day

**Business Ecosystems: Structures, Governances, Strategies, Evolutions and Transformations (08:00 - 09:30)**

**Track: T13\_09 - Digital Strategy, Artificial Intelligence and the Platform Economy**

**Chair(s): Ke Rong**

**Paper Presentations:**

**1435 REORDERING THE MUSIC INDUSTRY: WHEN DIGITAL PLATFORMS RESTRUCTURE INDUSTRY ECOSYSTEMS**

Katharina Cepa                      LANCASTER UNIVERSITY MANAGEMENT SCHOOL  
Amber Geurts                      TNO, UNIT STRATEGIC ANALYSIS & POLICY

**1455 BUSINESS ECOSYSTEM EMBEDDEDNESS: THE KEY ROLE OF KNOWLEDGE CAPACITIES**

Marta Riquelme-Medina              UNIVERSITY OF GRANADA  
Mark Stevenson                      LANCASTER UNIVERSITY  
Vanesa Barrales-Molina              UNIVERSITY OF GRANADA  
Francisco Llorens-Montes              UNIVERSITY OF GRANADA

**1603 COMPLEXITY AND INTERACTION IN COLLABORATIVE RELATIONSHIPS: THE ROLE OF KEYSTONES IN BOTH NETWORKS AND THE ORGANISATIONAL ENVIRONMENT**

Anna WULF                              BREMERHAVEN UNIVERSITY OF APPLIED SCIENCES

**Business Model Innovation and Intrapreneurship in Family Businesses (08:00 - 09:30)**

**Track: GT04\_00 - Family Business Research General Track**

**Chair(s): Jan-Philipp Ahrens**

**Discussant(s): Allan Discua Cruz**

**Paper Presentations:**

**1280 FAMILY INFLUENCE, DYNAMIC CAPABILITIES, AND ENVIRONMENTAL DYNAMISM: EMPIRICAL INSIGHTS INTO DIGITAL BUSINESS MODEL INNOVATION**

Jonas Soluk                              WHU - OTTO BEISHEIM SCHOOL OF MANAGEMENT  
Ivan Miroshnychenko                      FREE UNIVERSITY OF BOZEN-BOLZANO  
Nadine Kammerlander                      WHU  
Alfredo De Massis                      FREE UNIVERSITY OF BOZEN

**1068 UNDERSTANDING INTRAPRENEURSHIP IN FAMILY FIRMS: AN INTEGRATIVE MODEL**

Philipp Köhn                              UNIVERSITY OF SIEGEN

## Track Sessions per day

CEO's characteristics: curiosity, cognitive complexity and career variety (08:00 - 09:30)

Track: GT13\_00 - Strategic Management General Track

Chair(s): Sebastian Schneck

Discussant(s): Tomi Nokelainen

### Paper Presentations:

- 1303 STRATEGIC ALLIANCE PORTFOLIO COMPOSITION: A BEHAVIORAL PERSPECTIVE**  
Theresa Bockelmann WESTFÄLISCHE WILHELMS-UNIVERSITÄT MÜNSTER  
David Bendig WESTFÄLISCHE WILHELMS-UNIVERSITÄT MÜNSTER
- 1650 WHEN CURIOSITY IS THE KEY: CEO CURIOSITY AND STRATEGIC CHANGE**  
Dieter Gutschi WU VIENNA  
Patricia Klarner WU VIENNA
- 1776 THE ROLE OF CEOS' COGNITIVE COMPLEXITY AND COGNITIVE FLEXIBILITY IN STRATEGIC CHANGE**  
Philipp Becker WU VIENNA  
Patricia Klarner WU VIENNA
- 1584 TOWARDS A THEORY OF EFFECTIVE SCENARIO PLANNING: A SYSTEMATIC REVIEW AND CRITICAL INTERPRETIVE SYNTHESIS**  
Gokhan Gokmen STRATHCLYDE UNIVERSITY  
Peter McKiernan STRATHCLYDE UNIVERSITY



## Track Sessions per day

Contexts for Change (08:00 - 09:30)

Track: GT14\_00 - Conference General Track

Chair(s): CAMÉLIA DUMITRIU, Kristen Reid

Paper Presentations:

- 1397 THE INTERLOCKING CHALLENGES FOR RESHAPING CAPITALISM THROUGH COOPERATIVES**  
Orestis Varkarolis NOTTINGHAM TRENT UNIVERSITY  
Maria Daskalaki SOUTHAMPTON BUSINESS SCHOOL
- 1795 POLICY FRAMEWORK FOR POST-CRISIS RECOVERY OF THE TOURISM SECTOR: CASE STUDY OF A DEVELOPING ECONOMY**  
Anh Nguyen RMIT INTERNATIONAL UNIVERSITY VIETNAM  
Robert McClelland RMIT INTERNATIONAL UNIVERSITY VIETNAM  
Thinh Hoang RMIT INTERNATIONAL UNIVERSITY VIETNAM
- 1988 IMPACT OF SUSTAINABILITY KNOWLEDGE MANAGEMENT ON EMPLOYEES' ATTITUDE**  
Mengyun Zhang RENNES SCHOOL OF BUSINESS  
Laurent Scaringella RENNES SCHOOL OF BUSINESS  
Irena Descubes RENNES SCHOOL OF BUSINESS
- 1411 WHEN DO START-UPS STOP BEING START-UPS? IDENTIFYING KEY DIMENSIONS THROUGH AN INDUSTRIAL NETWORK APPROACH**  
Andrea Perna POLYTECHNIC UNIVERSITY OF MARCHE  
Enrico Baraldi UPPSALA UNIVERSITY

## Track Sessions per day

### Cultural and Language Diversity (08:00 - 09:30)

Track: GT05\_00 - Gender, Race and Diversity in Organisations General Track

Chair(s): Almina Bešić

Discussant(s): Snehal Shah

#### Paper Presentations:

- 1532 CULTURAL DIVERSITY, INTERGROUP CONTACT AND MINORITY-MAJORITY RELATIONS IN MULTINATIONAL CORPORATIONS. A CASE STUDY FROM GERMANY**  
Gernot Bohmann MARTIN-LUTHER-UNIVERSITY HALLE-WITTENBERG, BUSINESS SCHOOL,  
DEPARTMENT OF STRATEGIC MANAGEMENT
- 1037 INSIGHT OF NEUROSCIENCE FOR CROSS-CULTURAL AND DIVERSITY MANAGEMENT**  
Mai Nguyen AMSTERDAM UNIVERSITY OF APPLIED SCIENCES
- 1954 TYPICAL ASIAN RETICENCY OR JUST LACK OF COMFORT? HOW LANGUAGE DIVERSITY CONTRIBUTES TO THE CONSTRUCTION OF CULTURAL DIFFERENCES**  
Claudine Gaibrois UNIVERSITY OF ST. GALLEN

### Developing intercultural competencies (08:00 - 09:30)

Track: T07\_04 - Management and cultures - qualitative organizational research

Chair(s): Mette Zølner

Discussant(s): Mikael Soendergaard

#### Paper Presentations:

- 1533 THREE TYPES OF CHANGE IN CULTURAL INTELLIGENCE DEVELOPMENT**  
Valerie Alexandra FOWLER COLLEGE OF BUSINESS, SAN DIEGO STATE UNIVERSITY
- 1600 A MULTILEVEL APPROACH TO INTERCULTURAL COMPETENCE IN CUSTOMER SERVICE EXPERIENCE**  
Zorana Jerinic UNIVERSITÉ DE VERSAILLES SAINT-QUENTIN-EN-YVELINES  
Sabrina Loufrani-Fedida UNIVERSITÉ CÔTE D'AZUR, IAE NICE, GRM  
Djamila Elidrissi UNIVERSITÉ COTE D'AZUR
- 1627 TEAM CULTURAL INTELLIGENCE AND TEAM INNOVATIVE WORK BEHAVIOR: EXPLORING THE IMPACT OF TEAM SIZE AND TEAM TENURE WITHIN MULTICULTURAL TEAMS**  
Hubert Korzilius RADBOUD UNIVERSITY, INSTITUTE FOR MANAGEMENT RESEARCH  
Joost Bücker INSTITUTE FOR MANAGEMENT RESEARCH  
Iris Liebrand RADBOUD UNIVERSITY

## Track Sessions per day

**Entrepreneurial decision making for internationalization and growth strategies (08:00 - 09:30)**

**Track: ST03\_13 - Growth Strategies & Internationalization for SMEs**

**Chair(s): Giorgia Profumo**

**Discussant(s): Andrea Ciacci, Veronika Pirogova, Yong Lin**

**Paper Presentations:**

**1297 THE RELATIONSHIP BETWEEN PRODUCT AND INTERNATIONAL DIVERSIFICATION IN NEW VENTURES: THE ROLE OF EFFECTUATION PROCESSES**

Ioanna Deligianni                      ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

**1706 THE IMPACT OF PERSONAL VALUES ON INTERNATIONAL ENTREPRENEURIAL INTENTION**

Thanh Tung Phan                      UNIVERSITY OF ANTWERP

Johanna Vanderstraeten              UNIVERSITY OF ANTWERP

Hendrik Slabbinck                      GHENT UNIVERSITY

Radityo Handrito                      GHENT UNIVERSITY, UNIVERSITY OF ANTWERP, BRAWIJAYA UNIVERSITY

**Entrepreneurial decision-making: looking outside (08:00 - 09:30)**

**Track: ST03\_03 - Entrepreneurial Decision Making and Behaviour**

**Chair(s): Paolo Gubitta**

**Discussant(s): Matthew Pauley, Lukas Theis, Sara Sasseti**

**Paper Presentations:**

**1441 THE INFLUENCE OF POLITICS - CEOs' POLITICAL IDEOLOGY AND THEIR EFFECT ON FIRMS' ENTREPRENEURIAL STRATEGIC POSTURE**

Lukas Theis                              UNIVERSITY OF MÜNSTER

**1652 ETHNIC SMES ENTREPRENEURS SEEKING EXTERNAL ADVICE: AN ITALIAN STUDY ABOUT THE ROLE OF GENDER, EDUCATION AND RESILIENCE.**

Alessandra Tognazzo                      UNIVERSITY OF PADOVA

Simona Leonelli                         UNIVERSITY OF PADOVA

diego campagnolo                        UNIVERSITY OF PADOVA

Martina Gianecchini                      UNIVERSITY OF PADOVA

Paolo Gubitta                              UNIVERSITY OF PADOVA

**1561 EXIT DECISION: MICRO AND SMALL BUSINESS**

Matthew Pauley                            UNIVERSITY OF PRINCE EDWARD ISLAND

## Track Sessions per day

**Entrepreneurial Processes: Context (08:00 - 09:30)**

**Track: ST03\_10 - Entrepreneurial Processes**

**Chair(s): Lisa Thomas**

**Discussant(s): Alessia Pisoni, Annamaria Sabetta, Noemi Calvino**

**Paper Presentations:**

**1038 ECONOMIC INFRASTRUCTURE DIMENSIONS AND OPPORTUNITY & NECESSITY ENTREPRENEURSHIP: THE MEDIATING EFFECT OF STATE FRAGILITY**

Christopher Ghogomu PHD GRADUATE, UNIVERSITY OF ESSEX

Jun Li SENIOR LECTURER

Juan Fernandez de Arroyabe READER

**1448 OPERATING IN A QUICKSAND: PERSISTING INFORMAL ENTREPRENEURSHIP IN SUB-SAHARAN AFRICA**

FLAVIA CAU UNIVERSITÀ CATTOLICA DEL SACRO CUORE

Giacomo Ciambotti UNIVERSITÀ CATTOLICA DEL SACRO CUORE

Andrea Sottini UNIVERSITÀ CATTOLICA SACRO CUORE DI MILANO

**1941 EMBEDDEDNESS OF AESTHETIC CULTURE IN CULTURAL ENTREPRENEURING**

Simony R. Marins BAHIA FEDERAL UNIVERSITY, BRAZIL

Eduardo Davel FEDERAL UNIVERSITY OF BAHIA, SCHOOL OF MANAGEMENT

Samantha Warren UNIVERSITY OF PORTSMOUTH

## Track Sessions per day

Entrepreneurship, Regions & Regional Development (08:00 - 09:30)

Track: ST03\_05 - Entrepreneurship, Regions & Regional Development

Chair(s): Beata Glinka, Marcela Ramírez-Pasillas, Quang David Evansluong, Jörg Freiling

Paper Presentations:

- 1218 TOO MUCH LOVE WILL KILL YOU: ANTICIPATING THE DARK SIDE OF COHESIVE NETWORK IN KINSHIP-BASED FAMILIES WITHIN INDONESIAN'S ETHNIC ENTERPRISES**  
Hardo Manik DUTA WACANA CHRISTIAN UNIVERSITY  
Nurul Indarti UNIVERSITAS GADJAH MADA
- 1315 THE FAMILY INFLUENCES OF EO DEVELOPMENT IN IMMIGRANT FAMILY BUSINESSES**  
Börje Boers UNIVERSITY OF SKÖVDE, SCHOOL OF BUSINESS  
Torbjörn Ljungkvist UNIVERSITY OF SKÖVDE, SCHOOL OF BUSINESS  
Quang David Evansluong UMEÅ UNIVERSITY AND UNIVERSITY OF GOTHENBURG
- 1925 THE BEST OF TWO WORLDS? ETHNIC MINORITY ENTREPRENEURS' PERCEPTIONS ABOUT THE ROLE OF FAMILY FOR CREATING AND SUSTAINING THEIR ENTREPRENEURIAL ACTIVITIES**  
Leona Achtenhagen JÖNKÖPING INTERNATIONAL BUSINESS SCHOOL  
Marcela Ramírez-Pasillas JÖNKÖPING INTERNATIONAL BUSINESS SCHOOL
- 1696 FAMILY BUSINESSES IN DIASPORA: A HISTORICAL ACCOUNT OF IMMIGRANT CYPRIOT FAMILY BUSINESSES IN UK**  
Eva Karayianni UNIVERSITY OF CENTRAL LANCASHIRE  
Elias Hadjielias CYPRUS UNIVERSITY OF TECHNOLOGY  
Loukas Glyptis UNIVERSITY OF CENTRAL LANCASHIRE

## Track Sessions per day

Entrepreneurship, Regions & Regional Development (08:00 - 09:30)

Track: ST03\_05 - Entrepreneurship, Regions & Regional Development

Chair(s): Michael Fritsch

Paper Presentations:

- 1871    CONSTRAINTS FACING OMANI SMES IN THE CREATIVITY INDUSTRY: INSIGHTS FROM AN ENTREPRENEURIAL ECOSYSTEM AND INNOVATION SYSTEM APPROACHES**  
Hussain Alhejji                      GULF UNIVERSITY FOR SCIENCE AND TECHNOLOGY
- 1999    ECOSYSTEM CHANGE AGENTS: THE HYBRID GOVERNANCE MECHANISM OF NASCENT ENTREPRENEURIAL ECOSYSTEMS**  
Jan Harima                              UNIVERSITY OF BREMEN  
Aki Harima                                UNIVERSITY OF BREMEN  
Chris Van Zyl                            NAMIBIA UNIVERSITY OF SCIENCE AND TECHNOLOGY
- 1099    DYNAMICS OF INSTITUTIONAL LOGICS IN REGIONAL ENTREPRENEURIAL ECOSYSTEMS: AN APPROACH THROUGH MATERIAL PRACTICES**  
Stephanie CHASSERIO                SKEMA BUSINESS SCHOOL  
Typhaine Lebègue                      UNIVERSITÉ DE TOURS  
Corinne Poroli                            SKEMA BUSINESS SCHOOL  
Philippe Pailot                            IAIE LILLE, UNIVERSITÉ DE LILLE

## Track Sessions per day

Expatriate Management 4 (08:00 - 09:30)

Track: ST07\_01 - Expatriate Management

Chair(s): Yvonne Kallane

Paper Presentations:

**1592 PREDICTORS OF EXPATRIATE SUCCESS (INTENTION TO QUIT JOB ABROAD AND JOB PERFORMANCE): UNDERSTANDING THE ROLE OF WORK AND NONWORK DEMANDS ON INTERNATIONAL ASSIGNMENTS**

Tania Biswas UNIVERSITY OF VAASA

Liisa Mäkelä UNIVERSITY OF VAASA

Maike Andresen UNIVERSITY OF BAMBERG

**1691 CONNECTING INTERNATIONAL EMPLOYEES' MOTIVATIONS, JOB CRAFTING STRATEGIES AND TALENT MANAGEMENT IMPLICATIONS. TOWARD THE DEVELOPMENT OF A CONCEPTUAL FRAMEWORK**

Blanca Suarez-Bilbao UNIVERSITY OF BAMBERG

Marian Crowley-Henry MAYNOOTH UNIVERSITY, SCHOOL OF BUSINESS

Edward O'Connor MAYNOOTH UNIVERSITY, SCHOOL OF BUSINESS

**1969 WHEN BAD GETS WORSE – REFUGEES AT THE EDGE OF EMPLOYMENT AND INCLUSION**

Washika Haak-Saheem HENLEY BUSINESS SCHOOL, UNIVERSITY OF READING

GAYE ÖZÇELİK ISTANBUL BILGI UNIVERSITY

Yvonne Kallane EXPATRIATE RESEARCH

Chris Brewster HENLEY BUSINESS SCHOOL

## Track Sessions per day

Female entrepreneurship (2) (08:00 - 09:30)

Track: GT03\_00 - Entrepreneurship General Track

Chair(s): Sara Poggesi, Michela Mari

Discussant(s): Maria Makarova, Imge Kaya Sabanci, Bassem Nasri

Paper Presentations:

- 2005 IS BEING TRUSTWORTHY ALWAYS REWARDED? THINK TWICE! TRUST PENALTY FOR WOMEN ENTREPRENEURS**  
Imge Kaya Sabanci IE BUSINESS SCHOOL  
Rachida Justo IE BUSINESS SCHOOL
- 1849 ENTREPRENEURIAL INTENTION OF FEMALE VS MALE STUDENTS IN ALBANIA**  
Maria Makarova UNIVERSITÀ CATTOLICA DEL SACRO CUORE, MILAN  
Donatella Depperu UNIVERSITÀ CATTOLICA DEL SACRO CUORE  
Camillo Siriani UNIVERSITÀ CATTOLICA DEL SACRO CUORE, MILAN  
Domenico Cambrea UNIVERSITÀ CATTOLICA DEL SACRO CUORE, MILAN

General Innovation III (08:00 - 09:30)

Track: GT06\_00 - Innovation General Track

Chair(s): Vivek Velamuri

Paper Presentations:

- 1308 SERVICIZATION IMPLICATION IN ECOSYSTEM LITERATURE**  
Leticia Foerster UNIVERSITÉ CÔTE D'AZUR
- 1783 THE INFLUENCE OF PERCEIVED DISSIMILARITY TO THE TMT ON INCREMENTAL INNOVATIVE CAPABILITY**  
Sarah-Alena Rössig OTTO VON GUERICKE UNIVERSITY MAGDEBURG
- 1852 ORGANIZATIONAL VIRTUE ORIENTATION AND INNOVATION: AN EXAMINATION OF AN INNOVATION DRIVER IN HIGH- AND LOW-TECH COMPANIES**  
Kathrin Haubner UNIVERSITY OF MUENSTER, GEISTSTRASSE 24, 48151 MÜNSTER, GERMANY



## Track Sessions per day

HRM systems & employee outcomes (08:00 - 09:30)

Track: ST09\_01 - Human Resource Management

Chair(s): Sónia Gonçalves

Paper Presentations:

- 1198 HIGH PERFORMANCE HRMS AND DUALITY OF ORGANIZATIONAL CULTURE**  
Yong-Sun Chang CHOSUN UNIVERSITY
- 1217 HOW AND WHEN CAN HIGH-PERFORMANCE WORK SYSTEMS FUEL THE PROACTIVE FIRE: THE SUBSTITUTION EFFECT OF LEADER-MEMBER EXCHANGE**  
Ran Xiao XIANGTAN UNIVERSITY  
Ming Jin XIANGTAN UNIVERSITY  
Chiou-Shiu Lin XIANGTAN UNIVERSITY
- 1749 ENLIGHTENING THE IMPLICATIONS OF EMPLOYEE INVOLVEMENT IN THE PUBLIC SECTOR: EMPIRICAL EVIDENCE FROM EUROPE**  
Rocco Palumbo UNIVERSITY ROME "TOR VERGATA"  
Giulia Flamini ROME TOR VERGATA UNIVERSITY  
Luca Gnan TOR VERGATA UNIVERSITY  
Mohammad Fakhar Manesh UNIVERSITY OF ROME  
Luca Pareschi UNIVERSITÀ DI ROMA TOR VERGATA  
Massimiliano Pellegrini UNIVERSITY OF ROME  
Damiano Petrolo UNIVERSITY OF ROME TOR VERGATA - HASSELT UNIVERSITY

## Track Sessions per day

Integrated reporting, sustainability reporting and the environment (08:00 - 09:30)

Track: ST01\_02 - Measuring, managing and communicating on performance for sustainability - new trends and innovative tools

Chair(s): Lucrezia Songini

Discussant(s): Anna Pistoni

Paper Presentations:

- 1174 ARE CIRCULAR ECONOMY GRS PRACTICES COVERED IN INTEGRATED REPORTING? THE ROLE OF INSTITUTIONAL PRESSURES: AN EXPLORATORY STUDY WITH CONTENT ANALYSIS**  
SARFRAZ NAZIR PISA UNIVERSITY ITALY  
Federico Barnabè UNIVERSITÀ DEGLI STUDI DI SIENA
- 1615 INTEGRATED REPORTING AND BIODIVERSITY: EFFECTIVE OR NOT EFFECTIVE? A SOUTH AFRICAN EMPIRICAL INVESTIGATION**  
Paola Vola UNIVERSITY OF EASTERN PIEDMONT  
Lorenzo Gelmini UNIVERSITY OF EASTERN PIEDMONT  
Lucrezia Songini UNIVERSITY OF EASTERN PIEDMONT
- 1713 DID THE SDGS MARK A WATERSHED MOMENT FOR CORPORATE SUSTAINABILITY? A SYSTEMATIC ASSESSMENT OF CHANGES IN CORPORATE SUSTAINABILITY REPORTS FOLLOWING OF THE INTRODUCTION OF UNSDG**  
Keith Whittingham CRUMMER GRADUATE SCHOOL OF BUSINESS, ROLLINS COLLEGE, WINTER PARK, FLORIDA, USA.  
Andrew Earle PETER T. PAUL COLLEGE OF BUSINESS AND ECONOMICS, UNIVERSITY OF NEW HAMPSHIRE  
Dante I. Leyva-de la Hiz MONTPELLIER BUSINESS SCHOOL  
Alessia Argiolas UNIVERSITÀ CATTOLICA DEL SACRO CUORE

## Track Sessions per day

Leadership and intra-organizational processes (08:00 - 09:30)

Track: ST13\_05 - Microfoundations of Strategy - Dynamic Capabilities and Knowledge Mechanisms

Chair(s): Peiran Su

Discussant(s): Rob Jansen

Paper Presentations:

- 1359 SOCIAL GOVERNANCE MECHANISMS AND INDIVIDUAL PERFORMANCE: AN EXAMINATION OF A MODERATED MEDIATION MODEL**
- |                 |  |
|-----------------|--|
| I-Chieh Hsu     | GRADUATE INSTITUTE OF HUMAN RESOURCE MANAGEMENT, NATIONAL CHANGHUA UNIVERSITY OF EDUCATION |
| HSING-ER LIN    | NATIONAL SUN YAT-SEN UNIVERSITY  |
| Peichen Lee     | GRADUATE INSTITUTE OF HUMAN RESOURCE MANAGEMENT, NATIONAL CHANGHUA UNIVERSITY OF EDUCATION |
| Chiung-Wen Tsao | GRADUATE INSTITUTE OF HUMAN RESOURCE MANAGEMENT, NATIONAL CHANGHUA UNIVERSITY OF EDUCATION |
- 1647 ADVANCING THE CONSEQUENTIAL FEATURES OF STRATEGIC LEADERSHIP: AN ANALYSIS OF STRATEGIC SHARED LEADERSHIP AND FIRM PERFORMANCE**
- |                        |                        |
|------------------------|------------------------|
| Alexandra van der Berg | UNIVERSITY OF MUENSTER |
| Christopher Jung       | UNIVERSITY OF MUENSTER |
| Thomas Schaeper        | UNIVERSITY OF MUENSTER |
| Stephan Nüesch         | WWU MÜNSTER            |
- 1771 CONTROL AND TRUST AS FACILITATORS OF PERFORMANCE AND SATISFACTION IN MANAGING VIRTUAL TEAM MEMBERS**
- |                  |  |
|------------------|--|
| Valentin Pfeffer | EBS UNIVERSITÄT FÜR WIRTSCHAFT UND RECHT |
|------------------|--|

## Track Sessions per day

On Codes, Contracts and Behaviour (08:00 - 09:30)

Track: GT02\_00 - Corporate Governance General Track

Chair(s): Francesca Cuomo

### Paper Presentations:

**1566 BEHAVIORAL CORPORATE GOVERNANCE: A META-SYNTHESIS**

Mohammadsadegh Hashemi HEC MONTREAL

Taieb Hafsi FULL PROFESSOR OF MANAGEMENT, HEC MONTREAL

Amin Moeinian MASTER OF PUBLIC ADMINISTRATION FROM THE UNIVERSITY OF TEHRAN

**1604 THE ADOPTION OF A CODE OF CORPORATE GOVERNANCE: INCENTIVE IMPLICATIONS.**

Eduard Alonso-Pauli UNIVERSITAT DE LES ILLES BALEARS

**1688 FROM CONTRACT TO CAPABILITY TO PURPOSE . INTRODUCING JUSTICE INTO THE GOVERNANCE OF CORPORATIONS**

Hans Van Ees UNIVERSITY OF GRONINGEN

Jac van der Klink TILBURG UNIVERSITY, THE NETHERLANDS

## Track Sessions per day

PDS 3 - Motivation, Effectiveness, and Resilience (08:00 - 09:30)

Track: ST09\_04 - Leadership

Chair(s): Miguel Pereira Lopes

Paper Presentations:

- 1001 HOW DO LEADERS INFLUENCE INNOVATION AND CREATIVITY IN EMPLOYEES? THE MEDIATING ROLE OF INTRINSIC MOTIVATION**  
Saeed Siyal SCHOOL OF ECONOMICS AND MANAGEMENT, BEIJING UNIVERSITY OF CHEMICAL TECHNOLOGY  
Chunlin Xin SCHOOL OF ECONOMICS AND MANAGEMENT, BEIJING UNIVERSITY OF CHEMICAL TECHNOLOGY
- 1534 THE (IN)SENSIBLE ROLE FROM THE LEADERS - LEAN LEADERSHIP: A CASE STUDY FROM INDIA**  
Alagiri Govindasamy NOTTINGHAM BUSINESS SCHOOL, NOTTINGHAM TRENT UNIVERSITY, UK  
Konstantina Kougiannou NOTTINGHAM TRENT UNIVERSITY  
Usha Ramanathan NOTTINGHAM BUSINESS SCHOOL, NOTTINGHAM TRENT UNIVERSITY, UK
- 1665 THE ROLE OF LEADERSHIP FOR RESILIENCE: CHALLENGES OF SENSEGIVING AND SENSEMAKING ACROSS ORGANIZATIONAL LEVELS**  
Natalia Jubault Krasnopevtseva UNIVERSITÉ CÔTE D'AZUR, GREDEG, CNRS  
Catherine Thomas UNIVERSITÉ CÔTE D'AZUR, CNRS, GREDEG  
Renata Kaminska SKEMA BUSINESS SCHOOL, UNIVERSITÉ CÔTE D'AZUR, GREDEG
- 1952 RESPONSIBLE LEADERSHIP AND INDIVIDUAL WORK BEHAVIORS: THE ROLE OF AFFECTIVE COMMITMENT**  
Luís Simões INSTITUTO UNIVERSITÁRIO DE LISBOA (ISCTE-IUL)  
Ana Patrícia Duarte ISCTE-IUL

## Track Sessions per day

Project Based Organizations (08:00 - 09:30)

Track: GT10\_00 - Project Organising General Track

Chair(s): Carl Marnewick

Paper Presentations:

- 1027 THE STRATEGIC STAIRCASE: HOW TO MOVE FROM PROJECT-LEVEL FIREFIGHTING TO NEW FIRM-LEVEL STRATEGIES**  
Georg Windisch TECHNICAL UNIVERSITY OF MUNICH  
stefano brusoni ETH ZURICH
- 1276 THE PROJECT-ORIENTED ORGANISATION: AN EMPIRICAL INVESTIGATION OF ITS IMPACT ON PERFORMANCE THROUGH DRIVING PROMOTORS**  
Alexander Kock TU DARMSTADT  
Patrick Lehner ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES  
Hans Gemünden TU BERLIN
- 1854 STRATEGIC PROJECT PRACTICES: DISCURSIVE ADOPTION OF SUSTAINABLE DEVELOPMENT GOALS IN PROJECT-BASED ORGANISATIONS**  
Vedran Zerjav BARTLETT SCHOOL OF CONSTRUCTION & PROJECT MANAGEMENT, UNIVERSITY COLLEGE LONDON (UCL)  
Efrosyni Konstantinou THE BARTLETT SCHOOL OF CONSTRUCTION AND PROJECT MANAGEMENT, UNIVERSITY COLLEGE LONDON

## Track Sessions per day

Social and sustainable entrepreneurship (3) (08:00 - 09:30)

Track: ST03\_06 - Social and Sustainable Entrepreneurship

Chair(s): Nina Magomedova

Discussant(s): Rita Klapper, Beatrice Re, Francesco Gerli

Paper Presentations:

**1345 IMPLEMENTATION OF A SOCIAL MISSION IN A SOCIAL ENTERPRISE**

Nina Magomedova

UIC BARCELONA

ANNA AKHMEDOVA

ESE BUSINESS SCHOOL, UNIVERSITY OF NAVARRA

Marta Mas-Machuca

UNIVERSITAT INTERNACIONAL DE CATALUNYA

**1661 ANTECEDENTS AND PRACTICES OF EXTERNAL GOAL ADOPTION: THE CASE OF SOCIAL VENTURES AND THE UN SDGS**

Nicole Siebold

AARHUS UNIVERSITY

Franziska Günzel-Jensen

AAHUS UNIVERSITY

Steffen Korgaard

UNIVERSITY OF SOUTHERN DENMARK

**1123 CIRCULAR SMES AND VALUE CO-CREATION PROCESSES WITH THEIR KEY ACTORS. AN EXPLORATORY STUDY**

Beatrice Re

UNIVERSITY OF BERGAMO

Giovanna Magnani

UNIVERSITY OF PAVIA

## Track Sessions per day

Sport Governance (08:00 - 09:30)

Track: GT08\_00 - Managing Sport General Track

Chair(s): Geraldine Zeimers

Paper Presentations:

**1061 ESPORTS AND OTHER TYPES OF VIDEO GAMING: A STRUCTURAL DEFINITION AND CLASSIFICATION**

Max de Zoeten KU LEUVEN

Thomas Koenecke KU LEUVEN

**1394 DEVELOPMENT OF FOOTBALL CLUBS BUSINESS MODEL UNDER FINANCIAL FAIR PLAY**

Marlena Ciechan-Kujawa NICOLAUS COPERNICUS UNIVERSITY IN TORUN

Igor Perechuda JAGIELLONIAN UNIVERSITY

**1419 THE GREY ZONE BETWEEN TACTICS AND FIXING: AN EXPLORATIVE STUDY OF MATCH-FIXING IN ROAD CYCLING**

Stef Van Der Hoeven GHENT UNIVERSITY

Bram Constandt GHENT UNIVERSITY

Cleo Schyvinck GHENT UNIVERSITY

Wim Lagae KU LEUVEN

Annick Willem GHENT UNIVESITY



## Track Sessions per day

Team Cognitive Processes (08:00 - 09:30)

Track: ST09\_02 - Team Performance Management

Chair(s): Rosana Reis

Paper Presentations:

- 1101 GETTING THE KNACK FOR TEAM IMPROVISED ADAPTATION: THE ROLE OF REFLEXIVITY AND TEAM MENTAL MODEL SIMILARITY**
- |                  |  |
|------------------|--|
| António Abrantes | ICN BUSINESS SCHOOL                                  |
| Ana Passos       | ISCTE, INSTITUTO UNIVERSITÁRIO DE LISBOA             |
| Miguel Cunha     | NOVA SCHOOL OF BUSINESS AND ECONOMICS                |
| Catarina Santos  | MAASTRICHT UNIVERSITY SCHOOL OF BUSINESS & ECONOMICS |
- 1261 PSYCHOLOGICAL CAPITAL PROFILES AND THEIR RELATIONSHIP WITH INTERNAL LEARNING IN TEAMS OF UNDERGRADUATE STUDENTS**
- |                       |  |
|-----------------------|--|
| Rosa Lutete Geremias  | SCHOOL OF SOCIAL AND POLITICAL SCIENCES            |
| Miguel Pereira Lopes  | UNIVERSITY OF LISBON (PORTUGAL)                    |
| André Escórcio Soares | COVENTRY UNIVERSITY/NICOLAUS COPERNICUS UNIVERSITY |
- 1576 A PLEA FOR TEAM REFLEXIVITY IN ORGANIZATIONS**
- |                   |                      |
|-------------------|----------------------|
| Maudi Wagenvoort  | UTRECHT UNIVERSITY   |
| Meltem Ceri-Booms | UNIVERSITY OF LEUVEN |

## Track Sessions per day

The Gender Business Case (08:00 - 09:30)

Track: GT02\_00 - Corporate Governance General Track

Chair(s): Patricia Gabaldon

Paper Presentations:

**1666 WOMEN ON BOARDS AND ENVIRONMENTAL PERFORMANCE: THE ROLE OF FAMILY FEMALE DIRECTORS**

Sara De Masi UNIVERSITY OF FLORENCE  
Agnieszka Słomka-Gołębiowska WARSAW SCHOOL OF ECONOMICS  
Andrea Paci UNIVERSITY OF FLORENCE

**1728 GENDER DIVERSITY FOR FINANCIAL AND SOCIAL PERFORMANCE: INSIGHTS FROM THE BANK INDUSTRY**

SIMONA GALLETTA UNIVERSITY OF CATANIA  
Sebastiano Mazzù UNIVERSITY OF CATANIA  
Valeria Naciti UNIVERSITY OF MESSINA  
Carlo Vermiglio UNIVERSITY OF MESSINA

**1012 DO WOMEN ON BOARDS IMPACT ON CSR REPORTING? THE MODERATING ROLE OF INSTITUTIONAL CONTEXT**

Irma Martínez-García COMISIÓN NACIONAL DEL MERCADO DE VALORES  
Merce Bernardo UNIVERSITY OF BARCELONA  
Jone Jone Martín- UNIVERSITY OF BARCELONA  
Fernandez-de-Leceta

## Track Sessions per day

**Uncertainty and control (08:00 - 09:30)**

**Track: ST10\_01 - Multi-level Perspective on Major and Megaprojects**

**Chair(s): Ermal Hetemi**

**Paper Presentations:**

- 1569 TOWARD A THEORY OF CONTINUOUS TARGET MANAGEMENT IN MAJOR PROJECTS: PROJECT MANAGEMENT AS VALUE-MAXIMIZING DYNAMIC ACTIVITY**  
Karlos Artto AALTO UNIVERSITY SCHOOL OF SCIENCE  
Tom Olsson AALTO UNIVERSITY SCHOOL OF SCIENCE
- 1310 TRANSLATING THE INVISIBLE: GOVERNING UNDERGROUND UTILITIES IN THE AMSTERDAM AIRPORT SCHIPHOL TERMINAL PROJECT**  
Erwin Biersteker VRIJE UNIVERSITEIT AMSTERDAM  
Joop Koppenjan ERASMUS UNIVERSITY ROTTERDAM  
Alfons Marrewijk DELFT UNIVERSITY OF TECHNOLOGY

**Workplace and Job Design (08:00 - 09:30)**

**Track: GT09\_00 - Organisational Behaviour General Track**

**Chair(s): Davide de Gennaro**

**Paper Presentations:**

- 1059 BALANCING PRIVACY AND COMMUNICATION IN ACTIVITY-BASED WORKSPACES: A LONGITUDINAL STUDY**  
Marc Rücker FRIEDRICH-ALEXANDER-UNIVERSITY OF ERLANGEN-NÜRNBERG  
Tobias Eismann EUREKA INNOVATION  
Martin Meinel EUREKA INNOVATION  
Kai-Ingo Voigt FRIEDRICH-ALEXANDER-UNIVERSITY OF ERLANGEN-NÜRNBERG
- 1257 REDESIGNING JOBS FOR TOTAL QUALITY MANAGEMENT: AN EXPLORATORY STUDY IN SECONDARY SCHOOLS**  
paola adinolfi UNIVERSITY OF SALERNO  
Gabriella Piscopo UNIVERSITY OF SALERNO  
Davide de Gennaro UNIVERSITY OF SALERNO  
Valerio Giampaola UNIVERSITY OF SALERNO
- 1271 AN EXPLORATORY STUDY OF WORK STRESSORS FACED BY CHINESE SENIOR EXECUTIVES**  
Zheng (Daniel) Duan VICTORIA UNIVERSITY OF WELLINGTON  
Jane Bryson VICTORIA UNIVERSITY OF WELLINGTON  
Noelle Donnelly VICTORIA UNIVERSITY OF WELLINGTON

## Track Sessions per day

**At the forefront: Insights into CSR, Corporation and Digital Technologies (09:45 - 11:15)**

**Track: GT02\_00 - Corporate Governance General Track**

**Chair(s): Sara De Masi**

**Paper Presentations:**

- 1004 CORPORATE SOCIAL RESPONSIBILITY PERFORMANCE, REPORTING AND GENERALIZED METHODS OF MOMENTS (GMM): A STRUCTURED REVIEW OF CORPORATE GOVERNANCE DETERMINANTS AND FIRMS' FINANCIAL CONSEQUENCES**  
Patrick Velte LEUPHANA UNIVERSITY LÜNEBURG
- 1080 CONSTITUTIONALIZING THE CORPORATION**  
Anna Grandori BOCCONI UNIVERSITY MILAN
- 1491 DIGITAL TECHNOLOGIES IMPACTS ON BOARD MEMBERS ACTIVITIES: A RESOURCE DEPENDENCY FRAMEWORK**  
Fabio Oliveira HENLEY BUSINESS SCHOOL  
Nada Kakabadse HENLEY BUSINESS SCHOOL  
Nadeem Khan HENLEY BUSINESS SCHOOL, UNIVERSITY OF READING

**(09:45 - 11:15)**

**Track: ST13\_03 - CENA - Coopetition, Ecosystems, Networks and Alliances**

**Chair(s): Paul Chiambaretto**

**Paper Presentations:**

- 1150 RESILIENCE OF GLOBAL SUPPLY CHAINS - A CASE STUDY IN THE GERMAN ELECTRONICS INDUSTRY DURING THE COVID-19 PANDEMIC**  
Mathias Leingang TU KAISERSLAUTERN  
Gordon Müller-Seitz TU KAISERSLAUTERN
- 1460 WHAT DRIVES THE APPOINTMENT OF DIRECTORS? LINKING RESOURCE DEPENDENCE AND MONITORING TO HUMAN CAPITAL VALUE IN WIND FARM JOINT VENTURES**  
Nora Balogh UNIVERSITY OF LIVERPOOL  
Isabel Estrada UNIVERSITY OF GRONINGEN  
Dries Faems WHU OTTO BEISHEIM SCHOOL OF MANAGEMENT
- 1221 INTERDEPENDENCY AND ASYMMETRY IN INCUMBENT-CHALLENGER COOPETITION : LEARNINGS FROM THE EUROPEAN BANKING INDUSTRY**  
Sameer Chinchankar UNIVERSITY OF ANTWERP / ANTWERP MANAGEMENT SCHOOL  
Sascha Albers UNIVERSITY OF ANTWERP

## Track Sessions per day

COVID Impact on organizations (09:45 - 11:15)

Track: GT01\_00 - Business for Society General Track

Chair(s): Elisabetta Marafioti

Discussant(s): Davide Bizjak

Paper Presentations:

**1172 RE-SHAPING POST-COVID-19 ORGANIZATIONS: THE ROLE OF RELATIONAL GOODS IN INCREASING AFFECTIVE COMMITMENT AND REDUCING TURNOVER INTENTION**

Anna Marrucci	UNIVERSITY OF PISA
Cristiano Ciappei	UNIVERSITY OF FLORENCE
Lamberto Zollo	UNIVERSITY OF FLORENCE
Riccardo Rialti	UNIVERSITY OF FLORENCE

**1357 THE EFFECT OF COVID ON THE SHARING ECONOMY: A DELPHI ANALYSIS**

Alejandra Cueva	UNIVERSITAT INTERNACIONAL DE CATALUÑA (UIC)
Anna Akhmedova	UNIVERSITAT INTERNACIONAL DE CATALUNYA (UIC)
Frederic Marimon	UIC

**1894 THE ROLE OF UNIVERSITIES IN COVID19 CRISIS MANAGEMENT ECOSYSTEM: A NETWORK ANALYSIS ON THE CASE OF LOMBARDY REGION**

Elisabetta Marafioti	UNIVERSITY OF MILAN BICOCCA
Maddalena Bianchi	UNIVERSITY OF MILAN-BICOCCA
Roberto Boselli	UNIVERSITY OF MILAN-BICOCCA

## Track Sessions per day

Cultural and sustainable tourism (09:45 - 11:15)

Track: ST11\_01 Sustainability in Hybrid Settings

Chair(s): Enrica Iannuzzi

Paper Presentations:

- 1583 BUILDING A POSITIVE CANDIDATE EXPERIENCE FOR MUSEUM EXECUTIVES: A QUALITATIVE RESEARCH APPROACH**  
Anna Stegmann UNIVERSITY OF EDUCATION LUDWIGSBURG  
Andrea Hausmann UNIVERSITY OF EDUCATION LUDWIGSBURG
- 1844 LATENT DIMENSIONS OF MUSEUM VISIT: COMPARING CROSS-CULTURAL PERSPECTIVES OF ITALIAN MUSEUMS FROM TRIPADVISOR REVIEWS**  
Paola Riva POLITECNICO DI MILANO (ITALY)  
Deborah Agostino POLITECNICO DI MILANO
- 1903 CONSTRUCTED GOVERNANCE AS BASIS FOR SUSTAINABLE DEVELOPMENT OF TOURIST AREAS: THE EXAMPLE OF ANGRA DOCE IN BRAZIL**  
Ernesto Giglio PAULISTA UNIVERSITY- UNIP  
Catarina Roseira PORTO UNIVERSITY  
Camilo Ramirez UNIVERSIDA CENTRAL DE CHILE

## Track Sessions per day

Digital Innovation ST06-03 - D (09:45 - 11:15)

Track: ST06\_03 - Digital Innovation - Strategies, Competencies, Ecosystems, Theories, and Practice

Chair(s): Uta Wilkens

Paper Presentations:

**1901 CREATIVE AI-BASED INVENTIONS: HOW INCUMBENTS STRATEGICALLY RENEW THEIR INVENTION PORTFOLIOS THROUGH AI TECHNOLOGIES**

Quentin Plantec	MINES PARISTECH, PSL UNIVERSITÉ, CENTRE DE GESTION SCIENTIFIQUE, I3 UMR CNRS 9217 ; INSTITUT NATIONAL DE LA PROPRIÉTÉ INDUSTRIELLE (INPI)
Michael Wustmans	UNIVERSITY OF BONN, INSTITUTE FOR FOOD AND RESOURCE ECONOMICS, CHAIR FOR TECHNOLOGY AND INNOVATION MANAGEMENT IN AGRIBUSINESS, BONN, GERMANY.
Anna Waßenhoven	UNIVERSITY OF BONN, INSTITUTE FOR FOOD AND RESOURCE ECONOMICS, CHAIR FOR TECHNOLOGY AND INNOVATION MANAGEMENT IN AGRIBUSINESS, BONN, GERMANY
Mei Yun Lai	UNIVERSITY OF BREMEN, INSTITUTE FOR PROJECT MANAGEMENT AND INNOVATION, BREMEN, GERMANY.
Clément Sternberger	UNIVERSITÉ PARIS SACLAY, RITM, FACULTÉ JEAN MONNET, 54 BOULEVARD DESGRANGES 92330 SCEAUX, FRANCE
Stefanie Bröring	RHEINISCHE FRIEDRICH-WILHELMS-UNIVERSITÄT BONN INSTITUTE FOR FOOD AND RESOURCE ECONOMICS CHAIR FOR TECHNOLOGY AND INNOVATION MANAGEMENT IN AGRIBUSINESS

**1923 ENHANCING E-LEARNING IN EXPANSIVE LEARNING ENVIRONMENTS: EXPLORING EMERGING THEMES**

Emmanuel Owoade	UNIVERSITY OF ESSEX
Maria Hudson	UNIVERSITY OF ESSEX
Stefano Cirella	UNIVERSITY OF ESSEX

**1950 BIFURCATED LEGITIMACY STRATEGIES FOR STAKEHOLDER SUPPORT**

S. James Ellis	RADBOUD UNIVERSITY
Saeed Khanagha	ASSOCIATE PROFESSOR AT VRIJE UNIVERSITEIT AMSTERDAM
Rick Aalbers	RADBOUD UNIVERSITY
Philipp Tuertscher	VRIJE UNIVERSITEIT AMSTERDAM

## Track Sessions per day

Diversity and functional differentiation (09:45 - 11:15)

Track: T14\_02 -Management History, Theory, and Philosophy

Chair(s): Klaus Laursen

Paper Presentations:

**1072 GAME OVER! DECISION PREMISES RECODING IN THE ACQUISITION OF A BRAZILIAN TECHNOLOGY START-UP: A SYSTEMS-THEORETICAL ANALYSIS**

Augusto Sales	FGV / EBAPE
Steffen Roth	LA ROCHELLE BUSINESS SCHOOL
Michael Grothe-Hammer	NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
Ricardo Azambuja	RENNES SCHOOL OF BUSINESS

**1469 BIG DATA PLATFORMS FOR STRATEGIC MANAGEMENT: A MULTIFUNCTIONAL APPROACH TO MERGERS AND ACQUISITIONS**

Augusto Sales	FGV / EBAPE
Auste Kiskiene	KAZIMIERO SIMONAVIČIAUS UNIVERSITETAS
Steffen Roth	LA ROCHELLE BUSINESS SCHOOL
Jari Kaivo-oja	UNIVERSITY OF TURKU

**1616 WHY LEADERSHIP STYLE VERSATILITY MATTERS: LINKING THE CONCEPT TO LEARNING OUTCOMES**

Wolfgang Amann	HEC PARIS
Shiv Tripathi	IIHMR



## Track Sessions per day

Diversity Intersections: Gender, Culture, Class, Ability (09:45 - 11:15)

Track: GT05\_00 - Gender, Race and Diversity in Organisations General Track

Chair(s): Almina Bešić

Discussant(s): Anne Marie Ward

Paper Presentations:

**1821 A LITERATURE REVIEW: GENDER DIVERSITY AND FIRM PERFORMANCE CONSEQUENCES**

Lena Naser TU DORTMUND

Tessa Flatten TU DORTMUND

**1972 A JOURNEY TOWARDS DEVELOPING AN INCLUSIVE WORKPLACE: THE CASE OF CUMMINS INDIA**

Sumita Datta SPJIMR, MUMBAI AND CIEG, UNIVERSITY OF LISBON

Snehal Shah SPJIMR, MUMBAI

**1531 PERCEIVED SOCIAL CLASS BACKGROUND, ENTREPRENEURIAL ORIENTATION AND THE MODERATING EFFECT OF NATIONAL CULTURE**

Angela Kipf OTTO-VON-GUERICKE-UNIVERSITÄT MAGDEBURG

**1678 ADAPTATION OF EMPLOYEES WITH DISABILITIES IN THE ORGANISATION AND PERCEPTION OF ORGANISATIONAL CULTURE BY THEIR SUPERVISORS.**

Anna Brzosko KOZMINSKI UNIVERSITY

Ilona Hunek KOZMINSKI UNIVERSITY

## Track Sessions per day

Do CEOs Affect Corporate Performance? (09:45 - 11:15)

Track: GT02\_00 - Corporate Governance General Track

Chair(s): Dennis Veltrop

Paper Presentations:

**1132 THE ROLE OF HUBRIS AND CONSERVATISM IN CEOs' STEADY INCLINATIONS**

Marc Kowalzick UNIVERSITY OF MANNHEIM  
Moritz Appels UNIVERSITY OF MANNHEIM

**1134 HOW DO OVERCONFIDENT CEOs BEHAVE REGARDING TAX PRACTICES?**

LAKHAL Faten LÉONARD DE VINCI PÔLE UNIVERSITAIRE, RESEARCH CENTER, 92916 LA  
DÉFENSE AND IRG, UNIVERSITÉ PARIS-EST  
BACHA Sami FACULTÉ DES SCIENCES ECONOMIQUES ET DE GESTION DE SOUSSE BP 307- CITÉ  
RIADH - 4023  
Sabrina KHEMIRI UNIVERSITÉ PARIS-SACLAY, UNIV EVRY, IMT-BS, LITEM, 91025, EVRY-  
COURCOURNNES  
GUIZANI Assil UNIVERSITÉ PARIS NANTERRE 200 AVENUE DE LA RÉPUBLIQUE, 92000  
NANTERRE

**1286 CONSEQUENCES OF PERFORMANCE-RELATED CEO DISMISSAL FOR FIRM INNOVATION OUTCOMES**

Ali Samei TUM SCHOOL OF MANAGEMENT  
Mohamad Hasan Sadri Karami IE UNIVERSITY

## Track Sessions per day

Entrepreneurial cognition for opportunity scanning, recognition and exploitation (09:45 - 11:15)

Track: ST03\_03 - Entrepreneurial Decision Making and Behaviour

Chair(s): Sara Sasseti

Discussant(s): Anh Dinh, Anian Gehring, Leonie Baldacchino

Paper Presentations:

- 1294 ENVIRONMENTAL SCANNING AS A MEDIATOR BETWEEN ENVIRONMENTAL DYNAMISM AND NEW VENTURE TEAM ILLUSION OF CONTROL**  
Anian Gehring RWTH AACHEN UNIVERSITY  
Andrea Greven INNOVATION AND ENTREPRENEURSHIP GROUP (WIN) – TIME RESEARCH AREA, RWTH AACHEN UNIVERSITY  
Malte Brettel INNOVATION AND ENTREPRENEURSHIP GROUP (WIN) – TIME RESEARCH AREA, RWTH AACHEN UNIVERSITY, KACKERTSTR. 7, 52072 AACHEN, GERMANY
- 1878 THE WINDOW OF ENTREPRENEURIAL OPPORTUNITY: INVESTIGATION OF THE ANTECEDENTS OF OPPORTUNITY RECOGNITION**  
Anh Dinh TU DORTMUND  
Obberauch Luis UNIVERSITY OF KOBLENZ-LANDAU  
Andreas Liening TU DORTMUND
- 1920 THE ROLE OF INTUITION IN ENTREPRENEURIAL OPPORTUNITY EXPLOITATION**  
Leonie Baldacchino THE EDWARD DE BONO INSTITUTE, UNIVERSITY OF MALTA  
Nadia Boffa UNIVERSITY OF MALTA

## Track Sessions per day

Entrepreneurial education, academic entrepreneurship and entrepreneurial university (1) (09:45 - 11:15)

Track: GT03\_00 - Entrepreneurship General Track

Chair(s): Alain Fayolle, Božidar Vlačić

Discussant(s): Irene Jiménez-Arribas, Matías Lira, Anastasios (Tasos) Sioukas

Paper Presentations:

- 1610 CONSTRUCTIVISM AND STUDENT CENTERED LEARNING IN ENTREPRENEURSHIP EDUCATION: LEARNING AVENUES AND CHALLENGES OF COMMUNITY COLLEGE STUDENTS**  
Anastasios (Tasos) Sioukas    LOS ANGELES VALLEY COLLEGE, BUSINESS ADMINISTRATION
- 1156 ENTREPRENEURIAL INTENTIONS: A DOUBLE MEDIATION MODEL OF THE COMPONENTS OF THE TPB**  
Irene Jiménez-Arribas    UNIVERSITAT POLITÈCNICA DE VALÈNCIA  
Elies Seguí-Mas    UNIVERSITAT POLITÈCNICA DE VALÈNCIA  
Guillermina Tormo-Carbó    UNIVERSITAT POLITÈCNICA DE VALÈNCIA
- 1530 LOOKING BACK TO LOOK FORWARD: SETTING UNIVERSITY ENTREPRENEURSHIP ECOSYSTEM IN EMERGING ECONOMIES AND ITS IMPACTS**  
Matías Lira    ACULTAD DE ECONOMÍA Y NEGOCIOS, UNIVERSIDAD DEL DESARROLLO  
MARIBEL GUERRERO    SCHOOL OF BUSINESS AND ECONOMICS AT UNIVERSIDAD DEL DESARROLLO,  
CHILE & NEWCASTLE BUSINESS SCHOOL AT NORTHUMBRIA UNIVERSITY, UK /  
CIRCLE, LUND UNIVERSITY, SWEDEN  
Julio dDe Castro    IE BUSINESS SCHOOL

## Track Sessions per day

**Entrepreneurial Processes: Path (09:45 - 11:15)**

**Track: ST03\_10 - Entrepreneurial Processes**

**Chair(s): Diego Matricano**

**Discussant(s): Lisa Thomas, Alessandra Belfiore, Bisrat Misganaw**

**Paper Presentations:**

**1680 SHAPING THE ENTREPRENEURIAL PATH UNDER THE SOCIAL MEDIA DOMAIN: INFLUENCERS TOWARDS DIGITAL ENTREPRENEURS**

Francesco Calza UNIVERSITY OF NAPLES 'PARTHENOPE'

Mariapina Trunfio UNIVERSITY OF NAPLES 'PARTHENOPE'

Simona Rossi UNIVERSITY OF NAPLES 'PARTHENOPE'

**1818 TIME STUDY OF VENTURE CREATION**

sushil kumar INDIAN INSTITUTE OF MANAGEMENT VISAKHAPATNAM

Satyasiba Das IIM RAIPUR

**1887 FAILURE AS PART OF THE ENTREPRENEURIAL PROCESS. AN EXPLORATORY CONTENT ANALYSIS OF WHAT ENTREPRENEURS SAY ABOUT IT**

Emanuele Aversa CRESIT RESEARCH CENTRE - UNIVERSITY OF INSUBRIA

Alessia Pisoni UNIVERSITY OF INSUBRIA

Alberto Onetti UNIVERSITY OF INSUBRIA

## Track Sessions per day

Entrepreneurship, growth strategies and external opportunities (09:45 - 11:15)

Track: ST03\_13 - Growth Strategies & Internationalization for SMEs

Chair(s): Giorgia Profumo

Discussant(s): Laura Rienda, Jonas Gabrielsson

Paper Presentations:

**1499 HOME COUNTRY INFORMAL INSTITUTION AND EARLY-STAGE ENTREPRENEURS' INTERNATIONALIZATION: THE MODERATING ROLE OF ECONOMIC FREEDOM**

Chao Zhang UNIVERSITAT AUTÒNOMA DE BARCELONA

Joan-Lluís Capelleras UNIVERSITAT AUTÒNOMA DE BARCELONA

Victor Martin-Sanchez KING'S COLLEGE LONDON

**1961 ENTREPRENEURIAL TEAMS' FIRMS' PERFORMANCE: THE CONTINGENT ROLE OF ECONOMIC FREEDOM**

Nathaly Pinzón Rubio UNIVERSITY OF DEUSTO

José Gonzalez-Pernía UNIVERSITY OF DEUSTO

Javier Montero UNIVERSITY OF ZARAGOZA

**1358 ENTREPRENEURIAL EFFORT AND OPPORTUNITY COSTS: EVIDENCE FROM TWITCH STREAMERS**

Philip Wollborn WWU MÜNSTER

Ulrike Holder WWU MÜNSTER

David Dornekott UNIVERSITY OSNABRUECK

## Track Sessions per day

Entrepreneurship, Regions & Regional Development (09:45 - 11:15)

Track: ST03\_05 - Entrepreneurship, Regions & Regional Development

Chair(s): Quang David Evansluong, Jörg Freiling, Beata Glinka, Marcela Ramírez-Pasillas

Paper Presentations:

- 1084 TOWARD A CULTURE-INDUCED ENTREPRENEURSHIP MODEL IN ETHNIC MINORITY MICROENTERPRISES: BUILDING ON THE RESOURCE-BASED VIEW**  
Muhibul Haq UNIVERSITY OF HUDDERSFIELD  
Martin Johanson HUDDERSFIELD BUSINESS SCHOOL, UNIVERSITY OF HUDDERSFIELD, UK  
Julie Davies FACULTY OF BUSINESS AND LAW, MANCHESTER METROPOLITAN UNIVERSITY, UK  
Leo-Paul Dana MONTPELLIER BUSINESS SCHOOL
- 1089 DIVERSITY IN IMMIGRANT ENTREPRENEURSHIP: EXPLORING MIXED-EMBEDDENESS WITH DATA MINING**  
Aliaksei Kazlou LINKÖPING UNIVERSITY  
Karl Wennberg LINKÖPINGS UNIVERSITET
- 1418 RESOURCE INTERACTION PERSPECTIVE ON ETHNIC-RELATED RESOURCES' UTILIZATION IN IMMIGRANT ENTREPRENEURS' NETWORKS**  
Beata Glinka UNIVERSITY OF WARSAW
- 1885 LOST IN SPACE? IMMIGRANT ENTREPRENEURSHIP AND DIVERSITY IN SPATIAL CONTEXTS**  
Carina Hartmann UNIVERSITY OF MANNHEIM  
Ralf Philipp UNIVERSITY OF MANNHEIM

## Track Sessions per day

Examining Work Attitudes, Person-Centricity, and Emerging Clinical Roles (09:45 - 11:15)

Track: ST11\_02 - Healthcare Management Research

Chair(s): Alfred Angerer

Discussant(s): Sébastien MAINHAGU

Paper Presentations:

**1113 THE EFFECT OF SELF-SCHEDULING ON ORGANIZATIONAL JUSTICE AND WORK ATTITUDES THROUGH LEADER-MEMBER EXCHANGE: A CROSS-SECTIONAL STUDY USING PROPENSITY SCORES**

Herlinde Wynendaele	GHENT UNIVERSITY
Paul Gemmel	GHENT UNIVERSITY
Ellen Peeters	OPEN UNIVERSITY OF THE NETHERLANDS
Dries Myny	GHENT UNIVERSITY
Jeroen Trybou	GHENT UNIVERSITY

**1628 PERMANENT LIMINALITY AND HYBRID PUBLIC SECTOR PROFESSIONALS: THE CASE OF ADVANCED CLINICAL PRACTITIONERS**

Joanna Szulc	UNIVERSITY OF HUDDERSFIELD
Julie Davies	FACULTY OF BUSINESS AND LAW, MANCHESTER METROPOLITAN UNIVERSITY, UK
Susan Kirk	NEWCASTLE UNIVERSITY
Anna Kime	MANCHESTER METROPOLITAN UNIVERSITY

**1507 INDIVIDUAL AND SOCIAL ANTECEDENTS OF KNOWLEDGE SHARING: EVIDENCE FROM HEALTHCARE RESEARCH CENTERS**

Tiago Gonçalves	ADVANCE/CSG, ISEG, UNIVERSIDADE DE LISBOA
Carla Curado	ADVANCE/CSG ISEG, UNIVERSIDADE DE LISBOA



## Track Sessions per day

Expatriate Management 5 (09:45 - 11:15)

Track: ST07\_01 - Expatriate Management

Chair(s): Luisa Pinto

Paper Presentations:

- 1729**    **GENERATION ERASMUS, THIRD-CULTURE KIDS, GLOBAL TALENT: EARLY INTERNATIONAL EXPERIENCES AND THEIR INFLUENCE ON CAREER ASPIRATIONS AS PART OF INDIVIDUALS' IDENTITY PROJECTS**  
Bernadette Bullinger                      IE UNIVERSITY  
Isabel de Sivatte                            IE UNIVERSITY
- 1450**    **NO ROOM AT THE TOP? A SYSTEM'S DYNAMIC VIEW OF THE EFFECT OF WOMEN'S UNDERREPRESENTATION IN INTERNATIONAL ASSIGNMENTS**  
Maria Bastida                                UNIVERSITY OF SANTIAGO DE COMPOSTELA, DEPARTMENT OF BUSINESS ORGANIZATION AND COMMERCIALIZATION  
Luisa Pinto                                    UNIVERSITY OF PORTO, SCHOOL OF ECONOMICS  
Anne-Wil Harzing                            MIDDELESEX UNIVERSITY LONDON

Family Businesses and New Technologies (09:45 - 11:15)

Track: GT04\_00 - Family Business Research General Track

Chair(s): Elias Hadjielias

Discussant(s): Jonas Soluk

Paper Presentations:

- 1281**    **HOW FAMILY FIRMS ORGANIZE CYBER-SECURITY – RESULTS FROM SURVEY-BASED RESEARCH**  
Patrick Ulrich                                AALEN UNIVERSITY  
Vanessa Frank                                AALEN UNIVERSITY  
Alice Timmermann                            AALEN UNIVERSITY
- 1428**    **THE PERFORMANCE EFFECT OF INTERNET OF THINGS TECHNOLOGY RESOURCES IN FAMILY AND NONFAMILY FIRMS**  
Ruth Überbacher                            FREE UNIVERSITY BOZEN-BOLZANO  
Ivan Miroshnychenko                        FREE UNIVERSITY OF BOZEN-BOLZANO  
Julia Hautz                                    UNIVERSITY OF INNSBRUCK  
Alfredo De Massis                            FREE UNIVERSITY OF BOZEN  
Kurt Matzler                                    UNIVERSITY OF INNSBRUCK

## Track Sessions per day

Green technologies, and patents for sustainability innovation (09:45 - 11:15)

Track: ST06\_10 - Innovation for Circularity, Green Technologies and Sustainability

Chair(s): René Bohnsack, Frank Tietze

Paper Presentations:

**1166 HOW MAY A VENTURE USE THE BLOCKCHAIN TECHNOLOGY FOR SOCIAL INNOVATION? EVIDENCE FROM A CASE STUDY IN ITALY**

Giuliano Sansone

PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS

Flavio Santalucia

LIPARI CONSULTING

Davide Viglialoro

POLITECNICO DI TORINO

Paolo Landoni

POLITECNICO DI TORINO

**1853 THE IMPACT OF GREEN INNOVATION ON CO2 EMISSIONS**

Andreas Wagner

UNIVERSITY OF MÜNSTER

David Bendig

WESTFÄLISCHE WILHELMS-UNIVERSITÄT MÜNSTER

**1900 THE ANTECEDENTS OF GREEN TECHNOLOGIES: ETHNIC INVENTORS AND RECOMBINANT CAPABILITIES**

Alba Marino

UNIVERSITY OF MESSINA

Francesco Quatraro

UNIVERSITY OF TURIN

## Track Sessions per day

HRM practices & employee development (1) (09:45 - 11:15)

Track: ST09\_01 - Human Resource Management

Chair(s): Sven Hauff

Paper Presentations:

- 1104 MAINTENANCE AND GROWTH-ENHANCING HRM BUNDLES FOR AN AGEING WORKFORCE: A MULTI-LEVEL STUDY**  
Nikolaos Pahos TU DELFT  
Eleanna Galanaki ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS  
Beatrice Van der Heijden RADBOUD UNIVERSITY, INSTITUTE FOR MANAGEMENT RESEARCH, NIJMEGEN
- 1361 WHAT PRACTICAL IMPLICATIONS ON FEEDBACK DO RESEARCHERS OFFER? A SYSTEMATIC REVIEW**  
Silvia Dello Russo TBS BUSINESS SCHOOL  
Atieh S. Mirfakhar ISCTE-IUL  
Mariella Miraglia UNIVERSITY OF LIVERPOOL MANAGEMENT SCHOOL, UNIVERSITY OF LIVERPOOL
- 1602 HOW DOES PERCEIVED INVESTMENTS IN EMPLOYEE DEVELOPMENT AFFECT TURNOVER INTENTIONS? THE ROLE OF AFFECTIVE COMMITMENT AND PERCEIVED EMPLOYABILITY**  
Mattia Martini DEPARTMENT OF BUSINESS AND LAW, UNIVERSITY OF MILAN BICOCCA  
Tiziano Gerosa DEPARTMENT OF SOCIOLOGY AND SOCIAL RESEARCH, UNIVERSITY OF MILANO-BICOCCA  
Dario Cavenago DEPARTMENT OF BUSINESS AND LAW, UNIVERSITY OF MILANO-BICOCCA

Leadership in the Public Sector (09:45 - 11:15)

Track: GT11\_00 - Public and Non-Profit Management General Track

Chair(s): Reto Steiner

Discussant(s): Hedva Vinarski Peretz

Paper Presentations:

- 1819 A RELATIONAL MODEL OF TRANSFORMATIONAL LEADERSHIP AND WORK ALIENATION: EVIDENCE FROM SCHOOL PRINCIPALS NAVIGATING COVID-19**  
Amy Fahy TRINITY COLLEGE DUBLIN  
Steven McCartney TRINITY COLLEGE DUBLIN  
Na Fu TRINITY COLLEGE DUBLIN
- 1502 PSEUDO-BUREAUCRACIES AS TOOLS FOR DESPOTIC LEADERS: THE CASE OF THE 18TH CENTURY GOVERNMENT OF THE MARQUIS OF POMBAL**  
Miguel Pereira Lopes UNIVERSITY OF LISBON (PORTUGAL)

## Track Sessions per day

**M&A: Risks and Failure (09:45 - 11:15)**

**Track: ST13\_04 - Mergers & Acquisitions and Divestitures - A Glimpse into the Future**

**Chair(s): Nicola Mirc**

**Discussant(s): Panos Desyllas**

**Paper Presentations:**

- 1673 CAN REMEDIES ADD VALUE TO MERGERS AND ACQUISITIONS? EVIDENCE FROM M&AS SCRUTINIZED BY THE EU COMPETITION AUTHORITY.**  
Valentina Fani HEC LAUSANNE
- 1984 DRIVING OFF A CLIFF: STRATEGIC ERRORS AS AN INSTITUTIONAL PROCESS OF FIRM FAILURE**  
Vincent Giolito EMLYON BUSINESS SCHOOL
- 1598 PRACTICE IMPLICATIONS IN ACQUISITION RESEARCH: WHAT CAN WE LEARN?**  
Svante Schriber STOCKHOLM BUSINESS SCHOOL  
David King FLORIDA STATE UNIVERSITY  
Florian Bauer LANCASTER UNIVERSITY

## Track Sessions per day

**Making sense of mobility experiences (09:45 - 11:15)**

**Track: T07\_04 - Management and cultures - qualitative organizational research**

**Chair(s): Christoph Barmeyer**

**Discussant(s): Sylvie CHEVRIER**

**Paper Presentations:**

**1846 LANGUAGE AND COMMUNICATION CHALLENGES AND COPING RESPONSES IN INTERNATIONAL STUDENT PRE- AND POST-PANDEMIC EXPERIENCE. A QUALITATIVE CROSS-NATIONAL STUDY**

MICHAŁ WILCZEWSKI

UNIVERSITY OF WARSAW

Terry Mughan

SCHOOL OF BUSINESS, PORTLAND STATE UNIVERSITY, OREGON USA

Mary Vigier

ESC CLERMONT BUSINESS SCHOOL

Paola Giuri

UNIVERSITY OF BOLOGNA

Hélène Langinier

ECOLE DE MANAGEMENT DE STRASBOURG - HUMANIS

Wei Lu

AALTO UNIVERSITY

Sheila Puffer

D'AMORE-MCKIM SCHOOL OF BUSINESS, NORTHEASTERN UNIVERSITY

**1594 NARRATING CULTURE IN HOSTILE ENVIRONMENT: ATTITUDES TO CULTURE AMONG INTERNATIONAL EMPLOYEES: BINATIONAL, BROKER AND COSMOPOLITAN**

Mette Zølner

AARHUS UNIVERSITY, DK

**1247 TITLE: MANAGEMENT RESEARCH, LANGUAGE, THINKING AND SOCIETY: A SOCIO- ANTHROPOLOGICAL CRITICAL PERSPECTIVE ON**

Jean-Francois Chanlat

DRM UMR 7088, UNIVERSITY PARIS DAUPHINE

## Track Sessions per day

Market and Society (09:45 - 11:15)

Track: GT01\_00 - Business for Society General Track

Chair(s): Dorota Dobija

Discussant(s): Mauro Romanelli

Paper Presentations:

**1745 AN INTEGRATIVE REVIEW OF CRITICAL SPIRITUALITY**

Tanja Wolf INSTITUTE OF MANAGEMENT CONTROL AND CONSULTING, JOHANNES KEPLER  
UNIVERSITY LINZ

Birgit Feldbauer-Durstmüller INSTITUTE OF MANAGEMENT CONTROL & CONSULTING; JOHANNES KEPLER  
UNIVERSITY LINZ

**1656 INFLUENCE OF FIRM-ACTOR INTEGRATION ON VALUE CO-CREATION WITHIN BOP MARKET ECOSYSTEMS**

Reshma John THE BRITISH UNIVERSITY IN DUBAI

**1304 DIALOGIC ACCOUNTING AND INVOLUNTARY DISCLOSURES: INVESTIGATING STAKEHOLDER-COMPANY  
COMMUNICATION ON SOCIAL MEDIA**

Dorota Dobija KOZMINSKI UNIVERSITY

Charles Cho SCHULICH SCHOOL OF BUSINESS YORK UNIVERSITY

Chaoyuan She UNIVERSITY OF ESSEX

Ewelina Zarzycka FACULTY OF MANAGEMENT, UNIVERSITY OF LODZ

Dariusz Jemielniak KOZMINSKI UNIVERSITY

Joanna Krasodomska CRACOW UNIVERSITY OF ECONOMICS

## Track Sessions per day

### Meaningfulness and Job Crafting (09:45 - 11:15)

Track: T09\_06 - Meaning and Mindfulness at work in Global crises - The role of PayCap, Work Meaningfulness and Mindfulness at Work

Chair(s): André Escórcio Soares

#### Paper Presentations:

**1314 DOES VOLUNTEERING MAKE YOUR WORK MORE MEANINGFUL? EMPLOYEE PARTICIPATION IN CORPORATE VOLUNTEERING AS THE MODERATOR OF LINKS BETWEEN WORK MEANINGFULNESS, RELATIONSHIPS AT WORK AND AFFECTIVE COMMITMENT**

Aldona Glinska-Newes	NICOLAUS COPERNICUS UNIVERSITY
Paweł Brzustewicz	NICOLAUS COPERNICUS UNIVERSITY
Iwona Escher	NICOLAUS COPERNICUS UNIVERSITY
Yusheng Fu	NICOLAUS COPERNICUS UNIVERSITY
Barbara Józefowicz	NICOLAUS COPERNICUS UNIVERSITY

**1593 THE ROLE OF SUBORDINATE MEANINGFULNESS IN LEADER TRUST AND TERRITORIAL BEHAVIOR**

Konstantina Tzini	CUNEF UNIVERSIDAD
Siyao ZHU	IE BUSINESS SCHOOL
Kriti Jain	IE BUSINESS SCHOOL

**1855 THE ROLE OF COGNITIVE CRAFTING IN CRAFTING INITIATIVE**

Louiza Paraskevopoulou	ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
Eleni Apospori	ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

### Measurements and Scales (09:45 - 11:15)

Track: GT12\_00 - Research Methods and Research Practice General Track

Chair(s): Irad Ben-Gal

Discussant(s): Manfei Li

#### Paper Presentations:

**1015 STRUCTURAL PROPERTIES OF DOCUMENTS FOR QUANTITATIVE CONTENT ANALYSIS**

Johannes Brunzel	TU BRAUNSCHWEIG
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**1183 PERCEPTIONS ABOUT DEGROWTH AND ITS MEASUREMENT: SCALE DEVELOPMENT AND VALIDATION**

Bruno Matos	FEDERAL UNIVERSITY OF CEARÁ
Cláudia Buhamra	UNIVERSIDADE FEDERAL DO CEARÁ

**1877 BUSINESS MODEL QUANTIFICATION: A METHODOLOGY FOR CREATING COMPARABLE DATA ON BUSINESS MODELS**

Peter Thomsen	AALBORG UNIVERSITY BUSINESS SCHOOL
Jesper Sort	AALBORG UNIVERSITY BUSINESS SCHOOL
Louise Kringelum	AALBORG UNIVERSITY

## Track Sessions per day

**PDS 4 -Leadership's Dark and Critical Aspects (09:45 - 11:15)**

**Track: ST09\_04 - Leadership**

**Chair(s): Christof Miska**

**Paper Presentations:**

- 1605 THE DARK SIDE OF LEADERSHIP: A MAP OF THE SCIENTIFIC FIELD**  
Vahid Mehraein UNIVERSITY OF UDINE
- 1751 A REVIEW ON OVERCONFIDENCE: ACCOMPLISHMENTS AND FUTURE DIRECTIONS**  
Irina Karthaus CHAIR OF INNOVATION MANAGEMENT, TU DORTMUND UNIVERSITY
- 1581 WITHIN-GROUP DIFFERENTIATION IN AUTHORITARIAN LEADERSHIP: A MULTI-LEVEL INVESTIGATION**  
Zahide Karakitapoglu Aygun BILKENT UNIVERSITY  
Lale Gumusluoglu BILKENT UNIVERSITY  
Alper Erturk INTERNATIONAL UNIVERSITY OF RABAT  
Terri Scandura UNIVERSITY OF MIAMI



## Track Sessions per day

Personalities in entrepreneurial finance (09:45 - 11:15)

Track: ST03\_04 - Entrepreneurial Finance

Chair(s): Anita Quas

Discussant(s): Antonia Nörthemann, Tristan De Blick, Jeannette Dinh

Paper Presentations:

**1030 HOW INTUITION WORKS IN VENTURE INVESTMENT? THE HOLISTIC AND AFFECTIVE EFFECT ON DECISION MAKING**

Jinyun Sun

SCHOOL OF MANAGEMENT, FUDAN UNIVERSITY

Tianyi Zheng

SCHOOL OF MANAGEMENT, FUDAN UNIVERSITY

**1740 SUCCESS LIES IN THE EYE OF THE BEHOLDER: PERSONALITY TRAITS IN EQUITY CROWDFUNDING**

Julia Neuhaus

HEINRICH HEINE UNIVERSITY DÜSSELDORF

Andrew Isaak

UNIVERSITY OF DÜSSELDORF

Denefa Bostandzic

HEINRICH HEINE UNIVERSITY DÜSSELDORF

**1946 THE MATING GAME: ENTREPRENEURS' INVESTMENT PARTNER CHOICES**

Peter Bican

FRIEDRICH-ALEXANDER-UNIVERSITÄT ERLANGEN-NÜRNBERG

Tobias Sturm

KARLSRUHE INSTITUTE OF TECHNOLOGY

Frederik Riar

KIT - KARLSRUHE INSTITUTE OF TECHNOLOGY

Carsten C. Guderian

FRIEDRICH-ALEXANDER-UNIVERSITY ERLANGEN-NUREMBERG

## Track Sessions per day

Placing Sustainability (09:45 - 11:15)

Track: GT01\_00 - Business for Society General Track

Chair(s): Lucia Michela Daniele

Discussant(s): Maria Coscia

Paper Presentations:

- 1710    STRUCTURING MULTI-DIMENSIONAL COLLECTIVE IDENTITY IN CLUSTERS: THE BRAZILIAN WINE-MAKING REGION "SERRA GAÚCHA"**  
Andrea Carlo Lo Verso            UNIVERSITY OF BOLOGNA  
Cristina Boari                      UNIVERSITY OF BOLOGNA  
AURORA ZEN                        FEDERAL UNIVERSITY OF RIO GRANDE DO SUL
- 1191    SMALL FARMS IN DEVELOPING COUNTRIES: A REVIEW AND SHAPING THE FUTURE RESEARCH AGENDA**  
Athanasios Rentizelas           NATIONAL TECHNICAL UNIVERSITY OF ATHENS  
Agnessa Spanellis                HERIOT-WATT UNIVERSITY  
Niall MacKenzie                  UNIVERSITY OF GLASGOW
- 1282    SUSTAINABILITY IN THE HOTEL INDUSTRY: EFFECTS ON PERFORMANCE AND COMPETITIVE ADVANTAGES**  
María D. López-Gamero           UNIVERSITY OF ALICANTE  
Jorge Pereira-Moliner            PROFESSOR  
José F. Molina-Azorín            ASSISTANT PROFESSOR  
Juan José Tarí                      PROFESSOR  
Eva M. Pertusa-Ortega            ASSOCIATE PROFESSOR
- 1978    FIRM SIZE AND THE ORGANIZATIONAL RESPONSE TO SUPPLY CHAIN RESPONSIBILITY ISSUES**  
Eleanor Jehan                      FACHHOCHSCHULE GRAUBÜNDEN  
Christian Hauser                  UNIVERSITY OF APPLIED SCIENCES OF THE GRISONS

## Track Sessions per day

Project governance (09:45 - 11:15)

Track: GT10\_00 - Project Organising General Track

Chair(s): Tuomas Ahola

Paper Presentations:

- 1060 THE INTERPERSONAL GOVERNANCE APPROACH AND THE ROLE OF OWNER ORGANIZATIONAL IDENTITY IN THE GOVERNANCE INTERFACE: THE VENICE BIENNALE CASE**  
Viktoriia Pisotska LUISS GUIDO CARLI UNIVERSITY  
Graham Winch ALLIANCE MANCHESTER BUSINESS SCHOOL  
Natalya Sergeeva UNIVERSITY COLLEGE LONDON
- 1623 WHERE DOES PROJECT GOVERNANCE COME FROM? THE GENESIS AND STRUCTURATION OF GOVERNANCE IN INTERORGANISATIONAL PROJECTS**  
Christine Unterhitzenberger UNIVERSITY OF LEEDS  
Ralf Müller BI NORWEGIAN BUSINESS SCHOOL  
Naomi Brookes WMG, UNIVERSITY OF WARWICK  
Dietmar Moeller MERCK KGAA
- 1692 MANAGING THE 'BETWEEN' IN PROJECT ECOLOGIES: PROJECT CLIENTS' SELF-ORGANISING**  
Susanna Hedborg KTH ROYAL INSTITUTE OF TECHNOLOGY  
Lilly Rosander KTH ROYAL INSTITUTE OF TECHNOLOGY, DEP. OF REAL ESTATE AND CONSTRUCTION MANAGEMENT  
Therese Eriksson SWEDISH TRANSPORT ADMINISTRATION

## Track Sessions per day

**Project Portfolio Management (PPM) (09:45 - 11:15)**

**Track: GT10\_00 - Project Organising General Track**

**Chair(s): Erik Lindhult**

**Paper Presentations:**

- 1120 MULTI-PROJECT MANAGEMENT IN INTER-ORGANIZATIONAL CONTEXTS: MANAGING PROJECTS IN PARALLEL AND IN SEQUENCE**  
Miaa Martinsuo TAMPERE UNIVERSITY  
Tuomas Ahola TAMPERE UNIVERSITY
- 1392 NOVELTY IN INNOVATIVE PROJECT SEQUENCES: THE EFFECT OF TEAM CONTINUITY AND DOMAIN EXPERIENCE**  
Carsten Kaufmann TECHNISCHE UNIVERSITÄT DARMSTADT, CHAIR FOR TECHNOLOGY AND INNOVATION MANAGEMENT  
Christian Resch TU DARMSTADT  
Alexander Kock TU DARMSTADT
- 1474 BALANCING VALUE CREATION AND CAPTURE: THE EFFICACY OF FORMAL CONTROL IN OPEN INNOVATION PROJECTS**  
Marcel Ahlfänger UNIVERSITY OF MÜNSTER, INSTITUTE OF BUSINESS ADMINISTRATION AT THE DEPARTMENT OF CHEMISTRY AND PHARMACY  
Hans Georg Gemünden TU BERLIN, INSTITUT FÜR TECHNOLOGIE UND MANAGEMENT AND BI NORWEGIAN BUSINESS SCHOOL, DEPARTMENT OF LEADERSHIP AND ORGANIZATION  
Jens Leker UNIVERSITY OF MÜNSTER, INSTITUTE OF BUSINESS ADMINISTRATION AT THE DEPARTMENT OF CHEMISTRY AND PHARMACY

## Track Sessions per day

**Projects & Society (09:45 - 11:15)**

**Track: T10\_03 - Projects & Society & the Dark Side of Projects**

**Chair(s): Luca Sabini**

**Discussant(s): Crystal Nguyen, Marzena Baker, Lynn Crawford, Ken Chung**

**Paper Presentations:**

- 1121 HOW DOES THE ROBUST ACTIONS FRAMEWORK FIT INTO THE AUSTRALIAN CONSTRUCTION INDUSTRY CONTEXT: AN EXPLORATION**  
Crystal Nguyen MONASH UNIVERSITY  
Robert Moehler MONASH UNIVERSITY  
Luca Sabini HERTFORDSHIRE UNIVERSITY
- 1538 WELLBEING AND PRODUCTIVITY IN PROJECT WORK**  
Lynn Crawford THE UNIVERSITY OF SYDNEY  
Gholamreza Azarbouyehdinaki THE UNIVERSITY OF SYDNEY
- 1545 GENDER DIVERSITY LEADERSHIP ON BOARDS: THE ROLE OF A DIVERSITY CULTURE IN SUPPORTING EQUALITY AND DIVERSITY INITIATIVES AND ORGANIZATIONAL PERFORMANCE.**  
Marzena Baker THE UNIVERSITY OF SYDNEY  
Muhammad Ali QUEENSLAND UNIVERSITY OF TECHNOLOGY  
Erica French QUEENSLAND UNIVERSITY OF TECHNOLOGY
- 1693 UNDERSTANDING PROJECT STAKEHOLDER INFLUENCE: REVISITING INFLUENCE TYPOLOGIES USING SOCIAL NETWORKS**  
Julian Fares ASSISTANT PROFESSOR  
Ken Chung SCHOOL OF PROJECT MANAGEMENT, FACULTY OF ENGINEERING, THE UNIVERSITY OF SYDNEY  
Lynn Crawford THE UNIVERSITY OF SYDNEY

## Track Sessions per day

Remote work (09:45 - 11:15)

Track: T09\_05 - Big Data, Data Analytics and new forms of Work

Chair(s): Simone Gabbriellini

Paper Presentations:

**1170 HOME OFFICE ACCEPTANCE MODEL: AN INTEGRATIVE MODEL FOR EXAMINING EMPLOYEES' ACCEPTANCE OF WORKING FROM HOME**

Luisa Koloch

WFI INGOLSTADT SCHOOL OF MANAGEMENT

Björn Schäfer

WFI INGOLSTADT SCHOOL OF MANAGEMENT - KATHOLISCHE UNIVERSITÄT  
EICHSTÄTT-INGOLSTADT

Paul Goldmann

WFI INGOLSTADT SCHOOL OF MANAGEMENT

**1641 WORK FROM HOME SUCCESS: AGILE WORK CHARACTERISTICS AND THE MEDIATING EFFECT OF SUPPORTIVE HRM**

Lukas Heidt

TECHNICAL UNIVERSITY (TU) OF DARMSTADT

Felix Gauger

TU DARMSTADT

**1667 REMOTE WORK: A LITERATURE REVIEW OF A RENEWED WORK MODALITY**

Simone Gabbriellini

UNIVERSITY OF TRENTO

Maria Laura Frigotto

UNIVERSITY OF TRENTO

Alice Tomaselli

UNIVERSITY OF TRENTO

Luca Solari

UNIVERSITY OF MILANO

## Track Sessions per day

Social and sustainable entrepreneurship (4) (09:45 - 11:15)

Track: ST03\_06 - Social and Sustainable Entrepreneurship

Chair(s): Marzena Starnawska

Discussant(s): Nicole Siebold, Henry Eze

Paper Presentations:

**1856 FOUNDRING FOR SUSTAINABILITY: ENTREPRENEURS PRACTICES FOR ACQUIRING RESOURCES FROM SUSTAINABLE ENTREPRENEURIAL ECOSYSTEMS**

Felix Toepler

HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

Vivek Velamuri

HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

**1959 OPPORTUNITIES IDENTIFICATION IN SUSTAINABLE ENTREPRENEURSHIP**

Nisrine EL YADARI

UNIVERSITY OF LYON, UJML3, IAELYON SCHOOL OF MANAGEMENT, MAGELLAN.

**1414 EXPLORING INVESTMENT PROCESSES BETWEEN TRADITIONAL VENTURE CAPITAL INVESTORS AND SUSTAINABLE START-UPS**

Julia Wöhler

TU DRESDEN

Enrico Seidel

TU DRESDEN

## Track Sessions per day

**SPORT Plenary (09:45 - 11:15)**

**Track: GT08\_00 - Managing Sport General Track**

**Chair(s): Anna Gerke**

**Team Leadership (09:45 - 11:15)**

**Track: ST09\_02 - Team Performance Management**

**Chair(s): António Abrantes**

**Paper Presentations:**

**1211 TEAM-LEVEL SERVANT LEADERSHIP AND TEAM EFFECTIVENESS: THE MEDIATING ROLES OF ORGANIZATIONAL CITIZENSHIP AND INTERNAL SOCIAL CAPITAL**

PABLO RUIZ-PALOMINO	UNIVERSITY OF CASTILLA-LA MANCHA
JORGE LINUESA-LANGREO	UNIVERSITY OF CASTILLA-LA MANCHA
DIONI ELCHE	UNIVERSITY OF CASTILLA-LA MANCHA

**1848 THE ROLE OF PERSON-GROUP FIT AND SUPERVISOR-FIT FOR TEAM LEADERS' AND TEAM MEMBERS' OCBE AND WGGA**

Paul Baldassari	VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS
Lisa Obereder	VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS
Michael Schiffinger	VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS
Raik Thiele	VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS
Susan Jackson	RUTGERS UNIVERSITY
Michael Muller-Camen	WU VIENNA

**1864 CROWD-SCIENCE PROJECTS : HOW LEADERS' EMOTIONS SHAPE ONLINE PARTICIPATION**

Alex Cayrol	GRENOBLE ECOLE MANAGEMENT
Olga Kokshagina	RMIT UNIVERSITY
Thomas Gillier	GRENOBLE ECOLE MANAGEMENT



## Track Sessions per day

The determinants of sustainable behavior and management (09:45 - 11:15)

Track: ST01\_02 - Measuring, managing and communicating on performance for sustainability - new trends and innovative tools

Chair(s): Pierre BARET

Discussant(s): Valentina Minutiello

Paper Presentations:

**1185 SOCIAL VALUE DRIVERS TO SUPPORT THE INTEGRATION BETWEEN SUSTAINABLE DEVELOPMENT PROCESS AND PERFORMANCE MANAGEMENT SYSTEM**

Ivo Hristov UNIVERSITY OF ROME TOR VERGATA  
Antonio Chirico UNIVERSITY OF ROME TOR VERGATA

**1814 DO HONESTY, SOCIAL DOMINANCE AND ENVIRONMENTAL CONCERNS PREDICT PRIORITIES OF SUSTAINABLE DEVELOPMENT?**

Frans Stel UNIVERSITY OF TWENTE  
Yuko Hayashi YAMAGUCHI UNIVERSITY  
Leung Angela SINGAPORE MANAGEMENT UNIVERSITY

**1975 SUSTAINABILITY IN MANAGEMENT EDUCATION, RESEARCH AND OUTREACH CAN IT AFFECT ATTITUDE AND SUSTAINABLE BEHAVIOR?**

Aline Bento Avelar USCS - UNIVERSITY OF SÃO CAETANO DO SUL  
Shelley Mitchell HULT INTERNATIONAL BUSINESS SCHOOL  
Milton Farina USCS - UNIVERSITY OF SÃO CAETANO DO SUL

## Track Sessions per day

**The Incremental Internationalization Journey - Exports & FDI (09:45 - 11:15)**

**Track: T07\_06 - International Competitiveness, International Business and Emerging Market Studies**

**Chair(s): Lisa Siebers**

**Discussant(s): Ugbede Umoru**

**Paper Presentations:**

- 1258 ECONOMIC, POLICY, AND GEOGRAPHIC FDI DETERMINANTS IN DEVELOPING COUNTRIES: A SYSTEMATIC LITERATURE REVIEW**  
Evgeniya Karpovich TBS BUSINESS SCHOOL, UNIVERSITY OF TOULOUSE CAPITOLE
- 1835 STIMULATING EXPORT PERFORMANCE: THE ROLE OF ORGANISATIONAL, PROCESS AND PRODUCT INNOVATION**  
Dennis Nagler UNIVERSITY OF TRENTO  
Roberto Gabriele UNIVERSITY OF TRENTO  
Oksana Tokarchuk FREE UNIVERSITY OF BOLZANO

**The Strategic Dynamics of Digital Strategy and Artificial Intelligence (09:45 - 11:15)**

**Track: T13\_09 - Digital Strategy, Artificial Intelligence and the Platform Economy**

**Chair(s): Eleonora Di Maria**

**Paper Presentations:**

- 1558 DYNAMICS OF DIGITAL CHANGE – HOW DIGITAL SOPHISTICATION INFLUENCES INNOVATION IN SMES**  
Kevin Krause UNIVERSITY OF SIEGEN  
Sohaib S. Hassan FACULTY III, UNIVERSITY OF SIEGEN  
Konrad Meisner UNIVERSITY OF SIEGEN  
Levan Bzhalava FINLAND FUTURES RESEARCH CENTRE, UNIVERSITY OF TURKU  
Giuseppe Strina UNIVERSITY OF SIEGEN
- 1500 CONSUMER DISADOPTION OF OLD TECHNOLOGIES**  
Ralitza Nikolaeva UNIVERSITY OF ST ANDREWS  
Jonathan Bohlmann NORTH CAROLINA STATE UNIVERSITY
- 1063 THE POWER OF COMPUTER-AIDED TEXT ANALYSIS: INVESTIGATING VALUE-BASED MANAGEMENT SOPHISTICATION AND ITS PERFORMANCE IMPLICATIONS**  
Janice Wobst LEUPHANA UNIVERSITY LÜNEBURG  
Philipp Röttger LEUPHANA UNIVERSITY LÜNEBURG  
Rainer Lueg LEUPHANA UNIVERSITY LÜNEBURG

## Track Sessions per day

Upper echelons and TMTs characteristics (09:45 - 11:15)

Track: GT13\_00 - Strategic Management General Track

Chair(s): Anabel Fernández-Mesa

Discussant(s): Rodrigo Martin-Rojas

Paper Presentations:

- 1096**    **ALERT! TREATING THE LANGUAGE GAME IN COMPETITIVE INTERACTION SERIOUSLY**  
Khoa Nguyen                                    JYVÄSKYLÄ UNIVERSITY SCHOOL OF BUSINESS AND ECONOMICS  
Tomi Nokelainen                                FRAMERY OY
- 1344**    **IS GENDER A SALIENT MATTER? HOW EXPLANATIONS TO FEMALE DIRECTORS ALTERS FUTURE DECISIONS**  
Timothy Hubbard                                UNIVERSITY OF NOTRE DAME (MENDOZA COLLEGE OF BUSINESS)  
Daniela Aliberti                                 UNIVERSITÀ CATTOLICA DEL SACRO CUORE (MILANO)
- 1843**    **CEO-CMO DUOS OF A FEATHER MIGHT FLY TOGETHER - THE ROLE OF HOMOPHILY IN STRATEGIC DECISION-MAKING OF TMTS**  
Johanna Alfs                                      WWU MÜNSTER
- 1287**    **GAME ON: CEO POLITICAL IDEOLOGY AND THE NUMBERS GAME**  
Marc Kowalzick                                  UNIVERSITY OF MANNHEIM  
Michael Woywode                                UNIVERSITY OF MANNHEIM

## Track Sessions per day

Case Study Methodology & Data Collection (11:30 - 13:00)

Track: GT12\_00 - Research Methods and Research Practice General Track

Chair(s): Viktor Dörfler

Discussant(s): Huiping Xian

Paper Presentations:

**1014 QUALITATIVE ENCOUNTERS OF THE DIGITAL KIND – ROLES OF ONLINE SPACES IN MANAGEMENT RESEARCH DATA COLLECTION**

Lakshmi Balachandran Nair LUISS GUIDO CARLI UNIVERSITY

**1488 A SERIALISATION APPROACH TO EMERGENT CASE STUDIES: A JUSTIFICATION AND ILLUSTRATION**

Bill Lee UNIVERSITY OF SHEFFIELD, UK

Marc Stierand ECOLE HÔTELIÈRE DE LAUSANNE, HES-SO UNIVERSITY OF APPLIED SCIENCES AND ARTS WESTERN SWITZERLAND

Megane Miralles ÉCOLE HÔTELIÈRE DE LAUSANNE, HES-SO UNIVERSITY OF APPLIED SCIENCES AND ARTS WESTERN SWITZERLAND

**1694 TOWARDS TWO-LEVEL SELECTION STRATEGIES FOR THEORIZING FROM SINGLE CASE STUDY RESEARCH**

Bareerah Hoorani UNIVERSITÀ DELLA SVIZZERA ITALIANA

Michael Gibbert UNIVERSITÀ DELLA SVIZZERA ITALIANA

## Track Sessions per day

Cooperation for open sustainability innovation (11:30 - 13:00)

Track: ST06\_10 - Innovation for Circularity, Green Technologies and Sustainability

Chair(s): Julia Schmitt, Klaus Fichter

Paper Presentations:

- 1162 THE ROLE OF OPEN INNOVATION IN CIRCULAR BUSINESS MODELS – A CASE STUDY REVIEW**  
Anna Köhl UNIVERSITY OF INNSBRUCK
- 1489 HOW DO KNOWLEDGE TRANSFER OFFICES SHAPE KNOWLEDGE EXCHANGE FOR SUSTAINABILITY-ORIENTED INNOVATION IN SUSTAINABLE ENTREPRENEURIAL ECOSYSTEMS? A CONTRASTING CASE STUDY ON TWO KNOWLEDGE TRANSFER PROJECTS**  
Daniel Feser UNIVERSITY OF GOETTINGEN, FACULTY OF BUSINESS AND ECONOMICS
- 1788 DESIGN THINKING TO FOSTER THE INNOVATION OF CIRCULAR ECONOMY VALUE**  
Fatima Khitous OULU UNIVERSITY  
Katrien Verleye GHENT UNIVERSITY  
Francesca Ostuzzi GHENT UNIVERSITY  
Andrea Urbinati LIUC UNIVERSITÀ CATTANEO  
Raffella Manzini LIUC UNIVERSITY

General Innovation IV (11:30 - 13:00)

Track: GT06\_00 - Innovation General Track

Chair(s): Romy Hilbig

Paper Presentations:

- 1552 INFLUENCE OF STRATEGY TYPOLOGY ON INNOVATION: EVIDENCE FROM INDIAN PSES**  
SANJEEV GANGULY INDIAN INSTITUTE OF MANAGEMENT, RAIPUR  
Satyasiba Das IIM RAIPUR
- 1703 HOW COULD INSTITUTIONAL ENTREPRENEURSHIP BE A LEVER TO CHANGE ROUTINES FACING GRAND CHALLENGES? A CONCEPTUAL FRAMEWORK INSPIRED OF THE CASE OF FOREST PLANNING.**  
Frédéric BONIN CEREFIGE  
Benoît GRASSER CEREFIGE  
Meriem FOURNIER INRAE
- 1907 RESHAPING HIGHER EDUCATION IN MANAGEMENT AT THE TIME OF THE ANTHROPOCENE: A PROPOSAL**  
Marine Hadengue SKEMA BUSINESS SCHOOL  
Yoann Guntzburger SKEMA BUSINESS SCHOOL

## Track Sessions per day

**Globalizing, Deglobalizing & Glocalizing (11:30 - 13:00)**

**Track: T07\_06 - International Competitiveness, International Business and Emerging Market Studies**

**Chair(s): Ugbede Umoru**

**Discussant(s): Moritz Johannes Mey**

**Paper Presentations:**

**1816 COME CLOSER! ON LOCAL CIRCULAR ECONOMIES AND DE-GLOBALIZATION**

Corina Fehlner

BI NORWEGIAN BUSINESS SCHOOL

**1205 GOING GLOCAL: PULP INDUSTRY IN URUGUAY. FROM THE IMMERSION IN GLOBAL VALUE CHAINS TO THE ESTABLISHMENT OF LOCAL DEVELOPMENT PARADIGMS.**

Juan Ignacio Dorrego Viera EARLY CAREER RESEARCHER

## Track Sessions per day

**Meet the Editors I (11:30 - 13:00)**

**Chair(s):** Hervé Dumez

**Meet the Editors II (11:30 - 13:00)**

**Chair(s):** Pierre Dussauge

**Meta View of Open Innovation (11:30 - 13:00)**

**Track:** ST06\_07 - Open Innovation

**Chair(s):** Steve DIASIO, Liliana Mitkova

**Paper Presentations:**

**1115 A LONG STRANGE TRIP: AN ALTERNATIVE HISTORY OF OPEN INNOVATION**

Steve DIASIO

UNIVERSITY OF SOUTH FLORIDA- ST. PETERSBURG

**1391 SYNTHESIZING 17 YEARS OF OPEN INNOVATION RESEARCH: A META-ANALYSIS OF ITS IMPACT ON FIRM PERFORMANCE**

Stephen Oduro

UNIVERSITY OF INTERNATIONAL STUDIES OF ROME-UNINT, ITALY

Kot David Nguar

UNIVERSITY OF ROME, TOR VERGATA

Streppone Vincenzo

UNIVERSITY OF INTERNATIONAL STUDIES OF ROME-UNINT, ITALY

Claudiane Solange

UNIVERSITY OF INTERNATIONAL STUDIES OF ROME-UNINT, ITALY

Ngwikem Manfo

**1632 DOES OPEN INNOVATION PAY OFF? INSIGHTS FROM OPEN AND CLOSED INNOVATION PATENTS**

Peter Bican

FRIEDRICH-ALEXANDER-UNIVERSITÄT ERLANGEN-NÜRNBERG

Carsten C. Guderian

FRIEDRICH-ALEXANDER-UNIVERSITY ERLANGEN-NUREMBERG

Ting Wang

FRIEDRICH-ALEXANDER-UNIVERSITY ERLANGEN-NUREMBERG

## Track Sessions per day

**S03.03 - Anticipating future sustainability – Shifting the dance in the entrepreneurship, ownership, management and innovation fields (11:30 - 13:00)**

**Track: GT03\_00 - Entrepreneurship General Track**

**Paper Presentations:**

**24 S03.03 - ANTICIPATING FUTURE SUSTAINABILITY – SHIFTING THE DANCE IN THE ENTREPRENEURSHIP, OWNERSHIP, MANAGEMENT AND INNOVATION FIELDS**

Ted Fuller	LINCOLN INTERNATIONAL BUSINESS SCHOOL, UNIVERSITY OF LINCOLN, UK
Marcela Ramírez-Pasillas	JÖNKÖPING INTERNATIONAL BUSINESS SCHOOL
Claire Seaman	QUEEN MARGARET UNIVERSITY
Vanessa Ratten	LA TROBE UNIVERSITY
Davide Bizjak	UNIVERSITY OF NAPLES FEDERICO II
Leo-Paul Dana	MONTPELLIER BUSINESS SCHOOL
Massimiliano Pellegrini	UNIVERSITY OF ROME
Marzena Starnawska	UNIVERSITY OF WARSAW, FACULTY OF MANAGEMENT
Andrea Caputo	UNIVERSITY OF TRENTO & UNIVERSITY OF LINCOLN



## Track Sessions per day

**S07.01 - Global Mobility: towards sustainable careers and mindful international interaction (11:30 - 13:00)**

**Track: ST07\_01 - Expatriate Management**

**Sustainability and green management: what impacts? (11:30 - 13:00)**

**Track: ST01\_02 - Measuring, managing and communicating on performance for sustainability - new trends and innovative tools**

**Chair(s): Paola Vola**

**Discussant(s): Maria Roszkowska-Menkes**

**Paper Presentations:**

**1220 IMPACT OF GREEN PRODUCT ATTRIBUTES ON CONSUMER TRUST (SUSTAINABLE CONSUMER BUYING BEHAVIOR), THE MEDIATING ROLE OF GREEN MARKETING.**

Kashif Khan DEPARTMENT OF MANAGEMENT SCIENCES AND HUMANITIES, GHULAM ISHAQ KHAN INSTITUTE OF ENGINEERING SCIENCES AND TECHNOLOGY, TOPI, SWABI, KPK, PAKISTAN

Fouzia Atlas DEPARTMENT OF MANAGEMENT SCIENCE, WOMEN UNIVERSITY SWABI, KPK, PAKISTAN

Farhan Khan NATIONAL DEFENCE UNIVERSITY, ISLAMABAD, PAKISTAN

**1249 IMPROVING SUSTAINABILITY THROUGH GREEN SUPPLY CHAIN: COMPLEMENTARY STRATEGIES**

Cristina López UNIVERSITY PABLO DE OLAVIDE

Rocío Ruíz-Benítez UNIVERSITY PABLO DE OLAVIDE

## Track Sessions per day

European Management Review Special Issue (13:00 - 13:30)

Chair(s): Anna Grandori, Nicolai Foss, Armand Hatchuel

SIG Keynote (13:00 - 14:00)

Track: GT10\_00 - Project Organising General Track

Chair(s): Alexander Kock

Keynote Speaker - Ambassador Stephane Dion (14:00 - 15:30)

Agile transformation, Diffusion of methodology, and dynamics of collaboration (15:45 - 17:15)

Track: GT10\_00 - Project Organising General Track

Chair(s): Christine Unterhitzenberger

Paper Presentations:

**1295 DYNAMICS OF COLLABORATION IN INTER-ORGANIZATIONAL MULTI-ACTOR RESEARCH AND INNOVATION PROJECTS AND IMPLICATIONS ON COLLABORATIVE INNOVATIONS: EMPIRICAL EVIDENCE**

Sebastian Engell

TU DORTMUND UNIVERSITY

Svetlana Klessova

UNIVERSITÉ CÔTE D'AZUR, CNRS, GREDEG

Catherine Thomas

UNIVERSITÉ CÔTE D'AZUR, CNRS, GREDEG

**1330 DIFFUSION AND ADOPTION OF THE HALF DOUBLE PROJECT MANAGEMENT METHODOLOGY IN DENMARK**

Anne Jensby

AARHUS UNIVERSITY

Anna Rode

AARHUS UNIVERSITY

Per Svejvig

AARHUS UNIVERSITY

**1424 HOW CHANGE MANAGEMENT CAN SUPPORT AGILE TRANSITION PROGRAMS IN LARGE ORGANIZATIONS? – AN EXPLORATION STUDY**

Ewa Sońta-Drączkowska

WARSAW SCHOOL OF ECONOMICS

Emil Bukłaha

WARSAW SCHOOL OF ECONOMICS

## Track Sessions per day

Business Model III (15:45 - 17:15)

Track: ST03\_01/ST06\_01/ST13\_01 - Business Model - Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM)

Chair(s): Joan Enric Ricart

### Paper Presentations:

**1732 STRATEGIC FLEXIBILITY AND BUSINESS MODEL INNOVATION: A LITERATURE REVIEW**

Bejtush Ademi	NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)
Nora Johanne Klungseth	NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)
Nils O.E. Olsson	NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)

**1766 SERVICIZATION BUSINESS MODEL FOR SMES: SYSTEMATIC LITERATURE REVIEW AND RESEARCH AGENDA**

Davide Gamba	CENTER FOR YOUNG AND FAMILY ENTERPRISE (CYFE) AND DEPARTMENT OF MANAGEMENT, INFORMATION AND PRODUCTION ENGINEERING (DIGIP) (UNIVERSITY OF BERGAMO)
Tommaso Minola	CENTER FOR YOUNG AND FAMILY ENTERPRISE (CYFE) AND DEPARTMENT OF MANAGEMENT, INFORMATION AND PRODUCTION ENGINEERING (DIGIP) (UNIVERSITY OF BERGAMO)

**1983 THE ORGANIZATIONAL IMPACT OF BUSINESS MODEL INNOVATION: ASSESSING THE PERSON-ORGANIZATION FIT**

Matthias Menter	FRIEDRICH SCHILLER UNIVERSITY JENA
Lutz Göcke	HS NORDHAUSEN
Christopher Zeeb	FRIEDRICH SCHILLER UNIVERSITY JENA

## Track Sessions per day

**COGO - SIG Keynote session (15:45 - 17:15)**

**Track: GT02\_00 - Corporate Governance General Track**

**Chair(s): Daniel Yar Hamidi**

**Design Thinking, Unknown and Innovation (15:45 - 17:15)**

**Track: ST06\_02 - Innovation, design, creativity, learning, and education**

**Chair(s): Stefano Cirella**

**Paper Presentations:**

**1322 DESIGN THINKING PRINCIPLES AS DRIVERS FOR MATURATION IN THE EARLY PHASES OF THE ENTREPRENEURIAL MANAGEMENT PROCESS**

Helle Alsted Sondergaard AARHUS UNIVERSITY

Michael Mose Biskjaer AARHUS UNIVERSITY

**1760 STRATEGY AND INNOVATION ARE (NOT) OF TWO MINDS: BLENDING BLUE OCEAN STRATEGY AND DESIGN THINKING TO RECONCILE STRATEGY MAKING AND IDEA GENERATION**

Sonja Förster TU MUNICH

Georg Windisch TECHNICAL UNIVERSITY OF MUNICH

stefano brusoni ETH ZURICH

**1763 THE EMERGENCE OF "EXPERTS OF THE UNKNOWN" - LEARNINGS FROM RENAULT AND SNCF**

Marie-Alix Deval MINES PARISTECH

Sophie Hooge MINES PARISTECH PSL RESEARCH UNIVERSITY - CGS

Benoît Weil MINES PARISTECH

## Track Sessions per day

Digital Innovation ST06-03 - E (PDS) (15:45 - 17:15)

Track: ST06\_03 - Digital Innovation - Strategies, Competencies, Ecosystems, Theories, and Practice

Chair(s): Patrick COHENDET

Paper Presentations:

**1342 OPEN INNOVATION'S EFFECT ON INNOVATION PERFORMANCE: ARE ENTREPRENEURIAL ORIENTATION OR IT CAPABILITY MODERATORS?**

Tobias Herbst OSNABRÜCK UNIVERSITY

Piet Hausberg OSNABRÜCK UNIVERSITY

**1442 VIRTUAL HEALTHCARE AND SUSTAINABLE HEALTH SYSTEM: A LITERATURE REVIEW IN BUSINESS AND MANAGEMENT FIELD.**

Stefania Mele VANVITELLI UNIVERSITY OF CAMPANIA

Filomena Izzo UNIVERSITY OF CAMPANIA "LUIGI VANVITELLI"

**1682 THE INTERPLAY BETWEEN PRODUCT INNOVATION AND SERVICIZATION: THE MEDIATING ROLE OF DIGITALIZATION**

Mantas Vilkas KAUNAS UNIVERSITY OF TECHNOLOGY

ANDREA BIKFALVI UNIVERSITY OF GIRONA

Rimantas Rauleckas KAUNAS UNIVERSITY OF TECHNOLOGY

Gediminas Marcinkevicius KAUNAS UNIVERSITY OF TECHNOLOGY

## Track Sessions per day

Digitalisation and leadership (15:45 - 17:15)

Track: T09\_05 - Big Data, Data Analytics and new forms of Work

Chair(s): Christoph Riess

Paper Presentations:

- 1840**    **DOMINANT COALITIONS IN SELF-MANAGING ORGANIZATIONS: AN INVESTIGATION OF POWER DYNAMICS**  
Christoph Riess                      WU VIENNA  
Michael Muller-Camen              WU VIENNA
- 1798**    **CAN I PERFORM? AFFECTIVE RESPONSES TO ALGORITHMIC DECISION-MAKING IN THE RECRUITMENT AND SELECTION PROCESS**  
Marius Wehner                      HEINRICH-HEINE-UNIVERSITY DÜSSELDORF  
Alina Köchling                      HEINRICH-HEINE-UNIVERSITY  
Josephine Warkocz                HEINRICH-HEINE-UNIVERSITY DÜSSELDORF
- 2011**    **TURNOVER INTENTION AMONG IT WORKERS IN PORTUGAL: THE ROLES OF EMPLOYER BRANDING, OPENNESS TO CHANGE, JOB SATISFACTION, AND SUPERVISOR SUPPORT**  
Jorge Sinal                          BUSINESS RESEARCH UNIT (BRU-IUL), INSTITUTO UNIVERSITÁRIO DE LISBOA (ISCTE-IUL)  
João Sinal                            FACULTY OF ECONOMICS, UNIVERSITY OF PORTO  
Paulo Almeida                        NEOTALENT  
Aristides Ferreira                    ISCTE-IUL

## Track Sessions per day

Emotions, Cognition and Identity in M&As (15:45 - 17:15)

Track: GT13\_00 - Strategic Management General Track

Chair(s): Nicola Mirc

Discussant(s): Audrey Rouzies

Paper Presentations:

**1327 EMOTIONAL DYNAMICS DURING POST-MERGER INTEGRATION**

Yoeri Klok	VU AMSTERDAM
David Kroon	VRIJE UNIVERSITEIT AMSTERDAM
Svetlana N. Khapova	VRIJE UNIVERSITEIT AMSTERDAM

**1470 DO COGNITIVE BIASES AFFECT M&A PERFORMANCE IN EMERGING MARKETS? EVIDENCE FROM RUSSIAN FIRMS**

Irina Skvortsova	NATIONAL RESEARCH UNIVERSITY HIGHER SCHOOL OF ECONOMICS
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**1811 THE ROLE OF IDENTITY LEADERSHIP IN EUROPEAN ACQUISITIONS IN CHINA**

Anna Lupina-Wegener	SCHOOL OF ENGINEERING AND MANAGEMENT, HES-SO
rolf van dick	GOETHE UNIVERSITY FRANKFURT
Johannes Ullrich	UNIVERSITY OF ZURICH

**1039 DIGITAL PLATFORM ECOSYSTEM EMERGENCE: FROM FORMATION TOWARDS ORCHESTRATION**

Jan Nerbel	EBS UNIVERSITÄT FÜR WIRTSCHAFT UND RECHT
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## Track Sessions per day

### Feminism and Female Representation(s) (15:45 - 17:15)

Track: GT05\_00 - Gender, Race and Diversity in Organisations General Track

Chair(s): Henriett Primecz

Discussant(s): Jawad Syed

#### Paper Presentations:

**1953 STRATEGIC ACTION FIELDS: STRATEGIC ACTION FIELDS: FEMALE BOARD REPRESENTATION, RELIGION AND PATRIARCHY IN COMMUNITY CREDIT UNIONS IN NORTHERN IRELAND.**

Anne Marie Ward

ULSTER UNIVERSITY

John Forker

UNIVERSITY OF SUSSEX

**1459 EXPLORING GENDER EQUALITY THROUGH PHOTOGRAPHS IN SUSTAINABILITY REPORTS**

Marcela Ziede

UNIVERSIDAD CATÓLICA DEL NORTE, CHILE.

**1013 FICTO-FEMINISM: A CONVERSATIONAL METHOD FOR FEMINIST INQUIRY**

Kristin Williams

UNIVERSITY OF EASTERN FINLAND

### From Negative to Positive Organizing (15:45 - 17:15)

Track: T09\_06 - Meaning and Mindfulness at work in Global crises - The role of PayCap, Work Meaningfulness and Mindfulness at Work

Chair(s): Miguel Pereira Lopes

#### Paper Presentations:

**1032 DIRTY BANK WORK: EXPLORING ORGANISATIONAL SOURCES OF TAINT**

Luca Carollo

UNIVERSITY OF BERGAMO

Silvia Gilardi

UNIVERSITY OF MILAN

**1278 PREDICTORS OF WORK ALIENATION: DIFFERENCES BETWEEN HIERARCHICAL LEVELS**

Arne Vanderstukken

OPEN UNIVERSITY OF THE NETHERLANDS

Marjolein Caniëls

OPEN UNIVERSITEIT

**1930 BRIGHT SIDES OF BOREDOM AT THE WORKPLACE: A THEORETICAL FRAMEWORK**

Caroline Fischer

UNIVERSITY OF POTSDAM

Carina Schott

UNIVERSITY OF UTRECHT



## Track Sessions per day

Healthcare Leadership: Roles and Development Issues (15:45 - 17:15)

Track: ST11\_02 - Healthcare Management Research

Chair(s): Stephen O'Connor

Discussant(s): Nicole Jacob

Paper Presentations:

**1262 AN UPDATE: THE ASSOCIATION BETWEEN AN ESTABLISHED CHIEF EXPERIENCE OFFICER ROLE AND HOSPITAL PATIENT EXPERIENCE SCORES**

Seongwon Choi	TRINITY UNIVERSITY
Alisha Singh	UNIVERSITY OF ALABAMA AT BIRMINGHAM
Kristine Hearld	UAB
William Breen	MARKET PRESIDENT
Nancy Borkowski	UNIVERSITY OF ALABAMA AT BIRMINGHAM

**1325 DESIGNING THE ROLE OF MIDDLE MANAGERS: AN EMPIRICAL PERSPECTIVE IN THE HOSPITAL SECTOR**

Irene Gabutti	ALTEMS - UNIVERSITÀ CATTOLICA DEL SACRO CUORE
Americo Cicchetti	UNIVERSITÀ CATTOLICA DEL SACRO CUORE

**1567 DESIGNING THE WORKPLACE HEALTH INSIGHTS FROM STUDENTS (WHIS) SURVEY**

Cherie Ramirez	SIMMONS UNIVERSITY
Brianna Desharnais	SIMMONS UNIVERSITY
Bernardo Ramirez	UNIVERSITY OF CENTRAL FLORIDA
Daniel West	UNIVERSITY OF SCRANTON

## Track Sessions per day

HRM practices & employee development (2) (15:45 - 17:15)

Track: ST09\_01 - Human Resource Management

Chair(s): Silvia Dello Russo

Paper Presentations:

- 1139 ORGANIZATIONAL COACHING CONTEXT, COACHEE REGULATORY FOCUS AND PRE-COACHING MOTIVATION: AN EXPERIMENTAL STUDY**  
GIL BOZER SAPIR ACADEMIC COLLEGE  
Marianna Delegach SAPIR ACADEMIC COLLEGE  
Silja Kotte HMKW UNIVERSITY OF APPLIED SCIENCES FOR MEDIA, COMMUNICATION AND MANAGEMENT
- 1259 SOME ARE MORE EQUAL THAN OTHERS: INTELLIGENT CAREERS UNDER CRISIS**  
Maria Mouratidou UNIVERSITY OF CUMBRIA  
Mirit Grabarski UNIVERSITY OF WESTERN ONTARIO
- 1802 A COLLABORATIVE DESIGN THINKING METHOD FOR LIFE AND CAREER DESIGN**  
Sabrina Bresciani UNIVERSITY OF ST. GALLEN  
Sebastian Kernbach UNIVERSITY OF ST. GALLEN, AFRICAN DOCTORAL ACADEMY, STANFORD UNIVERSITY

## Track Sessions per day

Internationalization of Digital Firms - Drivers and Performance (15:45 - 17:15)

Track: T07\_06 - International Competitiveness, International Business and Emerging Market Studies

Chair(s): Lisa Siebers

Discussant(s): Juan Ignacio Dorrego Viera

Paper Presentations:

**1942 INTERNATIONAL DIVERSIFICATION, DIGITAL TRANSFORMATION AND THE PERFORMANCE OF MNES**

Can Tihanyi	UNIVERSITY OF BUSINESS AND ECONOMICS
Alexander Mohr	VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS
Christian Schumacher	VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS

**1049 ASSESSING THE PREVALENCE OF STRATEGIC RESOURCES AND INTERNAL CAPABILITIES ON FIRM DECISION TO INTERNATIONALIZE**

Dimitris Manolopoulos	ATHENS UNIVERSITY OF ECONOMICS & BUSINESS (AUEB)
Xenia Mamakou	ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
Andrew Papadopoulos	UNIVERSITÉ DU QUÉBEC À MONTRÉAL - ÉCOLE DES SCIENCES DE LA GESTION
Hela Chebbi	UNIVERSITÉ DU QUÉBEC À MONTRÉAL (ESG)

**1471 INTERNATIONAL EXPANSION OF DIGITAL FIRMS: THE RELATIONSHIP BETWEEN INTERNATIONALIZATION AND PERFORMANCE**

Constantin Brenner	OTTO-VON-GUERICKE UNIVERSITÄT
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## Track Sessions per day

Learning Experiences for Change (15:45 - 17:15)

Track: GT14\_00 - Conference General Track

Chair(s): Kristen Reid, Isabelle Vandangeon-Derumez

Paper Presentations:

- 1338 UNIVERSITY STUDENTS' VIRTUAL COLLABORATIVE LEARNING EXPERIENCES VIA SOCIAL MEDIA PLATFORMS IN MALAYSIA**  
Nicholas Small MONASH UNIVERSITY  
Patricia Lau MONASH UNIVERSITY  
Ewilly Liew MONASH UNIVERSITY
- 1707 TECH TALENT ANALYTICS – HOW TO ANALYSE TECH TALENT DEVELOPMENT BY USING DATA SCIENCE METHODS ON REAL-TIME DATA?**  
Sabine Seufert UNIVERSITY OF ST.GALLEN
- 1937 DEVELOPING AN INTEGRATED AND COLLABORATIVE LEARNING EXPERIENCE THROUGH A CROSS-NATIONAL AND CROSS-SECTORAL MODEL**  
ASAD GHALIB LIVERPOOL HOPE UNIVERSITY

Open Dynamics of Small Organizations (15:45 - 17:15)

Track: ST06\_07 - Open Innovation

Chair(s): Luciana CASTRO GONCALVES

Paper Presentations:

- 1181 BRIDGING TIES IN INTERNATIONAL BUSINESS: FROM AN INDUSTRIAL DISTRICT TO AN INTERNATIONALIZED FIRM**  
Isabel Díez-Vial UNIVERSIDAD COMPLUTENSE DE MADRID  
Marta Fernández UNIVERSITY OF ZARAGOZA
- 1730 COLLABORATIVE INNOVATION BETWEEN LARGE FIRMS AND START-UPS: ASYMMETRIES, LEVERS OR BRAKES?**  
Charlotte Chappert UNIVERSITY OF MONTPELLIER  
Antoine Pierre UNIVERSITY OF MONTPELLIER
- 1904 SME MODES OF INNOVATION IN EUROPEAN CATCHING-UP COUNTRIES: THE IMPACT OF STI AND DUI DRIVERS ON TECHNOLOGICAL INNOVATION**  
jose-luis hervas-oliver UNIVERSITAT POLITECNICA VALENCIA  
Francisca Sempere-Ripoll UNIVERSITAT POLITECNICA DE VALENCIA  
Davide Parrilli BOURNEMOUTH UNIVERSITY

## Track Sessions per day

**Pandemic paths and the necessity for sustainability transformations. How can sustainable entrepreneurship contribute? - keynote by Professor Stefan Schaltegger (15:45 - 17:15)**

**Track: GT03\_00 - Entrepreneurship General Track**

**Chair(s): Marzena Starnawska**

**PM&NPM Plenary (15:45 - 17:15)**

**Track: GT11\_00 - Public and Non-Profit Management General Track**

**Chair(s): Andrea Bonomi Savignon**

**Project front-end and organisation design (15:45 - 17:15)**

**Track: ST10\_01 - Multi-level Perspective on Major and Megaprojects**

**Chair(s): Vedran Zerjav**

**Paper Presentations:**

**1356 EXPLAINING THE PATTERNS OF CONVERGENCE AND DIVERGENCE IN THE DEVELOPMENT OF MAJOR INFRASTRUCTURE PROJECTS**

Skander Ben Abdallah	ESG UQAM
Pierre-André Hudon	UNIVERSITÉ LAVAL
Marie-Claude Petit	ESG UQAM
Serghei Floricel	UNIVERSITÉ DU QUÉBEC À MONTRÉAL
Monique Aubry	UNIVERSITÉ DU QUÉBEC À MONTRÉAL

**1527 REVISITING ORGANIZATIONAL DESIGN IN THE LIGHT OF ISOMORPHISM AND EQUIFINALITY: INSIGHTS FROM THE STUDY OF THREE MAJOR TRANSFORMATION PROJECTS**

Monique Aubry	UNIVERSITÉ DU QUÉBEC À MONTRÉAL
Marie-Claire Richer	MCGILL UNIVERSITY
Melanie Lavoie-Tremblay	MCGILL UNIVERSITY
Claude Fortin	MCGILL UNIVERSITY
Jean-François Fortin-Verreault	CENTRE INTÉGRÉ UNIVERSITAIRE DE LA SANTÉ ET DES SERVICES SOCIAUX DE L'EST-DE-L'ÎLE-DE-MONTRÉAL

**1896 DESIGNING THE INTER-ORGANISATIONAL SYSTEM OF MEGAPROJECTS: STRATEGIES FROM SIX INFRASTRUCTURE PROJECTS IN LONDON**

Juliano Denicol	UNIVERSITY COLLEGE LONDON
Andrew Davies	UNIVERSITY OF SUSSEX

## Track Sessions per day

**Projects & Society (15:45 - 17:15)**

**Track: T10\_03 - Projects & Society & the Dark Side of Projects**

**Chair(s): Julie Delisle**

**Discussant(s): Rouzbeh Shabani, Francesco Di Maddaloni, Gloria Miller**

**Paper Presentations:**

- 1312 SHAPING SOCIAL SUSTAINABILITY IN MAJOR INFRASTRUCTURE PROJECTS: WHERE DO LOCAL COMMUNITIES STAND?**  
Francesco Di Maddaloni KINGSTON BUSINESS SCHOOL  
Luca Sabini HERTFORDSHIRE UNIVERSITY
- 1662 A STAKEHOLDER ACCOUNTABILITY MODEL FOR ARTIFICIAL INTELLIGENCE PROJECTS**  
Gloria Miller MAXMETRICS
- 1718 KNOWLEDGE ABOUT UNCERTAINTY TYPES OF PRE-PROJECT DATA ON ROAD PROJECTS IN NORWAY**  
Rouzbeh Shabani NTNU  
Olav Torp NTNU  
Ole Jonny Klakegg NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY  
Agnar Johansen NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY

**Research Methods for Complex Adaptive Systems & Technology (15:45 - 17:15)**

**Track: GT12\_00 - Research Methods and Research Practice General Track**

**Chair(s): Michael Schlaile**

**Discussant(s): Michael Schlaile**

**Paper Presentations:**

- 1807 COGNITIVE FIT IN RECRUITMENT AND GROUP DYNAMICS**  
Gayanga Herath CENTRE FOR COMPUTATIONAL & ORGANISATIONAL COGNITION (CORG), UNIVERSITY OF SOUTHERN DENMARK  
Davide Secchi RESEARCH CENTRE FOR COMPUTATIONAL AND ORGANISATIONAL COGNITION, U. OF SOUTHERN DENMARK
- 1634 TWITTER SEMANTIC NETWORKS TO UNDERSTAND FIRMS' CHALLENGES DURING COVID-19 PANDEMIC**  
Alessia Patuelli IMT SCHOOL FOR ADVANCED STUDIES LUCCA  
Nicola Lattanzi IMT SCHOOL FOR ADVANCED STUDIES LUCCA  
Guido Caldarelli UNIVERSITY OF VENICE CA' FOSCARI  
Fabio Saracco IMT SCHOOL FOR ADVANCED STUDIES LUCCA
- 1863 MACHINE LEARNING APPROACH TO CUSTOM DATABASE CREATION FOR SYSTEMATIC LITERATURE REVIEWS AND BIBLIOMETRICS: THE CASE OF POLISH MANAGEMENT METHODOLOGY**  
Oskar Kosch CRACOW UNIVERSITY OF ECONOMICS  
Marek Szarucki CRACOW UNIVERSITY OF ECONOMICS

## Track Sessions per day

**Responsibility and Sustainability of Family Businesses (15:45 - 17:15)**

**Track: GT04\_00 - Family Business Research General Track**

**Chair(s): Giovanna Campopiano**

**Discussant(s): Julia De Groote**

**Paper Presentations:**

**1464 ARE FAMILY FIRMS MORE RESPONSIBLE AND SUSTAINABLE? A LITERATURE REVIEW AND FUTURE RESEARCH AGENDA**

Sahar Nejadhossein Soudani UNIVERSITY OF INNSBRUCK

**1472 UNDERSTANDING THE ROLE OF FAMILY BUSINESSES IN THE SUSTAINABILITY OF RURAL COMMUNITIES: A CLOSER LOOK THROUGH VALUE CREATION AND APPROPRIATION**

Elias Hadjielias CYPRUS UNIVERSITY OF TECHNOLOGY

Allan Discua Cruz LANCASTER UNIVERSITY MANAGEMENT SCHOOL

Carole Howorth THE YORK MANAGEMENT SCHOOL

**1373 ENVIRONMENTAL MANAGEMENT PRACTICES OF FAMILY AND NONFAMILY FIRMS**

Ivan Miroshnychenko FREE UNIVERSITY OF BOZEN-BOLZANO

Danny Miller HEC MONTREAL

Alfredo De Massis FREE UNIVERSITY OF BOZEN

Isabelle Le Breton-Miller HEC MONTREAL

## Track Sessions per day

**S09.01 Focus on employees to foster sustainable use of AI at work (15:45 - 17:15)**

**Track: GT09\_00 - Organisational Behaviour General Track**

**S13.02 - Interdependencies in Resource Reconfiguration Modes: The Case for Corporate Development Portfolios (15:45 - 17:15)**

**Track: GT13\_00 - Strategic Management General Track**

**Sponsorship, spectators and competitive intensity (15:45 - 17:15)**

**Track: GT08\_00 - Managing Sport General Track**

**Chair(s): Teresa Hurley**

**Paper Presentations:**

**1167 COMPETITIVE INTENSITY IN EUROPEAN FOOTBALL LEAGUES**

Fabio Wagner	JOHANNES GUTENBERG-UNIVERSITY MAINZ
Holger Preuß	JOHANNES GUTENBERG-UNIVERSITÄT MAINZ
Thomas Koenecke	KU LEUVEN

**1213 THE IDENTITY OF SPORTS SPECTATORS IN GREECE**

AMALIA ZORZOU	UNIVERSITY OF PELOPONNESE DEPARTMENT OF SPORTS ORGANIZATION & MANAGEMENT
Krinanthi Gdonteli	DEPARTMENT OF SPORT MANAGEMENT, UNIVERSITY OF PELOPONNESE

**1405 SPONSORSHIP IN PARTICIPANT-BASED SPORT CONTEXT. INSIDE THE BLACK BOX**

Konstantinos Koronios	UNIVERSITY OF PELOPONNESE
Lazaros Ntasis	UNIVERSITY OF PELOPONNESE
Panagiotis Dimitropoulos	UNIVERSITY OF PELOPONNESE - SPORT MANAGEMENT DEPARTMENT
John Douvis	UNIVERSITY OF PELOPONNESE - SPORT MANAGEMENT DEPARTMENT
Vanessa Ratten	LA TROBE UNIVERSITY
Andreas Papadopoulos	UNIVERSITY OF PELOPONNESE - SPORT MANAGEMENT DEPARTMENT



## Track Sessions per day

**Team General (15:45 - 17:15)**

**Track: ST09\_02 - Team Performance Management**

**Chair(s): António Abrantes**

**Paper Presentations:**

- 1416 ORGANIZATIONAL SLEEP: A CYBERNETIC PERSPECTIVE ON SLEEP MANAGEMENT**  
Ryan Armstrong                      UNIVERSITAT DE BARCELONA  
Elio Shijaku                              UNIVERSITAT DE BARCELONA
- 1526 MULTIDISCIPLINARY TEAMS IN HEALTHCARE: A SYSTEMATIC REVIEW AND RESEARCH AGENDA**  
RAMI ALZHRANI                      UNIVERSITY OF NEWCASTLE, AUSTRALIA  
Heidi Wechtler                         HUMAN RESOURCES

**The contextual effects of cultures on management practices (15:45 - 17:15)**

**Track: T07\_04 - Management and cultures - qualitative organizational research**

**Chair(s): Sylvie CHEVRIER**

**Discussant(s): Dr. Luciara Nardon, Kerstin Kuyken**

**Paper Presentations:**

- 1002 HOW UNIVERSAL IS WMS? A CONTEXTUAL ANALYSIS OF THE RELATIONSHIP BETWEEN PEOPLE MANAGEMENT PRACTICES AND LABOUR PRODUCTIVITY**  
Eda Aral                                  UNIVERSITY OF GRONINGEN  
Harry Garretsen                        UNIVERSITY OF GRONINGEN  
Janka Stoker                              UNIVERSITY OF GRONINGEN
- 1551 SOCIO-CULTURAL LIMITS OF TRANSFORMATIONAL LEADERSHIP**  
Padmakumar Nair                        LM THAPAR SCHOOL OF MANAGEMENT  
Divya Bhutiani                            THAPAR UNIVERSITY  
PRADEEP KUMAR GUPTA                THAPAR INSTITUTE OF ENGINEERING AND TECHNOLOGY, PATIALA, INDIA  
Pradeep Hota                              LM THAPAR SCHOOL OF MANAGEMENT  
Greg Dess                                 UT DALLAS
- 1003 TRANSFORMATION THROUGH METAPHORS: THE ROLE OF IMAGINATIVE METAPHOR ELICITATION IN CONSTRUCTING NEW UNDERSTANDINGS**  
Luciara Nardon                          CARLETON UNIVERSITY  
Amrita Hari                                CARLETON UNIVERSITY

## Track Sessions per day

The potential for transformation of SCEs (15:45 - 17:15)

Track: T01\_08 - Rethinking the capacities of social and collective enterprises for a more sustainable world

Chair(s): Laëtitia LETHIELLEUX

Discussant(s): Amelie ARTIS

Paper Presentations:

- 1550 **DISTORTIONS OF CAPITALISM AND CORPORATE SOCIAL RESPONSIBILITY: 5 WAYS TO REINVENT CSR**  
Rebecca Chunghee Kim RITSUMEIKAN ASIA PACIFIC UNIVERSITY
- 1426 **THE MEANING AND DIMENSIONS OF ORGANIZATIONAL VIRTUOUSNESS IN NON-PROFIT ORGANIZATIONS: A STUDY THROUGH PERCEPTIONS, BEHAVIORS AND MOTIVATION OF VOLUNTEER EMPLOYEES**  
Irene Tsachouridi ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS, 2) METROPOLITAN COLLEGE  
Ioannis Theakos METROPOLITAN COLLEGE
- 1987 **WHY SHOULD HETEROGENEITY BE BAD?: THE SOCIAL INNOVATION PATCHWORK QUILT BETWEEN THEORY & PRACTICE**  
Ramon Jung Pereira PONTIFICAL CATHOLIC UNIVERSITY OF MINAS GERAIS  
Armindo dos Santos de PONTIFICAL CATHOLIC UNIVERSITY OF MINAS GERAIS  
Sousa Teodósio

## Track Sessions per day

Arts for business and Society (17:30 - 19:00)

Track: GT01\_00 - Business for Society General Track

Chair(s): Birgit Jevnaker

Discussant(s): Luca Pareschi

Paper Presentations:

- 1362 TIMING COMPOSITION AND IMPROVISATION IN ORGANIZATIONS: A KAIROS AND CHRONOS PERSPECTIVE**  
Vito Lasala UNIVERSITY OF NAPLES FEDERICO II  
Luigi Maria Sicca UNIVERSITY OF NAPLES FEDERICO II  
Davide Bizjak UNIVERSITY OF NAPLES FEDERICO II
- 1453 BUILDING ON DECAY: URBAN REGENERATION AND SOCIAL ENTREPRENEURSHIP IN ITALY THROUGH CULTURE AND THE ARTS**  
Sara Bonini Baraldi UNIVERSITY OF TURIN  
Carlo Salone UNIVERSITY OF TURIN
- 1803 MUSEUMS AS COMMUNITIES DRIVING INNOVATION BY TECHNOLOGY**  
Mauro Romanelli PARTHENOPE UNIVERSITY OF NAPLES  
Maria Ferrara PARTHENOPE UNIVERSITY OF NAPLES
- 1884 THE FUTURE OF CORPORATE KNOWLEDGE WORK DESIGN: INCREMENTAL OR RADICAL CHANGE**  
Birgit Jevnaker BI NORWEGIAN BUSINESS SCHOOL  
Johan Olaisen BI NORWEGIAN BUSINESS SCHOOL

## Track Sessions per day

Business Model IV (17:30 - 19:00)

Track: ST03\_01/ST06\_01/ST13\_01 - Business Model - Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM)

Chair(s): Nicole Siebold

Paper Presentations:

**1197 MEASURING THE SUCCESS OF CORPORATE VENTURING: INTEGRATING THREE DECADES OF RESEARCH**

Maurice Steinhoff	HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
Dominik Kanbach	HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
Lucas Costantino	HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

**1827 ENTREPRENEURIAL ORIENTATION AND NEW PRODUCT DEVELOPMENT IN SMES: AN ANALYSIS OF THE ORGANISATIONAL CATALYSTS FOR THIS RELATIONSHIP**

Jose Luis Ferreras-Méndez	UNIVERSITY OF VALENCIA
Joaquín Alegre	UNIVERSITY OF VALENCIA
Julia Olmos-Peñuela	UNIVERSITAT DE VALÈNCIA
Andres Salas-Vallina	UNIVERSITAT DE VALÈNCIA

**1892 OF NETWORKS AND KNOWLEDGE: HOW BOARD EMBEDDEDNESS AFFECTS INCUMBENTS' RESPONSES TO DISCONTINUOUS TECHNOLOGIES**

Justin Szewczyk	UNIVERSITY OF PASSAU
Christopher Kurzhals	UNIVERSITY OF PASSAU
Andreas Koenig	UNIVERSITY OF PASSAU
Lorenz Graf-Vlachy	ESCP BUSINESS SCHOOL

## Track Sessions per day

Contingencies at play (17:30 - 19:00)

Track: GT02\_00 - Corporate Governance General Track

Chair(s): Patrick Velte

Paper Presentations:

- 1408**    **SHORT TERM FLUCTUATIONS IN THE CEO EFFECT: EVIDENCE FROM THE 2008 FINANCIAL CRISIS**  
Moustafa Haj Youssef        LEBANESE AMERICAN UNIVERSITY  
Ingo Kleindienst            DEPARTMENT OF MANAGEMENT, AARHUS SCHOOL OF BUSINESS AND SOCIAL SCIENCES, AARHUS UNIVERSITY, DENMARK  
Mei Yu                         COVENTRY UNIVERSITY, FACULTY OF BUSINESS AND LAW ECONOMICS, FINANCE AND ACCOUNTING DEPARTMENT
- 1528**    **CEO-BOARD POWER RELATIONS AND THE BOARD'S STRATEGIC INVOLVEMENT: A MULTILEVEL ANALYSIS**  
Mohammadsadegh Hashemi   HEC MONTREAL  
Amin Moeinian                MASTER OF PUBLIC ADMINISTRATION FROM THE UNIVERSITY OF TEHRAN  
Mahdi Ebrahimi                ASSISTANT PROFESSOR IN BUSINESS MANAGEMENT, THE UNIVERSITY OF ALLAMEH TABATABAEI  
Taieb Hafsi                     FULL PROFESSOR OF MANAGEMENT, HEC MONTREAL
- 1078**    **DETERMINANTS OF INTRA-GROUP INTERLOCKING IN EUROPEAN LISTED BUSINESS GROUPS**  
Emiliano Di Carlo              UNIVERSITY OF ROME "TOR VERGATA"  
Lucrezia Fattobene            UNIVERSITY OF ROME 'TOR VERGATA'  
Marco Caiffa                    DELOITTE FINANCIAL ADVISORY

## Track Sessions per day

Corporate Governance and Sustainability (17:30 - 19:00)

Track: GT02\_00 - Corporate Governance General Track

Chair(s): Anna Grandori

Paper Presentations:

**1436 IN SEARCH FOR THE RIGHT ANTIDOTE TO GROUPTHINK. EVIDENCE FROM THE INFLUENCE OF BOARD FAULTLINES ON PROACTIVE ENVIRONMENTAL STRATEGIES**

Claudia Arena UNIVERSITY OF NAPLES FEDERICO II

Nicolas Garcia-Torea UNIVERSIDAD DE BURGOS

Giovanna Michelin UNIVERSITY OF BRISTOL

**1560 STRATEGIC FORESIGHT COMPETENCE AT THE BOARD LEVEL: A RESEARCH PLAN TO EXAMINE ITS ROLE IN ENCOURAGING AND GUIDING CORPORATE SUSTAINABILITY**

Jan Klakurka HURON UNIVERSITY, UNIVERSITY OF WESTERN ONTARIO, LONDON, CANADA

Candice Chow MCMASTER UNIVERSITY

**1697 DISHARMONY BETWEEN SUSTAINABILITY PERFORMANCE AND CEO-EMPLOYEE PAY RATIO**

Asli Kozan IPAG BUSINESS SCHOOL PARIS

Samuel Touboul FRENCH DEVELOPMENT AGENCY (AFD)**CSR & Social Impact (17:30 - 19:00)**

## Track Sessions per day

Track: GT01\_00 - Business for Society General Track

Chair(s): Andrea Carlo Lo Verso

Discussant(s): Andrea Carlo Lo Verso

Paper Presentations:

- 1202 SO WHAT EXACTLY IS SOCIAL VALUE IN BUSINESS? AN INTERDISCIPLINARY INTEGRATIVE REVIEW, TYPOLOGY, AND RESEARCH AGENDA**  
Marcelo de la Cruz LUDWIG-MAXIMILIANS-UNIVERSITÄT MÜNCHEN (LMU)  
Jelena Spanjol LUDWIG-MAXIMILIANS-UNIVERSITÄT MÜNCHEN (LMU)
- 1933 LEGITIMIZATION AND CONFLICT MEDIATION, IS SOCIAL IMPACT ASSESSMENT READY? AN EXPLORATORY CASE STUDY ON URBAN REGENERATION IN ITALY.**  
Lavinia Pastore UNIVERSITY OF ROME TOR VERGATA  
Luigi Corvo DEPARTMENT OF MANAGEMENT AND LAW, UNIVERSITY OF ROMA  
Daniel Iannaci DEPARTMENT OF MANAGEMENT - UNIVERSITY OF TURIN  
gabriele masci OPEN IMPACT RESEARCH SPIN OFF
- 1316 STAKEHOLDERS` RESPONSES TO TRUST - BUILDING CSR DISCLOSURES ON TWITTER**  
Ewelina Zarzycka FACULTY OF MANAGEMENT, UNIVERSITY OF LODZ  
Joanna Krasodomska CRACOW UNIVERSITY OF ECONOMICS  
Dorota Dobija KOZMINSKI UNIVERSITY  
Wojciech Grabowski FACULTY OF ECONOMICS AND SOCIOLOGY, UNIVERSITY OF LODZ  
Dariusz Jemielniak KOZMINSKI UNIVERSITY

## Track Sessions per day

Data analytics in HR (17:30 - 19:00)

Track: T09\_05 - Big Data, Data Analytics and new forms of Work

Chair(s): Philipp Korherr

Paper Presentations:

- 1363 HUMAN-RELATED CAPABILITIES IN BIG DATA ANALYTICS: A TAXONOMY OF HUMAN FACTORS WITH IMPACT ON FIRM PERFORMANCE**  
Philipp Korherr HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT  
Dominik Kanbach HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
- 1517 FEELING TREATED FAIRLY? EMPLOYEE REACTIONS TOWARD AI IN CAREER DEVELOPMENT SYSTEMS**  
Alina Köchling HEINRICH-HEINE-UNIVERSITY  
Marius Wehner HEINRICH-HEINE-UNIVERSITY DÜSSELDORF  
Sascha Ruhle HEINRICH-HEINE-UNIVERSITY
- 1186 MAPPING THE DIGITAL COMPETENCIES FOR ARTIFICIAL INTELLIGENCE FIELD OF STUDY**  
MONICA SANTANA UNIVERSITY OF PABLO DE OLAVIDE  
Mirta Diaz-Fernandez UNIVERSITY OF PABLO DE OLAVIDE

Digital Innovation ST06-03 - F (PDS) (17:30 - 19:00)

Track: ST06\_03 - Digital Innovation - Strategies, Competencies, Ecosystems, Theories, and Practice

Chair(s): Valérie MERINDOL

Paper Presentations:

- 1872 THE DEVELOPING AGE OF SMART HOME PRODUCTS: AN EMPIRICAL ANALYSIS ON CONSUMERS' BEHAVIOR**  
Annunziata Tarulli LUM - LIBERA UNIVERSITÀ MEDITERRANEA "JEAN MONNET"  
Francesco Manta LUM - LIBERA UNIVERSITÀ MEDITERRANEA "JEAN MONNET"  
Domenico Morrone LUM U.  
Pierluigi Toma UNIVERSITÀ DEL SALENTO
- 1875 TRUST IN AI IN ORGANIZATIONS**  
Steffi Bärmann UNIVERSITY OF APPLIED SCIENCES FOR MANAGEMENT AND COMMUNICATION
- 2004 RESPONSIBLE AI, DIGITAL CSR AND THE IMPACT ON INNOVATION**  
Meaghan Girard HEC MONTREAL  
Ekaterina Turkina HEC MONTREAL



## Track Sessions per day

Dynamic capabilities and top management (17:30 - 19:00)

Track: ST13\_05 - Microfoundations of Strategy - Dynamic Capabilities and Knowledge Mechanisms

Chair(s): Rob Jansen

Discussant(s): Gerardus (Gertjan) Lucas

Paper Presentations:

- 1909 STRONGER TOGETHER? DO CEO CHARACTERISTICS AFFECT CDO PRESENCE – AND DOES CDO PRESENCE ENTAIL FIRM PERFORMANCE IMPLICATIONS?**  
Maximilian Hiller PHD STUDENT - HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT  
Dauth Tobias HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
- 1269 ACCELERATED INTERNATIONALIZATION OF SMES: A MICRO-FOUNDATIONS APPROACH OF DYNAMIC CAPABILITIES**  
Hela Chebbi UNIVERSITÉ DU QUÉBEC À MONTRÉAL (ESG)  
Majdi Ben Selma ESG UQAM  
Kamal Bouzinab ESG UQAM  
Andrew Papadopoulos UNIVERISTÉ DU QUÉBEC À MONTRÉAL - ÉCOLE DES SCIENCES DE LA GESTION  
Alexie Labouze-Nasica ESG UQAM  
Robert H. Desmarteau ESG UQAM
- 1116 IT'S NOT WHAT YOU KNOW, IT'S WHERE YOU ARE: UNDERSTANDING THE RELATIONSHIP BETWEEN HIERARCHY AND EXPERIENCE ON PERFORMANCE**  
Ankur Chavda HEC  
John Eklund UNIVERSITY OF SOUTHERN CALIFORNIA

## Track Sessions per day

ENT Plenary (17:30 - 19:00)

Track: GT03\_00 - Entrepreneurship General Track

Chair(s): Marzena Starnawska

Environment and Society (17:30 - 19:00)

Track: GT01\_00 - Business for Society General Track

Chair(s): Francesco Gangi

Discussant(s): Deborah Gervasi

Paper Presentations:

**1029 THE STOCK PRICE REACTION TO ENVIRONMENTAL POLLUTION EVENTS: A SYSTEMATIC LITERATURE REVIEW AND A RESEARCH AGENDA**

Yassin Denis Bouzzine LEUPHANA UNIVERSITY LÜNEBURG

**1071 CITIZENS INVOLVEMENT FOR A MORE SUSTAINABLE URBAN ENVIRONMENT: THE JOINT IMPLEMENTATION OF CITIZEN SCIENCE AND BIG DATA**

Francesco Cappa LUISS  
Stefano Franco LUISS GUIDO CARLI UNIVERSITY  
Federica Rosso SAPIENZA UNIVERSITY OF ROME

**1366 DRIVERS AND IMPACTS OF CORPORATE ENVIRONMENTAL ENGAGEMENT IN THE AEROSPACE INDUSTRY**

Francesco Gangi UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA, LUIGI VANVITELLI, DEPARTMENT OF ECONOMICS  
Lucia Michela Daniele UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA, LUIGI VANVITELLI, DEPARTMENT OF ECONOMICS  
Mario Mustilli UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA LUIGI VANVITELLI, DEPARTMENT OF ECONOMICS  
Maria Coscia UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA LUIGI VANVITELLI, DEPARTMENT OF ECONOMICS

## Track Sessions per day

Ethics and governance (17:30 - 19:00)

Track: T14\_02 -Management History, Theory, and Philosophy

Chair(s): Steffen Roth

Paper Presentations:

- 1095 COOPERATIVE GOVERNANCE UNDER INCREASING MEMBER DIVERSITY: TOWARDS A NEW THEORETICAL FRAMEWORK**  
Constantine Iliopoulos AGRICULTURAL ECONOMICS RESEARCH INSTITUTE (AGRERI) & CO-OPABILITY INSTITUTE  
Vladislav Valentinov UNIVERSITY OF HALLE
- 1122 EMPLOYMENT PROTECTION REGIMES IN WORKER CO-OPERATIVES: DISMISSAL OF WORKER MEMBERS AND DISTRIBUTIVE FAIRNESS**  
Ermanno Tortia UNIVERSITY OF TRENTO, DEPARTMENT OF ECONOMICS AND MANAGEMENT
- 1619 ETHICS, MORAL AND FUNCTIONAL DIFFERENTIATION - AN ALTERNATIVE SUGGESTION**  
Klaus Laursen UNIVERSITY OF AARHUS

Expatriate Management 6 (17:30 - 19:00)

Track: ST07\_01 - Expatriate Management

Chair(s): Markus Kittler

Paper Presentations:

- 1461 CONFIGURING STRATEGIZING PRACTICES IN (GLOBAL) VIRTUAL TEAMS: KEY MODERATORS AND RECOMMENDED PATTERNS**  
Tobias Reichert NOVA SCHOOL OF BUSINESS AND ECONOMICS  
Jasmin Mahadevan PFORZHEIM UNIVERSITY
- 1483 LIGHTS AND SHADOWS IN THE EXPATRIATE SUCCESS LITERATURE**  
Nour El Amine UNIVERSITAT ROVIRA I VIRGILI  
Rosálía Cascón-Pereira UNIVERSITY ROVIRA I VIRGILI

## Track Sessions per day

Exploring Healthcare Information Technology, Information Exchange, and Digital Services (17:30 - 19:00)

Track: ST11\_02 - Healthcare Management Research

Chair(s): Daniel West

Discussant(s): Bernardo Ramirez

Paper Presentations:

**1075 DO PATIENT ENGAGEMENT IT FUNCTIONALITIES INFLUENCE PATIENT SAFETY OUTCOMES?**

Soumya Upadhyay	UNIVERSITY OF NEVADA LAS VEGAS
William Opoku-Agyeman	UNIVERSITY OF NORTH CAROLINA WILMINGTON
Seongwon Choi	TRINITY UNIVERSITY
Randy Cochran	TOWSON UNIVERSITY

**1535 THE ROLE OF HEALTH INFORMATION EXCHANGE IN TRANSITIONS BETWEEN ACUTE AND LONG-TERM CARE**

Claudia Guerrazzi Young	WIDENER UNIVERSITY
Danielle Durant	WIDENER UNIVERSITY

HRM & SMEs (17:30 - 19:00)

Track: ST09\_01 - Human Resource Management

Chair(s): Andres Salas-Vallina

Paper Presentations:

**1171 HRM CONFIGURATIONS FOR PERFORMANCE IN HOSPITALITY SMES**

Irene Zografou	ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
Eleanna Galanaki	ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
Nikolaos Pahos	TU DELFT
Ioanna Deligianni	ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

**1519 THE STRATEGIC VALUE OF HUMAN RESOURCES FOR SMES IN TIMES OF CRISIS**

Nieves Lidia Díaz-Díaz	UNIVERSITY OF LAS PALMAS DE GRAN CANARIA
Petra De Saá-Pérez	UNIVERSIDAD DE LAS PALMAS DE GRAN CANARIA

**1539 THE DYNAMICS OF THE PRACTICE OF HRM IN PROXIMITY SITUATIONS: A THEORETICAL FRAMEWORK**

Geneviève Robert-Huot	ESG UQAM
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## Track Sessions per day

Innovation and Value Creation in Third Sector Organizations (17:30 - 19:00)

Track: GT11\_00 - Public and Non-Profit Management General Track

Chair(s): Filippo Giordano

Discussant(s): Silvana Secinaro

Paper Presentations:

- 1102 NETWORK LEVELS OF COOPERATIVES AS MULTI-DIMENSIONAL INNOVATION SPACES- A GIOIA ANALYSIS**  
Martina Pieperhoff FACULTY OF BUSINESS AN ECONOMICS, TU DRESDEN  
Dietmar Roessl WU UNIVERSITY OF ECONOMICS AND BUSINESS
- 1476 THE FOUR BLADES OF THE SOCIETAL VALUE CREATION OF NONPROFIT ORGANIZATIONS BUSINESS MODELS: A BOURDIEUSIAN PERSPECTIVE**  
Gaëlle Cotterlaz-Rannard UNIVERSITY OF GENEVA AND UNIVERSITY OF SAVOIE MONT-BLANC  
Michel Ferrary GSEM, UNIVERSITY OF GENEVA; SKEMA
- 1486 ENGAGEMENT OF NONPROFIT ORGANIZATIONS' FOLLOWERS' ON INSTAGRAM**  
Teresa Elvira-Lorilla UNIVERSITY OF BURGOS  
Inigo Garcia-Rodriguez UNIVERSITY OF BURGOS  
M. Elena Romero-Merino UNIVERSITY OF BURGOS

## Track Sessions per day

International Perspectives on and Internationalization of Family Businesses (17:30 - 19:00)

Track: GT04\_00 - Family Business Research General Track

Chair(s): Julia De Groot

Discussant(s): Elena Casprini

Paper Presentations:

- 1559 RITUAL AND COMMUNITY IN JAPANESE FAMILY BUSINESS: EXTENDING THE 'CIRCLE MODEL'**  
Sigrun C. Caspary WIFU WITTEN/HERDECKE UNIVERSITY  
Carsten Herrmann-Pillath MAX WEBER CENTRE FOR ADVANCED CULTURAL AND SOCIAL STUDIES
- 1970 THE MODERATING EFFECT OF SOCIAL CAPITAL ON THE ENTREPRENEURIAL INTERNATIONALIZATION OF FAMILY OWNED BUSINESS**  
Christian Keen UNIVERSITÉ LAVAL  
Valeriano Sanchez-Famosob UNIVERSITY OF THE BASQUE COUNTRY UPV/EHU  
Leo-Paul Dana MONTPELLIER BUSINESS SCHOOL
- 1643 FAMILY FIRMS AND CULTURAL DISTANCE IN FDI LOCATION CHOICES: THE ROLE OF INTERNAL AND EXTERNAL THREATS**  
Fabio Quarato BOCCONI UNIVERSITY  
Claudia Pongelli LUISS UNIVERSITY  
Andrea Calabrò IPAG BUSINESS SCHOOL  
Donatella Depperu UNIVERSITÀ CATTOLICA DEL SACRO CUORE  
Guido Corbetta BOCCONI UNIVERSITY

## Track Sessions per day

Managerial factors related to OI (17:30 - 19:00)

Track: ST06\_07 - Open Innovation

Chair(s): Luciana CASTRO GONCALVES, Liliana Mitkova

Paper Presentations:

**1145 "DOES THE SUN SHINE EQUALLY ON US ALL?" THE BROKERAGE ROLES, ABSORPTIVE CAPACITY AND ITS EFFECTS ON STATE-ANCHORED CLUSTER FIRMS PERFORMANCE**

Simone Gelmini UNIMONTES - UNIVERSIDADE ESTADUAL DE MONTES CLAROS  
Valmir Hoffmann FEDERAL UNIVERSITY OF SANTA CATARINA

**1949 INVENTED-HERE – NEVERTHELESS...HOW TO OVERCOME THE NOT-INVENTED-SYNDROM BETWEEN INNOVATION DEPARTMENTS AND OTHER DEPARTMENTS**

Sebastian Kaiser-Mühlecker UNIVERSITY OF APPLIED SCIENCES UPPER AUSTRIA - CAMPUS WELS  
Christiane Rau UNIVERSITY OF APPLIED SCIENCES UPPER AUSTRIA

**1624 A MODEL OF ORGANIZATIONAL LEARNING AND LEARNING ALLIANCES**

Danica Bauer UC LOUVAIN  
Sascha Albers UNIVERSITY OF ANTWERP

Organizational Learning, Creativity and Innovation (17:30 - 19:00)

Track: ST06\_02 - Innovation, design, creativity, learning, and education

Chair(s): Helle Alsted Sondergaard

Paper Presentations:

**1020 ABSORPTIVE CAPACITY, LEARNING CULTURE AND EMPOWERING LEADERSHIP**

Muhammad Ismail UNIVERSIDAD PUBLICA DE NAVARRA  
Alejandro Pintado UNIVERSIDAD PÚBLICA DE NAVARRA  
Teresa García Marco UNIVERSIDAD PÚBLICA DE NAVARRA

**1365 ORGANIZATIONAL LEARNING AND INNOVATION EFFICIENCY**

Fabian Stein UNIVERSITY OF LIECHTENSTEIN  
Daniel Knapp UNIVERSITY OF LIECHTENSTEIN  
Arabella Stock UNIVERSITY OF LIECHTENSTEIN  
Leo Brecht UNIVERSITY OF LIECHTENSTEIN

**1427 COMMITMENT: THE KEY TO DISRUPTIVE INNOVATION?**

Marion Neukam UNIVERSITÉ DE STRASBOURG  
Sophie Bollinger UNIVERSITÉ DE STRASBOURG

## Track Sessions per day

PDS 5 - HRM & OB (17:30 - 19:00)

Track: GT09\_00 - Organisational Behaviour General Track

Chair(s): Dinuka Herath

Paper Presentations:

**1714 AGILE WORKFORCE ATTRIBUTES: A MULTILEVEL PERSPECTIVE FROM MOROCCAN FASHION FIRMS**

Chaimaa Essamadi

HASSAN 2<sup>ND</sup> UNIVERSITY OF CASABLANCA, MOROCCO

Rachida JALLAL

HASSAN THE 2<sup>ND</sup> UNIVERSITY, CASABLANCA, MOROCCO

**1521 CONTEXT MATTERS LESS THAN LEADERSHIP IN PREVENTING UNETHICAL BEHAVIOUR**

Marlond Alvez

SCHOOL OF TECHNOLOGY AND MANAGEMENT - POLYTECHNIC INSTITUTE OF LEIRIA

Tânia Marques

SCHOOL OF TECHNOLOGY AND MANAGEMENT CARME – CENTRE OF APPLIED

RESEARCH IN MANAGEMENT AND ECONOMICS POLYTECHNIC INSTITUTE OF LEIRIA

Nelson Ramalho

INSTITUTO UNIVERSITÁRIO DE LISBOA (ISCTE-IUL), BUSINESS RESEARCH UNIT

BRU-IUL), LISBOA, PORTUGAL



## Track Sessions per day

**PO Plenary (17:30 - 19:00)**

**Track: GT10\_00 - Project Organising General Track**

**Chair(s): Alexander Kock**

**Resilience, Institutions and Social Capital - Evidence from Emerging Markets (17:30 - 19:00)**

**Track: T07\_06 - International Competitiveness, International Business and Emerging Market Studies**

**Chair(s): Catarina Mata**

**Discussant(s): Güldem Karamustafa-Köse**

**Paper Presentations:**

**1725 ORGANISATIONAL RESILIENCE AND ENTREPRENEURIAL LEADERSHIP: CHINESE ORGANISATIONS IN THREE AFRICAN COUNTRIES**

Lisa Siebers

UNIVERSITY OF STIRLING

Amon Simba

NOTTINGHAM TRENT UNIVERSITY

**1858 GENDER CONTRIBUTION TO THE COMPETITIVENESS OF SOCIAL MEDIA ENTREPRENEURS IN SAUDI ARABIA: CONTEXT OF THE NATIONAL TRANSFORMATION**

Bassem Nasri

PRINCE MOHAMMAD BIN FAHD UNIVERSITY

Pablo Collazzo

DANUBE UNIVERSITY KREMS - AUSTRIA

Alaa Al-Hashim

SAUDI ARAMCO

**1824 HOW DO INFORMAL INSTITUTIONS ENABLE INTERNATIONAL FIRM'S POST-ENTRY EXPANSION?**

Ugbede Umoru

NOTTINGHAM TRENT UNIVERSITY

Lisa Siebers

UNIVERSITY OF STIRLING

## Track Sessions per day

Strategic orientation, innovation and technological discontinuities (17:30 - 19:00)

Track: GT13\_00 - Strategic Management General Track

Chair(s): Oscar Llopis

Discussant(s): Pranav Garg

Paper Presentations:

**1520 GOVERNING INNOVATION: THE ROLE OF BOARD OF DIRECTIONS' HUMAN AND SOCIAL CAPITAL**

Mirian Chimirri UNIVERSITY OF SAO PAULO

Luiz Ricardo Kabbach de Castro UNIVERSITY OF FLORIDA

**1874 ARTICULATION AND AMPLIFICATION: INCUMBENT FIRMS' USE OF FRAMING AND SECURITIES ANALYSTS' EVALUATIONS OF THE ADOPTION OF DISCONTINUOUS TECHNOLOGIES**

Michael Pfarrer UNIVERSITY OF GEORGIA

Andreas Koenig UNIVERSITY OF PASSAU

Lorenz Graf-Vlachy TU DORTMUND UNIVERSITY

Angelo Boutalidakis UNIVERSITY OF PASSAU

**1272 MANAGING IN VUCA ENVIRONMENTS**

Vicente Albelda UNIVERSITAT DE VALENCIA

Anabel Fernández-Mesa UNIVERSITY OF VALENCIA Sustainable consumption (17:30 - 19:00)

## Track Sessions per day

Track: GT01\_00 - Business for Society General Track

Chair(s): Fouzia Atlas

Discussant(s): Valentina Minutiello

Paper Presentations:

**1354 THE ETHICS OF INNOVATING WITH CONSUMERS WITH DISABILITIES**

Estelle Peyrard	I3-CRG ECOLE POLYTECHNIQUE
Cécile Chamaret	I3-CRG ECOLE POLYTECHNIQUE
Thierry Rayna	I3-CRG ECOLE POLYTECHNIQUE

**1384 MAKING SUSTAINABLE CUSTOMER BEHAVIOR A LONG-TERM HABIT: THE ROLE OF SUSTAINABILITY DOMAINS AND VALUE CONGRUITY TO BUILD A STRONG BRAND RELATIONSHIP**

Katharina Glaen	RWTH AACHEN UNIVERSITY
Sebastian Kruse	RWTH AACHEN UNIVERSITY
Malte Brettel	INNOVATION AND ENTREPRENEURSHIP GROUP (WIN) – TIME RESEARCH AREA, RWTH AACHEN UNIVERSITY, KACKERTSTR. 7, 52072 AACHEN, GERMANY

**1622 WHAT TO CLICK: UNDERSTANDING THE INTERPLAY BETWEEN ONLINE RETAILER TRUSTWORTHINESS ATTRIBUTES AND CONSUMER TRUST IN RESPONSE TO COVID-19**

Fouzia Atlas	WOMEN UNIVERSITY SWABI
Kashif Ullah Khan	GHULAM ISHAQ KHAN INSTITUTE OF ENGINEERING AND TECHNOLOGY TOPI, SWABI
Farhan Khan	NATIONAL DEFENCE UNIVERSITY, ISLAMABAD, PAKISTAN

## Track Sessions per day

**Sustainable cultural organizations (PDS) (17:30 - 19:00)**

**Track: ST11\_01 Sustainability in Hybrid Settings**

**Chair(s): Ludovica Leone**

**Paper Presentations:**

**1413 CREATIVE INDUSTRIES IN THE REPUBLIC OF KAZAKHSTAN: BARRIERS AND OPPORTUNITIES FOR DEVELOPMENT**

Aziza Zhuparova

AL-FARABI KAZAKH NATIONAL UNIVERSITY

Gulim Ismail

AL-FARABI KAZAKH NATIONAL UNIVERSITY

**1239 BUILDING AN EMERGENCY MANAGEMENT ORGANISATION AFTER A DISASTER. EVIDENCE FROM ITALY**

Alessandra RICCIARDELLI

UNIVERSITÀ LUM GIUSEPPE DEGENNARO

Francesco Manfredi

UNIVERSITÀ LUM JEAN MONNET

**1752 INFLUENCING FACTORS FOR THE TOURIST USE OF DIGITAL APPLICATIONS IN CULTURAL INSTITUTIONS IN RURAL AREAS - A MIXED METHODS APPROACH TO ANALYSIS**

Sarah Schuhbauer

LUDWIGSBURG UNIVERSITY OF EDUCATION

Andrea Hausmann

UNIVERSITY OF EDUCATION LUDWIGSBURG

**Team Affective Processes (17:30 - 19:00)**

**Track: ST09\_02 - Team Performance Management**

**Chair(s): António Abrantes**

**Paper Presentations:**

**1252 THE BUFFERING ROLE OF EMOTIONAL INTELLIGENCE IN CONFLICT TRANSFORMATION**

Rahman Ullah

IAE PARIS, SORBONNE BUSINESS SCHOOL PARIS, FRANCE

Florent NOEL

IAE PARIS, SORBONNE BUSINESS SCHOOL PARIS, FRANCE

**1380 SERVING AT A NARCISSIST'S PLEASURE: AN ANALYSIS OF CEO NARCISSISM AS AN ANTECEDENT OF TOP MANAGEMENT TEAM CHARACTERISTICS**

Jan-Moritz Bredlich

RWTH AACHEN UNIVERSITY

Sebastian Kruse

RWTH AACHEN UNIVERSITY

**1700 SHADES OF GREEN: THE ROLE OF PERFORMANCE PRESSURE IN COWORKER ENVY AND WORK**

Siyao ZHU

IE BUSINESS SCHOOL

## Track Sessions per day

The potential of SCEs to rethink a more sustainable market (17:30 - 19:00)

Track: T01\_08 - Rethinking the capacities of social and collective enterprises for a more sustainable world

Chair(s): Laëtitia LETHIELLEUX

Discussant(s): Caroline DEMEYERE

Paper Presentations:

- 1173 AN ALTERNATIVE ORGANIZATION FACING A REGULATED PROFESSION: THE DEMOCRATIC PRACTICES OF THE FIRST MULTISTAKEHOLDERS COOPERATIVE ACCOUNTING FIRM THIS RESEARCH IS BASED ON THE CASE STUDY OF FINACOOP, THE**  
Pascale Chateau Terrisse MAÎTRE DE CONFÉRENCES EN SCIENCES DE GESTION INP ENSAT, INRAE UMR 1248 AGIR ÉQUIPE ODYCÉE  
Charlène Arnaud UNIVERSITÉ PAUL SABATIER - IUT DE CASTRES LABORATOIRE LGCO
- 1083 THE DIALOGICAL DIMENSION OF CORPORATE RESPONSIBILITY: AN ANALYSIS AND AN APPLICATION TO THE CIRCULAR ECONOMY**  
Giancarlo Ianulardo UNIVERSITY OF EXETER  
Aldo Stella UNIVERSITY OF PERUGIA  
Roberta De Angelis CARDIFF UNIVERSITY BUSINESS SCHOOL
- 1468 PAYING LESS AND GETTING MORE? EVIDENCE ON THE EFFECT OF CORPORATE PURPOSE FROM TWO NATURAL FIELD EXPERIMENTS**  
Nikolai Brosch TECHNICAL UNIVERSITY OF MUNICH - TUM SCHOOL OF MANAGEMENT  
Alwine Mohnen TECHNICAL UNIVERSITY OF MUNICH - TUM SCHOOL OF MANAGEMENT
- 1028 STRUCTURING OF A TERRITORIAL ECOSYSTEM FOR THE MANAGEMENT OF A COMMON: THE CASE OF THE ATLANTECH LOW CARBON PARK**  
Thibault Cuénoud EXCELIA GROUP - SITE DE LA ROCHELLE  
Vincent Helfrich EXCELIA GROUP  
Philippe SCHAFFER EXCELIA GROUP  
L'Hocine Houanti EM NORMANDIE

## Track Sessions per day

**The Role of Digital Technologies and Artificial Intelligence in a Pandemic (17:30 - 19:00)**

**Track: T13\_09 - Digital Strategy, Artificial Intelligence and the Platform Economy**

**Chair(s): Marco Bettiol**

**Paper Presentations:**

**1786 THE IMPACT OF ARTIFICIAL INTELLIGENCE ON CUSTOMER RELATIONSHIP MANAGEMENT**

Cristina Ledro

DEPARTMENT OF MANAGEMENT AND ENGINEERING, UNIVERSITY OF PADOVA

Anna Nosella

DEPARTMENT OF MANAGEMENT AND ENGINEERING, UNIVERSITY OF PADOVA

Andrea Vinelli

DEPARTMENT OF MANAGEMENT AND ENGINEERING, UNIVERSITY OF PADOVA

**1577 FROM KNOWLEDGE CREATION TO VALUE CREATION AND VALUE CAPTURE THROUGH AI**

Arvinder Chopra

UNIVERSITY OF MANITOBA

Parshotam Dass

UNIVERSITY OF MANITOBA

**1562 DIVERSIFICATION AND SERVICIZATION STRATEGIES DURING THE COVID-19 PANDEMIC: EXPLORING THE ROLE OF DIGITAL TECHNOLOGIES**

Mauro Capestro

UNIVERSITY OF PADUA

Eleonora Di Maria

UNIVERSITY OF PADOVA

Marco Bettiol

UNIVERSITY OF PADOVA

Stefano Micelli

UNIVERSITY CA' FOSCARI OF VENICE

## Track Sessions per day

**Whiteness in academia and beyond: snowblindness as a barrier to Strong Objectivity in Knowledge Production (17:30 - 19:00)**

**Track: GT05\_00 - Gender, Race and Diversity in Organisations General Track**

**Chair(s): Jasmin Mahadevan, Momin Rahman**

**BFS Plenary (19:00 - 20:30)**

**Track: GT01\_00 - Business for Society General Track**

**Chair(s): Edoardo Mollona**

**SM Social Event (Wine tasting event) (19:00 - 20:30)**

**Track: GT13\_00 - Strategic Management General Track**

**Chair(s): Anabel Fernández-Mesa**

**ENT Social Event (19:00 - 22:00)**

**Track: GT03\_00 - Entrepreneurship General Track**

**Chair(s): Marzena Starnawska**

**GRDO SIG Networking and Social Event (19:00 - 22:00)**

**Track: GT05\_00 - Gender, Race and Diversity in Organisations General Track**

**Chair(s): Hamid Kazeroony**

**INNO Social Event (Best Paper Award nominees) (19:30 - 22:00)**

**Track: GT06\_00 - Innovation General Track**

**Chair(s): Vivek Velamuri**

## Track Sessions per day

18 June 2021, Friday

Morning coffee (Fellows) (07:00 - 08:00)

Chair(s): NICOLA PELLEGRINO, Luisa I Jaffé

CENA (08:00 - 09:30)

Track: ST13\_03 - CENA - Coopetition, Ecosystems, Networks and Alliances

Chair(s): Patrycja Klimas

Paper Presentations:

**1882 KNOWLEDGE SHARING AND KNOWLEDGE PROTECTING IN COOPERATION BETWEEN GLOBAL AND LOCAL FIRMS IN IT SERVICES IN EMERGING ECONOMY MARKETS: THE CASE IN VIETNAM**

Bich Thuy Do UNIVERSITY OF MONTPELLIER

Frédéric Le Roy UNIVERSITY OF MONTPELLIER

Thuy Seran UNIVERSITY OF MONTPELLIER

**1065 THIRD-PARTY INTERVENTIONS IN MULTILATERAL COOPETITION FOR INNOVATION: AN IN-DEPTH CASE STUDY IN THE EUROPEAN SPACE INDUSTRY**

Audrey Rouyre UNIVERSITY OF MONTPELLIER

Anne-Sophie Fernandez UNIVERSITY OF MONTPELLIER

Isabel Estrada UNIVERSITY OF GRONINGEN

**1111 THE MANAGER MATTERS: KNOWLEDGE PROTECTION IN COOPETITIVE RELATIONSHIPS**

Tatbeeq Raza-Ullah UMEÅ UNIVERSITY

Lea Stadler GRENOBLE ECOLE DE MANAGEMENT

Anne-Sophie Fernandez UNIVERSITY OF MONTPELLIER



## Track Sessions per day

**Change and resilience in time of crisis (08:00 - 09:30)**

**Track: ST03\_03 - Entrepreneurial Decision Making and Behaviour**

**Chair(s): Damiano Petrolo**

**Discussant(s): Ali Mchiri, Anna Menozzi, Damiano Petrolo**

**Paper Presentations:**

**1103 RE-THINKING LEWIN'S FORMULA TO SUPPLEMENT AND APPLY FOR AN ENTREPRENEURIAL PROCESS**

Gergely NÉMETH

ESSCA - SCHOOL OF MANAGEMENT

Kálmán Torma

BME - BUDAPEST UNIVERSITY OF TECHNOLOGY AND ECONOMICS

**1458 RESEARCH PERSPECTIVE ON ORGANIZATIONAL RESILIENCE: ANALYSIS FROM AN APPLIED BIBLIOMETRIC STUDY**

Jorge G. Barrón Torres

UNIVERSIDAD AUTÓNOMA DE TAMAULIPAS

Mónica Sánchez

UNIVERSIDAD AUTÓNOMA DE TAMAULIPAS

**1919 FAMILY VS NON-FAMILY FIRMS' RESILIENCE DURING AND AFTER THE ECONOMIC CRISIS**

Anna Menozzi

UNIVERSITA' DEL PIEMONTE ORIENTALE "A. AVOGADRO"

Fabrizio Erbetta

UNIVERSITY OF PIEMONTE ORIENTALE

Clementina Bruno

UNIVERSITY OF PIEMONTE ORIENTALE

**Corporate Governance and Financing Policies (08:00 - 09:30)**

**Track: GT02\_00 - Corporate Governance General Track**

**Chair(s): Sabrina KHEMIRI**

**Paper Presentations:**

**1195 DO MULTIPLE IDENTITIES MATTER CORPORATE SECRETARY AND QUALITY OF INVESTORS' INTERACTION INFORMATION**

Xiao li

TIANJIN UNIVERSITY OF FINANCE AND ECONOMICS

**1429 WHAT INCENTIVES DO BOARDS PROVIDE WITH INSIDE DEBT? THE EVIDENCE FROM PAYOUT POLICIES**

Artem Anilov

HIGHER SCHOOL OF ECONOMICS

Irina Ivashkovskaya

HIGHER SCHOOL OF ECONOMICS

**1813 FINANCIAL DEVELOPMENT AND CORPORATE FINANCIAL POLICIES**

Maurizio La Rocca

UNIVERSITY OF CALABRIA

FRANCESCO FASANO

UNIVERSITA' DELLA CALABRIA

## Track Sessions per day

**Entrepreneurial finance - PD session (08:00 - 09:30)**

**Track: ST03\_04 - Entrepreneurial Finance**

**Chair(s): Anita Quas**

**Discussant(s): Peter Bican, Orcun Kaya**

**Paper Presentations:**

**1965 THE POWER OF SYNDICATES IN VENTURE CAPITAL: EVIDENCE FROM INVESTMENTS IN THE UNITED STATES OF AMERICA**

Fatima Shuwaikh

PARIS EST CRETEIL UNIVERSITY

Emmanuelle Dubocage

PROFESSEURE DES UNIVERSITÉS EN SCIENCES DE GESTION , IRG (INSTITUT DE RECHERCHE EN GESTION), UNIVERSITÉ PARIS-EST CRÉTEIL, IAE GUSTAVE EIFFEL

**1973 THE COGNITIVE ROLE OF ECF PLATFORMS: CONNECTING ENTREPRENEURS, THE CROWD AND THE ACTORS OF ENTREPRENEURIAL FINANCE**

Johan Bouglet

UNIVERSITÉ PARIS EST CRÉTEIL - IRG

Ghislaine Garmilis

INSTITUT MINES-TELECOM, IMT-BS

Olivier Joffre

UNIVERSITÉ PARIS EST CRÉTEIL - IRG

**Entrepreneurial Processes: PDW (08:00 - 09:30)**

**Track: ST03\_10 - Entrepreneurial Processes**

**Chair(s): sushil kumar**

**Discussant(s): Diego Matricano, Raffaele Cecere**

**Paper Presentations:**

**1248 THE EVOLUTION OF UNIVERSITY ENTREPRENEURIAL PROCESSES: FROM THE BIRTH OF ACADEMIC ENTREPRENEURSHIP TO DIGITAL ACADEMIC ENTREPRENEURSHIP. HOW THE ENTREPRENEURIAL ROLE OF UNIVERSITIES IS CHANGING DURIN**

Noemi Calvino

UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA LUIGI VANVITELLI

Luigi Grasso

UNIVERSITY OF SALERNO

**2012 DEMOGRAPHIC DIVERSITY IN ENTREPRENEURIAL TEAMS AND NEW VENTURE EMERGENCE**

Zinaida Sianova

UNIVERSITY OF BOLOGNA

Paola Giuri

UNIVERSITY OF BOLOGNA

Marco Corsino

UNIVERSITY OF BOLOGNA

Francesco Maria Barbini

UNIVERSITY OF BOLOGNA

## Track Sessions per day

Entrepreneurship and strategy (08:00 - 09:30)

Track: ST03\_13 - Growth Strategies & Internationalization for SMEs

Chair(s): Susanne Royer

Discussant(s): Laura Rienda, Lara Penco, Giovanna Magnani, Giorgia Profumo, Teresina Torre

Paper Presentations:

**1163 DIGITALISATION AS A RESPONSE TO THE CRISIS COVID-19: THE ROLE OF THE ENTREPRENEURIAL ORIENTATION IN SMES**

Lara Penco	UNIVERSITY OF GENOA
Francesca Serravalle	DEPARTMENT OF MANAGEMENT – UNIVERSITY OF TURIN, TURIN, ITALY
Giorgia Profumo	UNIVERSITY OF GENOA
Milena Viassone	DEPARTMENT OF MANAGEMENT – UNIVERSITY OF TURIN, TURIN, ITALY

**1268 INTERNATIONALIZATION STRATEGY AND PROCESS: AN EMPIRICAL STUDY IN EMERGING ECONOMIES**

Jingwen Qu	UNIVERSITY OF GREENWICH
Yong Lin	UNIVERSITY OF GREENWICH
Ieromonachou Petros	UNIVERSITY OF GREENWICH
Li Zhou	UNIVERSITY OF GREENWICH

**1609 OLDER ENTREPRENEURS' RETIREMENT GOAL CLARITY AND ANTICIPATED EXIT STRATEGIES**

Hanna Salminen	UNIVERSITY OF JYVÄSKYLÄ SCHOOL OF BUSINESS AND ECONOMICS
Monika von Bonsdorff	UNIVERSITY OF JYVÄSKYLÄ SCHOOL OF BUSINESS AND ECONOMICS

## Track Sessions per day

**Family Business Entrepreneurship (08:00 - 09:30)**

**Track: GT04\_00 - Family Business Research General Track**

**Chair(s): Julia De Groot**

**Discussant(s): Baris Istiqliler**

**Paper Presentations:**

**1695 THE DETERMINANTS OF COLLECTIVE PSYCHOLOGICAL OWNERSHIP IN FAMILY FIRMS. A MULTILEVEL CONFIGURATIONAL APPROACH.**

Daniel Pittino	JIBS
Francesca Visintin	UNIVERSITY OF UDINE
Bart Henssen	ODISEE UNIVERSITY

**1465 HOW OWNERS' EMOTIONS SHAPE SMALL FAMILY FIRMS' SELLING PRICE PERCEPTIONS**

Robin Gubela	BERLIN SCHOOL OF ECONOMICS AND LAW
Michael Graffius	BERLIN SCHOOL OF ECONOMICS AND LAW
Birgit Felden	BERLIN SCHOOL OF ECONOMICS AND LAW
Sven Wolff	UNIVERSITY OF SIEGEN

**1684 WHY IS THERE A VEIL OF SILENCE? THE EXPLORATION OF THE SEARCH FUND PHENOMENON**

Dustin Bauer	UNIVERSITY OF ERLANGEN-NUREMBERG
Sebastian Junge	UNIVERSITY OF ERLANGEN-NUREMBERG
Tobias Reif	UNIVERSITY OF ERLANGEN-NUREMBERG

## Track Sessions per day

**General Innovation V (08:00 - 09:30)**

**Track: GT06\_00 - Innovation General Track**

**Chair(s): Romy Hilbig**

**Paper Presentations:**

**1147 "BEYOND PATHOLOGIES" IN NEW PRODUCT DEVELOPMENT.**

Giacomo Marzi UNIVERSITY OF LINCOLN

**1708 FORMALIZED NEW PRODUCT DEVELOPMENT: A POLITICAL PERSPECTIVE ON FLEXIBILITY**

Tobias Röth UNIVERSITY OF KASSEL

Fiona Schweitzer GRENOBLE ECOLE DE MANAGEMENT

Patrick Spieth UNIVERSITY OF KASSEL

**1679 ULTIMATE DREAM MANAGEMENT: AN INNOVATIVE CROWDFUNDING MANAGEMENT TECHNIQUE FOR THE CREATION OF DESIRED PRODUCTS**

Andrew Isaak UNIVERSITY OF DÜSSELDORF

Jan-Philipp Ahrens UNIVERSITY OF MANNHEIM

Baris Istipliler UNIVERSITY OF MANNHEIM

Dennis Steininger UNIVERSITY OF AUGSBURG

Maren Rottler UNIVERSITY OF MANNHEIM

**HRM & employee attraction (08:00 - 09:30)**

**Track: ST09\_01 - Human Resource Management**

**Chair(s): Alessia Sammarra**

**Paper Presentations:**

**1017 THE PROCESS OF EMPLOYER BRANDING – A RECURSIVE RELATION BETWEEN SIGNALLING AND PSYCHOLOGICAL CONTRACT**

Ruchi Singh UNIVERSITY OF HUDDERSFIELD

Joanna Szulc UNIVERSITY OF HUDDERSFIELD

Viviana Meschitti UNIVERSITY OF HUDDERSFIELD

Muhibul Haq UNIVERSITY OF HUDDERSFIELD

**1246 EXPLORING THE IMPACT OF A GAMIFIED ASSESSMENT TO APPLICANTS' JUSTICE PERCEPTIONS**

Konstantina GEORGIU ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

**1343 CONSULTATION OF EMPLOYER REVIEW SITES AND FORMATION OF THE PSYCHOLOGICAL CONTRACT**

Chloé GUILLOT-SOULEZ UNIVERSITY OF LYON, UJML3, IAELYON SCHOOL OF MANAGEMENT, MAGELLAN

## Track Sessions per day

**INNO Plenary (08:00 - 09:30)**

**Track: GT06\_00 - Innovation General Track**

**Chair(s): Vivek Velamuri**

**Insights into diversity and workers on boards (08:00 - 09:30)**

**Track: GT02\_00 - Corporate Governance General Track**

**Chair(s): Daniel Yar Hamidi**

**Paper Presentations:**

**1439 INDEPENDENT DIRECTORS' DIVERSITY AND FIRM INNOVATION**

Johana Sierra-Morán	UNIVERSITY OF LEON
Laura Cabeza-García	UNIVERSIDAD DE LEÓN
Nuria Gonzalez-Alvarez	UNIVERSIDAD DE LEON

**1484 BOARD DIVERSITY AND INNOVATION OF UNIVERSITY SPIN-OFFS. THE EMERGING EFFECT OF GENDER AND NATIONALITY DIVERSITY**

Antonio Prencipe	UNIVERSITÀ DEGLI STUDI DI TERAMO
Tiziana Di Cimbrini	UNIVERSITÀ DEGLI STUDI DI TERAMO
Danilo Boffa	UNIVERSITÀ DEGLI STUDI DI TERAMO
Corsi Christian	UNIVERSITÀ DEGLI STUDI DI TERAMO

**1525 INSTITUTIONAL FACTORS AND BOARD COMPOSITION: THE CASE OF (MISSING) WORKERS ON UK BOARDS**

Rita Goyal	COVENTRY UNIVERSITY, UK
Nada Kakabadse	HENLEY BUSINESS SCHOOL
Andrew Kakabadse	HENLEY BUSINESS SCHOOL
Danielle Talbot	COVENTRY UNIVERSITY

## Track Sessions per day

Microfoundations of Strategy:PDS II (08:00 - 09:30)

Track: GT13\_00 - Strategic Management General Track

Chair(s): Rob Jansen

Discussant(s): Gerardus (Gertjan) Lucas

Paper Presentations:

**1657 THE STRUCTURE AND EVOLUTION OF CEO RESEARCH: A BIBLIOMETRIC REVIEW**

Maria Cristina Zaccone      UNIVERSITÀ CATTOLICA DEL SACRO CUORE  
Vahid Mehraein      UNIVERSITY OF UDINE

**1770 ORGANIZATIONAL RESILIENCE CAPACITY AND FIRM COMPETITIVE PERFORMANCE. A DYNAMIC CAPABILITY APPROACH**

Amel Bettayeb      BRITISH UNIVERSITY IN DUBAI  
Farzana Mir      THE BRITISH UNIVERSITY IN DUBAI

**1447 PERSISTENT PERFORMANCE FEEDBACK AND THE MODERATING ROLE OF FUTURE PERFORMANCE EXPECTATIONS: UNCOVERING THE TEMPORAL DYNAMICS OF ORGANIZATIONAL ASPIRATIONS**

Fabian Nagel      RWTH AACHEN UNIVERSITY

## Track Sessions per day

Mindfulness at Work (08:00 - 09:30)

Track: T09\_06 - Meaning and Mindfulness at work in Global crises - The role of PayCap, Work Meaningfulness and Mindfulness at Work

Chair(s): Rosa Lutete Geremias

Paper Presentations:

- 1944 MINDFULNESS, LEARNING GOAL ORIENTATION AND WORK ENGAGEMENT: EXAMINATION OF DRIVING FACTORS OF MOTIVATION AND LEARNING IN ORGANISATIONAL BEHAVIOUR**  
Marek Vich UNIVERSITY OF ECONOMICS, PRAGUE; FACULTY OF BUSINESS ADMINISTRATION;  
DEPARTMENT OF MANAGEMENT
- 1007 LINKING WORKPLACE MINDFULNESS TO INDIVIDUAL CREATIVITY: THE BRIDGING MOTIVATIONAL MECHANISMS**  
Wendy, Yuanyuan Wang CITY UNIVERSITY OF MACAU  
José Alves CITY UNIVERSITY OF MACAU  
Ying-gui Wang CITY UNIVERSITY OF MACAU
- 1847 HOW AND WHEN MINDFULNESS MOTIVATES WORK PERFORMANCE: THE MEDIATING ROLE OF PSYCHOLOGICAL CAPITAL AND THE MODERATING ROLE OF WORK MEANINGFULNESS**  
Adam Kay UNIVERSITY OF QUEENSLAND  
Andrew Hafenbrack UNIVERSITY OF WASHINGTON FOSTER SCHOOL OF BUSINESS  
Daniel Skarlicki UNIVERSITY OF BRITISH COLUMBIA  
Zen Goh MONASH UNIVERSITY  
Yabome Gilpin-Jackson SLD CONSULTING



## Track Sessions per day

Models, concepts, and theories in management studies (08:00 - 09:30)

Track: T14\_02 -Management History, Theory, and Philosophy

Chair(s): Wolfgang Amann

Paper Presentations:

**1393 MANAGEMENT RESEARCH IN A CAPITALIST SOCIETY FROM A JUSTIFICATION THEORY PERSPECTIVE**

Julie Bérubé UNIVERSITÉ DU QUÉBEC EN OUTAOUAIS

Jacques-Bernard Gauthier UNIVERSITÉ DU QUÉBEC EN OUTAOUAIS

**1672 THE LOCAL OR GLOBAL FIRM CONDITION TO REACH THE SURVIVAL: AN ITALIAN SMES SPATIAL MODELLING RESEARCH.**

Gianpaolo Basile UNIVERSITÀ TELEMATICA UNIVERSITAS MERCATORUM

Andrea Mazzitelli UNIVERSITÀ TELEMATICA UNIVERSITAS MERCATORUM

Simona Andreano UNIVERSITÀ TELEMATICA UNIVERSITAS MERCATORUM

Roberto Benedetti DEPARTMENT OF ECONOMIC STUDIES (DEC), "G. D'ANNUNZIO" UNIVERSITY, PESCARA

Federica Piersimoni ISTAT, DIRECTORATE FOR METHODOLOGY AND STATISTICAL PROCESS DESIGN

**1109 THE CONCEPTUAL EVOLUTION OF OPPORTUNISM IN MANAGEMENT STUDIES**

Jeff Muldoon EMPORIA STATE UNIVERSITY

Josh Bendickson UNIVERSITY OF LOUISIANA AT LAFAYETTE

Furkan Gur NORTHERN ILLINOIS UNIVERSITY

Patrick Murphy UNIVERSITY OF ALABAMA AT BIRMINGHAM

## Track Sessions per day

Paper Development Session (08:00 - 09:30)

Track: GT03\_00 - Entrepreneurship General Track

Chair(s): Marzena Starnawska, Beata Glinka, Jörg Freiling, Luca Gnan, Hans Lundberg, Matthias Raith, Marcela Ramírez-Pasillas

Paper Presentations:

**1721 WHEN WOMEN LEAD COMPANIES: THE ROLE OF WOMEN IN ITALIAN RESEARCH SPIN-OFF COMPANIES.**

Valentina Cucino	SCUOLA SUPERIORE SANT'ANNA
Nicola Del Sarto	SCUOLA SUPERIORE SANT'ANNA
Mariacarmela Passarelli	UNIVERSITY OF CALABRIA

**1449 THE EMPTY CANVAS: USING CREATIVE ARTS TO ELICIT PERCEPTIONS OF ENTREPRENEURSHIP AMONG POSTGRADUATE LEARNERS**

Rita Klapper	MANCHESTER METROPOLITAN UNIVERSITY
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**1913 DISCONNECTEDNESS FROM THEIR HOMELAND: DISPLACED MIGRANT ENTREPRENEURSHIP IN TIMES OF COVID-19**

Tenzin Yeshi	UNIVERSITY OF BREMEN
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PDS Business Model 1 (08:00 - 09:30)

Track: ST03\_01/ST06\_01/ST13\_01 - Business Model - Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM)

Chair(s): Dirk Schneckenberg

Paper Presentations:

**1042 CAN DIGITALIZATION FAVOUR THE EMERGENCE OF INNOVATIVE AND SUSTAINABLE BUSINESS MODELS?**

Chiara Acciarini	LUISS UNIVERSITY
Francesca Capo	UNIVERSITÀ DEGLI STUDI DI MILANO-BICOCCA
Francesco Cappa	LUISS
Fernando Borelli	UNIVERSITÀ LUISS
Chiara Sarrocco	UNIVERSITÀ LUISS

**1967 RECAPTURING INNOVATION: A CASE STUDY OF NEOBANKING WITH A SOCIAL MISSION**

NATHALIE DURAN	IAE REUNION
Arvind ASHTA	CEREN, EA 7477, BURGUNDY SCHOOL OF BUSINESS - UNIVERSITÉ BOURGOGNE FRANCHE-COMTÉ, FRANCE, ARVIND.ASHTA@BSB-EDUCATION.COM
Djamchid Assadi	BURGUNDY SCHOOL OF BUSINESS BSB, FRANCE, DJAMCHID.ASSADI@BSB-EDUCATION.COM

## Track Sessions per day

People analytics and Digital leadership (08:00 - 09:30)

Track: T09\_05 - Big Data, Data Analytics and new forms of Work

Chair(s): Stephanie Kaudela-Baum

Paper Presentations:

**1387 INCORPORATING AGILITY INTO HR PRACTICES AND COMPETENCIES - A CROSS-CASE ANALYSIS OF EMERGING PRACTICES IN SWISS IT COMPANIES**

Stephanie Kaudela-Baum LUCERNE UNIVERSITY OF APPLIED SCIENCES AND ARTS

Leonie S Mollet LUCERNE UNIVERSITY OF APPLIED SCIENCES AND ARTS

**1711 PROMISE VERSUS REALITY: ONGOING DEBATES IN PEOPLE ANALYTICS**

Steven McCartney TRINITY COLLEGE DUBLIN

Na Fu TRINITY COLLEGE DUBLIN

**1734 PROJECT MANAGERS' TECHNICAL, BEHAVIORAL AND DIGITAL COMPETENCIES: AN EXPLORATORY STUDY IN THREE COUNTRIES**

Basak Canboy TOULOUSE BUSINESS SCHOOL BARCELONA

Tuba Bakici RENNES SCHOOL OF BUSINESS

Grettel Brenes-Leiva COSTA RICA INSTITUTE OF TECHNOLOGY

Eugenia Ferreto-Gutierrez COSTA RICA INSTITUTE OF TECHNOLOGY

Cindy Ortiz-Acuna COSTA RICA INSTITUTE OF TECHNOLOGY

Jennier Solano-Cordero COSTA RICA INSTITUTE OF TECHNOLOGY

## Track Sessions per day

**Project Evaluation (08:00 - 09:30)**

**Track: GT10\_00 - Project Organising General Track**

**Chair(s): Stefania Mariano**

**Paper Presentations:**

**1082 DESIGNING A PROJECT EVALUATION FRAMEWORK**

Anna Rode AARHUS UNIVERSITY

Per Svejvig AARHUS UNIVERSITY

**1164 EVALUATING A NEW PROJECT MANAGEMENT METHODOLOGY: RESULTS FROM A MULTIPLE EMBEDDED COMPARATIVE CASE STUDY**

Anna Rode AARHUS UNIVERSITY

Anne Jensby AARHUS UNIVERSITY

Per Svejvig AARHUS UNIVERSITY

**1578 DESIGNING AND ORGANIZING ACTION AND COPRODUCTION-ORIENTED RESEARCH PROJECTS – THE LOGIC OF ACTION AND INTERACTION RESEARCH DESIGNS**

Erik Lindhult MÄLARDALEN UNIVERSITY

## Track Sessions per day

**Projects & Society (08:00 - 09:30)**

**Track: T10\_03 - Projects & Society & the Dark Side of Projects**

**Chair(s): Sara Hajikazemi**

**Discussant(s): Tristano Sainati, Ola Lædre, Giorgio Locatelli**

**Paper Presentations:**

**1046 MODERN SLAVERY: A SYSTEMATIC LITERATURE REVIEW**

Yazan Alzoubi	UNIVERSITY OF LEEDS
Giorgio Locatelli	UNIVERSITY OF LEEDS
Tristano Sainati	UNIVERSITY OF LEEDS

**1899 MONEY LAUNDERING IN CONSTRUCTION PROJECTS**

Tristano Sainati	UNIVERSITY OF LEEDS
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**1938 UNDERSTANDING THE POTENTIAL FOR CRIMINAL ACTIVITY IN THE NORWEGIAN AEC-INDUSTRY – A BUILDING PROCESS PERSPECTIVE**

Jardar Lohne	DEPARTMENT OF CIVIL AND ENVIRONMENTAL ENGINEERING
Ole Jonny Klakegg	NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
Ola Lædre	DEPARTMENT OF CIVIL AND ENVIRONMENTAL ENGINEERING

## Track Sessions per day

Social and sustainable entrepreneurship (paper development) (08:00 - 09:30)

Track: ST03\_06 - Social and Sustainable Entrepreneurship

Chair(s): Katerina Nicolopoulou

Discussant(s): Katerina Nicolopoulou, Amparo Merino

Paper Presentations:

- 1911 CONGRUENT APPROACHES TO ANALYSING YOUTH ENTREPRENEURIAL INTERNSHIPS: SOCIAL CAPITAL, NETWORKS AND EXPERIENTIAL LEARNING.**  
Henry Eze UNIVERSITY OF STRATHCLYDE  
Paul Lassalle UNIVERSITY OF STRATHCLYDE  
Katerina Nicolopoulou UNIVERSITY OF STRATHCLYDE, GLASGOW SCOTLAND
- 1758 SOCIAL CAPITAL AND HUMAN CAPITAL: AN ALTERNATIVE VIEW FOR DEVELOPING EMPLOYEE RETENTION STRATEGY FOR SOCIAL ENTERPRISE**  
Naraporn Thammadee UNIVERSITY OF STRATHCLYDE  
Katerina Nicolopoulou UNIVERSITY OF STRATHCLYDE, GLASGOW SCOTLAND  
Pratima Sambajee UNIVERSITY OF STRATHCLYDE
- 1290 A REVIEW OF TECHNOLOGICAL MICRO-ENTREPRENEUR - MULTINATIONAL ENTERPRISE TIES IN SUB-SAHARAN AFRICA; INTEGRATING EFFECTUATION INTO BASE OF THE PYRAMID MODELS**  
Afsa Mukasa UNIVERSITY OF STRATHCLYDE, GLASGOW SCOTLAND  
Sreevas Sahasranamam UNIVERSITY OF STRATHCLYDE, GLASGOW SCOTLAND  
Katerina Nicolopoulou UNIVERSITY OF STRATHCLYDE, GLASGOW SCOTLAND

## Track Sessions per day

**Social responsibility and non financial reporting (08:00 - 09:30)**

**Track: ST01\_02 - Measuring, managing and communicating on performance for sustainability - new trends and innovative tools**

**Chair(s):** Lucrezia Songini

**Discussant(s):** Gabriela Pizarro

**Paper Presentations:**

**1340 UNIVERSITY SOCIAL RESPONSIBILITY: THE CASE OF ITALY**

Maurizio Comoli	UNIVERSITY OF EASTERN PIEDMONT
Lorenzo Gelmini	UNIVERSITY OF THE EASTERN PIEDMONT
Valentina Minutiello	LIUC - CATTANEO UNIVERSITY
Patrizia Tettamanzi	LIUC, CATTANEO UNIVERSITY- CASTELLANZA

**1642 IS THE NON-FINANCIAL REPORTING ABLE TO BE A STEERING AND REPORTING TOOL AT THE SAME TIME?**

Lucas Boucaud	INSTITUT DE RECHERCHE EN GESTION (IRG)
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**Stakeholders and multi-party collaboration (08:00 - 09:30)**

**Track: ST10\_01 - Multi-level Perspective on Major and Megaprojects**

**Chair(s):** Juliano Denicol

**Paper Presentations:**

**1256 TOWARD MORE EFFECTIVE STAKEHOLDER CONVERSATIONS IN INTERNATIONAL DEVELOPMENT ENDEAVOURS**

Michael Buhagiar	UNIVERSITY OF SYDNEY
Julien Pollack	THE UNIVERSITY OF SYDNEY

**1879 INTER-ORGANISATIONAL COLLABORATION: INSTITUTIONAL AND KNOWLEDGE BOUNDARY WORK**

Ermal Hetemi	KTH ROYAL INSTITUTE OF TECHNOLOGY
Anna Jerbrant	KTH ROYAL INSTITUTE OF TECHNOLOGY

**1477 ADAPTABLE APPROACH TO GOVERNANCE, COOPERATION AND COORDINATION : A CONCEPTUAL FRAMEWORK OF THE LAW OF REQUISITE VARIETY IN LARGE COMPLEX PROJECTS**

Mohamad Tannir	UNIVERSITY COLLEGE LONDON
Grant Mills	UNIVERSITY COLLEGE LONDON
Jas Kalra	UNIVERSITY COLLEGE LONDON

## Track Sessions per day

**Strategic risk, overconfidence and organized action (08:00 - 09:30)**

**Track: GT13\_00 - Strategic Management General Track**

**Chair(s): Theresa Bockelmann**

**Discussant(s): Timothy Hubbard**

**Paper Presentations:**

- |             |  |
|-------------|--|
| <b>1541</b> | <b>PROMOTE OR PREVENT? A REGULATORY FOCUS PERSPECTIVE ON STRATEGIC RISK TAKING</b>     |
|             | Amadeusz Miazek                      POZNAN UNIVERSITY OF ECONOMICS AND BUSINESS       |
| <b>1639</b> | <b>MANAGERIAL OVERCONFIDENCE AND HUBRIS: A SYSTEMATIC REVIEW AND FUTURE DIRECTIONS</b> |
|             | Sebastian Schneck                      UNIVERSITY OF INNSBRUCK                         |
| <b>1769</b> | <b>TURNING KNOWLEDGE INTO ORGANIZED ACTION TO ACHIEVE DESIRED OUTCOMES</b>             |
|             | Sünje Helldorff                      LEUPHANA UNIVERSITY LÜNEBURG                      |



## Track Sessions per day

Sustainability and disclosure in public sector (08:00 - 09:30)

Track: ST11\_01 Sustainability in Hybrid Settings

Chair(s): Filippo Giordano

Discussant(s): Tamara Volodina

Paper Presentations:

**1371 REPORTING AND COMMUNICATING UNIVERSITIES' PERFORMANCE THROUGH THE SUSTAINABLE DEVELOPMENT GOALS OF 2030 AGENDA: STATE OF THE ART AND OUTLOOK FOR THE FUTURE IN ITALY**

Chiara Di Gerio UNIVERSITÀ DEGLI STUDI DI ROMA "TOR VERGATA"

Gloria Fiorani UNIVERSITÀ DEGLI STUDI DI ROMA "TOR VERGATA"

**1493 THE DETERMINANTS OF SER EXTENT IN THE HIGHER EDUCATION SECTOR. AN ANALYSIS OF THE ITALIAN UNIVERSITIES**

Danilo Boffa UNIVERSITÀ DEGLI STUDI DI TERAMO

Tiziana Di Cimbrini UNIVERSITÀ DEGLI STUDI DI TERAMO

Antonio Prencipe UNIVERSITÀ DEGLI STUDI DI TERAMO

**1726 INTEGRATED SOCIAL ACCOUNTING FOR FOOD BANKS. FIRST EVIDENCE FROM A COMPARATIVE STUDY**

Laura Berardi DEPARTMENT OF ECONOMIC STUDIES - G. D'ANNUNZIO UNIVERSITY OF PESCARA

Laurie Mook ARIZONA STATE UNIVERSITY

**1780 PROMOTING SUSTAINABLE DEVELOPMENTS GOALS IN UNIVERSITIES: AN EXPLORATORY ANALYSIS OF WEB DISCLOSURE PRACTICES IN ITALY**

Francesca Manes Rossi UNIVERSITY OF NAPLES

Giuseppe Nicolò UNIVERSITY OF SALERNO

Natalia Aversano UNIVERSITY OF SALERNO

Paolo Tartaglia Polcini UNIVERSITY OF SALERNO

## Track Sessions per day

### The Bright Side of Leadership (08:00 - 09:30)

Track: ST09\_04 - Leadership

Chair(s): Alagiri Govindasamy

#### Paper Presentations:

- 1070 THE EFFECT OF POSITIVE MANAGEMENT PRACTICES ON FIRM PROFITABILITY – EVIDENCE FROM TEXT MINING**  
Martin Becker UNIVERSITY OF MÜNSTER
- 1799 THE CHOICE OF A LEADER: CEO SOCIOPOLITICAL ACTIVISM AS A SIGNAL OF AUTHENTIC LEADERSHIP**  
Moritz Appels UNIVERSITY OF MANNHEIM

### Women's Rights and Labour Market Inclusion (08:00 - 09:30)

Track: GT05\_00 - Gender, Race and Diversity in Organisations General Track

Chair(s): Jasmin Mahadevan

#### Paper Presentations:

- 1640 THE GENUINE REASON FOR NOT RATIFYING ISTANBUL CONVENTION IN HUNGARY. A DECONSTRUCTION**  
Henriett Primecz CORVINUS UNIVERSITY OF BUDAPEST
- 1097 CAN WOMEN'S PARTICIPATION IN THE LABOUR MARKET IMPROVE THEIR RIGHTS?**  
Amjad Naveed AARHUS UNIVERSITY
- 1098 GENDER AND PERCEIVED JOB INSECURITY WITHIN VARIOUS SOCIO-ECONOMIC AND GENDER-RELATED CONTEXTS: A STATISTICAL ANALYSIS OF EUROPEAN COUNTRIES**  
Clotilde Coron IAE PARIS - SORBONNE BUSINESS SCHOOL  
Géraldine Schmidt IAE PARIS - SORBONNE BUSINESS SCHOOL
- 1265 FEMALE ENTREPRENEURSHIP AND BALANCE BETWEEN CAREER, PERSONAL, AND FAMILY LIFE**  
Cynthia Souza FUMEC  
Zelia Klirnack FUMEC  
Anderson Sant'Anna FGV-EAESP  
Fátima Oliveira EBAPE-FGV

## Track Sessions per day

CENA (09:45 - 11:15)

Track: ST13\_03 - CENA - Coopetition, Ecosystems, Networks and Alliances

Chair(s): Isabel Estrada

Paper Presentations:

- 1110 RECONCEPTUALIZING THE FORMATION OF INTERFIRM RIVALRY AND STRATEGIC CHOICES**  
Khoa Nguyen JYVÄSKYLÄ UNIVERSITY SCHOOL OF BUSINESS AND ECONOMICS
- 1399 THE INVERTED-U SHAPED IMPACT OF COMPETITION ON COOPERATION IN COOPETITIVE ALLIANCES**  
Saleh Farazi SHARIF UNIVERSITY OF TECHNOLOGY  
Paul Chiambaretto MONTPELLIER BUSINESS SCHOOL / ECOLE POLYTECHNIQUE  
Anne-Sophie Fernandez UNIVERSITY OF MONTPELLIER  
Shanthi Gopalakrishnan NEW JERSEY INSTITUTE OF TECHNOLOGY
- 1336 THE EMERGENCE OF UNFRAMED STRATEGIC ALLIANCES TO FLATTEN THE CURVE OF COVID-19**  
Morgane Loquen RENNES SCHOOL OF BUSINESS - UNIVERSITY OF STRASBOURG  
Laurent Scaringella RENNES SCHOOL OF BUSINESS
- 1208 BIRDS OF A FEATHER. CO-BRANDING RESEARCH: WHERE WE ARE AND WHERE WE COULD GO FROM HERE**  
Cinzia Pinello UNIVERSITY OF PALERMO  
Pasquale Massimo Picone UNIVERSITY OF PALERMO  
Arabella Mocciano Li Destri UNIVERSITY OF PALERMO



## Track Sessions per day

Entrepreneurial education, academic entrepreneurship and entrepreneurial university (2) (09:45 - 11:15)

Track: GT03\_00 - Entrepreneurship General Track

Chair(s): Alain Fayolle, Božidar Vlačić

Discussant(s): Nadia Di Paola, Maria Salomaa

Paper Presentations:

**1328 ASSESSING THE IMPACT OF THE COVID-19 PANDEMIC TO RESEARCH, DEVELOPMENT AND INNOVATION (RDI) ACTIVITIES OF UNIVERSITIES OF APPLIED SCIENCES**

Maria Salomaa UNIVERSITY OF LINCOLN; TAMPERE UNIVERSITY OF APPLIED SCIENCES  
Andrea Caputo UNIVERSITY OF TRENTO & UNIVERSITY OF LINCOLN

**1085 DESIGNING AN ENTREPRENEURIAL UNIVERSITY: THE ROLE OF ENTREPRENEURSHIP LABS**

Nadia Di Paola UNIVERSITY OF NAPLES FEDERICO II  
Olimpia Meglio UNIVERSITY OF SANNIO  
ROBERTO VONA UNIVERSITY OF NEAPLES, FEDERICO II

**1091 A RECIPE FOR USO SUCCESS? UNRAVELLING THE MICRO-FOUNDATIONS OF DYNAMIC CAPABILITY BUILDING TO OVERCOME CRITICAL JUNCTURES**

Lisa Messina QUEEN'S UNIVERSITY BELFAST  
Kristel Miller ULSTER UNIVERSITY  
Brendan Galbraith ZAYED UNIVERSITY

## Track Sessions per day

**Entrepreneurial Processes: Industry (09:45 - 11:15)**

**Track: ST03\_10 - Entrepreneurial Processes**

**Chair(s): Christopher Ghogomu**

**Discussant(s): Francesca Sanguineti, sushil kumar, Zinaida Sianova**

**Paper Presentations:**

- 1870 ENTREPRENEURIAL OPPORTUNITIES, INTENTIONS AND WELL-BEING: A PERSPECTIVE ON INDIVIDUAL'S WORK-LIFE BALANCE**  
Paolo Bernardi                      UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA "LUIGI VANVITELLI"
- 1227 INTERNET OF THINGS IN HEALTHCARE: A SCIENTOMETRIC STATE OF RESEARCH AND ENTREPRENEURIAL FRONTS**  
Alessandra Belfiore                      UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA LUIGI VANVITELLI  
Massimo Aria                              UNIVERSITÀ DEGLI STUDI DI NAPOLI FEDERICO II  
Corrado Cuccurullo                      UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA LUIGI VANVITELLI
- 1293 HOW COMPANIES FACE A THREAT RELATED TO TECHNOLOGICAL CHANGE: ENTREPRENEURIAL PROCESSES IN THE ITALIAN FITNESS INDUSTRY DURING THE COVID-19 PANDEMIC**  
Raffaele Cecere                      UNIVERSITY OF CAMPANIA

## Track Sessions per day

Entrepreneurship, Regions & Regional Development (09:45 - 11:15)

Track: ST03\_05 - Entrepreneurship, Regions & Regional Development

Chair(s): Leo-Paul Dana, Quang David Evansluong, Jörg Freiling, Beata Glinka, Marcela Ramírez-Pasillas

Paper Presentations:

- 1360 HOW CAN IMMIGRANT ENCLAVES SUPPORT TRANSNATIONAL DIASPORA ENTREPRENEURSHIP?**  
Osa-Godwin Osaghae TU DUBLIN'S SCHOOL OF ENVIRONMENTAL HEALTH.  
Thomas Cooney TECHNOLOGICAL UNIVERSITY DUBLIN
- 1498 IMMIGRANT ENTREPRENEURSHIP IN THE PERIPHERAL REGIONS. CASE STUDY OF POLAND AND THE OPOLSKIE PROVINCE**  
Sabina Kubiciel-Lodzińska OPOLE UNIVERSITY OF TECHNOLOGY  
Jolanta Maj OPOLE UNIVERSITY OF TECHNOLOGY
- 1958 TRANSNATIONAL ENTREPRENEURIAL ACTIVITIES OF IMMIGRANTS UNDER THE COVID-19 PANDEMIC IN GERMANY AND POLAND: AN EXPLORATIVE ANALYSIS**  
Jan Brzozowski CRACOW UNIVERSITY OF ECONOMICS  
Aki Harima UNIVERSITY OF BREMEN
- 1117 PROFILE CATEGORIZATION OF MEXICAN HIGH SKILLED IMMIGRANT ENTREPRENEURS IN THE US**  
Elizabeth Salamanca UNIVERSIDAD DE LAS AMÉRICAS PUEBLA. INTERNATIONAL BUSINESS DEPARTMENT  
Jorge Alcaraz PONTIFICIA UNIVERSIDAD JAVERIANA CALI. DEPARTMENT OF ORGANIZATIONS' MANAGEMENT
- 1759 SURVIVAL OF SMALL BUSINESS IN A COMPETITIVE SITUATIONS IN A DEVELOPING COUNTRY, PAKISTAN**  
Muhammad Nawaz Tunio GREENWICH UNIVERSITY, KARACHI, PAKISTAN  
Erum Shaikh THE UNIVERSITY OF MODERN SCIENCES, TANDOMUHAMMADKHAN  
Syed Shah SUKKUR IBA UNIVERSITY, PAKISTAN  
Muhammad Asif Qureshi MOHAMMAD ALI JINNAH UNIVERSITY, KARACHI

## Track Sessions per day

From expertise to solo Self-Employment: aspects and challenges. (09:45 - 11:15)

Track: ST03\_03 - Entrepreneurial Decision Making and Behaviour

Chair(s): Dieter Boegenhold

Discussant(s): Andre Van Stel, Ondrej Dvoulety, Martha O'Hagan-Luff

Paper Presentations:

- 1564 ENTREPRENEURIAL FORESIGHT AT THE CORE OF ENTREPRENEURIAL EXPERTISE – BETWEEN COMPLEXITY AND THE FUTURE**
- |                  |  |
|------------------|--|
| Ksenija Djuricic | HUMANIS UR 7308, EM STRASBOURG BUSINESS SCHOOL, UNIVERSITY OF STRASBOURG, STRASBOURG, FRANCE; FINLAND FUTURES RESEARCH CENTRE, UNIVERSITY OF TURKU, TURKU, FINLAND |
| Pekka Stenholm   | UNIVERSITY OF TURKU  |
| Norris Krueger   | CENTER FOR MANAGEMENT AND ENTREPRENEURSHIP, SCHOOL OF ADVANCED STUDIES, UNIVERSITY OF PHOENIX, PHOENIX, USA ENTREPRENEURSHIP NORTHWEST, BOISE, USA                 |
- 1064 EXPLORING INDIVIDUAL AND FAMILY-RELATED CHARACTERISTICS OF HYBRID ENTREPRENEURS**
- |                   |   |
|-------------------|---|
| Ondrej Dvoulety   | DEPARTMENT OF ENTREPRENEURSHIP, PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS |
| Dieter Boegenhold | KLAGENFURT UNIVERSITY   |
- 1731 HOW DO POLICY INSTRUMENTS SHAPE INTENTIONS TO BECOME SOLO OR EMPLOYER ENTREPRENEUR?**
- |                     |                        |
|---------------------|------------------------|
| Martha O'Hagan-Luff | TRINITY COLLEGE DUBLIN |
| André van Stel      | KOZMINSKI UNIVERSITY   |
| Dieter Boegenhold   | KLAGENFURT UNIVERSITY  |
| Zulaicha Parastuty  | KLAGENFURT UNIVERSITY  |



## Track Sessions per day

General track (09:45 - 11:15)

Track: GT13\_00 - Strategic Management General Track

Chair(s): Philipp Becker

Discussant(s): Sünje Helldorff

Paper Presentations:

- 1288 TRANSLATION AS PROCESS OF SOCIAL POSITIONNING TRANSLATIONS OF ACTORS AND CULTURES PERFORMED BY THE WEB SITE OF THE FRENCH INSTITUTE IN BULGARIA**  
Stela Raytcheva UNIVERSITY OF VERSAILLES SAINT QUENTIN EN YVELINES  
Gilles Rouet UNIVERSITY OF VERSAILLES SAINT QUENTIN EN YVELINES
- 1939 FACING TURBULENCES WITH ORGANIZATIONAL SLACKS IN A CORPORATE SCANDAL: FIRM VALUE AND RISKS**  
Dimitri Simonin UTS BUSINESS SCHOOL  
Jan Hohberger ESADE BUSINESS SCHOOL
- 1971 A REAL OPTIONS APPROACH TO THE SUSTAINABILITY AND FIRM VALUE LINKAGE: ARE WE LOOKING AT THE RIGHT SIDE?**  
Margarita Ortiz Almeyda UNIVERSITY OF VALLADOLID  
GABRIEL DE LA FUENTE PHD.  
PILAR VELASCO PHD.

## Track Sessions per day

Governance, management and evaluation of social issues (09:45 - 11:15)

Track: ST01\_02 - Measuring, managing and communicating on performance for sustainability - new trends and innovative tools

Chair(s): Patrizia Tettamanzi

Discussant(s): Eva Koscher

Paper Presentations:

**1159 DO BOARD COMMITTEES FALL IN LOVE WITH NON-FINANCIAL INFORMATION ASSURANCE SERVICES?**

Isabel-María García-Sánchez UNIVERSITY OF SALAMANCA

Nicola Raimo LUM JEAN MONNET UNIVERSITY

Filippo Vitolla LUM JEAN MONNET UNIVERSITY

**1410 THE MICRO-FOUNDATIONS OF AMBIDEXTERITY FOR CORPORATE SOCIAL PERFORMANCE: A STUDY ON SUSTAINABILITY MANAGERS' RESPONSE TO CONFLICTING GOALS**

Maria Carmela Annosi WAGENINGEN UNIVERSITY AND RESEARCH

Elisa Mattarelli SAN JOSE STATE UNIVERSITY

Domenico Dentoni MONTPELLIER BUSINESS SCHOOL, MONTPELLIER RESEARCH IN MANAGEMENT

Antonio Messeni Petruzzelli POLITECNICO OF BARI, ITALY

**1466 PIM MODEL FOR SOCIAL BUSINESS INVESTMENT EVALUATION**

Irene Ciccarino BMEC-RJ

## Track Sessions per day

Implementation, contracting and risks (09:45 - 11:15)

Track: ST10\_01 - Multi-level Perspective on Major and Megaprojects

Chair(s): Alfons Marrewijk

Paper Presentations:

- 1663 A HYBRID APPROACH TO STUDY THE DOMINANT BARRIERS TO THE EFFECTIVE IMPLEMENTATION OF PROJECT CONTROL SYSTEMS IN THE OIL AND GAS INDUSTRY**  
Sahar Jawad PHD STUDENT IN PHILOSOPHY IN ENGINEERING AT UNIVERSITY OF LIMERICK  
Ann Ledwith DEAN OF GRADUATE & PROFESSIONAL STUDIES AT UNIVERSITY OF LIMERICK
- 1118 MITIGATING SUBCONTRACTORS' OPPORTUNISTIC BEHAVIOR IN CONSTRUCTION PROJECTS: ROLE OF SUBCONTRACTING ARRANGEMENT AND MANAGERIAL CONTROL**  
Yinqiu Tang TIANJIN UNIVERSITY
- 1990 THE EFFECT OF FINANCIAL RISKS ON FOREIGN DEBT CAPITAL FLOW TO ECONOMIC INFRASTRUCTURE PROJECTS IN KENYA: AN ANCHORING AND ADJUSTMENT LENS OF CARBON RISK PREMIA ADDITIVITY**  
Salome Oyuga STRATHMORE BUSINESS SCHOOL  
Edward Ochieng FACULTY OF BUSINESS AND LAW THE BRITISH UNIVERSITY IN DUBAI (BUID)  
DUBAI, UNITED ARAB EMIRATES  
Geoffrey Geoffrey ASSOCIATE PROFESSOR OF FINANCIAL ECONOMICS, MERCER UNIVERSITY,  
STETSON SCHOOL OF BUSINESS AND ECONOMICS (SSBE)

## Track Sessions per day

**International Competitiveness & Cluster Development (09:45 - 11:15)**

**Track: T07\_06 - International Competitiveness, International Business and Emerging Market Studies**

**Chair(s): Bassem Nasri**

**Discussant(s): Oksana Tokarchuk**

**Paper Presentations:**

- 1794 THE IDENTITY WORK DURING LEGITIMATION: THE CASE OF NEW VENTURES' INTERNATIONALIZATION INTO CHINA**  
Güldem Karamustafa-Köse SCHOOL OF MANAGEMENT AND ENGINEERING VAUD. HES-SO UNIVERSITY OF APPLIED SCIENCES AND ARTS WESTERN SWITZERLAND  
Anna Lupina-Wegener SCHOOL OF ENGINEERING AND MANAGEMENT, HES-SO
- 1932 CLUSTER DYNAMICS IN CREATIVE INDUSTRIES – THE CASE OF LACS PORTUGAL**  
Catarina Mata GRENOBLE ÉCOLE DE MANAGEMENT  
Pablo Collazzo DANUBE UNIVERSITY KREMS - AUSTRIA
- 1888 CO-MOVEMENT AND LINKAGES BETWEEN OIL PRICE AND INTERNATIONAL CLEAN ENERGY RETURNS**  
AbdelKader El Alaoui RABAT BUSINESS SCHOOL - UIR  
Amina Dchieche RABAT BUSINESS SCHOOL-INTERNATIONAL UNIVERSITY OF RABAT  
Elias ERRAGRAGUY PICARDIE UNIVERSITY

## Track Sessions per day

**Leadership and Employee Communication (09:45 - 11:15)**

**Track: GT09\_00 - Organisational Behaviour General Track**

**Chair(s): Martina Mori**

**Discussant(s): Prashant Borde**

**Paper Presentations:**

- 1235 INTERPRETING CAPACITY DEVELOPMENT & EDUCATIONAL LEADERSHIP FOR PROMOTING PEACE, JUSTICE, & STRONG INSTITUTIONS**  
Prashant Borde INDIAN INSTITUTE OF MANAGEMENT, SHILLONG  
Ridhi Arora INDIAN INSTITUTE OF MANAGEMENT SHILLONG
- 1702 A BIBLIOMETRIC ANALYSIS OF THE INTELLECTUAL STRUCTURE OF EMPLOYEE VOICE RESEARCH**  
Martina Mori UNIVERSITY OF PISA  
Vincenzo Cavaliere UNIVERSITY OF FLORENCE  
Sara Lombardi UNIVERSITY OF FLORENCE  
Sara Sassetti UNIVERSITY OF PISA
- 1504 HOW EMPLOYEES' PERCEPTIONS OF CORPORATE SOCIAL RESPONSIBILITY ATTENUATES WORKPLACE GOSSIP: A THREE-WAVE MEDIATING ROLE OF PRIDE AND MODERATING ROLE OF TRADITIONALITY**  
Khalid Mehmood TONGJI UNIVERSITY, SHANGHAI, CHINA  
Yaser Iftikhar DEPARTMENT OF BUSINESS ADMINISTRATION, IQRA UNIVERSITY, KARACHI  
75500  
Fauzia Jabeen ABU DHABI UNIVERSITY

## Track Sessions per day

M&A and performance (09:45 - 11:15)

Track: ST13\_04 - Mergers & Acquisitions and Divestitures - A Glimpse into the Future

Chair(s): Audrey Rouzies

Discussant(s): David Kroon

Paper Presentations:

**1915 IMPACT OF CEO OVERCONFIDENCE ON M&A PERFORMANCE IN THE US: A CONTENT ANALYSIS**

Svetlana Grigorieva HIGHER SCHOOL OF ECONOMICS

Martun Kirakosyan HIGHER SCHOOL OF ECONOMICS

**1957 ACQUISITIONS AND RIVAL PERFORMANCE: THE ROLE OF ACQUIRERS' COMPETITIVE BEHAVIOR**

Dimitrija Kalanoski ALLIANCE MANCHESTER BUSINESS SCHOOL, UNIVERSITY OF MANCHESTER

Goce Andrevski SMITH SCHOOL OF BUSINESS AT QUEEN'S UNIVERSITY

Kamyar Goudarzi SMITH SCHOOL OF BUSINESS, QUEEN'S UNIVERSITY

Danny Miller HEC MONTREAL

**1635 MOTIVES, PROCESS CHALLENGES AND PERFORMANCE DETERMINANTS OF INNOVATIVE ACQUISITIONS: A REVIEW OF THE INNOVATION-RELATED M&A LITERATURE**

Nour Ghaddar TOULOUSE SCHOOL OF MANAGEMENT

## Track Sessions per day

Methods and Analysis for Topical Issues (09:45 - 11:15)

Track: GT12\_00 - Research Methods and Research Practice General Track

Chair(s): Johannes Brunzel

Discussant(s): Louise Kringelum

Paper Presentations:

**1093 EXAMINATION OF TURNOVER: HR ANALYTICS PERSPECTIVE**

Hila Chalutz Ben-Gal	AFEKA TEL AVIV ACADEMIC COLLEGE OF ENGINEERING
Dan Avrahami	TEL AVIV UNIVERSITY
Gonen Singer	BAR ILAN UNIVERSITY
Dana Pessach	TEL AVIV UNIVERSITY
Irada Ben-Gal	TEL AVIV UNIVERSITY

**1264 SPOILED KIDS? OR NOT? AGE AND GENERATION EFFECTS ON LUXURY EXPENDITURE**

Manfei Li	DEPARTMENT OF ECONOMICS, LMU MUNICH
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**1897 THE CONTRIBUTION OF EXPERIENTIAL MARKETING TO HIGHER EDUCATION**

Erineide Jesus	CENTRO UNIVERSITARIO ALVES FARIA
Bento Costa Filho	CENTRO UNIVERSITARIO ALVES FARIA
Alcido Wander	CENTRO UNIVERSTIÁRIO ALVES FARIA (UNIALFA)
Eliseu Machado Jr	UNIVERSIDADE FEDERAL DE GOIÁS

## Track Sessions per day

**New Insights on Blockchain, Startups and Sustainability (09:45 - 11:15)**

**Track: GT02\_00 - Corporate Governance General Track**

**Chair(s): Emma Garcia-Meca**

**Paper Presentations:**

- 1440 DOES BLOCKCHAIN INVESTMENT MITIGATE OR INTENSIFY THE PRINCIPAL-AGENT CONFLICT IN A FIRM?**  
Ilya Ivaninskiy HIGHER SCHOOL OF ECONOMICS  
Irina Ivashkovskaya HIGHER SCHOOL OF ECONOMICS
- 1473 STARTUP GOVERNANCE- MINDING THE GAP**  
Daniel Yar Hamidi UNIVERSITY OF BORÅS  
Eythor Jonsson COPENHAGEN BUSINESS SCHOOL
- 1838 HOW DO INTERNATIONAL INSTITUTIONS AND BOARDS OF DIRECTORS OVERCOME DIFFICULTIES IN SUSTAINABLE INVESTING IN EMERGING MARKETS? THE EVIDENCE FROM RUSSIA**  
Alexey Kharlamov NATIONAL RESEARCH UNIVERSITY HIGHER SCHOOL OF ECONOMICS

**PDS 6 - HRM & OB (09:45 - 11:15)**

**Track: ST09\_02 - Team Performance Management**

**Chair(s): Silvia Profili**

**Paper Presentations:**

- 1834 A MULTILEVEL INVESTIGATION OF LOVE AS A KEY UNDERPINNING OF THE CONTROL-TRUST DYNAMICS**  
Henri Slob ERASMUS UNIVERSITY ROTTERDAM - ERASMUS INSTITUTE FOR BUSINESS ECONOMICS  
Emre Karali ÖZYEĞİN UNIVERSITY  
Harry Commandeur ERASMUS SCHOOL OF ECONOMICS
- 1948 HELPING WITHOUT BEING ASKED: INVESTIGATING FACTORS INFLUENCING EMPLOYEES' PROACTIVE HELPING BEHAVIOR AT WORK.**  
Leonidas Zampetakis DEPARTMENT OF PSYCHOLOGY- UNIVERSITY OF CRETE
- 1908 ROLE OF YOGA IN MANAGING WORK STRESS – A REVIEW**  
Harini K N XLRI - XAVIER SCHOOL OF MANAGEMENT  
Savithri Nilkantham SVYASA YOGA UNIVERSITY



## Track Sessions per day

**PDS Business Model 2 (09:45 - 11:15)**

**Track: ST03\_01/ST06\_01/ST13\_01 - Business Model - Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM)**

**Chair(s): Henk Volberda**

**Paper Presentations:**

- 1137 BUSINESS MODEL INNOVATION VIA RESOURCE RECONFIGURATION IN THE DIGITAL CONTEXT**  
Carlos DaSilva HEG SCHOOL OF MANAGEMENT FRIBOURG / HES-SO // UNIVERSITY OF APPLIED SCIENCES WESTERN SWITZERLAND, CARLOS.DASILVA@HEFR.CH
- 1797 IMPACT OF COVID-19 PANDEMIC ON CHANGES IN BUSINESS MODELS OF SMALL AND MEDIUM-SIZED ENTERPRISES IN POLAND**  
Marek Szarucki CRACOW UNIVERSITY OF ECONOMICS  
Oskar Kosch CRACOW UNIVERSITY OF ECONOMICS  
Gracjana Noga CRACOW UNIVERSITY OF ECONOMICS

**Pedagogy for Change (09:45 - 11:15)**

**Track: GT14\_00 - Conference General Track**

**Chair(s): Isabelle Vandangeon-Derumez**

**Paper Presentations:**

- 1614 A PEDAGOGICAL EXPERIENCE OF DRAMATURGIC WRITING: EMERGENCE AND DEPLOYMENT OF A COLLECTIVE CREATIVE PRACTICE**  
Isabelle Vandangeon-Derumez LITEM - UNIVERSITÉ D'EVRY VAL D'ESSONNE - UNIVERSITÉ PARIS SACLAY  
Catherine Maman IRG - UNIVERSITÉ GUSTAVE EIFFEL
- 1931 DEVELOPING A PARTICIPATORY ACTION RESEARCH IN THE CLASSROOM TO ENHANCE PERCEIVED AUTONOMY**  
Marina Bourgain GROUPE ESC-CLERMONT, CLERMA - CLERMONT RECHERCHE MANAGEMENT

**Performance and sustainability in public and nonprofit (09:45 - 11:15)**

## Track Sessions per day

Track: ST11\_01 Sustainability in Hybrid Settings

Chair(s): Anatoli Bourmistrov

Discussant(s): Laura Berardi

Paper Presentations:

- 1005 THE STRATEGIC USAGE OF FACEBOOK BY LOCAL GOVERNMENTS: A STRUCTURAL TOPIC MODELLING ANALYSIS**  
Diego Ravenda TBS BUSINESS SCHOOL, CAMPUS BARCELONA  
Maika Valencia-Silva EAE BUSINESS SCHOOL, CAMPUS BARCELONA  
Josep Argiles-Bosch UNIVERSITY OF BARCELONA  
Josep García-Blandón UNIVERSIDAD RAMÓN LLULL, IQS SCHOOL OF MANAGEMENT
- 1135 THE ROLE OF THE ENVIRONMENTAL SPHERE IN FACTORS AFFECTING PERFORMANCE AND IN PERFORMANCE DIMENSIONS IN THE UTILITY SECTOR: A LITERATURE REVIEW**  
Fabio De Matteis DIPARTIMENTO JONICO IN SISTEMI GIURIDICI ED ECONOMICI DEL MEDITERRANEO: SOCIETÀ, AMBIENTE, CULTURA - UNIVERSITÀ DEGLI STUDI DI BARI  
Alessandra Tafuro DIPARTIMENTO DI SCIENZE DELL'ECONOMIA - UNIVERSITÀ DEL SALENTO  
Giuseppe Dammacco DIPARTIMENTO DI ECONOMIA, MANAGEMENT E DIRITTO DELL'IMPRESA - UNIVERSITÀ DEGLI STUDI DI BARI  
Daniela Preite DIPARTIMENTO DI STUDI STORICI - UNIVERSITÀ DEGLI STUDI DI MILANO
- 1587 THE CHANGING ROLES OF INTERNAL AUDITORS IN THE UKRAINIAN CENTRAL GOVERNMENT**  
Tamara Volodina NORD UNIVERSITY  
Giuseppe Grossi NORD UNIVERSITY (NORWAY), AND KRISTIANSTAD UNIVERSITY (SWEDEN)  
Veronika Vakulenko NORD UNIVERSITY
- 1883 THE CONDITIONS FOR THE RE-EDUCATION OF INMATES: A FUZZY-SET QCA OF TREATMENT ACTIVITIES IN PRISON**  
Denita Cepiku UNIVERSITY OF ROME TOR VERGATA  
Filippo Giordano UNIVERSITÀ DI ROMA LUMSA  
Marco Mastrodascio UNIVERSITÀ DI ROMA LUMSA  
Silvia Rocchetti UNIVERSITÀ BOCCONI

## Track Sessions per day

Positive Workplaces (09:45 - 11:15)

Track: T09\_06 - Meaning and Mindfulness at work in Global crises - The role of PayCap, Work Meaningfulness and Mindfulness at Work

Chair(s): Aldona Glinska-Newes

Paper Presentations:

**1126 THANK ME! SEEKING GRATITUDE LEADS TO INTERPERSONAL AVOIDANCE**

Shike Li	IE BUSINESS SCHOOL
Kriti Jain	IE BUSINESS SCHOOL
Ivana Radivojevic	IE BUSINESS SCHOOL

**1305 THE ROLE OF EMOTION REGULATION AND ORGANIZATIONAL RESILIENCE - A QUALITATIVE BIOGRAPHICAL ANALYSIS OF A PARATROOPER UNIT IN THE SECOND WORLD WAR**

Kijan Wakilzadeh	UNIVERSITY OF KASSEL
Peter Eberl	UNIVERSITY OF KASSEL

**1367 HOW DO INDIAN MANAGERS DEFINE DIGNITY AT WORKPLACE? EXPLORATORY STUDY ON MANAGERS FROM INDIAN FINANCIAL SECTOR**

Ameesh Samalopanan	KREA UNIVERSITY
Vijayalakshmi	KREA UNIVERSITY
Balasubramanian	

## Track Sessions per day

Projects in disruptive environments, complex collaborative projects, and projects as practice (09:45 - 11:15)

Track: GT10\_00 - Project Organising General Track

Chair(s): Christof Kier

Paper Presentations:

- 1590**    **MANAGING THE DYNAMICS OF VALUE CONFLICTS IN COMPLEX COLLABORATIVE PROJECT ENVIRONMENTS**  
Lizet Kuitert                                      ERASMUS UNIVERSITY ROTTERDAM  
Leentje Volker                                     UNIVERSITY OF TWENTE  
Marleen Hermans                                 DELFT UNIVERSITY OF TECHNOLOGY
- 1189**    **RESILIENT MANAGEMENT OF PROJECTS IN DISRUPTIVE ENVIRONMENTS**  
Andreas Nachbagauer                          UNIVERSITY OF APPLIED SCIENCES BFI VIENNA
- 1437**    **PROJECT-AS-PRACTICE: IS THE PROJECT MANAGER AN INTELLECTUAL?**  
Theodoros Kalogeropoulos                    RESEARCH ASSOCIATE  
Konstantinos Kirytopoulos                    UNIVERSITY OF SOUTH AUSTRALIA  
Vrassidas Leopoulos                            PROFESSOR, SCHOOL OF MECHANICAL ENGINEERING, NATIONAL TECHNICAL  
UNIVERSITY OF ATHENS  
Zoe Ventura                                        ASSOCIATE PROFESSOR, ATHENS UNIVERSITY OF ECONOMICS & BUSINESS

## Track Sessions per day

**S01.01 – Business, disruption and social resilience (09:45 - 11:15)**

**Track: GT01\_00 - Business for Society General Track**

**S01.03 – The Sharing Economy: Profitability and Sustainability from Business Models to Ecosystems (09:45 - 11:15)**

**Track: GT01\_00 - Business for Society General Track**

**S06.01 - Executive education after the pandemic – disruption and the ne normal (09:45 - 11:15)**

**Track: GT06\_00 - Innovation General Track**

**smart working in industry 4.0 (09:45 - 11:15)**

**Track: T09\_05 - Big Data, Data Analytics and new forms of Work**

**Chair(s): Lucio Todisco**

**Paper Presentations:**

**1074 INTERORGANIZATIONAL SOCIAL CAPITAL OF FIRMS IN DEVELOPING ECONOMIES AND INDUSTRY 4.0 READINESS: THE ROLE OF INNOVATIVE CAPACITY AND ABSORPTIVE CAPACITY**

Najam Ul Zia	TOMAS BATA UNIVERSITY IN ZLIN
Ladislav Burita	UNIVERSITY OF DEFENSE IN BRNO
Yumei Yang	BOURNEMOUTH UNIVERSITY
Saqib Shamim	UNIVERSITY OF KENT

**1385 EXPLORING SMART WORKING ORGANIZATION IN THE PUBLIC ADMINISTRATION: EXPERIENCES FROM THE ITALIAN CONTEXT BEFORE AND AFTER THE PANDEMIC**

Lucio Todisco	UNIVERSITY OF NAPLES FEDERICO II
Andrea Tomo	UNIVERSITY OF NAPLES FEDERICO II
Paolo Canonico	UNIVERSITY OF NAPOLI FEDERICO II, ITALY
Gianluigi Mangia	UNIVERSITY OF NAPLES FEDERICO II

**1765 EVALUATING CRITICAL FAILURE FACTORS AND BARRIERS IN IMPLEMENTING LEAN SIX SIGMA IN HOSPITAL SETTING**

Angelo Rosa	UNIVERSITY LUM - DEPARTMENT MANAGEMENT, FINANCE AND TECNOLOGY
Giuliano Marolla	LUM UNIVERSITY
Felice Giuliani	UNIVERSITÀ D'ANNUNZIO, CHIETI-PESCARA
Davide Pietroni	UNIVERSITÀ D'ANNUNZIO, CHIETI-PESCARA

## Track Sessions per day

Strategic Planning in the Platform Economy (09:45 - 11:15)

Track: T13\_09 - Digital Strategy, Artificial Intelligence and the Platform Economy

Chair(s): Birgit Renzl

Paper Presentations:

**1801 SCENARIO PLANNING FOR WICKED PROBLEMS**

Anastasiia Popkova

UNIVERSITY COLLEGE LONDON

Efrosyni Konstantinou

THE BARTLETT SCHOOL OF CONSTRUCTION AND PROJECT MANAGEMENT,  
UNIVERSITY COLLEGE LONDON

**1651 EXTENDING THE NETWORK PICTURE DISCUSSION: PREDICTIVE SENSEMAKING IN THE AGE OF ARTIFICIAL INTELLIGENCE**

Christina Öberg

ÖREBRO UNIVERSITY

Rasmus Nykvist

ÖREBRO UNIVERSITY

Andrea Geissinger

ÖREBRO UNIVERSITY

**1348 BANKING ON THE PLATFORM ECONOMY**

Giorgio Bou-Daher

UNIVERSITE PARIS DAUPHINE

## Track Sessions per day

**Sustainability: towards an innovation perspective (09:45 - 11:15)**

**Track: ST06\_10 - Innovation for Circularity, Green Technologies and Sustainability**

**Chair(s): Frank Tietze, Julia Schmitt**

### **Paper Presentations:**

- 1311 HOW DO MANUFACTURING COMPANIES SHIFT TO THE CIRCULAR ECONOMY: DECISION MAKING LOGICS**  
Lina Dagilienė KAUNAS UNIVERSITY OF TECHNOLOGY  
Viktorija Varaniūtė KAUNAS UNIVERSITY OF TECHNOLOGY  
Justina Banionienė KAUNAS UNIVERSITY OF TECHNOLOGY
- 1586 BARRIERS AND ENABLERS FOR THE UPTAKE OF RECYCLED PLASTIC FEEDSTOCK**  
Malou van der Vegt UNIVERSITY OF APPLIED SCIENCE UTRECHT  
Evert-Jan Velzing UNIVERSITY OF APPLIED SCIENCES UTRECHT  
Martijn Rietbergen UNIVERSITY OF APPLIED SCIENCE UTRECHT
- 1514 THE IMPACT OF IT CAPABILITIES ON ORGANIZATIONAL PERFORMANCE THROUGH SUSTAINABILITY PRACTICES AND SERVICE QUALITY: A THREE-WAVE MEDIATED MODERATION APPROACH**  
Haseena Alkatheeri COLLEGE OF TECHNOLOGICAL INNOVATION, ZAYED UNIVERSITY, ABU DHABI  
Khalid Mehmood TONGJI UNIVERSITY, SHANGHAI, CHINA  
Fauzia Jabeen ABU DHABI UNIVERSITY  
Yaser Iftikhar DEPARTMENT OF BUSINESS ADMINISTRATION, IQRA UNIVERSITY, KARACHI  
75500

## Track Sessions per day

**The Family in the Family Business (09:45 - 11:15)**

**Track: GT04\_00 - Family Business Research General Track**

**Chair(s): Elisa Conz**

**Discussant(s): Daniel Pittino**

**Paper Presentations:**

**1444 WHAT DO ENTREPRENEURS EXPECT FROM THEIR SPOUSES? AND HOW DO FAMILY ENTREPRENEURS DIFFER?**

Isabell Stamm TECHNISCHE UNIVERSITÄT BERLIN

Fabian Bernhard EDHEC BUSINESS SCHOOL

Jan-Philipp Ahrens UNIVERSITY OF MANNHEIM

Baris Istipliler UNIVERSITY OF MANNHEIM

**1742 INTRA-FAMILY CONFLICT: ANTECEDENTS AND CONSEQUENCES FOR FAMILY FIRMS**

Andreas Strobl LANCASTER UNIVERSITY

Giovanna Campopiano LANCASTER UNIVERSITY

Martin Friesl OTTO-FRIEDRICH-UNIVERSITY BAMBERG

**1431 IT'S ALL ABOUT THE FAMILY? – A REVIEW ON SOCIOEMOTIONAL WEALTH IN FAMILY FIRMS AND A WAY FORWARD**

Eva Dötschel PHD CANDIDATE AT FRIEDRICH-ALEXANDER UNIVERSITÄT ERLANGEN-NÜRNBERG, CHAIR OF STRATEGIC MANAGEMENT



## Track Sessions per day

**Women Leaders and the Gendered Career (09:45 - 11:15)**

**Track: GT05\_00 - Gender, Race and Diversity in Organisations General Track**

**Chair(s): Almina Bešić**

**Discussant(s): Henriett Primecz**

**Paper Presentations:**

**1873 MODELS OF THE CAREER PATH PROGRESSION OF EMIRATI WOMEN MANAGERS**

Lama Al Imam

UNIVERSITY OF PORTO

Luisa Pinto

UNIVERSITY OF PORTO, SCHOOL OF ECONOMICS

**1607 RETURNING TO WORK AFTER MATERNITY LEAVE: BURDEN OR BLESSING?**

Nurgul Keles Taysir

ISTANBUL COMMERCE UNIVERSITY

Beliz Ülgen

ISTANBUL COMMERCE UNIVERSITY

**1285 AWAKENINGS: A WOMAN TRANSFORMATIONAL LEADERSHIP PROGRAM TO BREAK THE GLASS CEILING**

Patricia Gabaldon

IE BUSINESS SCHOOL

Ruth Mateos de Cabo

UNIVERSIDAD CEU SAN PABLO

Miryam Martínez

CEU SAN PABLO UNIVERSITY

Manuel M. Molina-López

CEU SAN PABLO UNIVERSITY

Susana Gonzalez

CEU SAN PABLO UNIVERSITY

## Track Sessions per day

Circular business models and public sector circularity (11:30 - 13:00)

Track: ST06\_10 - Innovation for Circularity, Green Technologies and Sustainability

Chair(s): René Bohnsack, Erik Hansen

Paper Presentations:

**1621 RETHINKING BUSINESS MODELS IN THE CIRCULAR ECONOMY: A CONCEPTUAL APPROACH**

Rocío González-Sánchez DEPARTMENT OF BUSINESS ADMINISTRATION (ADO), APPLIED ECONOMICS II AND FUNDAMENTS OF ECONOMIC ANALYSIS, REY-JUAN-CARLOS UNIVERSITY

Davide Settembre-Blundo GRUPPO CERAMICHE GRESMALT

MARIA-SONIA Medina-Salgado DEPARTMENT OF BUSINESS ADMINISTRATION (ADO), APPLIED ECONOMICS II AND FUNDAMENTS OF ECONOMIC ANALYSIS. REY-JUAN-CARLOS UNIVERSITY,

Sara Alonso-Muñoz DEPARTMENT OF BUSINESS ADMINISTRATION (ADO), APPLIED ECONOMICS II AND FUNDAMENTS OF ECONOMIC ANALYSIS. REY-JUAN-CARLOS UNIVERSITY

Fernando E. García-Muiña DEPARTMENT OF BUSINESS ADMINISTRATION (ADO), APPLIED ECONOMICS II AND FUNDAMENTS OF ECONOMIC ANALYSIS, REY-JUAN-CARLOS UNIVERSITY, 28032 MADRID, SPAIN

**1402 AN INDUSTRIAL ECOLOGY PERSPECTIVE ON SUSTAINABLE BUSINESS MODELS: THE CASE OF SUSTAINABLE DISTRICT HEATING**

Johanna Ayrault CGS-13 (MINES PARISTECH, PSL RESEARCH UNIVERSITY)

FRANCK AGGERI MINES PARISTECH - PSL RESEARCH UNIVERSITY

**1862 EXPLORING CLOSED LOOP SUPPLY CHAIN STRATEGIES FOR SINGLE USE MEDICAL DEVICE MANUFACTURERS TOWARD DEVELOPING SUSTAINABLE AND COMPETITIVE MANUFACTURING PROCESSES FOLLOWING THE COVID-19 GLOBAL PANDEMIC:**

Matthew Edge BOURNEMOUTH UNIVERSITY

Sid Ghosh BOURNEMOUTH UNIVERSITY

Danni Liang BOURNEMOUTH UNIVERSITY

## Track Sessions per day

**COGO - SIG Keynote session (11:30 - 13:00)**

**Track: GT02\_00 - Corporate Governance General Track**

**Chair(s): Daniel Yar Hamidi**

**ENT Wrap up (11:30 - 13:00)**

**Track: GT03\_00 - Entrepreneurship General Track**

**Chair(s): Marzena Starnawska**

**FABR Wrap up, Awards, & Meet the Editors (11:30 - 13:00)**

**Track: GT04\_00 - Family Business Research General Track**

**Chair(s): Giovanna Campopiano**

**GRDO SIG Wrap up (11:30 - 13:00)**

**Track: GT05\_00 - Gender, Race and Diversity in Organisations General Track**

**Chair(s): Hamid Kazeroony, Jasmin Mahadevan, Jawad Syed, Almina Bešić**

**How To Get Published (11:30 - 13:00)**

**Chair(s): NICOLA PELLEGRINO, Luisa I Jaffé, Brian Collins**

**IM Wrap up (11:30 - 13:00)**

**Track: ST07\_01 - Expatriate Management**

**Chair(s): Markus Kittler**

**Justice and care in projects and Project Stakeholder discourse (11:30 - 13:00)**

**Track: GT10\_00 - Project Organising General Track**

**Chair(s): Anna Rode**

**Paper Presentations:**

**1349 INTRODUCING JUSTICE AND CARE IN COMPLEX PROJECT SYSTEMS: AN EMPIRICAL STUDY**

Roya Derakhshan

SDA BOCCONI SCHOOL OF MANAGEMENT

Francesco Di Maddaloni

KINGSTON BUSINESS SCHOOL

**1866 PROJECT STAKEHOLDER DISCOURSE IN THE INTERNATIONAL JOURNAL OF PROJECT MANAGEMENT: TOWARDS ENGAGEMENT**

Christof Kier

WU VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS

Kirsi Aaltonen

UNIVERSITY OF OULU

Martina Huemann

WU VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS

## Track Sessions per day

**Leadership Education for Change (11:30 - 13:00)**

**Track: GT14\_00 - Conference General Track**

**Chair(s): Peter Daly**

**Paper Presentations:**

**1073 SELF- AND CRITICAL REFLEXIVITY FOR ENHANCED LEADERSHIP DEVELOPMENT: TWO ACADEMICS IN REFLEXIVE DIALOGUE**

Peter Daly

EDHEC BUSINESS SCHOOL

Mette Larsen

AALBORG UNIVERSITY, DEPARTMENT OF BUSINESS & MANAGEMENT

**1254 LEADERSHIP CURRICULUM: FROM EXPERIENTIAL ASSESSMENT STRATEGIES TO CRITICAL THINKING**

Catherine Fitzgerald

OKANAGAN COLLEGE

**Non financial and social reporting (11:30 - 13:00)**

**Track: ST01\_02 - Measuring, managing and communicating on performance for sustainability - new trends and innovative tools**

**Chair(s): Anna Pistoni**

**Discussant(s): Paola Vola**

**Paper Presentations:**

**1177 DO INSTITUTIONAL INVESTORS ENCOURAGE FIRM TO SOCIAL REPORTING? THE STAKEHOLDER SALIENCE PERSPECTIVE**

Maria Aluchna

WARSAW SCHOOL OF ECONOMICS

Maria Roszkowska-Menkes

WARSAW SCHOOL OF ECONOMICS

Dominika Bosek-Rak

WARSAW SCHOOL OF ECONOMICS

Bogumil Kaminsky

SCHOOL OF ECONOMICS, WARSAW, POLAND

**1395 THE IMPACT OF INTERORGANIZATIONAL IMITATION ON NON-FINANCIAL REPORTING PERFORMANCE**

Gabriela Pizarro

UNIVERSITY OF NOTTINGHAM

Gerardus (Gertjan) Lucas

UNIVERSITY OF NOTTINGHAM

Cher Li

UNIVERSITY OF NOTTINGHAM

**1735 THE INFLUENCE OF DIRECTIVE 2014/95/EU ON THE CSR REPORTING OF STOCK-LISTED EUROPEAN COMPANIES**

Eva Koscher

GOETHE UNIVERSITY

Christian Hüning

GOETHE UNIVERSITY

## Track Sessions per day

**OB Wrap up (11:30 - 13:00)**

**Track: GT09\_00 - Organisational Behaviour General Track**

**Chair(s): Alessia Sammarra**

**PDW Research Funding (11:30 - 13:00)**

**Projects & Society (11:30 - 13:00)**

**Track: T10\_03 - Projects & Society & the Dark Side of Projects**

**Chair(s): Tristano Sainati**

**Discussant(s): Sara Hajikazemi, Ilias Krystallis, Serge Rodrigue NENKAM**

**Paper Presentations:**

**1351 SEXISM AND PROJECT STUDIES: THE CASE OF CONSTRUCTION AND ENGINEERING ORGANIZATIONS**

Sara Hajikazemi

LONDON SOUTH BANK UNIVERSITY

Giorgio Locatelli

UNIVERSITY OF LEEDS

**1669 WHY ARE WE KEEP DOING CONSULTANCY PROJECTS WRONG? MYOPIA, STUPIDITY AND WRONGDOING**

Ilias Krystallis

UCL

Giorgio Locatelli

UNIVERSITY OF LEEDS

**1040 MINING CAPITAL PROJECTS: ACHIEVE THE STRATEGY AND OBJECTIVES OF MINING COMPANIES THROUGH AN EFFICIENT PROJECT SELECTION PROCESS**

Serge Rodrigue NENKAM

RIO TINTO IOC

Monique Aubry

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

Alejandro Romero-Torres

SCHOOL OF MANAGEMENT, UQAM

## Track Sessions per day

**S01.04 – Introducing MITAO and playing with it! A user-friendly software for performing Topic Modeling and visualizing results (11:30 - 13:00)**

**Track: GT01\_00 - Business for Society General Track**

**S01.05 – What a good crisis! Corporate lobbying raid during the Covid19 crisis. Is it an act of responsible capitalism? (11:30 - 13:00)**

**Track: GT01\_00 - Business for Society General Track**

**S01.06 – Democratically Governed Organizations: Managing Uncertainty and Risk for the Common Good (11:30 - 13:00)**

**Track: GT01\_00 - Business for Society General Track**

**S12.01 - Necessary Condition Analysis. Method and Applications (11:30 - 13:00)**

**Track: GT12\_00 - Research Methods and Research Practice General Track**

**Paper Presentations:**

**S12.01 NECESSARY CONDITION ANALYSIS. METHOD AND APPLICATIONS**

Florence Allard-Poesi

UNIVERSITÉ PARIS-EST CRÉTEIL

Jan Dul

ROTTERDAM SCHOOL OF MANAGEMENT

Nicole Richter

UNIVERSITY OF SOUTHERN DENMARK

**SM Wrap up (11:30 - 13:00)**

**Track: GT13\_00 - Strategic Management General Track**

**Chair(s): Anabel Fernández-Mesa**

**PO Wrap-up (13:00 - 14:00)**

**Track: GT10\_00 - Project Organising General Track**

**Chair(s): Alexander Kock**

**Keynote Speaker - Professor Stewart Clegg (14:00 - 15:30)**

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