EURAM 2023rd YEAR
Transforming Business for Good
14-16 June
Trinity Business School
Dublin, Ireland

Trinity Business School
Transforming Business for Good

PROGRAMME BOOK
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Welcome Message from EURAM President

Dear colleagues and EURAM friends,

Welcome to another great EURAM annual conference, an extraordinary opportunity to present your own research, receive feedbacks from colleagues, meet old and new friends, start new collaborations, and develop our community of engaged management scholars. The 2023 EURAM annual conference will host more than 1,800 delegates. The conference received 1976 submissions, involved 2200 reviewers, and will have over 500 sessions, 1306 papers presented onsite, over 50 online, 41 symposia, and 6 labs. There are 78 PhDs enrolled in the Doctoral Colloquium.

This excellent result has been possible only thanks to the passionate commitment and fruitful collaboration of several stakeholders: i.e., the SIG chairs, the Track chairs, the symposia & Lab panelists, the submitters, the reviewers, the local organisers (Andrew Burke and its fantastic team!), the Chairs of the Doctoral Colloquium, the ExCom, the Board and the EURAM staff. Everybody has made a great effort and has worked in strict coordination with the others. I thank you all for the passionate spirit and the great result achieved!

I wish you all an interesting and memorable conference!

Alessandro Zattoni
President
Welcome Message from EURAM 2023 Chair

Dear EURAM Delegate,

I wish you a warm welcome to EURAM 2023 hosted here at Trinity Business School. The theme of the Conference this year is ‘Transforming Business for Good’ which focuses on how business can preserve an eco-sustainable planet and an inclusive society where democracy, human rights, freedom, well-being, and opportunity for all thrive. We are at a juncture in our history where the organisation and regulation of business play key roles influencing the extent to which these values and societal objectives are realised. From ‘winner takes all markets’ causing monopolies and inequality, to global warming threatening human existence, disregard for the right to democratic self-determination causing war, and AI technology having potential for being beneficial or hazardous for human well-being, we have more seismic challenges facing business than ever before. The good news is that at EURAM 2023 we have assembled a near record number of the top management scholars in Europe and beyond to address these issues and more. In this regard, I wish you all a creative, productive and impactful time at the Conference where I hope you will also make many new friends.

Most of the Conference takes place in the new eco-friendly Trinity Business School building but much of it will also take place at various locations on campus. Therefore, you will get to see some of the historic Trinity campus which is Ireland’s second most popular tourist attraction with well over a million visitors per annum. In this regard, I would encourage you not to miss the opportunity to visit the Long Room Library and the Book of Kells.

Many of the SIG social events will take you outside of campus to Dublin city and there is so much to see, so do take advantage of your time here in Dublin. Likewise, there is also the opportunity to visit many of the other locations in Ireland so if you have added a few extra days onto your visit for this purpose, well done as I know you will have a great time!

Finally, a big thanks to the EURAM Executive and wider Conference team as well as our Local Organisation Committee here in Trinity who have all put in long hours contributing their expertise to bring this Conference to fruition. We would all like to thank you for coming to EURAM 2023, we are honoured to be hosting you and Céad mile fáilte – which is a traditional Irish language greeting meaning 100,000 welcomes.

Best wishes,

Professor Andrew Burke
Conference Chair & on behalf of the EURAM-Trinity Conference Team
EURAM Board & Executive Committee

EURAM Board

Niels Noorderhaven
Tilburg University (EURAM Chairperson)

Alessandro Zattoni
LUISS University (President)

Francesca Cuomo
Norwich University (Vice President Governance & Finance)

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University of Klagenfurt (Chair of Country Representatives Council)

Lucrezia Songini
Eastern Piedmont Uni. & SDA Bocconi School of Management (Chair of Country Representatives Council)

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University of Valencia (Chair of SIG Committee)

Hamid Kazeroony
NWU/Walden University (Chair of SIG Committee)

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Strathclyde University (Dean of Fellows College)

Luisa Jaffé
(ex officio, Executive Officer)

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Kozminski University (Vice President Finance & Governance)

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Université d’Evry Val d’Essonne (Vice President SIGs)

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Trinity Business School (Conference Chair)

Michael Morley
University of Limerick (Editor in Chief)

Anna Grandori
Bocconi University (Editor in Chief)

Luisa Jaffé
EURAM Executive Officer
## Country Representatives Council

**Chairs:**  
Dieter Bogenhold, *University of Klagenfurt*  
Lucrezia Songini, *Eastern Piedmont Uni. & SDA Bocconi School of Management*

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<tr>
<td>Australia</td>
<td>Farveh Farivaar, University of Tasmania</td>
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<td>Austria</td>
<td>Dieter Bogenhold, University of Klagenfurt</td>
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<tr>
<td>Belgium</td>
<td>Ayna Yusubova, HEC Management School, Liège</td>
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<td>Brazil</td>
<td>Simone Sehnem, Unoesc and Unisul</td>
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<td>Canada</td>
<td>Joanathan Harvey, Université du Québec à Montréal</td>
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<td>China</td>
<td>Ke Rong, Tsinghua University</td>
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<td>Denmark</td>
<td>Nicole Franziska Richter, University Of Southern Denmark</td>
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<td>Finland</td>
<td>Vesa Suutari, University of Vaasa</td>
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<td>France</td>
<td>Rosana Silveira Reis, Institut Supérieur de Gestion</td>
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<td>Germany</td>
<td>Mathias Raith, Otto-von-Guericke University</td>
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<td>Greece</td>
<td>Konstantinos Koronios, University of Peloponessse</td>
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<td>India</td>
<td>Srinivasan R., Indian Institute of Management Bangalore - IIMB</td>
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<td>Ireland</td>
<td>Luca Pistilli, UCD - UNIVERSITY COLLEGE DUBLIN</td>
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<td>Israel</td>
<td>Aviv Kidron, Max Stern Yezreel Valley College</td>
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<td>Italy</td>
<td>Francesco Gangi, University of Campania Luigi Vanvitelli</td>
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<td>Japan</td>
<td>Rebecca Chunghee Kim, Ritsumeikan Asia Pacific University</td>
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<td>Netherlands</td>
<td>Henk Volberda, Amsterdam Business School</td>
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<td>Norway</td>
<td>Fred Stronen, Oslo Metropolitan University</td>
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<td>Poland</td>
<td>Sylwia Sysko-Romanczuk, Warsaw University of Technology</td>
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<td>Portugal</td>
<td>Sónia P. Gonçalves, University of Lisbon</td>
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<td>Spain</td>
<td>Daniel Alonso Martinez, University of Leon</td>
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<td>Sweden</td>
<td>Marcela Ramirez-Pasillas, Jönköping University</td>
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<td>Switzerland</td>
<td>Alfred Angerer, ZHAW</td>
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<td>Taiwan Region</td>
<td>Shyh-jer Chen, National Sun Yat-sen University</td>
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<td>UK</td>
<td>Paresh Wankhade, Business School Edge Hill University</td>
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<td>USA</td>
<td>Stephen O’Connor, University of Alabama at Birmingham</td>
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### EURAM Fellows College

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<thead>
<tr>
<th>Name</th>
<th>Institution</th>
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<tbody>
<tr>
<td>Peter McKiernan</td>
<td>Dean of the Fellows College, Strathclyde University</td>
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<tr>
<td>Alessandro Zattoni</td>
<td>LUISS University</td>
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<td>Anna Grandori</td>
<td>Bocconi University</td>
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<td>Anne S. Huff</td>
<td>DCU</td>
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<td>Armand Hatchuel</td>
<td>Mines ParisTech</td>
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<td>Donatella Depperu</td>
<td>Università Cattolica del Sacro Cuore</td>
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<td>Georg Von Krogh</td>
<td>ETH Zurich</td>
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<td>Hans van Ees</td>
<td>University of Groningen</td>
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<td>Henk Volberda</td>
<td>University of Amsterdam Business School</td>
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<td>Hervé Dumez</td>
<td>École Polytechnique</td>
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<td>Howard Thomas</td>
<td>Singapore Management University</td>
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<td>Joan E. Ricart</td>
<td>IESE Business School / University of Navarra</td>
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<td>Julienne Brabet</td>
<td>Université Paris Est Créteil</td>
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<tr>
<td>Kathrin Moeslein</td>
<td>FAU Erlangen-Nürnberg &amp; HHL Leipzig Graduate School of Management</td>
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<td>Miai Martinsuo</td>
<td>University of Turku</td>
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<td>Mine Karatas-Ozkan</td>
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<td>Morten Huse</td>
<td>BI Norwegian Business School</td>
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<td>Mustafa Ozbiligin</td>
<td>Brunel University</td>
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<td>Niels Noorderhaven</td>
<td>Tilburg University</td>
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<td>Pierre Dussauge</td>
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<td>Ralf Reichwald</td>
<td>Technical University Munich &amp; HHL Leipzig Graduate School of Management</td>
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<td>Romain Laufer</td>
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<td>Sibel Yamak</td>
<td>Wolverhampton University</td>
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<td>Silke Machold</td>
<td>Leeds Becket University</td>
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<td>Stewart Clegg</td>
<td>The University of Sydney</td>
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<td>Susan Schneider</td>
<td>University of Geneva</td>
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<td>Thomas Durand</td>
<td>Le Cnam Paris</td>
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## Strategic Interest Groups

<table>
<thead>
<tr>
<th>SIG 01 - B4S</th>
<th>Davide Bizjak, UNIVERSITY OF NAPLES FEDERICO II</th>
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<tr>
<td>SIG 02 - COGO</td>
<td>Francesca Cuomo, UNIVERSITY OF EAST ANGLIA</td>
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<td>SIG 03 – ENT</td>
<td>Luca Gnan, UNIVERSITY OF ROME TOR VERGATA</td>
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<td>Elias Hadjielias, CYPRUS UNIVERSITY OF TECHNOLOGY</td>
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<td>SIG 05 - GRDO</td>
<td>Falza Ali, LAHORE UNIVERSITY OF MANAGEMENT SCIENCES</td>
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<td>David Versailles, Paris School of Business &amp; Luxembourg School of Business</td>
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<td>SIG 07 - IM</td>
<td>Markus Kittler, MCI</td>
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<td>SIG 09 - OB</td>
<td>Alessia Sammara, UNIVERSITA’ DEGLI STUDI DELL’AQUILA</td>
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<td>SIG 10 - PO</td>
<td>Tuomas Ahola, TAMPERE UNIVERSITY</td>
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<td>SIG 11 - PM&amp;NPM</td>
<td>Filippo Giordano, LUMSA UNIVERSITY</td>
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<td>SIG 12 - RM&amp;RP</td>
<td>Viktor Dörfler, STRATCHLYDE UNIVERSITY</td>
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<td>SIG 13 - SM</td>
<td>Anne-Sophie Fernandez, UNIVERSITY OF MONTPELLIER</td>
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<td>SIG 14</td>
<td>Isabel Estrada, UNIVERSITY OF GRONINGEN</td>
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<td>Jongwook Pak, Trinity Business School</td>
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Mary Robinson is Adjunct Professor for Climate Justice in Trinity College Dublin and Chair of The Elders. She served as President of Ireland from 1990-1997 and UN High Commissioner for Human Rights from 1997-2002. She is a member of the Club of Madrid and the recipient of numerous honours and awards including the Presidential Medal of Freedom from the President of the United States Barack Obama. Between 2013 and 2016 Mary served as the UN Secretary General’s Special Envoy in three roles; first for the Great Lakes region of Africa, then on Climate Change leading up to the Paris Agreement and in 2016 as his Special Envoy on El Niño and Climate. Her Foundation, the Mary Robinson Foundation – Climate Justice, established in 2010, came to a planned end in April 2019.

A former President of the International Commission of Jurists and former chair of the Council of Women World Leaders she was President and founder of Realizing Rights: The Ethical Globalization Initiative from 2002-2010 and served as Honorary President of Oxfam International from 2002-2012. She was Chancellor of the University of Dublin from 1998 to 2019.

Mary Robinson serves as Patron of the International Science Council and Patron of the Board of the Institute of Human Rights and Business, is an Ambassador for The B Team, in addition to being a board member of several organisations including the Mo Ibrahim Foundation and the Aurora Foundation. Recently she became joint Honorary President of the Africa Europe Foundation. Mary’s memoir, ‘Everybody Matters’ was published in September 2012 and her book, ‘Climate Justice – Hope, Resilience and the Fight for a Sustainable Future’ was published in September 2018. She is also co-host of a podcast on the climate crisis, called ‘Mothers of Invention’.
Keynote Speaker: David J. Teece
Professor of the Graduate School, University of California, Berkeley

David J. Teece is a Professor at the Graduate School at the University of California, Berkeley. He is also the faculty director of the school’s Tusher Initiative for the Management of Intellectual Capital. He has authored over 30 books and 200 scholarly papers, and he is co-editor of the Palgrave Encyclopedia of Strategic Management, and Industrial and Corporate Change, an Oxford University Press Journal. Dr. Teece has received eight honorary doctorates and has been recognized by Royal Honors.

In 2020, Teece was rated #1 worldwide in management by London-based Clarivate and was given “Clarivate Laureate” status in economics (for innovation, entrepreneurship, and competition) in 2021 based on the citations he has received in the scientific literature. In the same year he was saluted as a ‘Distinguished Management Thinker’ by Thinkers50. Google Scholar indicates that he has been cited over 180,000 times.

Teece is identified as the originator (with two of his grad students) of the dynamic capabilities perspective in strategic management. He is also known for the "Teece model," a framework he developed to assist companies with their technology commercialization strategies and business models. He has a companion framework on Dynamic Competition which is advanced as a better way to shape competition (antitrust) policy around issues of market power and M&A activity.

Dr. Teece in 2010 co-founded Berkeley Research Group, a research and expert services firm with top talent in domains ranging from intellectual property to competition policy to health care analysis and transaction advisory. In 2020 he co-founded Pilatus Capital, a venture capital firm with a technology focus.

Dr. Teece has a Ph.D. in economics from the University of Pennsylvania and has held teaching and research positions at Stanford University and Oxford University.
Keynote Speakers
FRIDAY, JUNE 16
Routines, heuristics, and Decision Strategies for radical uncertainty

Keynote Speaker: Anna Grandori
Professor of Business Organization at Bocconi University, Editor-in-Chief

Anna Grandori is Professor of Business Organization at Bocconi University, Editor-in-Chief of European Management Review, Honorary Member of EGOS and EURAM Fellow, and winner of the Edith Penrose Award for Trail-blazing Researchers 2022. She has been co-editor of Organization Studies and editor-in-chief of the Journal of Management and Governance. Her approach integrates elements of organizational, economic, and behavioral sciences, and is oriented to improve decision-making, organization design, and firm governance. Recent research interests include renewing the theory of the firm and inter-firm networks, constitutionalizing firm governance, and developing models for wise decision-making under high uncertainty and risk.

Keynote Speaker: Giovanni Dosi
Professor of economics at the Scuola Superiore Sant’Anna in Pisa, Italy

Giovanni Dosi is professor of economics at the Scuola Superiore Sant’Anna in Pisa, Italy. He serves as co-director of the ‘Intellectual Property’ task force at the Initiative for Policy Dialogue at Columbia University and is also the continental Europe editor of the journal Industrial and Corporate Change. He is included in the ISI Highly Cited Research list, denoting those who made fundamental contributions to the advancement of science and technology, and is a corresponding member of the Accademia Nazionale dei Lincei, the first academy of sciences in Italy. In 2016 he received the Wiley TIM Distinguished Scholar Award by the Technology and Innovation Management Division of the American Academy of Management. In 2022 he was awarded the Penrose Award by EURAM (European Academy of Management) for his research on evolutionary economics. His major research areas – where he is the author and editor of several works – include Economics of Innovation and Technological Change, Industrial Economics, Evolutionary Theory, Economic Growth and Development, and Organizational Studies. He has been involved in several international research projects. A selection of his works has been published in two volumes: Innovation, Organization, and Economic Dynamics. Selected Essays, Cheltenham, Edward Elgar, 2000; and Economic Organization, Industrial Dynamics and Development: Selected Essays, Cheltenham, Edward Elgar, 2012. His book The Foundation of Complex Evolving Systems, a manual seeking to offer an integrated analysis of the anatomy and physiology of the capitalist engine of generation and exploitation of technological organizational and institutional innovations – from the drivers of knowledge accumulation to the modes in which such knowledge is incorporated into business firms, all the way to the processes of innovation-driven “Schumpeterian competition” and macroeconomic growth, has been published in early 2023. In that, it advances the interpretation of such patterns, in terms of economies seen as complex evolving systems.
Track Sessions per day
14 June 2023, Wednesday

EURAM Early Career Consortium (EECC) (09:00 - 10:30) - Trinity Business School - Room 4.19
EURAM First Timers (09:00 - 10:30) - Trinity Business School - R Maharry Theatre
Chair(s): Niels Noorderhaven, Alessandro Zattoni
Joint keynote session SIG01&SIG02 (9.00-10.00) followed by SIG 01 Kick Off (10.00-10.30) (09:00 - 10:30) - Trinity Business School - Dargan Auditorium
Track: GT01_00 Business for Society General Track
Chair(s): Francesca Cuomo
SIG 03 Kick Off (09:00 - 10:30) - Arts Building - Davis Theatre
Track: GT03_00 Entrepreneurship General Track
Chair(s): Luca Gnan, Diego Matricano
SIG 04 - FABR - Kick Off (09:00 - 10:30) - Trinity Business School - 3,034
Track: GT04_00 Family Business Research General Track
Chair(s): Jan-Philipp Ahrens, Elias Hadjielias
SIG 05 Kick Off (09:00 - 10:30) - Arts Building - Classroom 5025
Track: GT05_00 Gender, Race and Diversity in Organisations General Track
Chair(s): Faiza Ali
SIG 06 Kick Off (09:00 - 10:30) - Arts Building - Classroom 5052
Track: GT06_00 Innovation General Track
SIG 07 Kick Off (09:00 - 10:30) - Trinity Business School - 4,035
Track: GT07_00 International Management General Track
Chair(s): Markus Kittler

Paper Presentations:

1085 GLOBALIZATION IN THE NEW RISK-AVERSE, POST-COVID BUSINESS ENVIRONMENT: A RESEARCH AGENDA
Farok Contractor      RUTGERS BUSINESS SCHOOL

SIG 09 Kick Off (09:00 - 10:30) - Trinity Business School - 3,028
Track: GT09_00 Organisational Behaviour General Track
SIG 10 Kick Off (09:00 - 10:30) - Trinity Business School - 2,031
Track: GT10_00 Project Organising General Track
Chair(s): Tuomas Ahola
SIG 12 - RM&RP - Kick Off (09:00 - 10:30) - Trinity Business School - E McNabb Theatre
Track: GT12_00 Research Methods and Research Practice General Track
SIG 13 Kick Off (09:00 - 10:30) - Hamilton Conference Centre - Joly Theatre
Track: GT13_00 Strategic Management General Track
Chair(s): Nuno Oliveira, Katharina Cepa
SIG 02 Kick Off (10:00 - 10:30) - Arts Building - J.M. Synge Theatre
Track: GT02_00 Corporate Governance General Track
Coffee Break (10:30 - 11:00) - Coffee Break & Lunch Area
Adaptation and Dynamic Capabilities (11:00 - 12:30) - Arts Building - Room C6002
Track: ST13_09 Strategies for sustainable businesses
Chair(s): Giuseppe Danese
**EURAM 2023**

**Track Sessions per day**

**Paper Presentations:**

**1568 BUSINESS ADAPTATION TO CLIMATE CHANGE: A SYSTEMATIC REVIEW**
Giuseppe Danese UNIVERSITY OF PADUA
Valentina De Marchi UNIVERSITY OF PADOVA

**2173 AGILE MANUFACTURING AND TRANSFORMATIONAL CAPABILITIES FOR SUSTAINABLE BUSINESS PERFORMANCE: A DYNAMIC CAPABILITIES PERSPECTIVE**
Matin Mohaghegh STOCKHOLM SCHOOL OF ECONOMICS
PAR AHLSTRÖM STOCKHOLM SCHOOL OF ECONOMICS
Silvia Blasi DEPARTMENT OF BUSINESS ADMINISTRATION, UNIVERSITY OF VERONA

**2602 WHAT ABOUT ECONOMIC SUSTAINABILITY AFTER A NATURAL DISASTER? THE ROLE OF ORGANISATIONAL RESILIENCE AND HUMAN CAPITAL IN A SHORT AND LONG-TERM BUSINESS PERFORMANCE PERSPECTIVE**
Elena Sarti DEPARTMENT OF ECONOMICS M. BIAGI, UNIVERSITY OF MODENA AND REGGIO EMILIA
Giulia Tagliazucchi UNIVERSITY OF MODENA AND REGGIO EMILIA
Elisa Martinelli UNIVERSITY OF MODENA AND REGGIO EMILIA

Advancing Gender Equality (11:00 - 12:30) -

Arts Building - Classroom 5025

**Track: GT05_00 Gender, Race and Diversity in Organisations General Track**

**Chair(s):** Beverly Metcalfe
**Discussant(s):** Diletta Gazzaroli

**Paper Presentations:**

**1029 TO PLAY OR TO CHANGE THE GLOBAL GENDER GAMES: A MULTIMODAL APPROACH TO ADVOCACY DIMENSIONS OF NON-PROFIT ORGANIZATIONS’ SOCIAL CHANGE COMMUNICATION**
Carmen Maier AARHUS UNIVERSITY

**2310 THE ROLE OF CEO GENDER FOR FIRM-LEVEL ENVIRONMENTAL INNOVATION**
Marika Platz LEIBNIZ UNIVERSITY HANNOVER
Marie Gabel WWU MUENSTER
Johann Nils Foege LEIBNIZ UNIVERSITY HANNOVER

**147 MAKING SENSE OF THE THIRD SECTOR: A REALIST TAXONOMY OF GENDER-FOCUSED EMPLOYMENT EQUALITY ORGANISATIONS (GFEEOS)**
Nosheen Khan NEWCASTLE UNIVERSITY
Steve Vincent NEWCASTLE UNIVERSITY BUSINESS SCHOOL
Ana Lopes NEWCASTLE UNIVERSITY BUSINESS SCHOOL

Advancing Gender Equity in
Track Sessions per day

Corporate Leadership: Perspectives, Metrics, and Strategies (11:00 - 12:30) - Arts Building - Classroom 5039

Track: ST05_01 Women & Gender in Work, Organisation & Beyond
Chair(s): Ilona Hunek
Discussant(s): mirian izquierdo
Paper Presentations:

1086 WOMEN IN LEADERSHIP: THE ROLE OF GENDER AND CULTURAL DIVERSITY IN BUSINESS IN IRAN
   Nina Mohadjer      ISM

1153 PROMOTING GENDER EQUITY IN CORPORATE LEADERSHIP
   Cindy Schipani      UNIVERSITY OF MICHIGAN, STEPHEN M. ROSS SCHOOL OF BUSINESS
   Terry Dworkin      INDIANA UNIVERSITY
   Bettina Binder      PFORZHEIM UNIVERSITY, GERMANY

1218 WHAT GETS MEASURED GETS DONE: PROPOSING A GENDER EQUALITY WORKPLACE PRACTICES (GEWP) INDEX BASED ON UN SDG5
   Bikramjit Ray Chaudhuri      S P JAIN INSTITUTE OF MANAGEMENT AND RESEARCH
   Arunima Haldar      SPJIMR, MUMBAI
   Anupama Gupta      S P JAIN INSTITUTE OF MANAGEMENT & RESEARCH

Artificial Intelligence (AI) for management decision-making processes (11:00 - 12:30) - Arts Building - Room 5086
Track: T13_10 Artificial Intelligence and Digital Strategies
Chair(s): Davide Calandra
Discussant(s): Michele Oppioli, Vahid Jafari-Sadeghi, Domenico di Prisco
Paper Presentations:

2322 THE ROLE OF ARTIFICIAL INTELLIGENCE FOR MANAGEMENT DECISION: A STRUCTURED LITERATURE REVIEW
   Paolo Biancone      UNIVERSITY OF TURIN
   Michele Oppioli      UNIVERSITY OF TURIN - DEPARTMENT OF MANAGEMENT
   Maria Sousa      INSTITUTO UNIVERSITÁRIO DE LISBOA
   Miguel Sousa      ESSEX UNIVERSITY

1395 TOWARDS REGIONAL DEVELOPMENT VIA TECHNOLOGY ENTREPRENEURSHIP
   Hannan Amoosad Mahdiraji      UNIVERSITY OF LEICESTER
   Ali Zamani Babgohari      FACULTY OF MANAGEMENT, UNIVERSITY OF TEHRAN
   Razieh Sadraei      SCHOOL OF STRATEGY AND LEADERSHIP, COVENTRY UNIVERSITY
   Vahid Jafari-Sadeghi      ASTON BUSINESS SCHOOL

2170 SENSEMAKING AND AI, FROM MAKING SENSE OF THE WORLD TO MAKING SENSE OF THE BLACK BOX
   Domenico di Prisco      LUISS GUIDO CARLI
   Silvia Dello Russo      LUISS
   Luigi Marengo      LUISS GUIDO CARLI
Board gender diversity, ESG and performance in family businesses (11:00 - 12:30) - TBSI Building - B2.74

Track: T04_05 Behavior, Performance, and Sustainability in Family Firms
Chair(s): Elena Casprini
Discussant(s): Simone Häußler

Paper Presentations:

1618 HOW THE INTERACTION BETWEEN FEMALE FAMILY CEOS AND GENDER-RELATED INSTITUTIONS AFFECTS CSR IN FAMILY FIRMS
Felix Hoch UNIVERSITY OF MÜNSTER
Lilo Seyberth UNIVERSITY OF MÜNSTER
Catherine Faherty DUBLIN CITY UNIVERSITY
Eric Clinton DUBLIN CITY UNIVERSITY
Pramodita Sharma UNIVERSITY OF VERMONT

2384 ENVIRONMENTAL PERFORMANCE DISCLOSURE, FAMILY FIRM STATUS AND BOARD GENDER DIVERSITY
Rafaela Gjergji UNIVERSITÀ CATTANEO - LIUC
Barbara Maggi LIUC - CATTANEO UNIVERSITY
Salvatore Sciascia LIUC UNIVERSITÀ CATTANEO
Luigi Vena LIUC - CATTANEO UNIVERSITY
Alessandro Cortesi LIUC UNIVERSITA CATTANEO

1064 FAMILY INVOLVEMENT AND FIRM FINANCIAL PERFORMANCE: THE MEDIATING ROLE OF ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) ORIENTATION
Changyi Zhu UNIVERSITAT AUTÓNOMA DE BARCELONA
Alexandra Simon AUTONOMOUS UNIVERSITY OF BARCELONA
Maria Jose Parada Balderrama ESADE BUSINESS SCHOOL

Business Incubators and Regional Development (11:00 - 12:30) - Arts Building - Classroom 4047
Track: ST03_05 Entrepreneurship, Regions & Regional Development
Chair(s): Davide Moro
Discussant(s): Alexandra Gaidos, Diorgenes Mamédio

Paper Presentations:

1282 CATEGORIZING SOCIAL BUSINESS INCUBATORS IN AFRICA
Davide Moro POLITENICO DI TORINO
Giuliano Sansone UNIVERSITY COLLEGE DUBLIN
Paolo Landoni POLITENICO DI TORINO
Martin Luke PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS

2428 A COMPARATIVE APPROACH TO EUROPEAN SOCIAL INCUBATORS
Alexandra Gaidos MONTPELLIER BUSINESS SCHOOL
Calin Gurau MONTPELLIER BUSINESS SCHOOL
Florence Palpacuer UNIVERSITÉ DE MONTPELLIER

2966 THE LEGACY OF ENTREPRENEURIAL EDUCATION FOR INTERGENERATIONAL ENTREPRENEURSHIP: INJAZ MOROCCO PROJECT
Diorgenes Mamédio RABAT BUSINESS SCHOOL, INTERNATIONAL UNIVERSITY OF RABAT
Atika Loualidi INTERNATIONAL UNIVERSITY OF RABAT
Track Sessions per day

Business Models and Innovation (11:00 - 12:30) - Hamilton Conference Centre - Joly Theatre
Track: GT13_00 Strategic Management General Track
Chair(s): Jane Flarup
Discussant(s): Casper Holm, Joan Enric Ricart
Paper Presentations:

1577 THE UNIQUE AND SHARED EFFECTS OF ORGANIZATIONAL LEARNING CAPABILITY DIMENSIONS FOR FIRM INNOVATIVENESS AND FIRM PERFORMANCE: A META-ANALYSIS
Christopher Schlaegel OTTO VON GUERICKE UNIVERSITY MAGDEBURG

2082 INNOVATIONS AND ORGANIZATIONS: ESPOUSED THEORY, COMBINED EVIDENCE, AND RESEARCH POTENTIAL
Fariborz Damanpour RUTGERS UNIVERSITY

2536 BUSINESS GROUPS’ INTERNAL LABOUR MARKETS AND SME LABOUR PRODUCTIVITY
Pablo Doucet UNIVERSITY OF SALAMANCA
Ignacio Requejo UNIVERSITY OF SALAMANCA
Isabel Suárez-González UNIVERSITY OF SALAMANCA

CENA - COOPETITION (11:00 - 12:30) - Hamilton Conference Centre - Synge Theatre
Track: ST13_03 CENA Coopetition, Ecosystems, Networks and Alliances
Chair(s): Nina Telg
Discussant(s): Anaïs Garin
Paper Presentations:

1631 COOPETITIVE TENSIONS BETWEEN SMES AND LARGE GROUPS: THE CASE OF THE FRENCH DEFENCE INDUSTRIAL AND TECHNOLOGICAL BASE (DITB)
Chloé Zanardi UNIVERSITY OF MONTPELLIER
Frederic Le Roy MONTPELLIER UNIVERSITY
Johanna Gast MONTPELLIER BUSINESS SCHOOL

1921 CHARACTERIZING THE SUCCESS OR FAILURE OF COLLABORATIVE INNOVATION PROJECTS BEYOND THE TANGIBLE OUTCOMES
Marie Bovis MOMA - UNIVERSITY OF MONTPELLIER
Anne-Sophie Fernandez UNIVERSITY OF MONTPELLIER
Frederic Le Roy MONTPELLIER UNIVERSITY

2488 FAIR PLAY OR POWER PLAY: A THEORETICAL FRAMEWORK ON COOPETITIVE DYNAMICS OF PLATFORM OWNER ENTRY INTO COMPLEMENTOR SPACES
Dora Maric UNIVERSITY OF ST.GALLEN
CEO impact on strategic decisions (11:00 - 12:30) - Hamilton Conference Centre - Maxwell Theatre
Track: ST13_02 Behavioral Strategy and Purpose-Driven Strategies
Chair(s): Anabel Fernández-Mesa
Discussant(s): Torsten Wulf
Paper Presentations:

1459  A MORAL FOUNDATIONS PERSPECTIVE ON CEO POLITICAL IDEOLOGY AND MORAL BEHAVIOR
Marc Kowalzick  UNIVERSITY OF MANNHEIM
Moritz Appels  UNIVERSITY OF MANNHEIM
Michael Woywode  UNIVERSITY OF MANNHEIM

1427  MAY BAD LUCK BE WITHOUT YOU: THE EFFECT OF CEO LUCK ON STRATEGIC RISK-TAKING
Pascal Meier  UNIVERSITY OF ZURICH
Raphael Flepp  UNIVERSITY OF ZURICH
David Oesch  UNIVERSITY OF ZURICH

1465  CLASS ACTIONS: THE IMPACT OF CEO SOCIAL CLASS ORIGIN ON FIRM COMPETITIVE REPERTOIRES
Pavithra Balaji  TEXAS CHRISTIAN UNIVERSITY
Livia Markoczy  UNIVERSITY OF TEXAS AT DALLAS
Aten Zaandam  KENT STATE UNIVERSITY

CHALLENGES IN A DIGITALIZED WORKPLACE (11:00 - 12:30) - Trinity Business School - 5,014
Track: T09_09 Sustainability at Work: HRM Practices and their Impact on Employees and Firm Outcomes
Chair(s): Stelios Zyglidopoulos
Paper Presentations:

1095  SUSTAINABLE HRM CHALLENGES AND POSSIBLE SOLUTIONS: USE OF TECHNOLOGY TO PROMOTE ETHICAL DECISION-MAKING
Konstantina Tzini  CUNEF UNIVERSIDAD
Laura Illia  UNIVERSITY OF FRIBOURG
Stelios Zyglidopoulos  KEDGE BUSINESS SCHOOL

2338  FRAMING EFFECTS IN WORKER’S DECISIONS AND PEOPLE MANAGEMENT CHALLENGES IN PLATFORM WORK
Antonios Stamatogiannakis  IE BUSINESS SCHOOL - IE UNIVERSITY
Quang Duc Pham  IE BUSINESS SCHOOL
Konstantina Tzini  CUNEF UNIVERSIDAD

2832  NATURAL LANGUAGE PROCESS-BASED APPROACH TO TEST ABILITY-MOTIVATION-OPPORTUNITY FRAMEWORK ON JOB SATISFACTION
Abhinav Rathor  INDIAN INSTITUTE OF MANAGEMENT RANCHI
Manish Kumar  INDIAN INSTITUTE OF MANAGEMENT RANCHI
Change and Leadership: Exploring New Perspectives (11:00 - 12:30) - Trinity Business School - 5,013
Track: ST09_04 Leadership
Chair(s): Meltem Ceri Booms
Discussant(s): Arpana Rai
Paper Presentations:

2018  LET ME ENTERTAIN YOU – HOW ENTERTAINMENT PRACTICES SUPPORT THE CONSTRUCTION OF NARRATIVES IN A CONTEXT OF CHANGE
Maren Vakilzadeh UNIVERSITY OF KASSEL
Peter Eberl UNIVERSITY OF KASSEL

2762  SERVANT LEADERSHIP AS A TOOL FOR TRANSFORMING BUSINESSES FOR GOOD; A FILM DECOUPAGE AND ANALYSIS OF THE WORK-CHOP PHENOMENON IN NIGERIA
IJEOMA UKENI UNIVERSITY OF HUDDERSFIELD
Shelly Harrington UNIVERSITY OF HUDDERSFIELD

2530  CEO STRUGGLING JOURNEY FROM AN AUTOCRATIC TO A SERVANT LEADERSHIP STYLE INVOLVING PROFOUND IDENTITY WORK IN THE CONTEXT OF AN IMPOSED CHANGE TOWARDS A MORE PARTICIPATIVE ORGANIZATION
CELINE LEGRAND AUDENCIA BUSINESS SCHOOL

2022  MEASURING DIGITAL LEADERSHIP: CONCEPTUAL FOUNDATIONS AND SCALE VALIDATION
Fernanda Tigre ADVANCE/CSG, ISEG, UNIVERSIDADE DE LISBOA
Paulo Henriques ADVANCE/CSG, ISEG, UNIVERSIDADE DE LISBOA
Carla Curado ADVANCE/CSG ISEG, UNIVERSIDADE DE LISBOA

Collaborative governance for public value creation (11:00 - 12:30) - Arts Building - Room 5051
Track: GT11_00 Public and Non-Profit Management General Track
Chair(s): Filippo Giordano
Discussant(s): Lorenzo Costumato, Jurek Müller, Sami Kauppinen
Paper Presentations:

1676  THE STRUGGLE FOR PUBLIC VALUES AT THE HEART OF PUBLIC VALUE CREATION
Jurek Müller BERN UNIVERSITY OF APPLIED SCIENCES
Stephan Haller BERNER FACHHOCHSCHULE (BFH)

1812  COLLABORATION IN THE CONTEXT OF THE ITALIAN NATIONAL RECOVERY AND RESILIENCE PLAN: A CASE STUDY ON THE ENABLING FACTORS OF INTER-INSTITUTIONAL PERFORMANCE
Lorenzo Costumato UNIVERSITY OF ROME TOR VERCATA
Andrea Bonomi Savignon UNIVERSITY OF ROME TOR VERCATA

2535  A FRAMEWORK FOR ASSESSING PUBLIC VALUE IN THE CO-CREATION OF PUBLIC HEALTH SERVICES
Sami Kauppinen LAUREA UNIVERSITY OF APPLIED SCIENCES
Satu Luojus PRINCIPAL LECTURER
Track Sessions per day

Consumers and Circular Economy (11:00 - 12:30) - Arts Building - Boardroom 2026
Track: T01_10 Transition to Circular Economy Business Model supported by innovation and Industry 4.0
Chair(s): Valentina Schmitt
Discussant(s): Annika Mies
Paper Presentations:

1447 CREATING A NORMATIVE PARADIGM OF CIRCULAR ECONOMY - DYNAMIC PROCESSES OF INSTITUTIONAL WORK AND INHERENT PARADOXES
Annika Mies UNIVERSITY OF KASSEL

2087 EXCHANGING CLOTHES AND NARRATIVES: AN ANALYSIS OF THE EXTENDED SELF OF THE CONSUMER IN COLLABORATIVE FASHION PRACTICES IN VIRTUAL THRIFT STORES
Marianny Silva FEDERAL UNIVERSITY OF PERNAMBUCO
Lorena Delfino UNIVERSIDADE FEDERAL DE PERNAMBUCO
KAETANA ALVES CERQUEIRA UNIVERSIDADE FEDERAL DE PERNAMBUCO
Patrícia Campos FEDERAL UNIVERSITY OF PERNAMBUCO
Maria Raíza De Moura UNIVERSIDADE FEDERAL DE PERNAMBUCO
ADRIANA OLIVEIRA UFPE

2976 A CROSS-NATIONAL STUDY OF PRODUCT-SERVICE SYSTEMS IN THE FASHION INDUSTRY: ASSESSING CONSUMERS’ PROPENSITY IN RUSSIA AND ITALY
Alessandra Vecchi LONDON COLLEGE OF FASHION, UNIVERSITY OF THE ARTS LONDON
Mariachiara Colucci UNIVERSITY OF BOLOGNA
Emmanuel Silva LONDON COLLEGE OF FASHION, UNIVERSITY OF THE ARTS LONDON
Daria Demyanova UNIVERSITY OF BOLOGNA

Contemporary challenges and managing for the future (11:00 - 12:30) - Museum Building - M21
Track: GT14_00 General Track - Towards the New Paradigm of Business and Management
Chair(s): Jongwook Pak
Paper Presentations:

1177 TRANSFORMING BUSINESS FOR THE COMMON GOOD
Shann Turnbull INTERNATIONAL INSTITUTE FOR SELF-GOVERNANCE

1597 THE NEW BUSINESS CASE
Samuel Mortimer SAÏD BUSINESS SCHOOL, UNIVERSITY OF OXFORD

2059 ‘LOOK, MY EYES ARE STILL INTACT’: BREAKING TABOOS AND ADDRESSING GRAND CHALLENGES
Sriteja Reddy Wudaru DUBLIN CITY UNIVERSITY BUSINESS SCHOOL
Corporate governance for current challenges: Normative grounds and conceptual avenues (11:00 - 12:30) - Arts Building - Davis Theatre
Track: ST01_01/ST02_01 Rethinking the Responsible Corporation: Bridging Management, Law & Governance (B4S & CoGo SIGs)
Chair(s): Kevin Levillain
Paper Presentations:

1373 SOCIAL, BENEFIT OR PURPOSE-DRIVEN CORPORATIONS: A CONCEPTUAL FRAMEWORK TO NAVIGATE BETWEEN THE NEW CORPORATE FORMS
Blanche Segrestin MINES PARIS, UNIVERSITÉ PSL, CENTRE DE GESTION SCIENTIFIQUE (CGS), I3 UMR9217 CNRS
Kevin Levillain MINES PARISTECH, PSL RESEARCH UNIVERSITY
Jérémy Lévêque CENTER FOR MANAGEMENT SCIENCE - MINES PARISTECH

2764 THE NORMATIVE FOUNDATION OF THE GOVERNANCE OF THE PURPOSE-DRIVEN CORPORATION: AN EXPLORATION OF ITS GROUNDS AND ITS TASKS
Sandrine Blanc INSEEC

1894 TOWARDS A RELATIONAL VIEW OF CORPORATE GOVERNANCE TO PRESERVE THE BIOSPHERE
Magali Savès UNIVERSITÉ DE LILLE
Julie Bastianutti UNIVERSITÉ DE LILLE

Cultural Capital of Migrants (11:00 - 12:30) - TBSI Building - B2.72
Track: ST07_03 Management and cultures: qualitative organizational research
Chair(s): Sylvie Chevrier, Mette Zoelner, Christoph Barmeyer
Paper Presentations:

1971 'DISPLACED PERSONS' OR REFUGEES?: UKRAINIANS' LABOUR MARKET INTEGRATION IN AUSTRIA IN COMPARISON TO OTHER REFUGEES' INTEGRATION
Almina Bešić JOHANNES KEPLER UNIVERSITY LINZ
Henriett Primecz JOHANNES KEPLER UNIVERSITY
Johannes Brandstetter JOHANNES KEPLER UNIVERSITY

2458 "CREATIVITY IS EVERYTHING WHEN IT COMES TO ENTREPRENEURSHIP" - CULTURAL-BASED CREATIVITY OF MIGRANT ENTREPRENEURS IN MONTRÉAL
Christoph Barmeyer UNIVERSITÄT PASSAU
Sina Grosskopf UNIVERSITY OF PASSAU
Irina Lubianski UNIVERSITY OF PASSAU
Kerstin Kuyken SCHOOL OF MANAGEMENT, UQAM

Digital platform and value co-creation (11:00 - 12:30) - Arts Building - Classroom 4012
Track: ST13_08 Ecosystems and Platforms Research in the Digital Economy
Paper Presentations:

1241 INCUMBENT ALLIANCES IN DIGITAL PLATFORMS: EXPLORING THE ROLE OF INTANGIBLE ASSETS
Lukas Zechel HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
Vivek Velamuri HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
**Track Sessions per day**

**2750** INTEGRATIVE FRAMEWORK FOR THE VALUE CO-CREATION PROCESS IN INDUSTRIAL SERVICES
Steffan Werner  
FEDERAL INSTITUTE OF SANTA CATARINA (IFSC)
Andrei Bonamigo  
FEDERAL FLUMINENSE UNIVERSITY - UFF
Mayara de Oliveira  
FEDERAL UNIVERSITY OF SANTA CATARINA
Marceli Machado  
FEDERAL FLUMINENSE UNIVERSITY- UFF
Lucas Mendes  
FLUMINENSE FEDERAL UNIVERSITY - UFF

**2815** MAPPING OUT COOPERATIVE DIGITAL PLATFORMS: A PARTIAL ORGANIZATIONS APPROACH TO PLATFORM-ENABLED COOPERATIVE ORGANIZATIONS
Alexandre da Silveira  
UNISINOS UNIVERSITY
Douglas Wegner  
FUNDACAO DOM CABRAL
Myriam Ertz  
UNIVERSITÉ DU QUÉBEC À CHICOUTIMI

**Emotions, Self-Esteem & Control (11:00 - 12:30) - Trinity Business School - 3,034**
Track: GT09_00 Organisational Behaviour General Track
Chair(s): Dinuka Herath
Discussant(s): Rosa Lutete Geremias

**Paper Presentations:**

**1737** THE IMPACT OF DAILY EMOTION REGULATION STRATEGIES ON CREATIVITY AND PERFORMANCE
Lynn Schmodde  
HEINRICH HEINE UNIVERSITY DÜSSELDORF
Marius Wehner  
HEINRICH-HEINE-UNIVERSITY DÜSSELDORF

**1979** ORGANIZATION-BASED SELF-ESTEEM AND PROACTIVITY AS DRIVERS OF INTRAPRENEURSHIP: A MODERATED MEDIATION MODEL
Rrezon Lajçi  
UNIVERSITY OF PRISHTINA
Gentrit Berisha  
UNIVERSITY OF PRISHTINA
Norbert Bach  
TU ILMENAU

**2379** LOSING CONTROL OR STAYING IN CONTROL AT WORK? – HOW EMPLOYEES’ PSYCHOLOGICAL CAPITAL INFLUENCES THEIR WORK LOCUS OF CONTROL
Beatrice Loesch  
TU DORTMUND UNIVERSITY, CHAIR FOR TECHNOLOGY & MANAGEMENT

**Engaging in Responsible Investment: Coping with CSR and ESG Imperatives (11:00 - 12:30) - Arts Building - Ui Chadhain Theatre**
Track: ST01_03 Finance and Economy for Society: Inclusion, Empowerment and Sustainability
Chair(s): Sharam Alijani
Discussant(s): Catherine Karyotis

**Paper Presentations:**

**1762** DO INVESTMENTS FOLLOW OUR VALUES? THE INFLUENCE OF INDIVIDUALS’ VALUES AND ATTITUDES ON SOCIALLY RESPONSIBLE INVESTMENT DECISIONS
Peter Wehnert  
UNIVERSITY OF ERLANGEN-NUREMBERG
Annalena Müller  
TU MUNICH

**2696** MANDATORY CORPORATE SOCIAL RESPONSIBILITY SPENDING, FAMILY CONTROL, AND COST OF DEBT
Naina Duggal  
IIT BOMBAY
Lerong He  
STATE UNIVERSITY OF NEW YORK AT BROCKPORT
Tara Shaw  
IIT BOMBAY,
Track Sessions per day

2833 ESG DISCLOSURE IN FINANCIAL INSTITUTIONS: A NATURAL LANGUAGE PROCESSING (NLP) APPLICATION
Enrico Riva  
FGV/EAESP

Entrepreneurial finance: Impact investing (11:00 - 12:30) - Arts Building - Classroom 3081
Track: ST03_04 Entrepreneurial Finance
Chair(s): Anna Khoroshyllova, Anita Quas
Discussant(s):斯坦尼斯拉斯·克利尼, 弗兰茨基卡·马森, 萨维德·维格利亚罗
Paper Presentations:

2062 DO BUSINESS ANGELS OPERATE IN IMPACT INVESTING?
Davide Viglialoro  
POLYTECHNIC UNIVERSITY OF TURIN
Alessandro Laspia  
POLYTECHNIC UNIVERSITY OF TURIN
Elisa Ughetto  
POLITECNICO DI TORINO
Paolo Landoni  
POLITECNICO DI TORINO
Tiago Botelho  
NORWICH BUSINESS SCHOOL - UNIVERSITY OF EAST ANGLIA

2503 IMPACT INVESTING: CONTRACTING UNDER ASYMMETRIC INFORMATION
Stanislas Quelin  
UNIVERSITY LYON 2, COACTIS

2760 IT’S A MATCH: A SYSTEMATIC LITERATURE REVIEW ON CRITERIA TO MATCH INVESTOR’S SUPPLY & SUSTAINABLE VENTURE’S DEMAND IN IMPACT INVESTING
Franziska Maassen  
RWTH AACHEN UNIVERSITY
Andrea Greven  
ENTREPRENEURSHIP AND INNOVATION GROUP, WHU – OTTO BEISHEIM SCHOOL OF MANAGEMENT

Entrepreneurial Teams and Decision-Making (11:00 - 12:30) - Arts Building - Classroom 3106
Track: ST03_03 Entrepreneurial Decision Making and Behaviour
Chair(s): Andrea Caputo, Sara Sassetti
Discussant(s): Sylvia Hubner-Benz
Paper Presentations:

1119 HARMONY AND CONFLICT IN ENTREPRENEURIAL TEAMS
Sylvia Hubner-Benz  
FREE UNIVERSITY OF BOZEN-BOLZANO
Jomel Ng  
NATIONAL UNIVERSITY OF SINGAPORE
Ameek Kaur  
NATIONAL UNIVERSITY OF SINGAPORE
Zhaoli Song  
NATIONAL UNIVERSITY OF SINGAPORE
Michael Frese  
NATIONAL UNIVERSITY OF SINGAPORE

1896 ENTREPRENEURIAL TEAM CHARACTERISTICS THROUGH THE LENS OF SIGNALING THEORY: SYSTEMATIC LITERATURE REVIEW AND INTERPRETATIVE FRAMEWORK
Silvia Barghini  
UNIVERSITY OF PISA
Mariacristina Bonti  
UNIVERSITY OF PISA
Sara Sassetti  
UNIVERSITY OF PISA
Track Sessions per day

2737 BEHIND THE DOOR TO NARNIA: A SYSTEMATIC REVIEW OF HIGH-GROWTH FIRMS MANAGEMENT TEAM
Pier Luigi Giardino UNIVERSITY OF TRENTO
Silvia Delladio UNIVERSITY OF TRENTO
Andrea Caputo UNIVERSITY OF TRENTO & UNIVERSITY OF LINCOLN

Exploring Collective Action Toward a Greener Future. (11:00 - 12:30) - Arts Building - Classroom 3071
Chair(s): Irene Ciccarino
Discussant(s): Polina Baranova
Paper Presentations:
1454 ZERO WASTE CONSUMPTION BEHAVIOR: PRACTICES AND PRODUCTS
Karolina Gomes UNIVERSITY OF PADOVA
Anete Alberton UNIVALI
Franciane Lyra UNIVERSIDADE DO VALE DO ITAJAI
1731 SUPPORTING GREEN BUSINESS GROWTH: TOWARDS A TRANSFORMATIVE APPROACH
Polina Baranova UNIVERSITY OF DERBY, UK
2589 FACTORS AFFECTING READINESS OF UK SMES’ TRANSITION TO NET ZERO EMISSIONS: A CRITICAL REALIST’S DIAGNOSIS
Syed Yaqzan CRANFIELD SCHOOL OF MANAGEMENT
Muhammad Azmat ASTON UNIVERSITY

Exploring Corporate Social Responsibility Challenges in the Food Industry (11:00 - 12:30) - Arts Building - J.M. Synge Theatre
Track: GT01_00 Business for Society General Track
Chair(s): Deborah Gervasi
Discussant(s): Giuseppe La Ragione
Paper Presentations:
1446 THE MODERATING EFFECT OF PARTICIPATION IN ALTERNATIVE FOOD NETWORKS ON THE RELATIONSHIP BETWEEN SOCIALLY RESPONSIBLE COMMUNICATION AND BRAND TRUST
Jacqueline Boysselle MONTPELLIER BUSINESS SCHOOL
René Pichardo ICN CREATIVE BUSINESS SCHOOL
2889 CORPORATE SOCIAL RESPONSIBILITY IN FOOD SECTOR: SYSTEMATIC LITERATURE REVIEW
Vincenza Vota UNIVERSITÀ CATTANEO (LIUC)
Valentina Minutiello LIUC - CATTANEO UNIVERSITY
Patrizia Tettamanzi LIUC, CATTANEO UNIVERSITY – CASTELLANZA
1087 HOW BAD HISTORY MIGHT LEAD TO GOOD OUTCOMES: RUSSIA, UKRAINE AND THE CLIMATE CRISIS
Stewart Clegg THE UNIVERSITY OF SYDNEY
Track Sessions per day

Exploring Leadership, Board Dynamics, and Organizational Reputation (11:00 - 12:30) - Arts Building - Classroom 3025
Track: ST02_02 Board of Directors and Top Management Teams
Chair(s): Pasquale Massimo Picone
Discussant(s): Sara De Masi
Paper Presentations:
1002 TEAM LEADERSHIP, CRISIS COMMUNICATION AND ORGANISATIONAL REPUTATION: THE CASE OF THE UK NON-PROFIT SECTOR
   Majd Megheirkouni ABERTAY UNIVERSITY
   Lee Miles BOURNEMOUTH UNIVERSITY
   Amarachi Amaugo DE MONTFORT UNIVERSITY

1031 BOARD CHARACTERISTICS AND THE ALIGNMENT BETWEEN ENVIRONMENTAL COMMUNICATION AND PRACTICES
   Jonathan Tagliafate P O L I T E C N I C O D I M I L A N O
   IVAN MIROSHNYCHENKO IMD BUSINESS SCHOOL
   Roberto Barontini SANT’ANNA SCHOOL OF ADVANCED STUDIES
   Francesco Testa SCUOLA SUPERIORE SANT’ANNA

2485 TOWARDS A CONFIGURAL THEORY OF INFLUENCE PATTERNS WITHIN THE BOARDROOM
   Michelle Weck UNIVERSITY OF GRONINGEN
   Dennis Veltrop UNIVERSITY OF GRONINGEN
   Jana Oehmichen JGU MAINZ
   Floor Rink UNIVERSITY OF GRONINGEN
   Ryan Krause NEELEY SCHOOL OF BUSINESS (TCU)

Global Mobility 1: JGM Best Paper Award Session + One (11:00 - 12:30) - Arts Building - Room 4101
Track: ST07_01 Global Mobility
Chair(s): Jan Selmer
Paper Presentations:
1011 A PARADIGM SHIFT IN INTERNATIONAL MOBILITY? THE IMPACT OF THE GLOBAL PANDEMIC
   Rodrigo Mello UNIVERSITY OF VAASA
   Amaya Erro-Garcés UNIVERSIDAD PÚBLICA DE NAVARRA
   Michael Dickmann CRANFIELD UNIVERSITY
   Chris Brewster HENLEY BUSINESS SCHOOL

1483 EXPATRIATE CULTURAL DISTANCE AND CULTURAL INTELLIGENCE IN THE PSYCHOLOGICAL CONTRACT BREACH-VIOLATION RELATIONSHIP: A MODERATED-MODERATION ANALYSIS
   Tassilo Schuster UNIVERSITY OF BAMBERG
   Benjamin Bader NEWCASTLE UNIVERSITY
   Katharina Bader NORTHUMBRIA UNIVERSITY
   Denise Rousseau CARNEGIE MELLON UNIVERSITY

2752 UNDERSTANDING SPLIT FAMILY EXPATRIATIONS: AN EXPLORATORY STUDY WITH MULTIPLE STAKEHOLDER VIEWS
   Rocio Alcazar ESADE BUSINESS SCHOOL / RAMON LLULL UNIVERSITY
   Daniela Noethen ESADE BUSINESS SCHOOL / RAMON LLULL UNIVERSITY
Track Sessions per day

Governance in an age of AI (11:00 - 12:30) - Museum Building - M4
Track: T14_05 (Ir)responsible transformational technologies and the Future of work: dilemmas and mitigations
Chair(s): Vicenc Fernandez
Paper Presentations:

2751  HOW CORPORATE SOCIAL RESPONSIBILITY SHAPES THE LINK BETWEEN DIGITALIZATION AND FIRM PERFORMANCE
  Frederik Maibaum  LEIBNIZ UNIVERSITY HANNOVER
  Alicia Minnerup  UNIVERSITY OF MANNHEIM
  Sascha Alavi  UNIVERSITY OF BOCHUM
  Laura Marie Edinger-Schons  UNIVERSITY OF MANNHEIM
  Caroline Ruiner  UNIVERSITY OF HOHENHEIM
  Johannes Kriebel  UNIVERSITY OF MUNSTER
  Johann Nils Foege  LEIBNIZ UNIVERSITY HANNOVER

1235  WHO IS TO BLAME? REGULATING CONSUMER MISBEHAVIOUR IN PLATFORM ECONOMY
  Shaika Jannat  GLASGOW CALEDONIAN UNIVERSITY
  Yong Lin  UNIVERSITY OF BIRMINGHAM

Governing organizational rules for a functioning system (11:00 - 12:30) - Trinity Business School - E McNabb Theatre
Track: T12_04 Historical, Evolutionary, and Philosophical Approaches To Business And Management Research
Chair(s): Augusto Sales
Paper Presentations:

1213  UNDERSTANDING OPEN LABS: HETEROTOPIC SPACES AND TRANSLATION BEYOND SYSTEMIC OPERATIONS
  Albrecht Fritzsche  RABAT BUSINESS SCHOOL

Growth Strategies & Internationalization for SMEs; internal and external antecedents (11:00 - 12:30) - Arts Building - Classroom 4050B
Track: ST03_07 Growth Strategies & Internationalization for SMEs
Chair(s): Michela Matarazzo
Discussant(s): Ginevra Testa
Paper Presentations:

1221  BIG DATA ANALYTICS CAPABILITY AND ENTREPRENEURIAL ORIENTATION: INTERPLAY TOWARD DATA-DRIVEN PROACTIVE AND REACTIVE STRATEGIES IN SMES
  Andrea Ciacci  UNIVERSITY OF GENOA
  Lara Penco  UNIVERSITY OF GENOA

1963  STRATEGIC AGILITY AT SCALE: FAST-GROWING INTERNATIONAL VENTURES
  Valentina Macovei  UNIVERSITY OF PAVIA
  Birgit Hagen  UNIVERSITY OF PAVIA
2263  MORE THAN A FEELING – CONCEPTUALIZING MITTELSTAND MINDSET FOR INTERNATIONAL APPLICATION

Ann-Christin Grözinger UNIVERSITY OF SIEGEN
Miriam Hiepler UNIVERSITY OF SIEGEN
Donald Kuratko INDIANA UNIVERSITY
David Audretsch INDIANA UNIVERSITY BLOOMINGTON
Petra Moog UNIVERSITY OF SIEGEN

GT06-00 - INNOV General track - session 1/4 (11:00 - 12:30) - Arts Building - Classroom 5012

Track: GT06_00 Innovation General Track
Chair(s): David W. Versailles

Paper Presentations:

1722  INVESTIGATING RESEARCH ON INNOVATIONS IN DINING: A SYSTEMATIC REVIEW OF THE ACADEMIC LITERATURE

Deniz Donmez HALMSTAD UNIVERSITY
Jonas Gabrielsson HALMSTAD UNIVERSITY
Dmitrij Slepniov AALBORG UNIVERSITY

1760  INNOVATIVE START-UPS: DOES THEIR PERFORMANCE OVERCOME TRADITIONAL START_UPS?

Murad Harasheh UNIVERSITY OF BOLOGNA
Luisa Anderloni UNIVERSITY OF MILAN

2270  DIGITAL PLATFORM FOR VALUE CO-CREATION IN WASTE RECYCLING: EVIDENCE FROM A CASE STUDY

Selena Aureli UNIVERSITY OF BOLOGNA
Angelo Paletta BOLOGNA UNIVERSITY
luigi mersico ALMA MATER STUDIORUM - UNIVERSITÀ DI BOLOGNA

HR PROFESSION (11:00 - 12:30) - Trinity Business School - 5,011

Track: ST09_01 Human Resource Management
Chair(s): Silvia Profili

Paper Presentations:

1279  SDGS AND ADJECTIVAL HRM: WHY HRM SPECIALISTS WILL NOT REACH THE SUSTAINABLE DEVELOPMENT GOALS AND WHY IT MATTERS

Chris Brewster HENLEY BUSINESS SCHOOL
Michael Brookes UNIVERSITY OF SOUTHERN DENMARK

2043  LEGITIMIZING STRATEGIC ROLE IDENTITY: HOW DO HR PROFESSIONALS CRAFT THEIR ROLE?

Mariline Comeau-Vallée ESG UQAM
Sylvie Guerrero UNIVERSITÉ DU QUÉBEC À MONTRÉAL
Michel Cossette HEC MONTRÉAL
Mouna Lachegar UNIVERSITÉ DU QUÉBEC À MONTRÉAL
2369  EXPLORING A RELATIONAL APPROACH TO HUMAN RESOURCE MANAGEMENT DURING TURBULENT PERIODS  
Mathias Ndoma-Egba  
Chidozie Umeh  
James Wallace  
Nelarine Cornelius  
TEESSIDE UNIVERSITY  
UNIVERSITY OF YORK  
UNIVERSITY OF HERTFORDSHIRE  
QUEEN MARY, UNIVERSITY OF LONDON

Individual (11:00 - 12:30) - Arts Building - Classroom 3027  
Track: GT03_00 Entrepreneurship General Track  
Chair(s): Janice Redmond  
Discussant(s): Carol-Anne Gauthier

Paper Presentations:

1302  ZEBRAS OR UNICORNS? AN EXPLORATORY STUDY OF TALENTED YOUNG START-UPS IN ITALY  
Simona Mormile  
Davide de Gennaro  
Gabriella Piscopo  
paola adinolfi  
UNIVERSITY OF SALERNO  
UNIVERSITY OF SALERNO  
UNIVERSITY OF SALERNO  
UNIVERSITY OF SALERNO

1337  TOWARD A LEADERSHIP OF EMERGENCE: INSIGHTS FROM ENTREPRENEURS PURSUING NEW VENTURE CREATION  
Claudine Kearney  
Benyamin Lichtenstein  
RCSI UNIVERSITY OF MEDICINE AND HEALTH SCIENCES  
UNIVERSITY OF MASSACHUSETTS, BOSTON

1705  UNDERSTANDING ENTREPRENEURIAL LEARNING FROM A PERSONALITY PERSPECTIVE: THE RELEVANCE OF BIG 5 PERSONALITY TRAITS  
Rainer Hensel  
Ellen Sjoer  
Marc van Ee  
THE HAGUE UNIVERSITY OF APPLIED SCIENCES  
THE HAGUE UNIVERSITY OF APPLIED SCIENCES  
THE HAGUE UNIVERSITY OF APPLIED SCIENCES

1949  ENTREPRENEURS WITH DISABILITIES, ABLEISM, AND (THE LACK OF) SOCIAL JUSTICE  
Sara Csillag  
Anna Laura Hidegh  
Carmen Svastics  
Zsuzsanna Győri  
BUDAPEST BUSINESS SCHOOL  
BUDAPEST BUSINESS SCHOOL  
EOTVOS LORANT UNIVERSITY  
BUDAPEST BUSINESS SCHOOL

International Management 1 (11:00 - 12:30) - TBSI Building - B2.38  
Track: GT07_00 International Management General Track

Paper Presentations:

1484  INTERNATIONAL BUSINESS MODEL SCHEMAS AS FORCES FOR EARLY INTERNATIONALIZATION AND LATER TRANSITIONS: LESSONS FROM A WORLD LEADER BORN GLOBAL  
Pedro Sena-Dias  
Miguel Cunha  
NOVA SBE - UNIVERSIDADE NOVA DE LISBOA NIF 501559094  
NOVA SCHOOL OF BUSINESS & ECONOMICS
Track Sessions per day

2231 INTEGRATING FOREIGN-GENERATED KNOWLEDGE – OVERCOMING THE CHALLENGES OF CULTURAL DISTANCE
Róisín Donnelly TILBURG UNIVERSITY
Daniel Gelsing TILBURG UNIVERSITY

1829 FOREIGN OPERATION MODES OF PROFESSIONAL SERVICE FIRMS: THE ROLE OF KNOWLEDGE AND PSF CHARACTERISTICS
Ciara O’Higgins UNIVERSITY OF DEUSTO
Tatiana Andreeva UNIVERSITY OF MAYNOOTH SCHOOL OF BUSINESS
Nekane Aramburu UNIVERSITY OF DEUSTO

Leadership capabilities (11:00 - 12:30) - Hamilton Conference Centre - Lecture Theatre 2 (LTEE 2)
Track: ST13_05 Microfoundations of Strategy: Dynamic Capabilities and Knowledge Mechanisms
Chair(s): Eda Aral

Paper Presentations:

1057 ORGANIZATIONAL LEADERSHIP CAPABILITY AND DYNAMIC CAPABILITIES: CASE STUDY IN ESTONIAN BANKING SECTOR IN A TIME OF DRAMATIC ECONOMIC RECESSION
Kurmet Kivipõld UNIVERSITY OF TARTU

2449 LEADERSHIP BEHAVIOR FOSTERING COLLECTIVE MINDS OF DYNAMIC CAPABILITIES - INSIGHTS FROM A CASE STUDY ANALYSIS
Immanuel Lutzeyer RUHR UNIVERSITY BOCHUM - INSTITUT OF WORK SCIENCE
Uta Wilkens RUHR-UNIVERSITAET BOCHUM
Saskia Hohagen RUHR-UNIVERSITÄT BOCHUM

1272 HOW DO CEO BEHAVIORS MATTER? INSTRUMENTAL LEADERSHIP, MANAGEMENT PRACTICES AND FIRM PRODUCTIVITY
Eda Aral UNIVERSITY OF GRONINGEN
Janka Stoker UNIVERSITY OF GRONINGEN
Harry Garretsen UNIVERSITY OF GRONINGEN

Literature reviews and reproducibility (11:00 - 12:30) - Trinity Business School - R Maharry Theatre
Track: GT12_00 Research Methods and Research Practice General Track
Chair(s): Huiping Xian

Paper Presentations:

2576 LITERATURE SEARCHING – A DETAILED GUIDE FOR SYSTEMATIC REVIEWS AND META-ANALYSES
Michael Gusenbauer UNIVERSITY OF INNSBRUCK
Sebastian Gauster UNIVERSITY OF INNSBRUCK

2303 BIBLIOMETRIC REVIEWS IN MANAGEMENT: RESEARCHERS’ APPROACHES TO METHODOLOGICAL DILEMMAS
Oskar Kosch CRACOW UNIVERSITY OF ECONOMICS
Marek Szarucki CRACOW UNIVERSITY OF ECONOMICS
Marek Lisiński WSB UNIVERSITY
Track Sessions per day

1567 REPRODUCIBILITY PRACTICES IN MANAGEMENT: PATHWAYS TO A SELF-CORRECTING SCIENCE
Jose Cortina       VIRGINIA COMMONWEALTH UNIVERSITY
Tine Koehler       THE UNIVERSITY OF MELBOURNE
Lydia Craig        GEORGE MASON UNIVERSITY

M&As: Emotions and Social Ties (11:00 - 12:30) - Hamilton Conference Centre - Lecture Theatre 1 (LTEE 1) - B Room
Track: ST13_04 Mergers & Acquisitions and Divestitures: A Glimpse into the Future
Chair(s): Audrey Rouzies
Discussant(s): Nicola Mirc
Paper Presentations:

2141 THE IMPACT OF SPEED VARIATIONS ON EMPLOYEE EMOTIONS DURING POST-MERGER INTEGRATION.
Mark Thomas       ICN BUSINESS SCHOOL (PARIS - NANCY - BERLIN)
Muriel Durand     MÉTIS LAB, EMNORMANDIE BUSINESS SCHOOL
Sniagahina Diduc  UNIVERSITY OF VAASA

1350 THE EMOTIONAL EFFECTS OF SERIAL M&A EXPERIENCES DURING POST MERGER INTEGRATION TIMES
Yoeri Klok         VRIJE UNIVERSITEIT AMSTERDAM
David Kroon        VRIJE UNIVERSITEIT AMSTERDAM

1181 ADDRESSING INFORMATION ASYMMETRY IN ACQUISITIONS: THE ROLE OF SOCIAL TIES
Elio Shijaku      UNIVERSITAT DE BARCELONA
David King         FLORIDA STATE UNIVERSITY
Olimpia Meglio    UNIVERSITY OF NAPLES FEDERICO II

Management, performance, craft (11:00 - 12:30) - Arts Building - Classroom 3051
Track: T01_07 Re-Sourcing Management? Arts, Philosophy & Media as Sources of Organizational Knowledge
Chair(s): Emmanuel Coblence
Discussant(s): Daniela Pianezzi
Paper Presentations:

1194 AÑANA SALT VALLEY: A CASE OF CRISIS AND RECOVERY OF AN INDUSTRIAL HERITAGE SITE
Luca Zan          UNIVERSITY OF BOLOGNA
Mikel Landa       LO ARQUITECTOS

1959 LOOKING AT THE INVISIBLE: MISDIRECTION IN ORGANIZATIONS
Vito Lasala       UNIVERSITY OF NAPLES FEDERICO II
Silvio Ripetta    SCUOLA SUPERIORE MERIDIONALE

2884 HOW DO EXPERIMENTAL SPACES SHAPE THE DEVELOPMENT OF ARTISTIC ENTREPRENEURSHIP?
EVIDENCE FROM FRENCH PERFORMING ARTS
Emmanuel Coblence  ISG INTERNATIONAL BUSINESS SCHOOL
Julia Parigot     ISG PARIS
Track Sessions per day

Managing power through institutions and behaviors (11:00 - 12:30) - Trinity Business School - 4,036
Track: T09_05 Beyond good and evil: unravelling the bright and the dark sides of organizational power
Chair(s): Nicola Capolupo
Paper Presentations:

1394 ORGANIZATIONAL POLITICS AND NURSES’ SOCIAL EXCHANGE BEHAVIORAL RESPONSES: THE MODERATING ROLE OF NURSES’ SELF-CONCEPT
Facundo García-Pereyra UNIVERSITAT DE BARCELONA
Jorge Matute Vallejo IQS SCHOOL OF MANAGEMENT, URL
Josep Argiles-Bosch UNIVERSITY OF BARCELONA

1555 JAPANESE UNIVERSITY GOVERNANCE REFORMS: CHALLENGES AND FUTURE DIRECTIONS
Saori Obayashi OSAKA UNIVERSITY
Toshio Araki FUKUYAMA UNIVERSITY

1640 “RESISTANCE IS POWER.” HOW CAN COERCION BE AFFECTED BY ORGANIZATIONS? INSIGHTS FROM ITALY
Alessandra RicciarDElli UNIVERSITÀ LUM GIUSEPPE DEGENNARO
Nicola Capolupo UNIVERSITÀ DEGLI STUDI DI SALERNO
paola adinolfi UNIVERSITY OF SALERNO
Gianluigi Mangia UNIVERSITY OF NAPLES FEDERICO II
Francesco Manfredi UNIVERSITÀ LUM JEAN MONNET

Museums and contemporary challenges (11:00 - 12:30) - Arts Building - Room 3124
Track: T11_04 Management and digitalization of public and cultural institutions
Chair(s): Lorenzo Mizzau
Paper Presentations:

2023 FROM DIGITAL TO PHYSICAL: MUSEUMS’ SOCIAL MEDIA PRESENCE AND ITS IMPACT ON VISITORS’ LOYALTY AND INTENTION TO VISIT ONLINE AND ONSITE
Alberto Monti UNIVERSITY OF GENOVA - ASK RESEARCH CENTER

2336 ICT-DRIVEN INNOVATION IN A SAMPLE OF EUROPEAN MUSEUMS: MAPPING THE POSITIONING THROUGH SITE-CENTERED, SITE-UNCENTERED AND BORDER TECHNOLOGIES
Claudio Nigro UNIVERSITY OF FOGGIA
Enrica Iannuzzi UNIVERSITY OF FOGGIA, IT
Simona Curiello UNIVERSITY OF FOGGIA
Rosa Spinnato UNIVERSITY OF FOGGIA
Davide Manocchia UNIVERSITY OF FOGGIA

2472 DYNAMIC CAPABILITIES FOR MEDIUM-SMALL MUSEUMS: THE CASE OF MIC
Lorenzo Mizzau UNIVERSITY OF GENOA
Fabrizio Montanari UNIVERSITY OF MODENA AND REGGIO EMILIA, IT
Stefano Rodighiero UNIVERSITY OF BOLOGNA
Damiano Razzoli UNIVERSITY OF MODENA AND REGGIO EMILIA
Track Sessions per day

Nurturing Entrepreneurial Ecosystems (11:00 - 12:30) - Arts Building - Classroom 4045

Track: T03_11 / T06_10 Entrepreneurial and Innovation Ecosystems (ENT & INNO SIGs)
Chair(s): Paul Ryan
Discussant(s): Laetitia Gabay-Mariani

Paper Presentations:

1345  ENHANCING VALUE CO-CREATION IN HIGHER EDUCATION: THE ROLE OF COMPANIES AND ORGANIZATIONS IN THE ENTREPRENEURIAL ECOSYSTEM
Yuko Inada       ST. ANDREW’S UNIVERSITY

2178  DISTINCTIVE CHARACTERISTICS OF FORMAL ENTREPRENEURIAL MENTORING: INSIGHTS FROM THE PERSPECTIVES OF PROGRAM ORGANIZERS.
Phuong Doan       IAE PARIS (SORBONNE BUSINESS SCHOOL), HCMC UNIVERSITY OF EDUCATION
Jean-François Sattin       UNIVERSITÉ PARIS 1 PANTHÉON-SORBONNE

1407  INSIDE THE BOX: IDEA JOURNEYS IN AN ENTREPRENEURIAL ECOSYSTEM
Ehsan Samimi       FREIE UNIVERSITÄT BERLIN
Jörg Sydow       FREIE U BERLIN

Nurturing Human Flourishing Across Health Care Teams (11:00 - 12:30) - Arts Building - Classroom 3131

Track: ST11_02 Healthcare Management Research
Chair(s): Sara Melo
Discussant(s): Timothy Hoff

Paper Presentations:

1747  JOB AUTONOMY IN HEALTH CARE: REDUCING CHUTES AND BUILDING LADDERS
francis maisonneuve       HEC MONTREAL
Anaïs Galy       HEC MONTREAL
Patrick Groulx       HEC MONTREAL
Denis Chênevert       HEC MONTREAL
collen grady       QUEEN’S UNIVERSITY
angela coderre-ball       QUEEN’S UNIVERSITY

1782  CARING AND ORGANIZING WITH COMPASSIONATE LOVE AND DIGNITY
Henri Slob       ERASMUS UNIVERSITY ROTTERDAM - ERASMUS SCHOOL OF PHILOSOPHY - ERASMUS INSTITUTE FOR BUSINESS ECONOMICS
Arie Biemond       ERASMUS SCHOOL OF PHILOSOPHY

2097  HOW TO KEEP ME: EXAMINING THE RELATIONSHIPS BETWEEN PURPOSE, WORK ENVIRONMENT AND TURNOVER INTENTION ACROSS THE ENTIRE HEALTHCARE TEAM
Katherine Meese       UNIVERSITY OF ALABAMA AT BIRMINGHAM
Laurence Boitet       UNIVERSITY OF ALABAMA AT BIRMINGHAM
C. Allen Gorman       UNIVERSITY OF ALABAMA AT BIRMINGHAM
Nisha Patel       UNIVERSITY OF ALABAMA AT BIRMINGHAM
Lauren Nassetta       UNIVERSITY OF ALABAMA AT BIRMINGHAM
David Rogers       UNIVERSITY OF ALABAMA AT BIRMINGHAM
Open Innovation practices (11:00 - 12:30) - Arts Building - Room 4053
Track: ST06_07 Open Innovation
Chair(s): Liliana Mitkova
Paper Presentations:

1083 OPEN INNOVATION IN SMES: UNFOLDING THE BLACK-BOX THROUGH TYPOLOGIES
   jose-luis hervas-oliver, UNIVERSITAT POLITECNICA VALENCIA
   Francisca Sempere-Ripoll, UNIVERSITAT POLITECNICA DE VALENCIA

1172 FACILITATING OPEN INNOVATION PRACTICES THROUGH PROOF-OF-CONCEPT (POC) PROGRAMS: AN EXPLORATORY STUDY BETWEEN PRIVATE AND PUBLIC SECTORS
   Giovanni Tolin, SANT’ANNA SCHOOL OF ADVANCED STUDIES
   Andrea Piccaluga, INSTITUTE OF MANAGEMENT - SCUOLA SUPERIORE SANT’ANNA PISA

2031 HARMFUL SIGNALING FOR CROWD INVOLVEMENT IN BLOCKCHAIN-BASED VENTURES
   Michael Rammert, TU DORTMUND UNIVERSITY

Ownership and board governance I (11:00 - 12:30) - Arts Building - Classroom 3126
Track: GT02_00 Corporate Governance General Track
Chair(s): Laura Muro
Discussant(s): Laura Muro
Paper Presentations:

2787 CONFIGURATIONAL ANALYSIS OF VALUE-ADDED BOARD CHARACTERISTICS IN CONCENTRATED OWNERSHIP
   Natalia Strelkova, IE BUSINESS SCHOOL
   Patricia Gabaldon, IE BUSINESS SCHOOL

1080 HETEROGENEOUS INSTITUTIONAL INVESTORS AND LABOR INVESTMENT DECISIONS: DOES PRODUCT MARKET COMPETITION MATTER?
   Sabrina KHEMIRI, UNIVERSITÉ PARIS-Saclay, UNIV EVRY, IMT-BS, LITEM, 91025, EVRY-COURCOURONNES
   Afeef SLAMA, LAMIDED, ISG, UNIVERSITÉ DE SOUSSE,TUNISIE
   Hamza NIZAR, PRESTIGE LABO, IHEC- UNIVERSITY OF CARTHAGE, TUNISIA
   LAKHAL Faten, LÉONARD DE VINCI PÔLE UNIVERSITAIRE, RESEARCH CENTER, 92916 LA DÉFENSE AND IRG, UNIVERSITÉ PARIS-EST

2137 CORPORATE WRONGDOING AND BOARD LEADERSHIP STRUCTURE: AN ANALYSIS OF THE HEWLETT PACKARD PRETEXTING SCANDAL
   Jerry Sheppard, SIMON FRASER UNIVERSITY
   Shamsud Chowdhury, DALHOUISIE UNIVERSITY

Philosophy and Organization Theory (11:00 - 12:30) - Arts Building - Classroom 3074
Track: T01_06 Philosophy for business ethics
Chair(s): Wim Vandekerckhove
Paper Presentations:

2860 EROS MANAGER: A MARIONIAN INTERPRETATION OF THE AFFECTIVE TURN IN MANAGEMENT STUDIES
   Ghislain Deslandes, ESCP BUSINESS SCHOOL
Track Sessions per day

2047  HUMAN NATURE AS A FOUNDATION FOR AN EXTENDED UNIVERSALISM IN BUSINESS ETHICS PRACTICE AND EDUCATION
Guillaume Mercier      IESEG SCHOOL OF MANAGEMENT

1356  A LEVINASIAN APPROACH TO MORAL IMAGINATION: DISTORTING THE IMAGE TO AVOID SELF-REFERENTIALITY IN ORGANIZATION THEORY.
Wim Vandekerckhove      EDHEC BUSINESS SCHOOL
Myrtle Emmanuel      UNIVERSITY OF GREENWICH

Practice, Process, and Sustainability (11:00 - 12:30) - Hamilton Conference Centre - Lecture Theatre 3 (LTEE 3)
Track: ST13_07 Strategic Processes & Strategic Ambidexterity

Paper Presentations:

1185  A PARADOX PERSPECTIVE ON CORPORATE SUSTAINABILITY AND RESILIENCE DURING A GLOBAL CRISIS
Vinicio Di Iorio      SANT’ANNA SCHOOL OF ADVANCED STUDIES
Francesco Testa      SCUOLA SUPERIORE SANT’ANNA
Daniel Korschun      DREXEL UNIVERSITY
Guia Bianchi       JOINT RESEARCH CENTRE, EUROPEAN COMMISSION

1444  THE ESSENCE OF SUSTAINABILITY: AN ENACTED SENSEMAKING PERSPECTIVE IN HIGHLY-REGULATED ORGANIZATIONS
Anne Barraquier      SKEMA BUSINESS SCHOOL

2448  PATHWAYS TO A (GREENER) FUTURE: FORESIGHT AND IMAGINATION AS DRIVERS OF FIRM CLIMATE CHANGE STRATEGIES
Stavros Vourloumis      ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
Ioannis Thanos      ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

Profit or non-profit sport clubs. (11:00 - 12:30) - Museum Building - M20
Track: T14_06 Sport Governance for Good
Chair(s): Konstantinos Koronios

Paper Presentations:

1498  BUILDING SOCIAL CAPITAL BY DEVELOPING FOOTBALL OR BUILDING PRIVATE CAPITAL BY STRENGTHENING OLIGARCHS? THE CASE STUDY OF THE HUNGARIAN FOOTBALL REFORM FROM 2010 TO 2021
Zsolt Havran      CORVINUS UNIVERSITY OF BUDAPEST
Zoltán Jandó      G7 JOURNAL

2293  CHALLENGES, RISKS, AND DEVELOPMENT OPPORTUNITIES FOR AMATEUR SPORTS CLUBS: THE CASE OF FRENCH HANDBALL CLUBS
Mathieu Jéol      UNIVERSITÉ DE ROUEN
Mickaël Terrien      UNIVERSITÉ DE LAUSANNE
Nicolas Chanavat      UNIVERSITÉ DE ROUEN-NORMANDIE

2817  REVENUE GENERATION AND DIVERSIFICATION OF PROFESSIONAL CLUB FOOTBALL: AN INTEGRATIVE LITERATURE REVIEW AND SYNTHESIS.
Goran Mirkovic      HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
Track Sessions per day

Project Organising - Major and Megaprojects: Collaboration (11:00 - 12:30) - TBSI Building - B1.18
Track: ST10_01 Multi-level Perspectives on Major and Megaprojects
Chair(s): Juliano Denicol
Paper Presentations:

1546 THEORIZING UNPREDICTABILITY IN A PRACTICE PERSPECTIVE
Hicham Rahali HEC MONTREAL
Monique Aubry UNIVERSITÉ DU QUÉBEC À MONTRÉAL
Skander Ben Abdallah ESG UQAM

2054 A CLASH OF CLANS: EMPIRICAL EVIDENCE OF CONFLICTING INSTITUTIONAL LOGICS AND THEIR IMPACT ON MEGAPROJECT COLLABORATION
Anna af Hällström CHALMERS UNIVERSITY OF TECHNOLOGY

2426 BEING AT THE FRONT END OF MAJOR PUBLIC PROJECTS – AN EMPIRICAL STUDY OF PRACTICES TO PROVIDE REALISTIC COST ESTIMATES UNDER HIGH UNCERTAINTY
Helene Berg NORWEGIAN DEFENCE RESEARCH ESTABLISHMENT
Ole Jonny Klakegg NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
Nils O.E. Olsson NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)
Anne Larsen NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)
Morten Welde NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)
Jan Alexander Langlo NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)

Project Organising: Agile project management (11:00 - 12:30) - TBSI Building - B2.37
Track: T10_04 Projects for digital outcomes, digital project management, and agile approaches
Chair(s): Alexander Kock
Discussant(s): Hélène Delerue, Carl Marnewick, Joana Geraldi
Paper Presentations:

1365 A PRINCIPLE-BASED APPROACH TO AGILE BENEFITS REALISATION
Carl Marnewick DEPARTMENT OF APPLIED INFORMATION SYSTEMS, UNIVERSITY OF JOHANNESBURG
Annlizé Marnewick POSTGRADUATE SCHOOL OF ENGINEERING MANAGEMENT, UNIVERSITY OF JOHANNESBURG

1471 AGILE PROJECT MANAGEMENT: AN ANALYSIS THROUGH PERCEPTIONS
Hélène Delerue ESG UQAM
Hélène Sicotte ESG UQAM

2641 THE AGILIFICATION OF THE FIRM: AGILE AS A MODE OF ORGANIZING
Joana Geraldi COPENHAGEN BUSINESS SCHOOL
Matthias Wenzel EUROPEAN-UNIVERSITY VIADRINA IN FRANKFURT ODER
Iben Stjerne DTU
Track Sessions per day

Projects and Value Creation (11:00 - 12:30) - TBSI Building - B1.06
Track: GT10_00 Project Organising General Track
Chair(s): Christine Unterhitzenberger
Paper Presentations:

1084   SDG 4 IN MOZAMBIQUE: ASSESSING THE ROLE OF PROJECTIFICATION IN IMPROVING EDUCATION QUALITY
Ambi Ambituuni  BIRMINGHAM BUSINESS SCHOOL, UNIVERSITY OF BIRMINGHAM, BIRMINGHAM, UK
Daniela Lobo  UNIVERSITY OF BRADFORD

1371   UNEXPECTED AND EXPECTED VALUE WITHIN AND FROM PROJECTS AND THE EVOLUTION OF VALUE
Karlene Agard  UNIVERSITY OF OXFORD, SAID BUSINESS SCHOOL
Giorgio Locatelli  SCHOOL OF MANAGEMENT, POLITECNICO DI MILANO
Alexander Budzier  SAID BUSINESS SCHOOL, UNIVERSITY OF OXFORD

259   MANAGING VALUE CREATION IN PUBLIC-MERGER PROGRAMS: SATISFYING TO MAKE AND LOSE VALUE OUTCOMES
Parinaz Farid  NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY

S05_01 - Diversity and Competition: Opportunities and Risks for Businesses being a “force for good” (11:00 - 12:30) - Trinity Business School - 3.028
Track: GT05_00 Gender, Race and Diversity in Organisations General Track
Paper Presentations:

23   S05_01 - DIVERSITY AND COMPETITION: OPPORTUNITIES AND RISKS FOR BUSINESSES BEING A “FORCE FOR GOOD”
Patrick Krauskopf  ZHAW SCHOOL OF MANAGEMENT AND LAW
Daniel Hardegger  ZHAW SCHOOL OF MANAGEMENT AND LAW
Daniela Frau  UNIVERSITY OF ST. GALLEN
Claudia Lemus  OFGEM
Michel Rudin  SWISS DIVERSITY

S06_03 - Values-based and sustainable innovation management - drivers, barriers and facilitation (11:00 - 12:30) - Arts Building - Classroom 5052
Track: GT06_00 Innovation General Track
Paper Presentations:

38   S06_03 - VALUES-BASED AND SUSTAINABLE INNOVATION MANAGEMENT - DRIVERS, BARRIERS AND FACILITATION
Henning Breuer  UNIVERSITY OF APPLIED SCIENCES FOR MEDIA, COMMUNICATION AND MANAGEMENT & UXBERLIN INNOVATION CONSULTING
Kiril Ivanov  HMKW HOCHSCHULE FÜR MEDIEN, KOMMUNIKATION UND WIRTSCHAFT
Sandra Dijk  HHL
Raffaella Montera  PEGASO TELEMATIC UNIVERSITY
Carmen Abril  UNIVERSIDAD COMPLUTENSE DE MADRID
Irena Sliwinska  CRACOW UNIVERSITY OF TECHNOLOGY
Katarzyna Matras-Postołeż  CRACOW UNIVERSITY OF TECHNOLOGY
Jacek Kasz  POLITECHNIKA KRAKOWSKA
## Track Sessions per day

### S14_01 - Female Entrepreneurship As A Driver Of Regional Growth And Development (11:00 - 12:30) - Lloyd Building - Theatre 4

**Track:** GT14_00 General Track - Towards the New Paradigm of Business and Management  
**Paper Presentations:**

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<td>S14_01 - FEMALE ENTREPRENEURSHIP AS A DRIVER OF REGIONAL GROWTH AND DEVELOPMENT</td>
<td>Rachel Hilliard, Isobel Cunningham, Janine McGinn, Laura Bradley-McCauley</td>
</tr>
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### ST01_02: SESSION 01 Sustainability & disclosure in different contexts (11:00 - 12:30) - Arts Building - Swift Theatre

**Track:** ST01_02 Performance measurement and management for sustainability  
**Chair(s):** Lucrezia Songini  
**Discussant(s):** Rosamartina SCHENA  
**Paper Presentations:**

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<td>HEALTHCARE SERVICES: A PARADIGM SHIFT TOWARDS SUSTAINABILITY</td>
<td>Vera Benedetto, Francesca Ferrè, Sabina Nuti</td>
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<td>2778</td>
<td>ALMOST-INVISIBLE FIRMS AND THE ECONOMIC CRISIS: AN EXPLORATORY ANALYSIS AND A RESEARCH AGENDA</td>
<td>Anna Menozzi</td>
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<td>2155</td>
<td>THE MANAGERIAL ROLE OF INTEGRATED REPORTING: THE INTEGRATED THINKING APPROACH</td>
<td>Anna Pistoni, Lucrezia Songini</td>
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### ST06-03 - DIGITAL INNOVATION - research on AI - 1/3 (11:00 - 12:30) - Arts Building - Classroom 5033

**Track:** ST06_03 Digital Innovation: Strategies, Competencies, Ecosystems, Theories, and Practice  
**Chair(s):** Valerie Merindol  
**Paper Presentations:**

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<tr>
<td>1065</td>
<td>ARTIFICIAL INTELLIGENCE AS A PATH TO MORE SUSTAINABILITY IN HEALTHCARE</td>
<td>Anna Bastone, Francesco, Luca Dezi, Giulia Nevi</td>
</tr>
<tr>
<td>1223</td>
<td>ARTIFICIAL INTELLIGENCE AND INNOVATION: A BIBLIOMETRIC ANALYSIS OF THE LITERATURE</td>
<td>Rafael Crispim, Paulo Nascimento, Eduardo Vasconcellos</td>
</tr>
</tbody>
</table>
Track Sessions per day

Subjects in entrepreneurial processes (11:00 - 12:30) - Arts Building - Classroom 3069
Track: ST03_02 Entrepreneurial Processes
Chair(s): Rui Baptista
Discussant(s): Orla Byrne, Izabela Koładkiewicz
Paper Presentations:

1905  **A PEEK INTO THE BLACKBOX: ILLUMINATING THE RESILIENCE PROCESS IN NEW VENTURE TEAMS**
Gisa Todt  
Silja Hartmann  
Caroline Becker  
Kyle Brykman  
Matthias Weiss  
LMU MUNICH  
TECHNISCHE UNIVERSITÄT BERLIN  
RUHR-UNIVERSITÄT BOCHUM  
UNIVERSITY OF WINDSOR ODETTE SCHOOL OF BUSINESS  
RADBOUD UNIVERSITY

2368 **POST-FORMATION VENTURE DEVELOPMENT IN THE HEALTH CARE SECTOR: THE ROLES AND CONTRIBUTIONS OF DIFFERENT STAKEHOLDERS**
Nataliya Galan  
Ann Svensson  
UNIVERSITY WEST  
UNIVERSITY WEST

Sustainability and innovation in family businesses (11:00 - 12:30) - Lloyd Building - Theatre 8
Track: ST04_01 Strategy, Innovation, and Digitalization in Family Firms
Chair(s): Pedro Vazquez
Discussant(s): Alisa Sydow
Paper Presentations:

1103 **THE IMPACT OF FAMILY LEADERSHIP ON RADICAL INNOVATION**
Lorenzo Ardito  
IVAN MIROSHNYCHENKO  
antonio messeni petruzzelli  
Alfredo De Massis  
IMD BUSINESS SCHOOL  
POLITECNICO OF BARI, ITALY  
FREE UNIVERSITY OF BOZEN

1627 **HOW CAN FAMILY FIRMS BE PIONEERS IN ADDRESSING GRAND SOCIETAL CHALLENGES? TOWARDS A THEORY OF RESPONSIBLE INNOVATION IN FAMILY FIRMS**
Isabella Listl  
Elisabeth Mueller  
BUNDESGEWEHR UNIVERSITY MUNICH  
UNIVERSITY OF THE BUNDESGEWEHR MUNICH

2204 **FAMILY OWNERSHIP AFTER GOING PUBLIC: EXPLORING NONLINEAR EFFECT ON INNOVATION INPUTS AND THE ROLE OF INSTITUTIONAL INVESTORS**
Mario Ossorio  
UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA

Sustainability and ESG (I) (11:00 - 12:30) - TBSI Building - B2.73
Track: T02_04 Corporate Governance, Diversity, Sustainability and the Purpose of Corporation
Discussant(s): Toru Yoshikawa
Paper Presentations:

1035 **PAYING FOR GREENNESS: HOW CREDIT STAKEHOLDERS RESPOND TO CSR-CONTINGENT EXECUTIVE COMPENSATION**
Yi Tang  
UNIVERSITY OF HONG KONG (HKU)
Track Sessions per day

2531  SUSTAINABLE DEVELOPMENT GOALS, SUSTAINABILITY INDICES AND CORPORATE GOVERNANCE: AN ANALYSIS OF SPANISH LISTED COMPANIES
Irma Martínez-Garcia UNIVERSITY OF OVIEDO
Sílvia Gómez-Ansón UNIVERSITY OF OVIEDO

2430  BOARD SUSTAINABILITY AND THE ESG - CORPORATE FINANCIAL PERFORMANCE RELATIONSHIP: EVIDENCE FROM INDIA
Ved Beloskar IIT BOMBAY, MUMBAI
Arunima Haldar SPJIMR, MUMBAI
SVD Nageswara Rao SCHOOL OF MANAGEMENT, IIT BOMBAY

Sustainability, Stakeholders, and the Dark Side (11:00 - 12:30) - TBSI Building - B2.36
Track: ST10_02 Sustainability ‘by’ and ‘of’ the Project, Stakeholders, and the Dark Side
Chair(s): Luca Sabini
Discussant(s): Francesco Di Maddaloni, José Santos, ata babaei

Paper Presentations:

1827  AN ANALYTIC NETWORK PROCESS APPROACH TO PRIORITIZE PROJECT STAKEHOLDER IN A SUSTAINABILITY CONTEXT
José Santos POLYTECHNIC INSTITUTE OF BRAGANÇA
Gabriela Fernandes UNIVERSITY OF COIMBRA

2007  INVESTIGATING CROSS-SECTOR COLLABORATIONS BETWEEN LOCAL AUTHORITIES AND PROJECT-BASED ORGANIZATIONS. A SYSTEMATIC REVIEW AND FUTURE AGENDA FOR MEGAPROJECT MANAGEMENT
Francesco Di Maddaloni UNIVERSITY COLLEGE LONDON
Rodney Turner EUROPROJEX

2438  PLANNING SOCIAL VALUE FOR INFRASTRUCTURE MEGAPROJECTS USING DESIGN THINKING
ata babaei UNIVERSITY OF LEEDS
Giorgio Locatelli SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO
Tristano Sainati UNIVERSITY OF LEEDS
jeanne liedtka UNIVERSITY OF VIRGINIA DARDEN SCHOOL

T14_02 Developing a Sustainability Mindset in Business and Management Education (11:00 - 12:30) - Museum Building - M17 - B Room
Track: T14_02 Developing a Sustainability Mindset in Business and Management Education
Chair(s): Kristen Reid

Paper Presentations:

1490  GAMIFIED TAX SIMULATION FOR FRENCH STUDENTS: DOES DEBRIEFING MATTER?
Peter Daly EDHEC BUSINESS SCHOOL
Emmanuelle Deglaire EDHEC BUSINESS SCHOOL
Fabrice LeLec UNIVERSITY OF LILLE
Anculien Schoeman UNIVERSITY OF PRETORIA/UNIVERSITEIT VAN PRETORIA
Track Sessions per day

1521  CAN BUSINESS ETHICS BE THOUGH? A QUASI-EXPERIMENT MIXED METHOD STUDY OF COOPERATIVE LEARNING DESIGN IN HIGHER EDUCATION
Mattia Martini  DEPARTMENT OF BUSINESS AND LAW, UNIVERSITY OF MILAN BICOCCA
Monica Carminati  UNIVERSITY OF MILAN BICOCCA
Dario Cavenago  DEPARTMENT OF BUSINESS AND LAW, UNIVERSITY OF MILANO-BICOCCA
Elisabetta Marafioti  UNIVERSITY OF MILAN BICOCCA

2913  INSTITUTIONALISING RESPONSIBLE MANAGEMENT EDUCATION: A CASE STUDY OF A BUSINESS SCHOOL FOR THE PUBLIC GOOD.
johanna clancy  UNIVERSITY OF GALWAY, IRELAND

Team and Emotions (11:00 - 12:30) - Trinity Business School - 5,012
Track: ST09_02 Team Performance Management
Chair(s): António Abrantes, Monika Maslikowska
Paper Presentations:

1043  ME, MYSELF, AND I? SELF-PRESERVING VS. TEAM-PRESERVING RESPONSES IN EXTREME CONTEXTS AND THE DEMONSTRATION OF TEAM RESILIENCE
Kijan Vakilzadeh  UNIVERSITY OF KASSEL

1549  THE Crossover Effect of Managers’ Emotional Exhaustion on Teams’ Readiness to Change
Patrick Groulx  HEC MONTREAL
francis maisonneuve  HEC MONTREAL
Jean-François Harvey  HEC MONTREAL
kevin Johnson  HEC MONTREAL

2161  TEAM MEMBERSHIP CHANGE AND TEAM EFFECTIVENESS: THE ROLE OF INFORMATIONAL ATTRIBUTES AND TEAM MEMBERS’ EMOTIONAL INTELLIGENCE
Eunhee Kim  UNIVERSITY OF NEVADA, RENO

Transformations in CCIs, including digital (11:00 - 12:30) - Arts Building - Classroom 4096
Track: T03_12 Entrepreneurship for transformations of and through the creative industries
Chair(s): Elmar Konrad
Paper Presentations:

1598  OPPORTUNITIES AHEAD? HOW WILL EUROPEAN ARTS AND CREATIVE SECTORS TRANSFORM, AND BE TRANSFORMED, WHEN IT COMES TO THE NATIONAL RESILIENCE PLANS?
Ellen Loots  ERASMUS UNIVERSITY ROTTERDAM
Diana Betzler  CONSTANCE
Marek Prokupek  KEDGE BUSINESS SCHOOL, KEDGE ARTS SCHOOL

2335  IN-HOUSE PUBLISHER OR TOTAL INTRAPRENEURSHIP: THE SINGULAR MODEL OF AN INTERNATIONAL VIDEO GAME PUBLISHER
Thomas PARIS  GREG HEC/CNRS AND I3-CRG/ECOLE POLYTECHNIQUE
Track Sessions per day

2792  TOWARDS DIGITAL CULTURAL VALUE: DIGITAL MARKETING IMPLICATIONS FOR CULTURAL ENTREPRENEURS IN A POST-PANDEMIC WORLD
Tammi Murphy  LIVERPOOL BUSINESS SCHOOL/LIVERPOOL JOHN MOORES UNIVERSITY
Ian Fillis  LIVERPOOL JOHN MOORES UNIVERSITY

Universities (11:00 - 12:30) - Arts Building - Room 4035
Track: ST11_01 Accounting, Auditing and Sustainability in Public and Hybrid Organizations
Chair(s): Giuseppe Grossi
Paper Presentations:

2094  FINANCIALIZATION AS THE CREATOR AND SOLVER OF CONFLICTS IN A RELIGIOUS HIGHER EDUCATION ORGANISATION: A LONGITUDINAL ANALYSIS
Marta Malheiro De Almeida  NOVA SCHOOL OF BUSINESS AND ECONOMICS
José Carlos Oyadomari  MACKENZIE PRESBYTERIAN UNIVERSITY
Octavio Mendonça Neto  MACKENZIE PRESBITERIAN UNIVERSITY AND METHODIST UNIVERSITY OF SÃO PAULO
Marcio Machini  CLARETIANO - REDE DE EDUCAÇÃO

2704  RESEARCH MANAGEMENT IN UNIVERSITIES: LOOKING FOR RECOUPLING?
ARIEL EGGRICKX  MRM - MONTPELLIER RESEARCH IN MANAGEMENT - UNIVERSITY OF MONTPELLIER
Karine Gauche  INSTITUT AGRO MONTPELLIER

2002  SUSTAINABILITY REPORTING IN THE PUBLIC ORGANIZATIONS: A LITERATURE REVIEW
Giulia Flamini  ROME TOR VERGATA UNIVERSITY
Luca Gnan  TOR VERGATA UNIVERSITY
Federico Ceschel  UNIVERSITY OF ROME TRE
Aqsa Ameer  UNIVERSITY OF ROME TOR VERGATA

University-Industry interactions & Knowledge Transfer I (11:00 - 12:30) - Arts Building - Room 4018
Track: T06_11 From Science Management to Innovation Management: Science – Industry Relations and New Forms of Knowledge Transfer
Chair(s): Anna Yström
Paper Presentations:

1339  A LIVING LAB TYPOLOGY FOR SCIENCE-INDUSTRY COLLABORATION
Elie Abi Saad  HEC MONTREAL
Marine Agogué  HEC MONTREAL

2064  OPEN LAB AS A KEY INTERMEDIARY TO FOSTER COLLABORATIONS BETWEEN RESEARCH TECHNOLOGY ORGANIZATION AND SMALL AND MEDIUM-SIZED ENTERPRISES
Prince Gilbert FIALOR  TOULOUSE BUSINESS SCHOOL
Eric Michæl LAVIOLETTE  TOULOUSE BUSINESS SCHOOL
Amadou Lo  TOULOUSE BUSINESS SCHOOL
**Track Sessions per day**

**2772  HOW DIFFERENT BARRIERS OF INTERACTION LEAD TO MULTIPLE FORMS OF U-I INTERMEDIARIES?**
Sarah Tung  FACULTY OF ECONOMICS & MANAGEMENT / BETA

*Value creation and business models (11:00 - 12:30) - Arts Building - Classroom 4050A*
*Track: ST03_06 Social and Sustainable Entrepreneurship*
*Chair(s): Matthias Raith*
*Discussant(s): Aqib Wassy Deepta, Tobias Schmallenbach, Matthias Raith*

**Paper Presentations:**

**2469  VALUE APPROPRIATION AT THE BOTTOM OF THE PYRAMID – EXPLORING MARKET STRUCTURES AS COALITIONAL GAMES**
Sarah Bunaya Rahman  OTTO VON GUERICKE UNIVERSITY MAGDEBURG
Matthias Raith  OTTO VON GUERICKE UNIVERSITY OF MAGDEBURG

**2606  VALUE CREATION IN SOCIAL ENTERPRISES: A GOVERNANCE PERSPECTIVE**
Aqib Wassy Deepta  UNIVERSITY OF LIVERPOOL

**2801  MEDIUM-SIZED COMPANIES IN TRANSITION: THE PATH TO DIGITALLY SUPPORTED BUSINESS MODELS**
Tobias Schmallenbach  UNIVERSITÄT SIEGEN / LEHRSTUHL FÜR DIENSTLEISTUNGSENTWICKLUNG IN KMU UND HANDWERK
Matthias Vogel  UNIVERSITÄT SIEGEN / LEHRSTUHL FÜR DIENSTLEISTUNGSENTWICKLUNG IN KMU UND HANDWERK
Giuseppe Strina  UNIVERSITÄT SIEGEN / LEHRSTUHL FÜR DIENSTLEISTUNGSENTWICKLUNG IN KMU UND HANDWERK
Christophe Said  UNIVERSITÄT SIEGEN / LEHRSTUHL FÜR DIENSTLEISTUNGSENTWICKLUNG IN KMU UND HANDWERK

**Women entrepreneurship and performance (11:00 - 12:30) - Arts Building - Room 4097**
*Track: T03_13 Female entrepreneurship*
*Chair(s): Lien Denoo*
*Discussant(s): Agnieszka Kwapisz*

**Paper Presentations:**

**2080  ARE EMOTIONS PROFITABLE? SUBSCRIPTION-BASED CROWDFUNDING AND GENDER.**
Agnieszka Kwapisz  MONTANA STATE UNIVERSITY

**2249  ASKING FOR DIRECTIONS: MENTORING AND WOMEN’S ENTREPRENEURIAL PERFORMANCE**
Lien Denoo  TILBURG UNIVERSITY
Anneleen Van Boxtael  DELOITTE
Andrea Belz  UNIVERSITY OF SOUTHERN CALIFORNIA

**2791  HOW WOMEN GAIN CENTRALITY IN VC-BACKED BOARD NETWORKS AND ITS EFFECT ON NEW VENTURE PERFORMANCE.**
Manuel Hess  UNIVERSTIY OF ST.GALLEN
Charlotta Siren  UNIVERSTIY OF ST.GALLEN
Joakim Wincent  UNIVERSITY OF ST.GALLEN
Dietmar Grichnik  UNIVERSTIY OF ST.GALLEN

**Lunch (12:30 - 14:00) - Coffee Break & Lunch Area**
Track Sessions per day

Conference Opening & Keynote Panel I (14:00 - 15:30) - Trinity Business School - Dargan Auditorium
Chair(s): Dean
Coffee Break (15:30 - 16:00) - Coffee Break & Lunch Area
Accelerating the transformation of Businesses for Social Impact: exploring Social Innovation and Sustainable Business Models (16:00 - 17:30) - Arts Building - J.M. Synge Theatre
Track: GT01_00 Business for Society General Track
Chair(s): ilaria tutore
Discussant(s): Fabio Iannone
Paper Presentations:

1143 DEVELOPING DYNAMIC CAPABILITIES IN SOCIAL ENTERPRISES: THE ROLES OF MANAGERIAL ATTENTION ON SOCIAL AND COMMERCIAL OBJECTIVES
HSING-ER LIN NATIONAL SUN YAT-SEN UNIVERSITY
Jeongho Choi COLLEGE OF BUSINESS AND ECONOMICS, UNIVERSITY OF WISCONSIN-WHITEWATER, USA
Andy Yu UNIVERSITY OF WISCONSIN-WHITEWATER
Ping-Hsun Li DEPARTMENT OF BUSINESS MANAGEMENT, NATIONAL SUN YAT-SEN UNIVERSITY, TAIWAN
Yefeng Wang COLLEGE OF BUSINESS AND ECONOMICS, UNIVERSITY OF WISCONSIN-WHITEWATER, USA
Dexi Zheng MCDONALD CPA LLC, USA.

1819 TRANSFORMING TO SPREAD SOCIAL INNOVATION - OR THE ART OF DUPLICATION AND TRANSFORMATION
Laëtitia LETHIELLEUX UNIVERSITY REIMS CHAMPAGNE ARDENNE
Caroline ANDRE NEOMA BS
Maryline THENOT NEOMA BS
Ulysse LECOMTE-THENOT UNIVERSITY REIMS, CHAMPAGNE ARDENNE

1920 THE TETRIS OF SUSTAINABILITY. HOW HYBRID ORGANIZATIONS INTEGRATE SUSTAINABLE BUSINESS MODELS
simone carmine UNIVERSITY OF PADOVA, DEPARTMENT OF ECONOMIS AND MANAGEMENT
Valentina De Marchi UNIVERSITY OF PADOVA
Eleonora Di Maria UNIVERSITY OF PADOVA

Artificial Intelligence (AI) for management decision-making processes (16:00 - 17:30) - Hamilton Conference Centre - Lecture Theatre 2 (LTEE 2)
Track: T13_10 Artificial Intelligence and Digital Strategies
Chair(s): Davide Calandra
Discussant(s): Edoardo Crocco, Tian WEI, Josephine Moritz
Paper Presentations:

2648 MANAGING THE RISKS ASSOCIATED WITH THE IMPLEMENTATION OF ARTIFICIAL INTELLIGENCE: A REVIEW AND RESEARCH AGENDA
Francesca Culasso UNIVERSITY OF TURIN
Elisa Truant UNIVERSITY OF TURIN
Elisa Ballesio UNIVERSITÀ DEGLI STUDI DI TORINO
Edoardo Crocco UNIVERSITÀ DEGLI STUDI DI TORINO
2763 HETEROGENEOUS COGNITIVE STRUCTURES BETWEEN GENERATIVE ARTIFICIAL INTELLIGENCE AND MANAGERS
Tian WEI
NEOMA BUSINESS SCHOOL
Han WU
DUBLIN CITY UNIVERSITY

1984 BETWEEN ALGORITHM AVERSION AND APPRECIATION: A META-ANALYSIS AND REVIEW ABOUT THE (UN)FAIRNESS PERCEPTIONS OF ALGORITHMIC DECISION-MAKING
Josephine Moritz
HEINRICH HEINE UNIVERSITY
Larissa Pomrehn
UNIVERSITÄT DÜSSELDORF, MANCHOT GRADUIERTENSCHULE WEJU
Holger Steinmetz
TRIER UNIVERSITY
Marius Wehner
HEINRICH-HEINE-UNIVERSITY DÜSSELDORF

Business Model I (16:00 - 17:30) - Arts Building - Room C6002
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:

2318 TECHNOLOGY ADOPTION, BUSINESS MODEL INNOVATION, GROWTH, AND FIRM PERFORMANCE: A MODERATED MEDIATION FRAMEWORK
Fatemeh Masihkhah
PHD CANDIDATE AT UNIVERSITY OF AMSTERDAM
Henk Volberda
AMSTERDAM BUSINESS SCHOOL
Saeed Khanagha
ASSOCIATE PROFESSOR AT VRIJE UNIVERSITEIT AMSTERDAM

2790 THE IMPACT OF VALUE LOGICS ON BUSINESS MODEL DESIGN – THE CASE OF SOLAR PV PARKS IN SWEDEN
Ingrid Mignon
CHALMERS UNIVERSITY OF TECHNOLOGY
Johan Lindahl
CHALMERS UNIVERSITY OF TECHNOLOGY
Lisa Melander
CHALMERS UNIVERSITY OF TECHNOLOGY

2577 THE INFLUENCES OF THE INTERACTION OF ORGANIZATIONAL STRUCTURE AND R&D SLACK ON A FIRM’S TECHNOLOGICAL CAPABILITY AND INNOVATION PERFORMANCE
Tung-Fei Tsai-Lin
DEPARTMENT OF BUSINESS MANAGEMENT, NATIONAL UNITED UNIVERSITY
Ming-Huei Chen
GRADUATE INSTITUTE OF TECHNOLOGY MANAGEMENT, NATIONAL CHUNG HSING UNIVERSITY
Hui-Ru Chi
SCHOOL OF POLITICAL SCIENCE AND LAW, JIAYING UNIVERSITY
Pei-Shan Chiang
GRADUATE INSTITUTE OF TECHNOLOGY MANAGEMENT, NATIONAL CHUNG HSING UNIVERSITY
Po-Hsuan Chen
DEPARTMENT OF BUSINESS MANAGEMENT, NATIONAL TAIPEI UNIVERSITY
Track Sessions per day

**CAREER & TALENT MANAGEMENT (1) (16:00 - 17:30) - Trinity Business School - 3,022**

Track: ST09_01 Human Resource Management

Chair(s): Félipe Guzman

Paper Presentations:

1817 **A TAXONOMY OF ACADEMIC CAREERS: THE CASE OF MANAGEMENT FACULTY**
- Otmar Varela, UNIVERSITY OF ARKANSAS - LITTLE ROCK
- Torsten Biemann, UNIVERSITY OF MANNHEIM

2234 **TM PRACTICES AND JOB PERFORMANCE IN SMES: THE MEDIATION ROLE OF PERCEIVED ORGANIZATIONAL PERFORMANCE, REPUTATION, AND ORGANIZATIONAL IDENTIFICATION**
- Barrington Graham, BABES BOLYAI UNIVERSITY
- Monica Zaharie, BABEŞ-BOLYAI UNIVERSITY
- Ahmed Mostafa, LEEDS UNIVERSITY BUSINESS SCHOOL
- Mustata Razvan, BABES BOLYAI UNIVERSITY
- Lavinia Becea, BABES-BOLYAI UNIVERSITY

2526 **UNTANGLING THE ENIGMA OF TALENT: EXPLORING CONCEPTIONS AND PRACTICES OF TALENT MANAGEMENT**
- Yousef SOUAK, INSEEC BORDEAUX
- Khalil AIT SAID, ISM-IAE, UVSQ, PARIS SACLAY
- Warda El Fardi, IAE BORDEAUX

Career diversity and diversity in careers (16:00 - 17:30) - Arts Building - Classroom 5012

Track: T05_06 Role of Diversity, Equality and Inclusion in Careers and Leadership

Chair(s): Eddy Ng

Discussant(s): Anne-Sophie Bacouel

Paper Presentations:

1032 **THE ROLE OF HIGHER EDUCATION IN SUSTAINABLE CREATIVE CAREERS: EXPLORING UK THEATRE GRADUATES AND THEATRE CAREERS**
- Manfredi de Bernard, KING’S COLLEGE LONDON, DEPARTMENT OF CULTURE, MEDIA AND CREATIVE INDUSTRIES
- Roberta Comunian, KING’S COLLEGE LONDON
- Sarah Jewell, UNIVERSITY OF READING, DEPARTMENT OF ECONOMICS
- Dave O’Brien, SHEFFIELD UNIVERSITY, SHEFFIELD UNIVERSITY MANAGEMENT SCHOOL
- Elisa Salvador, ESSCA SCHOOL OF MANAGEMENT

1602 **THE RELATIONSHIP BETWEEN ART, DIVERSITY AND CREATIVITY AND INNOVATION**
- Anne-Sophie Bacouel, UNIVERSITY OF ST.GALLEN
- Sabine Jentjens, ISC PARIS
- Clara Goudal, ISC PARIS

2637 **FOREGONE POTENTIAL? THE EFFECTS OF GENDER AND ETHNIC DIVERSITY ON NEWVENTURE FUNDING**
- Riccarda Joas, TECHNICAL UNIVERSITY OF MUNICH
- Lukas Heidegger, TECHNICAL UNIVERSITY OF MUNICH
- Theresa Treffers, TECHNICAL UNIVERSITY MUNICH
- Isabell Welpe, TECHNICAL UNIVERSITY OF MUNICH
Circular Economy (16:00 - 17:30) - Arts Building - Ul Chadhain Theatre
Track: T01_10 Transition to Circular Economy Business Model supported by innovation and Industry 4.0
Chair(s): Susana Pereira
Discussant(s): Vittorio Capitani

Paper Presentations:

1994  THE ROLE OF CONSUMER BEHAVIOURS IN A CIRCULAR ECONOMY: A BIBLIOMETRIC ANALYSIS
      Paweł Brzustewicz      NICOLAUS COPERNICUS UNIVERSITY
      Iwona Escher          NICOLAUS COPERNICUS UNIVERSITY
      Aldona Glinska-Newes  NICOLAUS COPERNICUS UNIVERSITY

2595  THE RELATIONAL SIDE OF CIRCULAR ECONOMY: A SYSTEMATIC LITERATURE REVIEW
      Vittorio Capitani      UNIVERSITÀ CATTOLICA DEL SACRO CUORE
      Marco Minciullo        UNIVERSITÀ CATTOLICA DEL SACRO CUORE

2912  THE CONSUMERS’ PERCEPTIONS RELATED TO CIRCULAR FASHION IN BRAZIL
      Cindy Tsui            UNIVERSITY OF BRASILIA
      Patricia Guarnieri    UNIVERSITY OF BRASÍLIA
      LUIS PEREIRA          FGV SAO PAULO
      Susana Pereira        FGV

Circular Economy Innovation (16:00 - 17:30) - Arts Building - Room 3124
Track: ST06_05 Innovation for Sustainability, Circularity and Green-tech
Chair(s): Erik G. Hansen, Klaus Fichter
Discussant(s): Christoph Ratay, Matthias Schneider, Felix Schultz

Paper Presentations:

2548  THE POWER OF NETWORKS: A FIELD DATA ANALYSIS OF GEOGRAPHIC NETWORK EFFECTS IN THE
      CIRCULAR ECONOMY
      Christoph Ratay       TECHNICAL UNIVERSITY OF MUNICH

1299  EXAMINING THE RELATIONSHIPS BETWEEN CIRCULAR ECONOMY IMPLEMENTATION AND FOUR
      DIMENSIONS OF FIRM PERFORMANCE
      Matthias Schneider     HAMBURG UNIVERSITY OF TECHNOLOGY
      Svenja Damberg        HAMBURG UNIVERSITY OF TECHNOLOGY
      Ulla Saari            TAMPERE UNIVERSITY
      Cornelius HERSTATT    HAMBURG UNIVERSITY OF TECHNOLOGY

1263  STAKEHOLDER COLLABORATIONS FOR A CIRCULAR ECONOMY: EVIDENCE FROM THE EUROPEAN
      PLASTICS INDUSTRY
      Felix Schultz         MARTIN-LUTHER-UNIVERSITY HALLE-WITTENBERG
      Vladislav Valentinov  UNIVERSITY OF HALLE
      Ingo Pies             UNIVERSITY OF HALLE
Track Sessions per day

Collaboration and Projects (16:00 - 17:30) - TBSI Building- B1.18

Track: GT10_00 Project Organising General Track
Chair(s): Maxim Miterev

Paper Presentations:

1902 USE OF COLLABORATIVE PRACTICES TO MANAGE KEY CHALLENGES IN INDUSTRIAL ENGINEERING PROJECTS
Tommi Pauna  INDUSTRIAL ENGINEERING AND MANAGEMENT, UNIVERSITY OF OULU
Joel Hautajärvi  UNIVERSITY OF OULU
Kirsi Aaltonen  UNIVERSITY OF OULU
Jaakko Kujala  INDUSTRIAL ENGINEERING AND MANAGEMENT, UNIVERSITY OF OULU

2245 INTER-ORGANIZATIONAL COLLABORATION IN PROGRAMS: A CONTRACTORS’ PERSPECTIVE
Gijsbert van de Waerdt  UNIVERSITY OF TWENTE
Leentje Volker  UNIVERSITY OF TWENTE
Lynn Vosman  UNIVERSITY OF TWENTE
Hans Voordijk  UNIVERSITY OF TWENTE

2813 CHALLENGING THE NARRATIVE OF TEAM DEVELOPMENT IN PROJECTS
Mark Hall  UNIVERSITY OF BIRMINGHAM, DEPARTMENT OF MANAGEMENT

Collaborative Spaces for Creativity and Innovation (16:00 - 17:30) - Arts Building - Room 4035

Track: ST06_08 Managing creativity for innovation: Design, collaborative spaces and people
Chair(s): Ignasi CAPDEVILA

Paper Presentations:

1040 WELLBEING AND MICROENTREPRENEURIAL SATISFACTION IN COWORKING SPACES
Marko Orel  PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS
Martin Lukeš  PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS
Jan Zouhar  PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS

1586 COLLABORATION OF CORPORATES WITH COWORKING SPACES: GOALS, ACTIVITIES AND OUTCOMES
Ferhat Demir  PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS
Martin Lukeš  PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS

1645 ENTREPRENEURIAL ECOSYSTEMS AS MULTI-LAYERED SOCIAL SPACES: BRINGING RELATIONSHIPS (BACK) IN
Eve-Michelle Basu  STOCKHOLM SCHOOL OF ECONOMICS
Angelika Lindstrand  STOCKHOLM SCHOOL OF ECONOMICS
Joakim Fichtel  KTH ROYAL INSTITUTE OF TECHNOLOGY
Track Sessions per day

Context peculiarities for women entrepreneurship (16:00 - 17:30) - Arts Building - Room 4097
Track: T03_13 Female entrepreneurship
Chair(s): Rashmi Shukla
Discussant(s): Pinalba Schilleci
Paper Presentations:

2655  **CHANGING REALITIES: A GENDERED, ECOSYSTEM VIEW OF ENTREPRENEURIAL PERFORMANCE IN AN EMERGING ECONOMY**
Maram Sabri  PRINCESS NOURAH BINT ABDULRAHMAN UNIVERSITY
Keith Thomas  MAYNOOTH UNIVERSITY
Safiya Alshibani  PRINCESS NOURAH BINT ABDULRAHMAN UNIVERSITY
Wilson NG  IDRAC BUSINESS SCHOOL

2740  **MOTIVATION LED PERFORMANCE: QUALITATIVE STUDY WITH WOMEN ENTREPRENEURS OF INDIA**
Rashmi Shukla  INDIAN INSTITUTE OF MANAGEMENT RAIPUR
Mohini Miglani  MEDIASSIST

2955  **KEY DETERMINANTS OF WOMEN’S ENTREPRENEURIAL INTENTION AND BEHAVIOR IN THE MOROCCAN CONTEXT.**
Asmae DIANI  IRG PARIS EST CRETEIL FRANCE / SIDI MOHAMED BEN ABDELLAH UNIVERSITY, MOROCCO
HOUDA BOUARIR  UNIVERSITY SIDI MOHAMED BEN ABDELLAH
omar boubker  IBN ZOHР UNIVERSITY
Jaouad Rharzouz  ABDELMALEK ESSAADI UNIVERSITY

Cultural encounters in multicultural Organizations (16:00 - 17:30) - TBSI Building - B2.74
Track: ST07_03 Management and cultures: qualitative organizational research
Chair(s): Sylvie Chevrier
Paper Presentations:

2300  **QUEERING THE BORDER: ENCOUNTER AND FUSION IN A FRENCH-ITALIAN ORGANIZATION**
Simone Pulcher  UNIVERSITY OF MILAN BICOCCA
LIA TIRABENI  UNIVERSITY OF MILANO BICOCCA

1475  **ADDRESSING CULTURAL CHALLENGES FOR WESTERN CONSULTANTS DELIVERING GCC MEGAPROJECTS**
aman Walsh  UNIVERSITY OF SALFORD
Peter Walker  UNIVERSITY OF SALFORD

2311  **CULTURAL FIGURES AND IDENTITIES CONSTRUCTION IN A CRISIS SITUATION: LOOKING FOR INTERCULTURAL SYNERGIES IN A MULTICULTURAL ORGANIZATION**
Stéphane Fauvy  ESSCA SCHOOL OF MANAGEMENT
Andrea Toarniczky  CORVINUS UNIVERSITY OF BUDAPEST
Track Sessions per day

Digitalisation: Literature Review (16:00 - 17:30) - Trinity Business School - 5,013
Track: T09_06 Big Data, Data Analytics and Platform Workers
Chair(s): yumei yang
Paper Presentations:

1104 **PSYCHOLOGICAL CONTRACTS IN A DIGITALIZED WORLD OF WORK: A SYSTEMATIC LITERATURE REVIEW**
Lisa Hofmann UNIVERSITY OF BAMBERG
Tassilo Schuster UNIVERSITY OF BAMBERG
Alexander Pflaum UNIVERSITY OF BAMBERG

1275 **AUTOMATION AND WELLBEING: TOPIC MODELLING LITERATURE REVIEW**
Alena Valtonen LAPPEENRANTA-LAHTI UNIVERSITY OF TECHNOLOGY LUT
Jaan-Pauli Kimpimäki LUT UNIVERSITY, SCHOOL OF BUSINESS AND MANAGEMENT

2317 **THE FACE OF THREAT - EMPLOYEE RESISTANCE TO DIGITAL TRANSFORMATION: AN INTEGRATIVE REVIEW**
Veronika Cieslak COMILLAS PONTIFICIAL UNIVERSITY
Carmen Valor UNIVERSIDAD PONTIFICIA COMILLAS

Ecosystems for social and sustainable entrepreneurship (16:00 - 17:30) - Arts Building - Classroom 4050A
Track: ST03_06 Social and Sustainable Entrepreneurship
Chair(s): Alina Spanuth
Discussant(s): Felix Toepler, Alina Spanuth, Thekla Dekker, Deborah Gervasi
Paper Presentations:

1499 **STAKEHOLDER SUPPORT AND ROLES FOR SUSTAINABLE VENTURE CREATION IN ENTREPRENEURIAL ECOSYSTEMS**
Felix Toepler HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

2015 **BETWEEN DISASTER AND DEVELOPMENT: SOCIAL ENTREPRENEURIAL ECOSYSTEM IN THE INSTITUTIONAL CONTEXT OF NEPAL**
Alina Spanuth UNIVERSITAT AUTÓNOMA DE BARCELONA
David Urbano UNIVERSITAT AUTÓNOMA DE BARCELONA

2649 **SUSTAINABILITY AS LIABILITY IN ENTREPRENEURSHIP?**
Thekla Dekker GEORG-AUGUST UNIVERSITÄT GÖTTINGEN
Katharina Scheidgen GEORG-AUGUST-UNIVERSITY GOTTINGEN

2570 **IT’S LIKE TURNING ON A LIGHT IN THE DARK. REINVENTING FORGOTTEN IDENTITIES THROUGH COLLECTIVE SOCIAL ENTREPRENEURING IN LIMINAL AREAS**
Sara Lombardi UNIVERSITY OF FLORENCE
Deborah Gervasi UNIVERSITY “KORE” OF ENNA
Lamberto Zollo UNIVERSITY OF MILAN
Guglielmo Faldetta KORE UNIVERSITY OF ENNA
Track Sessions per day

Efficiency, Knowledge and Learning: Implications for the Economy and Society (16:00 - 17:30) - Arts Building - Swift Theatre
Track: ST01_03 Finance and Economy for Society: Inclusion, Empowerment and Sustainability
Chair(s): Djamchid Assadi
Discussant(s): Sharam Alijani
Paper Presentations:

1075  LIFE AND NON-LIFE INSURANCE HOLDINGS: DOES INDIVIDUAL INSURANCE KNOWLEDGE MATTER?
      Doriana Cucinelli      UNIVERSITÀ DI PARMA
      Paola Bongini      UNIVERSITY OF MILANO-BICOCCA
      Maria Gaia Soana      UNIVERSITY OF PARMA

1791  MACHINE LEARNING IN SUPPORT OF CREDIT SCORING OVERCOMING TRADITIONAL PREDICTIVE MODELS: WHAT DO WE KNOW SO FAR?
      Francesco Manta      UNIVERSITY OF SALENTO
      Valeria Stefanelli      UNIVERSITY OF SALENTO
      Lorenzo Calò      UNIVERSITY OF SALENTO

2821  EFFICIENCY AND COGNITION: “PUBLIC ADMINISTRATION” AS A MISSING LINK IN THE CARNEGIE CONNECTION
      Rouslan Koumakhov      NEOMA BUSINESS SCHOOL

Entrepreneurial Decision-Making for Social and Sustainable impact (16:00 - 17:30) - Arts Building - Classroom 3081
Track: ST03_03 Entrepreneurial Decision Making and Behaviour
Chair(s): Bob (RJ) Bastian, Andrea Caputo
Discussant(s): Tatiana Zabara, Brandon Randolph-Seng
Paper Presentations:

1028  THE IMPACT OF ENTREPRENEURIAL HUBRIS AND NARCISSISM ON PERSONAL SOCIAL RESPONSIBILITY
      Amir Emami      KHARAZMI UNIVERSITY
      Dianne Welsh      UNIVERSITY OF NORTH CAROLINA AT GREENSBORO
      Roohollah Hakimian      KHARAZMI UNIVERSITY

2191  STAKEHOLDER IN ACTION: SOCIAL ENTREPRENEURSHIP COMMITMENT AT THE EMPLOYEE LEVEL
      Jae Lee      HAMLINE UNIVERSITY
      Brandon Randolph-Seng      TEXAS A&M UNIVERSITY - COMMERCE

2242  IDENTITY FORMATION OF SOCIALLY DRIVEN ENTREPRENEURS: AN EMPIRICAL STUDY INTO THE DUAL ROLE OF PERSONAL VALUES AND PRIOR EXPERIENCE
      Tatiana Zabara      UNIVERSITY OF FRIBOURG
      Emmanuelle Fauchart      UNIVERSITY OF FRIBOURG
      Gage (Ganqi) Tang      UNIVERSITY OF FRIBOURG

2883  ENTREPRENEURIAL DECISION-MAKING OF FAMILY SMES IN THE FISHERIES SECTOR: APPROACHES TOWARDS SUSTAINABILITY
      Giuseppe Valenza      UNIVERSITY OF PALERMO (ITALY)
      Alessia Zoppelletto      UNIVERSITY OF TRENTO
Track Sessions per day

Entrepreneurial finance: funding trajectories (16:00 - 17:30) - Arts Building - Classroom 4047
Track: ST03_04 Entrepreneurial Finance
Chair(s): Michele Meoli
Discussant(s): Lisa Fischer, Maurizio La Rocca, Benedetta Montanaro

Paper Presentations:

1927 HOW INVESTOR PORTFOLIOS IMPACT NEW VENTURES’ LIKELIHOOD TO EXIT
Lisa Fischer       RWTH AACHEN UNIVERSITY
Andrea Greven       ENTREPRENEURSHIP AND INNOVATION GROUP, WHU – OTTO BEISHEIM SCHOOL OF MANAGEMENT
Malte Brettel       RWTH AACHEN

2555 SIGNALS IN THE ACQUISITION MARKET FOR PRIVATELY-HELD ENTREPRENEURIAL VENTURES: THE ROLE OF SIGNAL RECEIVERS’ CHARACTERISTICS
Benedetta Montanaro       POLITECNICO DI MILANO
Massimo Colombo       POLITECNICO DI MILANO

2843 THE FINANCIAL LIFE CYCLE IN EUROPE
Maurizio La Rocca       UNIVERSITY OF CALABRIA
Raffaele Staglianò       UNIVERSITÀ DEGLI STUDI DI MESSINA
FRANCESCO FASANO       UNIVERSITA’ DELLA CALABRIA
Elvira Tiziana LA ROCCA       DEPARTMENT OF ECONOMICS, UNIVERSITY OF MESSINA

Feedback, Talent & Embeddedness (16:00 - 17:30) - Trinity Business School - 2,025
Track: GT09_00 Organisational Behaviour General Track
Chair(s): Luisa Koloch
Discussant(s): Anastasia Kulichyova

Paper Presentations:

2077 WHAT DO WE KNOW ABOUT VIRTUAL FEEDBACK? A SYSTEMATIC LITERATURE REVIEW
Lisa Koloch       WFI INGOLSTADT SCHOOL OF MANAGEMENT
Björn Schäfer       FREE UNIVERSITY BOZEN-BOLZANO
Paul Goldmann       ZWICKAU UNIVERSITY OF APPLIED SCIENCE

2746 TALENT FIRST DESPITE DISRUPTION: EVIDENCE FROM THE HOTEL INDUSTRY
Anastasia Kulichyova       MANCHESTER METROPOLITAN UNIVERSITY
PALLVI ARORA       UNIVERSITY OF JAMMU
Ekta Sharma       AHMEDABAD UNIVERSITY
Eunsol Park       UNIVERSITY OF ILLINOIS CHICAGO

2806 WHAT DO WE KNOW ABOUT JOB EMBEDDEDNESS? A COMPREHENSIVE ANALYSIS OF LITERATURE IN THE PAST TWO DECADES
Shubh Majumdar       INDIAN INSTITUTE OF MANAGEMENT, RANCHI
Shilpee Dasgupta       INDIAN INSTITUTE OF MANAGEMENT RANCHI
Track Sessions per day

Female Entrepreneurs in Saudi Arabia, Entrepreneurs in UAE: Considerations for a Growing Potential (16:00 - 17:30) - Arts Building - Classroom 4045
Track: T03_T16 Saudi Arabia Matters: Cases from a Transforming Knowledge Economy
Chair(s): Aliah Zafer
Discussant(s): Bassem Nasri
Paper Presentations:

1383 AN INTERVIEW WITH AN ENTREPRENEUR: THE CHALLENGES FACING HOME-BASED FEMALE ENTREPRENEURS IN THE EVER-CHANGING DIGITAL AGE
Ghadeer Kayal PRINCE MOHAMMAD BIN FAHD UNIVERSITY

1845 JUST OUT OF BOUNDS OR OUT OF BALANCE? THE CASE STUDY OF ENTREPRENEURS IN THE UNITED ARAB EMIRATES
Rizwan Tahir RIT DUBAI

1266 THE VISION2030 EFFECTS ON HIGHER EDUCATION IMPROVEMENT: QUALITY OF LIFE APPROACH- KSA-PRINCE MOHAMMED BIN FAHAD UNIVERSITY PMU AS AN EXPLORATORY CASE
Mirna Khalifa PMU

2632 THE CONTRIBUTION OF PATRIOTISM TO BUSINESS COMPETITIVENESS IN SAUDI ARABIA: CONTEXT OF THE NATIONAL TRANSFORMATION
Sara AL-Benayyan PRINCE MOHAMMAD BIN FAHD UNIVERSITY (PMU)
Bassem Nasri PRINCE MOHAMMAD BIN FAHD UNIVERSITY
Pablo Collazzo FHWIEN DER WKW

Future of work in different sectors (16:00 - 17:30) - Arts Building - Classroom 3071
Track: T14_05 (Ir)responsible transformational technologies and the Future of work: dilemmas and mitigations
Chair(s): Maarten Renkema
Paper Presentations:

1265 FROM MAN-VERSUS-MACHINE TO THE GLASS BOX: GENDER, TRANSFORMATIONAL TECHNOLOGIES AND THE FUTURE OF WORK
Elisabeth Kelan UNIVERSITY OF ESSEX

2434 NEW AGENDA FOR A HUMAN-CENTRIC MANUFACTURING
Monica Cugno UNIVERSITY OF TURIN
Rebecca Castagnoli UNIVERSITY OF TURIN
Silvia Maroncelli UNIVERSITÀ DEGLI STUDI DI TORINO
Anna Cugno UNIVERSITÀ DEGLI STUDI DI TORINO

2699 DEMYSTIFYING THE FUTURE OF KNOWLEDGE WORKERS: IMPLICATIONS OF ARTIFICIAL INTELLIGENCE IN ACADEMIA
Maarten Renkema UNIVERSITY OF TWENTE
Aizhan Tursunbayeva PARTENOPE UNIVERSITY OF NAPLES
Track Sessions per day

Global Mobility 2 (16:00 - 17:30) - TBSI Building - B2.73
Track: ST07_01 Global Mobility
Chair(s): Margaret Shaffer
Paper Presentations:

1180  UNPACKING RESOURCE GAINS IN PORTUGUESE BUSINESS EXPATRIATES: THE ROLE OF COMPANY POLICIES.
      Joao Coelho       SCTE-IUL

1225  EMOTION IN MOTION: CRAFTING AN INTERNATIONAL CAREER
      Blanca Suarez-Bilbao     MAYNOOTH UNIVERSITY

2197  ESCAPING THE RUT: BRIDGING RESEARCH ON EXPATRIATE AND ORGANIZATIONAL NEWCOMER ADJUSTMENT
      Mihaela Dimitrova      WU VIENNA (VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS)
      John Kammeyer-Mueller  UNIVERSITY OF MINNESOTA
      Margaret Shaffer       UNIVERSITY OF OKLAHOMA
      Marlene Gruber         WU VIENNA (VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS)

GT06-00 - INNOV General track - SERVICE INNOVATION - session 01 (16:00 - 17:30) - Arts Building - Classroom 4012
Track: GT06_00 Innovation General Track
Chair(s): Claudia Lehmann
Paper Presentations:

1322  PASSIVE INNOVATION RESISTANCE IN DIGITAL SERVICES: THE CASE OF WHATSAPP
      Mario Schaarschmidt      NORTHUMBRIA UNIVERSITY NEWCASTLE, AMSTERDAM CAMPUS
      Matthias Bertram         UNIVERSITY OF APPLIED SCIENCES BONN-RHEIN-SIEG
      Sven Heidenreich         SAARLAND UNIVERSITY

1849  THE CHANGING ROLE OF SERVICE MANAGER IN THE AUTOMOTIVE SECTOR: A SYSTEMATIC LITERATURE REVIEW
      Lucrezia Songini         UNIVERSITY OF EASTERN PIEDMONT
      Damiano Petrolo          UNIVERSITY OF EASTERN PIEDMONT
      Paolo Gaiardelli         UNIVERSITÀ DEGLI STUDI DI BERGAMO

2156  CONSTRUCTING AN INNOVATIVE SERVICE MODEL WITH LIVING LABS APPROACH: A CASE OF TAIPEI SMART CITY PROJECT
      Hsinyi Hu     NATIONAL UNITED UNIVERSITY

IMPACT OF SUSTAINABLE HRM (16:00 - 17:30) - Trinity Business School - 5.012
Track: T09_09 Sustainability at Work: HRM Practices and their Impact on Employees and Firm Outcomes
Chair(s): Tatiana Andreeva
Paper Presentations:

1014  RIDING THE WAVES OF SUSTAINABLE CAREERS: QUALITATIVE INSIGHTS FROM UK GRADUATES
      William Donald         RONIN INSTITUTE
      Nimmi Mohandas         SCMS COCHIN BUSINESS SCHOOL
      Maria Jakubik          UNIVERSITY OF PÉCS
Track Sessions per day

1612  EFFECTS OF HRM PRACTICES ON ORGANIZATIONAL CITIZENSHIP BEHAVIORS: A DOUBLE MEDIATION MODERATED MODEL
Merce Mach  UNIVERSITY OF BARCELONA
António Abrantes  TBS EDUCATION
Juan Alvarado  UNIVERSITY OF BARCELONA

2504  SUSTAINABLE HUMAN RESOURCE MANAGEMENT REINFORCES ORGANIZATIONAL IDENTIFICATION. CULTURAL DIFFERENCES BASED ON EVIDENCE FROM 50 COUNTRIES
Dariusz Turek  WARSAW SCHOOL OF ECONOMICS
Agnieszka Wojtczuk-Turek  WARSAW SCHOOL OF ECONOMICS
Paweł Jurek  UNIVERSITY OF GDAŃSK | FACULTY OF SOCIAL SCIENCES

Improving Health Care Workforce Agency, Burnout, and Trust to Enhance Performance (16:00 - 17:30) - Arts Building - Classroom 3131
Track: ST11_02 Healthcare Management Research
Chair(s): Nancy Borkowski
Discussant(s): Katherine Meese
Paper Presentations:

1326  THE INTERPLAY BETWEEN HEALTHCARE QUALITY IMPROVEMENT, TEMPORALITY, AND MATERIALITY: A QUALITATIVE STUDY OF A HOSPITAL
Sara Melo  QUEEN’S UNIVERSITY BELFAST

2221  THE IMPACT OF PERFORMANCE MANAGEMENT ON INTERPERSONAL TRUST AND PERFORMANCE: SURVEY EVIDENCE FROM HEALTHCARE ORGANIZATIONS
Hilco van Elten  NYENRODE BUSINESS UNIVERSITY
Kees Ahaus  ERASMUS SCHOOL OF HEALTH POLICY & MANAGEMENT
Berend van der Kolk  VU AMSTERDAM

2028  STUDY PROTOCOL: THE IMPACT OF A SMALL GROUP, COMBINED MINDFUL SELF-COMPASSION TRAINING AND SANDTRAY THERAPY SESSION ON BURNOUT IN STUDENT NURSES: A PRE-POST, MIXED METHODS STUDY
Claudia Guerrazzi-Young  BELMONT UNIVERSITY, JACK C. MASSEY COLLEGE OF BUSINESS
Danielle Durant  TEXAS A&M UNIVERSITY–CORPUS CHRISTI, COLLEGE OF NURSING AND HEALTH SCIENCES
V. Fawn Colburn  CORPUS CHRISTI MEDICAL CENTER - BAYVIEW

Innovation and ecosystem strategy (16:00 - 17:30) - Hamilton Conference Centre - Synge Theatre
Track: ST13_08 Ecosystems and Platforms Research in the Digital Economy
Paper Presentations:

1247  FACILITATING THE DEVELOPMENT OF DIGITAL ECONOMY THROUGH BUSINESS ECOSYSTEM STRATEGIES
Jing Luo  UNIVERSITY OF GREENWICH
Anlan Chen  HENLEY BUSINESS SCHOOL, UNIVERSITY OF READING
Minghao Xiao  EAST CHINA JIAO TONG UNIVERSITY
Yong Lin  UNIVERSITY OF BIRMINGHAM
1561  LEARNING TO SWIM IN THE POOL BEFORE SURFING IN THE SEA: A STUDY OF LOCAL INNOVATION EXPERIMENTATION
Jin Han       HUNAN UNIVERSITY OF TECHNOLOGY
Haibo Zhou       UNIVERSITY OF NOTTINGHAM NINGBO CHINA
Sandor Lowik       UNIVERSITY OF TWENTE
Petra de Weerd-Nederhof     OPEN UNIVERSITY

1754  THE LIMITS OF INNOVATION ECOSYSTEM STRATEGY: A DEMAND-SIDE VIEW
Brice DATTEE       EMLYON BUSINESS SCHOOL
Llewellyn Thomas       ISEE BUSINESS SCHOOL
Erkko AUTIO     IMPERIAL COLLEGE BUSINESS SCHOOL

Inter-organizational networks and innovation: Collaboration and innovation (16:00 - 17:30) - Arts Building - Room 4101
Track: ST06_04 Inter-organizational networks and innovation
Chair(s): Luis Martínez-Cháfer
Discussant(s): Andrea Ancona, Saurav Kumar, Xavier Raso-Domínguez
Paper Presentations:

1677  FOOD (POLICY) FOR THOUGHTS: RETRENCHMENT IN FOOD POLICIES
Xavier Raso-Domínguez       UNIVERSITAT JAUME I DE CASTELLÓ
Xavier Molina-Morales       UNIVERSITAT JAUME I
Luis Martínez-Cháfer       UNIVERSITAT JAUME I

2447  DETERMINING THE DYNAMICS OF COLLABORATION IN EU FRAMEWORK PROGRAMMES UNDER A NETWORK PERSPECTIVE
Andrea Ancona       SAPIENZA UNIVERSITY OF ROME
Roy Cerqueti       SAPIENZA UNIVERSITY OF ROME
Gianluca Vagnani       SAPIENZA UNIVERSITY OF ROME

2893  EMERGENCE OF A COMPETING INSTITUTIONAL LOGIC: THE CASE OF DECENTRALIZED DIGITAL CURRENCY BITCOIN
Saurav Kumar       AALBORG UNIVERSITY
Dmitrij Slepniov       AALBORG UNIVERSITY
Niall MacKenzie       UNIVERSITY OF GLASGOW

International Management 2 (16:00 - 17:30) - TBSI Building - B2.72
Track: GT07_00 International Management General Track
Paper Presentations:

2389  DO GREENFIELD FDIS FROM BRIC COUNTRIES FOSTER TECHNOLOGICAL COLLABORATIONS WITH EUROPE?
Yanting Gu       UNIVERSITY OF PADOVA
Ivan De Noni       UNIVERSITY OF PADOVA
Fiorenza Belussi       UNIVERSITY OF PADOVA
Track Sessions per day

2518 OVERCOMING THE LIABILITY OF OUTSIDERSHIP THROUGH A TRIADIC CLOSURE: A TRANSACTION COST PERSPECTIVE
Xiaomin Han       UNIVERSITÉ PARIS-SACLAY, UVSQ
François Goxe       UNIVERSITÉ PARIS-SACLAY, UVSQ

2863 DECOUPLING HAND IN HAND WITH INTERNATIONALISATION: A CASE STUDY OF A CHINESE BANK
Rui Hou       ROYAL HOLLOWAY UNIVERSITY OF LONDON
Huaichuan Rui       ROYAL HOLLOWAY UNIVERSITY OF LONDON

Intersectionality and Super diversity in migrant entrepreneurship (16:00 - 17:30) - Arts Building - Classroom 4050B

Track: T03_15 Migrant and ethnic minority entrepreneurship for inclusion
Chair(s): Eva Karayianni

Paper Presentations:

1061 AN INTERSECTIONAL EXPLORATION OF FEMALE MIGRANT ENTREPRENEURIAL EXPERIENCES
Sally Hill       UNIVERSITY OF ADELAIDE
Xin Deng       UNIVERSITY OF SOUTH AUSTRALIA
Subhadarsini Parida       UNIVERSITY OF SOUTH AUSTRALIA
Shruti Sardeshmukh       UNIVERSITY OF SOUTH AUSTRALIA

Eva Karayianni       UNIVERSITY OF CENTRAL LANCASHIRE, CYPRUS

1806 UNDERSTANDING THE EFFECTS OF “ETHNICITY” IN ENTREPRENEURSHIP FROM A GENERATIONAL LENS: THE CASE OF THE ETHNIC KOREAN IN CHINA
Meiying Chen       TSINGHUA UNIVERSITY
Chongsheng Yang       TSINGHUA UNIVERSITY
Hao Dong       UNIVERSITY OF SOUTHAMPTON

Issues beyond borders: A critical contemplation (16:00 - 17:30) - Arts Building - Classroom 3051
Track: GT14_00 General Track - Towards the New Paradigm of Business and Management
Chair(s): Jongwook Pak

Paper Presentations:

1351 MOTIVATIONS OF VOLUNTEERING DURING CRISES – PERSPECTIVES OF YOUNG POLES DURING THE UKRAINIAN REFUGEE CRISIS
Debashish Sengupta       PRAGYAN ADVISORY
Aniisu Verghese       ALLIANCE UNIVERSITY
Maciej Rys       UNIVERSITY OF INFORMATION TECHNOLOGY AND MANAGEMENT

2538 HUMAN ENHANCEMENT IN MANAGEMENT AND THE NEED FOR ITS REGULATION
David Anthony Prochazka       PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS
Track Sessions per day

Knowledge Management (16:00 - 17:30) - Trinity Business School - 2,031
Track: GT09_00 Organisational Behaviour General Track
Chair(s): Jayesh Pandey
Discussant(s): Aleksandra Rudawska
Paper Presentations:

1649  CONSTRAINED AND SCARED HENCE MY KNOWLEDGE WILL NOT BE SHARED: A JD-R THEORY PERSPECTIVE ON KNOWLEDGE HIDING
Manish Kumar INDIAN INSTITUTE OF MANAGEMENT RANCHI
Jayesh Pandey INDIAN INSTITUTE OF MANAGEMENT RANCHI
Shailendra Singh INDIAN INSTITUTE OF MANAGEMENT LUCKNOW

1813  WHEN ORGANIZATIONAL IDENTIFICATION STIMULATES SOLICITED KNOWLEDGE SHARING: MODERATING ROLE OF PSYCHOLOGICAL SAFETY AND FREQUENT COMMUNICATION
Aleksandra Rudawska UNIVERSITY OF SZCZECIN

2051  KNOWLEDGE HIDING HAS AN AGE – THE INFLUENCE OF AGE ON KNOWLEDGE HIDING BEHAVIOR
Theresa Tillmann TU DORTMUND
Martin Fritze UNIVERSITY OF COLOGNE

Life Design, design thinking, and designing the future (16:00 - 17:30) - Arts Building - Classroom 4096
Track: T03_12 Entrepreneurship for transformations of and through the creative industries
Chair(s): Sebastian Kernbach
Paper Presentations:

2192  LIFE DESIGN AND DESIGN THINKING TO SUPPORT INDIVIDUALS TO BETTER CONTRIBUTE TO ACHIEVING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)
Sebastian Kernbach UNIVERSITY OF ST. GALLEN, STANFORD UNIVERSITY, AFRICAN DOCTORAL ACADEMY
Anne Stone ROLLINS COLLEGE
Melissa Nelson ROLLINS COLLEGE

2147  ADDRESSING GENDER EQUITY BARRIERS WITH DESIGN THINKING: USING DESIGN THINKING IN A LEADERSHIP DEVELOPMENT PROGRAM FOR GENDER EQUITY IN TECHNOLOGY CAREERS
Rebecca Andersen UNIVERSITY OF CALIFORNIA, BERKELEY

2496  ASSESSING LIFE DESIGN AND EVALUATING ITS IMPACT ON THE LEARNING EXPERIENCE: A CONCEPTUAL OVERVIEW AND EMERGENT FRAMEWORK BASED ON THE DESIGNING FUTURES PROGRAMME AT UNIVERSITY OF GALWAY, IRELAND
Sebastian Kernbach UNIVERSITY OF ST. GALLEN, STANFORD UNIVERSITY, AFRICAN DOCTORAL ACADEMY
Tony Hall UNIVERSITY OF GALWAY
Majella Perry UNIVERSITY OF GALWAY
Natalie Walsh UNIVERSITY OF GALWAY
Larissa Lamb UNIVERSITY OF GALWAY
Michelle Millar UNIVERSITY OF GALWAY
Denise McBride UNIVERSITY OF GALWAY
Connie O’Regan UNIVERSITY OF GALWAY
Track Sessions per day

Location, location, location (16:00 - 17:30) - TBSI Building - B2.21
Track: T07_04 International Competitiveness
Paper Presentations:

1599 BACK IN HOUSE? INDUSTRY 4.0, INTERNALIZATION AND SME INTERNATIONAL COMPETITIVENESS
RUBINA ROMANELLO UNIVERSITY OF UDINE
Valerio Veglio UNIVERSITY OF PAVIA
MARIA CHIARVESIO UNIVERSITY OF UDINE

1736 LOCATION OF FIRMS AND THEIR EXPORT PERFORMANCE - FIRM-LEVEL DATA ANALYSIS
Anna Fornalska IMC UNIVERSITY OF APPLIED SCIENCES
Michal Suchanek UNIVERSITY OF GDANSK
Sarah Schäfer IMC UNIVERSITY OF APPLIED SCIENCES

M&As: Capabilities and Performance(s) (16:00 - 17:30) - Hamilton Conference Centre - Lecture Theatre 1 (LTEE 1) - B Room
Track: ST13_04 Mergers & Acquisitions and Divestitures: A Glimpse into the Future
Chair(s): Duncan Angwin
Discussant(s): David Kroon
Paper Presentations:

1702 CONFLICTING CAPABILITIES IN ACQUISITIONS: WHEN TARGET EMPLOYEES ARE NEW TO DIFFERENT PATTERNS OF COLLECTIVE ACTIVITIES
Andreas Strobl LANCASTER UNIVERSITY
Florian Bauer LANCASTER UNIVERSITY
BOWEN LOU LANCASTER UNIVERSITY
Shlomo Tarba BIRMINGHAM BUSINESS SCHOOL, UNIVERSITY OF BIRMINGHAM

1470 COMPETITIVE EXTERNALITIES AND ACQUISITION RETURNS
Jay Anand OHIO STATE UNIVERSITY
Philipp Meyer-Doyle INSEAD
Benjamin Blunck A.P. MØLLER – MÆRSK

1450 CEO IMPRINTING AT WORKFORCE ENTRY, IMPRINT DECAY AND MERGER WAVE TIMING
Russell Fralich HEC MONTREAL
Alireza Ahmadsimab HEC MONTREAL

1462 REVISITING THE RELATEDNESS HYPOTHESIS: THE IMPACT OF MERGER RELATEDNESS ON ACQUIRING AND RIVAL FIRM VALUE
Joseph Clougherty UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
Tomaso Duso DEUTSCHES INSTITUT FÜR WIRTSCHAFTSFORSCHUNG (DIW BERLIN) AND TECHNICAL UNIVERSITY OF BERLIN

Mastering the dark side of organizational power (16:00 - 17:30) - Trinity Business School - 4,036
Track: T09_05 Beyond good and evil: unravelling the bright and the dark sides of organizational power
Chair(s): Rocco Palumbo
Paper Presentations:

2283 PLEASE APOLOGIZE! THE NEGATIVE CONSEQUENCES OF SOLICITING APOLOGIES
Carlina Conrad IE UNIVERSITY
Kelly Nault IE UNIVERSITY
Kriti Jain IE BUSINESS SCHOOL, IE UNIVERSITY
Track Sessions per day

1112 FAMILY FIRST: AN INTEGRATIVE CONCEPTUAL REVIEW OF NEPOTISM IN ORGANIZATIONS
Pauline Schilpzand  OREGON STATE UNIVERSITY
Constantin Lagios  UNIVERSITÉ CATHOLIQUE DE LOUVAIN
Simon Restubog  UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

2176 IS POLITICAL SKILL USEFUL FOR PROMOTABILITY? A MODERATED MEDIATION MODEL
Chih-Hsun Chuang  NATIONAL CHUNG HSING UNIVERSITY
Yu-Shiuan Lee  NATIONAL CHUNG HSING UNIVERSITY
Sin-Ying Lin  NATIONAL CHUNG HSING UNIVERSITY
Yu-Yin Huang  NATIONAL CHUNG HSING UNIVERSITY

2956 ADDRESSING ORGANIZATIONAL POWER IN THE PUBLIC SECTOR. AN EXPLORATORY STUDY
Emilia Romeo  UNIVERSITY OF SALERNO
Valerio Giampaola  UNIVERSITY OF SALERNO
Nicola Capolupo  UNIVERSITÀ DEGLI STUDI DI SALERNO
Angelo Rosa  UNIVERSITY LUM - DEPARTMENT MANAGEMENT, FINANCE AND TECNOLOGY

Migration, Ethnicity and Organizing for Diversity (16:00 - 17:30) - Arts Building - Classroom 5033
Track: GT05_00 Gender, Race and Diversity in Organisations General Track
Chair(s): Beverly Metcalfe
Discussant(s): Rea Prouska
Paper Presentations:

1298 REFUGEE EXPERIENCE AS A NEW DIVERSITY DIMENSION? CASE STUDY OF A PRODUCTION COMPANY IN POLAND EMPLOYING UKRAINIAN REFUGEES
Jolanta Maj  WROCLAW UNIVERSITY OF SCIENCE AND TECHNOLOGY
Sabina Kubiciel-Lodzinska  OPOLE UNIVERSITY OF TECHNOLOGY
Inessa Systnik  OPOLE UNIVERSITY OF TECHNOLOGY
Artem Stopochkin  OPOLE UNIVERSITY OF TECHNOLOGY
Aneta Hamza-Orlinska  EM NORMANDIE BUSINESS SCHOOL, MÉTIS LAB

1757 SUSTAINABLE CAREER AS THE INTERACTION OF INDIVIDUAL AND ORGANIZATIONAL FACTORS: A STUDY OF SKILLED MIGRANTS IN SWEDEN
Ali Farashah  MÅLARDALEN UNIVERSITY

Navigating Work Trajectories Across Borders and Cultures: Insights from Diverse Contexts (16:00 - 17:30) - Arts Building - Room 4018
Track: ST05_01 Women & Gender in Work, Organisation & Beyond
Chair(s): Henriett Primecz
Discussant(s): Almina B. Begić
Paper Presentations:

1022 GENDER ASPECTS OF WORK TRAJECTORIES OF HIGH SKILLED MIGRANTS. THE CASE OF PRE WAR UKRAINIANS IN POLAND
Sabina Kubiciel - Lodzinska  OPOLE UNIVERSITY OF TECHNOLOGY
Jolanta Maj  WROCLAW UNIVERSITY OF SCIENCE AND TECHNOLOGY
Eva Duda-Mikulin  UNIVERSITY OF WROCLAW
Track Sessions per day

1803 INTERNATIONALIZATION AND PERFORMANCE IN THE SPANISH HOTEL SECTOR: THE ROLE OF INTELLECTUAL CAPITAL AND THE WOMEN IN MANAGEMENT POSITIONS
Rosario Andreu UNIVERSITY OF ALICANTE
Lorena Ruiz-Fernández DEPARTMENT OF MANAGEMENT. UNIVERSITY OF ALICANTE
Laura Rienda UNIVERSITY OF ALICANTE

2537 DECENT WORK, GENDER EQUALITY, AND EMPLOYEE WELL-BEING IN FOREIGN TRADE FIRMS IN TURKEY
Yelda Yücel ISTANBUL BILGI UNIVERSITY
Cemil Soydemir ISTANBUL BILGI UNIVERSITY

New frontiers in entrepreneurial processes (16:00 - 17:30) - Arts Building - Classroom 3070
Track: ST03_02 Entrepreneurial Processes
Chair(s): Izabela Koladkiewicz
Discussant(s): Benedetto Cannatelli, Nataliya Galan

Paper Presentations:

1203 THE ROLE OF GAMIFICATION ON ENTREPRENEURIAL ORIENTATION: THE EFFECTS ON INNOVATIVENESS, PROACTIVITY, AND RISK-TAKING.
Giuseppe Franzese UNIVERSITY OF NAPLES PARTHENOPE
Chiara Cannavale DISAQ - UNIVERSITA DEGLI STUDI DI NAPOLI “PARTHENOPE”

2851 NASCENT DIGITAL ENTREPRENEURSHIP & RAPID EMERGENCE: AGILE AFFORDANCES & MECHANISMS
Kisito Nzembayie TRINITY COLLEGE DUBLIN

2959 HIGH GROWTH EXPECTATIONS AND NEW VENTURE CREATION IN NASCENT ENTREPRENEURS: THE KEY ROLE OF INNOVATIVE ATTITUDES
Sufia Mohand-Amar UNIVERSITY OF GRANADA
Maria del Mar Fuentes-Fuentes UNIVERSIDAD DE GRANADA
Matilde Ruiz-Arroyo UNIVERSITY OF GRANADA

New technologies for organizational inclusion (16:00 - 17:30) - Arts Building - Boardroom 2026
Track: T01_07 Re-Sourcing Management? Arts, Philosophy & Media as Sources of Organizational Knowledge
Chair(s): Domenico Napolitano
Discussant(s): Emmanuel Coblence

Paper Presentations:

1842 NEURODIVERSITY AND THE SELECTION PROCESS IN CONTEMPORARY ORGANIZATION: A PRELIMINARY STUDY ON THE USE OF VIDEO CURRICULUM
claudio valerio SCUOLA SUPERIORE MERIDIONALE - LOSPD PHD

2375 THE RIGHT TO BEAUTY FOR PEOPLE WITH DISABILITIES BETWEEN INCLUSION AND NEW TECHNOLOGIES
Fabio Dell’Aversana SCUOLA SUPERIORE MERIDIONALE
ANNA ANITA MOLLO SCUOLA SUPERIORE MERIDIONALE
Fabrizia Cesarano UNIVERSITÀ DEGLI STUDI DI NAPOLI

2543 LAW AND ARTIFICIAL INTELLIGENCE
Luca Orlando SCUOLA SUPERIORE MERIDIONALE
Luciana D’Acunto UNIVERSITÀ DEGLI STUDI DI NAPOLI FEDERICO II
Organizational ambidexterity and transformation (16:00 - 17:30) - Hamilton Conference Centre - Lecture Theatre 3 (LTEE 3)
Track: ST13_07 Strategic Processes & Strategic Ambidexterity
Paper Presentations:

1274  UNPACKING DIGITAL TRANSFORMATION RISK: A SYSTEMATIC REVIEW ON WHY DIGITAL TRANSFORMATIONS OFTEN FAIL TO DELIVER VALUE
Andrew Brosnan      DELOITTE
Sumeet Padwalker      CORK UNIVERSITY BUSINESS SCHOOL, UNIVERSITY COLLEGE CORK
Milan Singh      CORK UNIVERSITY BUSINESS SCHOOL, UNIVERSITY COLLEGE CORK
Jack O’Brien      CORK UNIVERSITY BUSINESS SCHOOL, UNIVERSITY COLLEGE CORK
Abigail Wheelan      CORK UNIVERSITY BUSINESS SCHOOL, UNIVERSITY COLLEGE CORK
Eimear Manning      CORK UNIVERSITY BUSINESS SCHOOL, UNIVERSITY COLLEGE CORK
Stephen Treacy      CORK UNIVERSITY BUSINESS SCHOOL, UNIVERSITY COLLEGE CORK
Fergus Jayes      EY
Jason Murphy      EY

1961  WHAT ABOUT REVERSE RELATIONSHIPS? HOW ORGANIZATIONAL AMBIDEXTERITY IMPACTS TEAM CONFLICT AND INDIVIDUALS’ STRESS LEVEL
Sandra Baumbach      RWTH AACHEN
Sebastian Kruse      RWTH AACHEN UNIVERSITY

1977  SCHOOL BEHAVIOR AS ANTECEDENT OF INDIVIDUAL AND TEAM AMBIDEXTERITY IN BUSINESS SCHOOLS: STRONGER FOR STABLE AND OPEN STUDENTS IN LINE WITH SCHOOLS’ VALUES
Laurent Scaringella      RENNES SCHOOL OF BUSINESS
Morgane Loquen      RENNES SCHOOL OF BUSINESS - UNIVERSITY OF STRASBOURG
Piotr Wójcik      KOZMINSKI UNIVERSITY
Szymon Wiercinski      KOZMINSKI UNIVERSITY

2939  INFLUENCES OF TRUST IN VIRTUAL NEGOTIATION IN BRAZILIAN B2BS
Cyrlene Claasen      RENNES SCHOOL OF BUSINESS
Michael Santos      RENNES SCHOOL OF BUSINESS
Alexander Niess      RENNES SCHOOL OF BUSINESS

Pandemic (16:00 - 17:30) - Arts Building - Classroom 3069
Track: GT03_00 Entrepreneurship General Track
Chair(s): Simona Mormile
Discussant(s): Claudine Kearney
Paper Presentations:

1082  ADAPTING DURING THE COVID-19 SHOCK: DO FIRM SIZE AND INDUSTRY STILL MATTER? – EVIDENCE FROM AUSTRALIA
Jalleh Sharafizad      EDITH COWAN UNIVERSITY
Pi-Shen Seet      EDITH COWAN UNIVERSITY
Tenghao Zhang      EDITH COWAN UNIVERSITY
Fleur Sharafizad      EDITH COWAN UNIVERSITY
Janice Redmond      EDITH COWAN UNIVERSITY
Track: ST13_02 Behavioral Strategy and Purpose-Driven Strategies
Chair(s): David Neira Fernandez
Discussant(s): Pascal Meier

Paper Presentations:

2404 TARGETS AS REFERENCE POINTS AND EFFORT CHOICE
Gorkem Aksaray TRINITY BUSINESS SCHOOL, TRINITY COLLEGE DUBLIN

1036 THE IMPRINTING EFFECT OF PROTECTED ENVIRONMENTS ON PERFORMANCE FEEDBACK AND SUBSEQUENT SEARCH: A BIPARTITE MODEL
Lakshmi Iyer INDIAN INSTITUTE OF MANAGEMENT CALCUTTA

1378 INFORMATION VISUALIZATION IN STRATEGIC DECISIONS: THE ROLES OF COGNITIVE INTEGRATION AND OVERCONFIDENCE
Karin Eberhard UNIVERSITY OF MARBURG
Torsten Wulf UNIVERSITY OF MARBURG

Portfolio Governance (16:00 - 17:30) - TBSI Building - B1.06
Track: GT10_00 Project Organising General Track
Chair(s): Hans Georg Gemünden

Paper Presentations:

1076 TOWARDS UNDERSTANDING PARADOXES IN AGILE HYBRID PROJECT PORTFOLIO MANAGEMENT
Lars Hansen AARHUS UNIVERSITY
Charlotte Brandt AARHUS UNIVERSITY, BSS
Constance Kampf AARHUS UNIVERSITY, BSS
Per Svejvig AARHUS UNIVERSITY

1281 CONSIDERATIONS OF TIME IN PROJECT PORTFOLIO MANAGEMENT
Miia Martinsuo TAMPERE UNIVERSITY

1559 BOARD DIRECTOR INVOLVEMENT IN PROJECT AND PORTFOLIO GOVERNANCE: A GROUNDED THEORY APPROACH TO UNDERSTANDING WHY, WHEN AND WHAT.
Chris Lawler UNIVERSITY OF TECHNOLOGY SYDNEY & SOUTHERN CROSS UNIVERSITY
Catherine Killen UNIVERSITY OF TECHNOLOGY SYDNEY
SHANKAR SANKARAN UNIVERSITY OF TECHNOLOGY SYDNEY, AUSTRALIA
Track Sessions per day

Project Organising: Project datafication and inter-organizational (16:00 - 17:30) - TBSI Building - B2.37
Track: T10_04 Projects for digital outcomes, digital project management, and agile approaches
Chair(s): Jere Lehtinen
Discussant(s): Giulia Renzi, Alejandro Romero-Torres, Linzhuo Wang
Paper Presentations:

2783 DATA SHARING PARTNERSHIPS IN THE MOBILITY SECTOR. THE BRIGHT AND DARK SIDES OF COLLABORATIVE DATA SHARING FOR TRANSFORMATION AND SUSTAINABILITY
Giulia Renzi UNIVERSITY OF MODENA AND REGGIO EMILIA
Paula Ungureanu UNIVERSITY OF MODENA AND REGGIO EMILIA

1400 CONTRASTING PERCEPTIONS RELATED TO ADOPTING BIG DATA IN PUBLIC PROJECTS: CONCEPTUALIZATION OF ORGANIZATIONAL TENSIONS
Alejandro Romero-Torres SCHOOL OF MANAGEMENT, UQAM
Julie Delisle ESG UQAM
Monique Aubry UNIVERSITÉ DU QUÉBEC À MONTRÉAL

2199 UNTANGLING INSTITUTIONAL CHALLENGES IN DIGITAL TRANSFORMATION PROJECTS: AN ACTION RESEARCH
Linzhuo Wang BI NORWEGIAN BUSINESS SCHOOL
Miao Yu DALIAN UNIVERSITY OF TECHNOLOGY
Ralf Müller BI NORWEGIAN BUSINESS SCHOOL
Xuemei Liu DALIAN UNIVERSITY OF TECHNOLOGY

Reimagining Management Theory for Sustainable and Innovative Organizations (16:00 - 17:30) - Trinity Business School - E McNabb Theatre
Track: T12_04 Historical, Evolutionary, and Philosophical Approaches To Business And Management Research
Chair(s): Julie Ricard
Paper Presentations:

1077 FOR THE GOOD OF THE BETTER. THE ZEITGEISTY APPETITE FOR PRIVILEGE IN MANAGEMENT THEORY
Steffen Roth EXCELIÀ BUSINESS SCHOOL LA ROCHELLE

2871 THEORIZING ABOUT HEALTHY ORGANIZATIONAL SYSTEMS THROUGH HISTORY-BASED STUDIES
Denise Fleck COPPEAD GRADUATE SCHOOL OF BUSINESS/ UFRJ

1106 MANAGERIAL PARADIGM “MANAGER-RELEVANT STAKEHOLDER” – A REVOLUTIONARY CHANGE IN THE MANAGEMENT THEORY AND PRACTICE
Ciprian Nicolescu BUCHAREST UNIVERSITY OF ECONOMIC STUDIES
Ovidiu Nicolescu BUCHAREST UNIVERSITY OF ECONOMIC STUDIES
Tracker Sessions per day

Research impact on practice (16:00 - 17:30) - Trinity Business School - R Maharry Theatre
Track: GT12_00 Research Methods and Research Practice General Track
Chair(s): Michael Schlaile
Paper Presentations:

**1898** A NEW PROJECT PERFORMANCE INDICATOR: RESEARCH ACTION FOR MEASUREMENT OF STAKEHOLDER COLLABORATION IN MAJOR PUBLIC INFRASTRUCTURE PROJECTS
Caroline Coulombe  
SCHOOL OF BUSINESS, UNIVERSITY OF QUEBEC MONTREAL  
Jonathan Harvey  
SCHOOL OF BUSINESS, UNIVERSITY OF QUEBEC MONTREAL  
Marie-Pierre Leroux  
UNIVERSITY OF QUEBEC IN MONTREAL  
Hélène Sicotte  
ESG UQAM  
Catherine Haineault  
UNIVERSITY OF QUEBEC IN MONTREAL  
Julie Monette  
ESG UQAM

**1944** DOCTOR-PATIENT RELATIONSHIP IN THE BRAZILIAN PRIVATE HEALTHCARE SERVICE USER EXPERIENCE
Bento Costa Filho  
UNIVERSIDADE DE BRASILIA - FACE  
Christiano Quinan  
CBEXS - BRAZILIAN COLLEGE OF HEALTH EXECUTIVES  
Josivania Farias  
UNIVERSITY OF BRASILIA  
Alexandre Taleb  
UNIVERSITY OF GOIÁS

**1864** IMPACT MATTERS: METHODOLOGICAL REFLECTIONS ON CONDUCTING AN INTERNATIONAL SURVEY AMONG MANAGEMENT ACADEMICS IN EUROPE WITH AN EMERGENT INTERNATIONAL RESEARCH TEAM
Gianpaolo Abatecola  
UNIVERSITY OF ROME TOR VERGATA  
Florence Allard-Poesi  
UNIVERSITÉ PARIS-EST CRÉTEIL  
Tugce Ataci  
UNIVERSITÉ PARIS-EST CRÉTEIL  
Matteo Cristofaro  
UNIVERSITY OF ROME TOR VERGATA  
Oskar Kosch  
CRACOW UNIVERSITY OF ECONOMICS  
Bill Lee  
UNIVERSITY OF SHEFFIELD, UK  
Michael Schlaile  
LEIBNIZ CENTRE FOR AGRICULTURAL LANDSCAPE RESEARCH (ZALF)  
Davide Secchi  
RESEARCH CENTRE FOR COMPUTATIONAL AND ORGANISATIONAL COGNITION, U. OF SOUTHERN DENMARK  
Marek Szarucki  
CRACOW UNIVERSITY OF ECONOMICS  
Huiping Xian  
UNIVERSITY OF LEICESTER

**S01_02** - From Corporate Social Responsibility to Diversity: how the empowerment of differences leads to social resilience (16:00 - 17:30) - Arts Building - Classroom 3025
Track: GT01_00 Business for Society General Track
Paper Presentations:

**27** S01_02 - FROM CORPORATE SOCIAL RESPONSIBILITY TO DIVERSITY: HOW THE EMPOWERMENT OF DIFFERENCES LEADS TO SOCIAL RESILIENCE
Francesco Gangi  
UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA, LUIGI VANVITELLI, DEPARTMENT OF ECONOMICS  
Maria Coscia  
UNIVERSITY OF NAPLES  
Shann Turnbull  
INTERNATIONAL INSTITUTE FOR SELF-GOVERNANCE
Track Sessions per day

S01_06 - Joint symposia GT01&SIG02 - New legal forms of purpose-driven corporations: the European way(s) (16:00 - 17:30) - Arts Building - Davis Theatre
Track: GT01_00 Business for Society General Track
Paper Presentations:

21  **S01_06 - NEW LEGAL FORMS OF PURPOSE-DRIVEN CORPORATIONS: THE EUROPEAN WAY(S)**
Kevin Levillain, MINES PARISTECH, PSL RESEARCH UNIVERSITY
Blanche Segrestin, MINES PARIS, UNIVERSITÉ PSL, CENTRE DE GESTION SCIENTIFIQUE (CGS), I3 UMR9217 CNRS
Jeroen Veldman, NYENRODE BUSINESS UNIVERSITY

S03_03 - Methods of Researching Business Failure: Challenges, opportunities and ethical considerations (16:00 - 17:30) - Arts Building - Classroom 5025
Track: GT03_00 Entrepreneurship General Track
Paper Presentations:

25  **S03_03 - METHODS OF RESEARCHING BUSINESS FAILURE: CHALLENGES, OPPORTUNITIES AND ETHICAL CONSIDERATIONS**
Orla Byrne, UNIVERSITY COLLEGE DUBLIN
Laura Bradley-McCauley, ULSTER UNIVERSITY
Grace Walsh, MAYNOOTH UNIVERSITY SCHOOL OF BUSINESS
MARIBEL GUERRERO, NORTHUMBRIA UNIVERSITY (NEWCASTLE BUSINESS SCHOOL, UK) & UNIVERSIDAD DEL DESARROLLO (FACULTY OF ECONOMICS AND BUSINESS, CL)
Julia Backmann, UNIVERSITY OF MÜNSTER
Simon Stephens, ATU DONEGAL

S06_01 - The role of art and artists in innovation management (16:00 - 17:30) - Arts Building - Classroom 5039
Track: GT06_00 Innovation General Track
Paper Presentations:

39  **S06_01 - ART THINKING, INNOVATION, AND CREATIVITY**
Valerie Merindol, PARIS SCHOOL OF BUSINESS
Eila Szendy El Kurdi, UNIVERSITÉ PARIS 8
Nicolas AUBOUIN, PARIS SCHOOL OF BUSINESS

S14_04 EURAM Fellows Symposium – Social inclusion of scholars from disadvantaged backgrounds (16:00 - 17:30) - Lloyd Building - Theatre 4
Track: GT14_00 General Track - Towards the New Paradigm of Business and Management
Paper Presentations:

40  **S14_04 EURAM FELLOWS SYMPOSIUM – SOCIAL INCLUSION OF SCHOLARS FROM DISADVANTAGED BACKGROUNDS**
Mine Karatas-Ozkan, UNIVERSITY OF SOUTHAMPTON
Silke Machold, BRUNEL UNIVERSITY
Mustafa Ozbilgin, UNIVERSITY OF WOLVERHAMPTON
Track Sessions per day

ST06-03 - DIGITAL INNOVATION - research on AI - 2/3 (16:00 - 17:30) - Arts Building - Room 5086

Track: ST06_03 Digital Innovation: Strategies, Competencies, Ecosystems, Theories, and Practice
Chair(s): Anna Bastone
Paper Presentations:

1355 ARE NUMBERS OR WORDS THE KEY TO USER RELIANCE ON AI? AN EXPERIMENTAL STUDY WITH A LEARNING ALGORITHM AND NON-EXPERT USERS
Jörg Papenkordt  
PADERBORN UNIVERSITY
Axel-Cyrille Ngonga Ngomo  
PADERBORN UNIVERSITY
Kirsten Thommes  
PROF. DR. AND CHAIR OF ORGANIZATIONAL BEHAVIOR, UNIVERSITY OF PADERBORN

1538 ACROSS THE BOARD: ARTIFICIAL INTELLIGENCE IN CHESS INCREASES OCCUPATIONAL COMPLEXITY AND THE SALIENCE OF HOLISTIC IDENTITIES
Johannes Dahlke  
ETH ZURICH

1591 AUTOMATE OR NOT TO AUTOMATE? FINDING A BALANCE IN THE USE OF AI
Irina Atkova  
UNIVERSITY OF OULU
Miaa Jansson  
UNIVERSITY OF OULU
Petri Ahokangas  
UNIVERSITY OF OULU, FINLAND
Henna Härkönen  
UNIVERSITY OF OULU
Gillian Vesty  
RMIT UNIVERSITY

Sustainability and innovation in family businesses (16:00 - 17:30) - Museum Building - M20
Track: ST04_01 Strategy, Innovation, and Digitalization in Family Firms
Chair(s): IVAN MIROSHNYCHENKO
Discussant(s): Alicia Minnerup
Paper Presentations:

1313 LEADERSHIP SUCCESSION AS AN IMPULSE TOWARDS ECO-INNOVATION: A STUDY OF FAMILY-OWNED WINERIES IN ITALY AND GERMANY
Alisa Sydow  
ESCP BUSINESS SCHOOL
Chiara De Bernardi  
SANT’ANNA SCHOOL OF ADVANCED STUDIES
Laura Maria Ferri  
UNIVERSITÀ CATTOLICA DEL SACRO CUORE

1532 FACILITATING CORPORATE SUSTAINABILITY INTEGRATION: INNOVATION IN GERMAN FAMILY FIRMS
Linh Nguyen  
HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
Dominik Kanbach  
HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
Sascha Kraus  
FREE UNIVERSITY OF BOZEN-BOLZANO

2533 ORGANISATIONAL CHANGE FOR BOOSTING INNOVATION AND SUSTAINABILITY IN FAMILY BUSINESSES: PRELIMINARY EVIDENCE FROM AN EXPLORATORY CASE STUDY
Niccolò Fiorini  
UNIVERSITY OF SIENA
Lorenzo Zanni  
DEPARTMENT OF BUSINESS AND LAW, UNIVERSITY OF SIENA
Elena Casprini  
UNIVERSITY OF SIENA
Track Sessions per day

Sustainability management in family businesses: Theory and evidence (16:00 - 17:30) - Museum Building - M21
Track: T04_05 Behavior, Performance, and Sustainability in Family Firms
Chair(s): Jan-Philipp Ahrens
Discussant(s): Carl Åberg
Paper Presentations:

2647  STRATEGIC CORPORATE SUSTAINABILITY MANAGEMENT IN FAMILY BUSINESSES: A SYSTEMATIC LITERATURE REVIEW
Simone Häußler        AALEN UNIVERSITY (HOCHSCHULE AALEN)
Patrick Ulrich        AALEN UNIVERSITY

2586  KNOWLEDGE MANAGEMENT ARCHITECTURE AND SUSTAINABLE PERFORMANCE IN FAMILY FIRMS
Kanishka Mendhekar      MAYNOOTH UNIVERSITY
Keith Thomas        MAYNOOTH UNIVERSITY
Fabiano Pallonetto       MAYNOOTH UNIVERSITY

2679  CSR ENGAGEMENT AND SOCIAL MEDIA EVALUATION – EVIDENCE FROM S&P 500 (FAMILY) FIRMS
Eva Dötschel        PHD CANDIDATE AT FRIEDRICH-ALEXANDER UNIVERSITÄT ERLANGEN-NÜRNBERG, CHAIR OF STRATEGIC MANAGEMENT
Sebastian Junge      UNIVERSITY OF ERLANGEN-NUREMBERG
Verena Hossofsky    UNIVERSITY OF ERLANGEN-NUREMBERG
Julian Stengl        FRIEDRICH-ALEXANDER UNIVERSITY ERLANGEN-NUREMBERG, CHAIR OF CORPORATE MANAGEMENT

Sustainability, Stakeholders, and the Dark Side (16:00 - 17:30) - TBSI Building - B2.36
Track: ST10_02 Sustainability ‘by’ and ‘of’ the Project, Stakeholders, and the Dark Side
Chair(s): Francesco Di Maddaloni
Discussant(s): Luca Sabini, Marco Terenzi, Manon Eikelenboom
Paper Presentations:

1331  SUSTAINABILITY WORK AND THE CONTINUOUS CRAFTING OF WORKPLACE IDENTITY
Natalya Sergeeva     UNIVERSITY COLLEGE LONDON
Luca Sabini        LEEDS UNIVERSITY

1858  PROJECTS AS VECTORS OF CHANGE: A TRANSITION TOWARD NET-ZERO ASSET PORTFOLIOS
Marco Terenzi        POLITECNICO DI MILANO
Giorgio Locatelli     SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO
Graham Winch         ALLIANCE MANCHESTER BUSINESS SCHOOL

1327  SHAPING THE CIRCULAR TRANSITION THROUGH STRATEGIC PROJECTS: INFORMAL PRACTICES OF KNOWLEDGE TRANSFER ACROSS PROJECTS
Manon Eikelenboom    VRIJE UNIVERSITEIT AMSTERDAM
Alfons Marrewijk      DELFT UNIVERSITY OF TECHNOLOGY
Track Sessions per day

Team Leadership (16:00 - 17:30) - Trinity Business School - 3,028

Track: ST09_02 Team Performance Management
Chair(s): Monika Maslikowska
Paper Presentations:

1449  LEADER-EXPRESSED FORGIVINGNESS AND TEAM PERFORMANCE
Arménio Rego  BUSINESS RESEARCH UNIT, INSTITUTO UNIVERSITÁRIO DE LISBOA (ISCTE-IUL); AND UNIVERSIDADE CATÓLICA PORTUGUESA, CATÓLICA PORTO BUSINESS SCHOOL
Camilo Valverde  CATÓLICA PORTO BUSINESS SCHOOL
Eduardo Oliveira  UNIVERSITY OF PORTO
Anthony Silard  LUISS BUSINESS SCHOOL
Miguel Cunha  NOVA SBE
Filipa Sobral  UNIVERSIDADE CATÓLICA PORTUGUESA, FACULDADE DE EDUCAÇÃO E PSICOLOGIA, CENTRO REGIONAL DO PORTO

1697  EXPLORING THE MODERATING ROLE OF RESEARCH TEAM MANAGEMENT ON INDIVIDUAL SCIENTIFIC PRODUCTIVITY
JESÚS DE FRUTOS-BELIZÓN  UNIVERSITY OF CÁDIZ
Martín-Alcázar Fernando  UNIVERSITY OF CÁDIZ
Gonzalo Sanchez-Gardey  UNIVERSITY OF CÁDIZ

1768  FUNCTIONAL DIVERSITY, AUTHORITARIAN LEADERSHIP, AND PERFORMANCE IN TEAMS
Chu-Chun Hsu  SOUTHERN TAIWAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
Tsai-Hsun Cheng  NATIONAL CHENG KUNG UNIVERSITY
Hsi-An Shih  PROFESSOR
Chang-Lung Hsieh  MING CHUAN UNIVERSITY

The Gloomy Side of Leadership (16:00 - 17:30) - Trinity Business School - 3,034

Track: ST09_04 Leadership
Chair(s): Ricardo Gimeno
Discussant(s): IJEOMA UKENI
Paper Presentations:

1091  PSYCHOPATHIC LEADERS – A THREAT TO ORGANIZATIONAL AND SOCIETAL PROSPERITY? IMPLICATIONS AND SOME SUGGESTIONS FOR FUTURE RESEARCH THROUGH THE LENS OF MANAGERIAL ACCOUNTING AND CONTROL
FLORIAN FUCHS  UNIVERSITY OF KAIERSLAUTERN

2524  SICK OF LEADING? SUPERVISORY RESPONSIBILITY AND ITS CONSEQUENCES FOR SICKNESS ABSENCE AND PRESENTEEISM
Stephanie Funk  UNIVERSITY OF AUSBURG

2561  ABUSIVE SUPERVISION, NEGATIVE AFFECT TOWARD THE SUPERVISOR, NEWCOMERS’ PERCEIVED INSIDER STATUS AND ADJUSTMENT: A DYNAMIC MODEL
Caroline Manville  UNIVERSITY OF TOULOUSE CAPITOLE, TSM RESEARCH (UMR CNRS 5303)
Kathleen Bentein  UQAM
Marie-Aude Abid-Dupont  UNIVERSITÉ PARIS 10 NANTERRE-CENTRE D’ETUDES ET DE RECHERCHES SUR LES ORGANISATIONS ET LA STRATÉGIE (CEROS)
The Role of Technology and Spatial Fragmentation at the Time of Hybrid Working (16:00 - 17:30) - Trinity Business School - 5,011
Track: T09_08 New ways of working and hybrid workplaces: organizing and managing for good in the new normal.
Chair(s): Fabrizio Maimone
Discussant(s): Yara Atallah, Vidyut Lata Dhir, Stefano Rodighiero

Paper Presentations:

2358 REPLACING THE HUMAN IN EMPLOYEE CO-WORKER INTERACTIONS: EFFECTS ON JOB INSECURITY, JOB ENGAGEMENT AND COUNTERPRODUCTIVE WORK BEHAVIOR
Yara Atallah       RENNES SCHOOL OF BUSINESS
Sarah Hudson       RENNES SCHOOL OF BUSINESS

2819 BALANCING HIGH TECH & HIGH TOUCH: AN EXPERIENTIAL E-LEARNING MODEL FOR DEVELOPING RELATIONAL COMPETENCIES
Vidyut Lata Dhir       S.P. JAIN INSTITUTE OF MANAGEMENT & RESEARCH
Sumita Datta         SPJIMR
Snehal Shah         SPJIMR, MUMBAI

2660 COWORKING SPACES AS SITES OF ORGANIZING WITHIN NEW WAYS OF WORKING: A LITERATURE REVIEW
Stefano Rodighiero      UNIVERSITY OF BOLOGNA
Cristina Boari       UNIVERSITY OF BOLOGNA

Understanding human resource dynamics in family businesses (16:00 - 17:30) - Museum Building - M17 - B Room
Track: GT04_00 Family Business Research General Track
Chair(s): Allan Discua Cruz
Discussant(s): Sanjay Singh

Paper Presentations:

1158 WHAT FIRMS PROVIDE MORE JOBS? EVIDENCE FROM LARGE FAMILY AND NONFAMILY FIRMS IN LATIN AMERICA
Pedro Vazquez      IAE BUSINESS SCHOOL, UNIVERSIDAD AUSTRAL
Unai Arzubiaga    UNIVERSIDAD DEL PAÍS VASCO
Magdalena Cornejo  UTDT

2886 SHEDDING LIGHT ON THE FOUNDER’S INFLUENCE: DEVELOPMENT OF A SCALE TO MEASURE EMPLOYEES PERCEPTIONS OF THE FOUNDER’S SHADOW
Liliana Dinis       NOVA SBE
Pedro Neves        NOVA SCHOOL OF BUSINESS AND ECONOMICS
Arménio Rego     BUSINESS RESEARCH UNIT, INSTITUTO UNIVERSITÁRIO DE LISBOA (ISCTE-IUL); AND UNIVERSIDADE CATÓLICA PORTUGUESA, CATÓLICA PORTO BUSINESS SCHOOL

2207 FAMILY FIRMS: BETTER OR WORSE EMPLOYERS IN TERMS OF WORK-LIFE BALANCE
Ines Herrero         PABLO DE OLAVIDE UNIVERSITY
Susana Pasamar      UNIVESITY PABLO DE OLAVIDE
Track Sessions per day

University-Industry interactions & Knowledge Transfer II (16:00 - 17:30) - Arts Building - Room 5051
Track: T06_11 From Science Management to Innovation Management: Science – Industry Relations and New Forms of Knowledge Transfer
Chair(s): David Sarpong
Paper Presentations:

1758  DO UNIVERSITIES LEAD THE PATENTING RACE FOR AI-BASED INVENTIONS TACKLING GRAND CHALLENGES? A SYSTEMATIC ANALYSIS ON KNOWLEDGE SOURCES AND PATENTS' IMPACTS
Quentin Plantec  TBS EDUCATION
Clément Sternberger  WIPO
Mei Yun Lai  UNIVERSITY OF BREMEN, INSTITUTE FOR PROJECT MANAGEMENT AND INNOVATION, BREMEN, GERMANY.
Michael Rennings  RUHR-UNIVERSITY OF BOCHUM; CENTER FOR ENTREPRENEURSHIP, INNOVATION AND TRANSFORMATION (CEIT); CHAIR FOR ENTREPRENEURSHIP AND INNOVATIVE BUSINESS MODELS

2041  PLEASE MIND THE TERMS AND CONDITIONS – AN EXPLORATORY STUDY OF IP CONTRACT PATTERNS IN THE GERMAN BIOTECHNOLOGY INDUSTRY
Steffen Grebe  TU MÜNCHEN
Svenja Jarchow  TECHNICAL UNIVERSITY OF MUNICH

2767  KNOWLEDGE TRANSFER FROM UNIVERSITY AND PHD GRADUATES’ GEOGRAPHICAL MOBILITY: BETWEEN RATIONAL CHOICE, CULTURAL PROXIMITY AND MIGRATION POLICIES
Jérémy Orsat  UNIVERSITY OF GENEVA
Michel Ferrary  GSEM, UNIVERSITY OF GENEVA; SKEMA

Welcome session in track Sport Governance for Good. Leadership in sport (16:00 - 17:30) - Arts Building - Classroom 3106
Track: T14_06 Sport Governance for Good
Chair(s): IGOR PERECHUDA
Paper Presentations:

1297  ‘WE ARE NOT SELLING SOAP HERE’: HUMANISTIC LEADERSHIP IN SPORT – A JUNGIAN APPROACH
Hans Erik Næss  KRISTIANIA UNIVERSITY COLLEGE
Mari Svendsen  KRISTIANIA UNIVERSITY COLLEGE

1997  MANAGERIAL EMOTION REGULATION AND SHARED LEADERSHIP IMPLEMENTATION. THE CASE OF A NATIONAL SPORT TEAM
Guillaume Detchenique  ESSCA SCHOOL OF MANAGEMENT

1480  HOW SPONSORSHIP GENERATES CONSUMER ENGAGEMENT: MEASURING SPECTATORS’ ONLINE AND OFFLINE ENGAGEMENT WITH SPONSORS
Konstantinos Koronios  UNIVERSITY OF PELOPONNESE
Lazaros Ntasis  UNIVERSITY OF PELOPONNESE
Panagiotis Dimitropoulos  UNIVERSITY OF PELOPONNESE - SPORT MANAGEMENT DEPARTMENT
Andreas Papadopoulos  UNIVERSITY OF PELOPONNESE - SPORT MANAGEMENT DEPARTMENT
Vanessa Ratten  LA TROBE UNIVERSITY
Maria Tsironi  UNIVERSITY OF PELOPONNESE
Track Sessions per day

4 (18:00 - 19:30) - Arts Building - Boardroom 2026
Track: T01_10 Transition to Circular Economy Business Model supported by innovation and Industry 4.0
Chair(s): Valentina Schmitt
Discussant(s): Giuseppe Pirrone
Paper Presentations:

2866 THE SUSTAINABLE POTENTIAL OF HEMP UNDER THE PERSPECTIVE OF CIRCULAR ECONOMY: A CONSUMERS’ PERCEPTION
Lucas Delfino UNIVERSITY OF BRASILIA
Patricia Guarnieri UNIVERSITY OF BRASILIA
Valentina Schmitt PONTIFICIA UNIVERSIDAD DE VALPARAISO (CHILE)
Jorge Cerqueira-Streit UNIALFA

2646 IN SEARCH FOR THE COMMON GOOD: INVESTIGATING THE ROLE OF DIFFERENT STAKEHOLDER GOVERNANCE MODELS AND OWNERSHIP FOR CIRCULAR ECONOMY
Giulia Romano UNIVERSITY OF PISA
Mario Minoja UNIVERSITY OF UDINE

1931 THE IMPACT OF INDUSTRY 4.0 ON ENVIRONMENTAL AND SOCIAL SUSTAINABILITY: THE CASE OF THE ITALIAN CERAMIC INDUSTRY
Giuseppe Pirrone UNIVERSITY OF PAVIA

.Art entrepreneurship in the digital age (18:00 - 19:30) - Arts Building - Ui Chadhain Theatre
Track: T01_07 Re-Sourcing Management? Arts, Philosophy & Media as Sources of Organizational Knowledge
Chair(s): Davide Bizjak
Discussant(s): Eun Sun Godwin
Paper Presentations:

2557 LOOKING AT VIDEO MAKING PROFESSIONALS ORGANIZATIONS ON SOCIAL MEDIA AS CULTURAL INTERMEDIARIES: A CASE STUDY
Davide Bizjak UNIVERSITY OF NAPLES FEDERICO II
Luigi Maria Sicca UNIVERSITY OF NAPLES FEDERICO II
Domenico Napolitano SCUOLA SUPERIORE MERIDIONALE, NAPLES, ITALY
Mariavittoria Cicellin UNIVERSITY OF NAPLES FEDERICO II
Stefano Consiglio UNIVERSITY OF NAPLES FEDERICO II

2784 REFLECTING ON HOW ARTISTS-ENTREPRENEURS MAKE SENSE OF THE COMPLEXITY OF THEIR DOUBLE ROLE
monica calcagno DEPARTMENT OF MANAGEMENT, CA’ FOSCARI UNIVERSITY OF VENICE
EURAM 2023

Track Sessions per day

Breaking the Glass Ceiling: Unpacking Gendered Dynamics in Corporate Leadership (18:00 - 19:30) - Arts Building - Classroom 5039

Track: ST05_01 Women & Gender in Work, Organisation & Beyond

Chair(s): Almina Bešić
Discussant(s): Valentina Minutiello

Paper Presentations:

2392 GENDERED MOTIVATION OR GENDERED SUPPORT? A MIXED METHOD STUDY OF GENDER INEQUITY IN MANAGERIAL CAREERS
Sumita Datta SPJIMR
Fátima Assunção ISCSP-ULISBOA
Shivganesh Bhargava IIT BOMBAY

1795 TOP MANAGEMENT TEAM GENDER DIVERSITY AND CORPORATE EFFECTUATION: HOW THE INTERPLAY OF GENDER-SPECIFIC PROCLIVITIES DRIVES FIRMS’ EFFECTUAL ORIENTATION
Patricia Guragata Balasa RWTH AACHEN UNIVERSITY

2423 THE INFLUENCE OF PERSONALITY AND TEAM-MEMBER EXCHANGE ON CREATIVITY: A GENDERED APPROACH
Ana Pérez-Luño PABLO DE OLAVIDE UNIVERSITY
Maria MUÑOZ-DOYAGUE UNIVERSIDAD DE LEÓN
Rocio Aguilar PABLO DE OLAVIDE UNIVERSITY

Business Model II (18:00 - 19:30) - Arts Building - Room 4018

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:

2171 CORPORATE-START-UP COLLABORATION AS OPPORTUNITY FOR BUSINESS MODEL RENEWAL: A MULTI-LEVEL FRAMEWORK IN RESPONSE TO DISRUPTIVE TECHNOLOGICAL CHANGE
Sophia Pauer UNIVERSITY OF INNSBRUCK

2670 VALUE CREATION AND VALUE CAPTURE WITH NFTS: USE CASES, MECHANISMS AND BUSINESS MODELS
Arash Rezazadeh CATÓLICA LISBON SCHOOL OF BUSINESS & ECONOMICS
René Bohnsack CATÓLICA LISBON SCHOOL OF BUSINESS AND ECONOMICS

2612 MECHANISMS OF MANAGING BUSINESS MODEL AMBIGUITY AND IMPLICATIONS FOR DIGITAL BUSINESS MODEL INNOVATION: A MULTIPLE CASE STUDY
Pascal Breitenmoser UNIVERSITY OF KASSEL
Tobias Röth UNIVERSITY OF KASSEL
Patrick Spieth UNIVERSITY OF KASSEL
Track Sessions per day

Challenging Perceptions and Redefining Limits in Modern Management Education (18:00 - 19:30) - Trinity Business School - E McNabb Theatre

Track: T12_04 Historical, Evolutionary, and Philosophical Approaches To Business And Management Research
Chair(s): Matteo Cristofaro
Paper Presentations:

1169  A HISTORICAL-CONCEPTUAL ANALYSIS OF FINITUDE IN CONTEMPORARY MANAGEMENT EDUCATION
Fabian Fluche  LANCASTER UNIVERSITY MANAGEMENT SCHOOL

2324  NEW INSTITUTIONAL THEORY AND AI: ALGORITHMS AS A DRIVING FORCE OF ORGANIZATIONAL ISOMORPHISM
Ihor Rudko  BI NORWEGIAN BUSINESS SCHOOL
Aysan Bashirpour Bonab  UNIVERSITY OF CASSINO AND SOUTHERN LAZIO
Maria Fedele  UNIVERSITY OF CASSINO AND SOUTHERN LAZIO
Anna Vittoria Formisano  UNIVERSITY OF MOLISE

2881  HOW TO (SUCCESSFULLY) USE EXECUTIVE TRAINING IN STRATEGIC RENEWAL: THE ROLE OF POLITICAL SKILL
Pasi Nevalainen  AALTO UNIVERSITY
Juha-Antti Lamberg  JYVÄSKYLÄ SCHOOL OF BUSINESS AND ECONOMICS
Jarmo Seppälä  LAUREA UNIVERSITY OF APPLIED SCIENCES

Circular Economy and Electrification (18:00 - 19:30) - Hamilton Conference Centre - Lecture Theatre 1 (LTEE 1) - B Room
Track: T14_08 Sustainability transitions, flows and entrepreneurial alterity in global urban contexts
Chair(s): Domenico Mecca
Discussant(s): LUCIANA DE ALMEIDA
Paper Presentations:

1824  PREFERENCES FOR THE SHARED USE OF ELECTRIC-POWERED VEHICLES IN MOBILITY PACKAGES - AN EMPIRICAL ANALYSIS OF MAAS AT A UNIVERSITY
Christian-Pascal Marx  RUHR-UNIVERSITÄT BOCHUM
Lea Decker  RUHR-UNIVERSITÄT BOCHUM
Matthias Weiss  RUHR-UNIVERSITÄT BOCHUM

1936  THE AUTOMOTIVE INDUSTRY MOVING TOWARDS ELECTRIFICATION: LESSONS FOR FUTURE COMPETITION FROM CHINA
Giulia Tagliazucchi  UNIVERSITY OF MODENA AND REGGIO EMILIA
Gianluca Marchi  UNIVERSITY OF DI MODENA AND REGGIO EMILIA

2585  CIRCULAR ECONOMY AND THE LOCAL PRODUCTIVE CLUSTER OF RED CERAMICS: GLIMPSES AND PERCEIVED POSSIBILITIES
Erica Silva  UNIVERSIDADE DE PERNAMBUCO
Maria De Almeida  UNIVERSITY OF PERNAMBUCO
Track Sessions per day

2271  THE SYSTEMIC TRANSITION OF VALUE CHAINS TO THE CIRCULAR ECONOMY: A CO-CREATED MEASUREMENT FRAMEWORK TO LINK RESEARCH AND PRACTICE
Natalia Marzia Gusmerotti     UNIVERSITY OF ROME TOR VERGATA
Domenico Mecca     SANT'ANNA SCHOOL OF ADVANCED STUDIES
Filippo Corsini     SANT'ANNA SCHOOL OF ADVANCED STUDIES
Marco Frey     SANT'ANNA SCHOOL OF ADVANCED STUDIES
Corrado Cerruti     UNIVERSITY OF ROME TOR VERGATA

Corporate Business Practices in Saudi Arabia: Context of Economic Transformation (18:00 - 19:30) - Arts Building - Room 4097
Track: T03_16 Saudi Arabia Matters: Cases from a Transforming Knowledge Economy
Chair(s): Bassem Nasri
Discussant(s): Mohammad Bashayreh
Paper Presentations:

2879  THE IMPACT OF EMOTIONAL LEADERSHIP ON EMPLOYEE’S PERFORMANCE IN SAUDI
Hamid Alrashidi     PMU
Noor Ul Hadi     PRINCE MOHAMMAD BIN FAHD UNIVERSITY

2926  CONTRIBUTION OF LOCAL CULTURE TO CORPORATE SOCIAL RESPONSIBILITY IN A TRANSFORMING ECONOMY: THE CASE OF SAUDI ARAMCO
Salem Alanazi     UNIVERSITI SAANS MALAYSIA
Azlan Amran     UNIVERSITI SAANS MALAYSIA (USM)
Christopher Richardson     UNIVERSITI SAANS MALAYSIA (USM)
Bassem Nasri     PRINCE MOHAMMAD BIN FAHD UNIVERSITY

Corporate Entrepreneurial Ecosystems (18:00 - 19:30) - Arts Building - Classroom 4045
Track: T03_11 / T06_10 Entrepreneurial and Innovation Ecosystems (ENT & INNO SIGs)
Chair(s): Christina Theodoraki
Discussant(s): Mireille Héral
Paper Presentations:

1952  EXIGUOUS MULTINATIONAL ENTERPRISE ALUMNI SPINOUTS IN AN ENTREPRENEURIAL ECOSYSTEM
Daniel Sunghwan Cho     PORTSMOUTH BUSINESS SCHOOL
Paul Ryan     TRINITY COLLEGE DUBLIN
Giulio Bucioni     TRINITY COLLEGE DUBLIN

1992  WHAT IS THE KNOWLEDGE-BASED ENTREPRENEURIAL ECOSYSTEM? THE CASE OF RELATIONAL AND SOCIAL CAPITAL ON CORPORATE ENTREPRENEURSHIP.
María Esmeralda Lardón-López     UNIVERSITY OF GRANADA
Víctor García Morales     GRANADA UNIVERSITY
Rodrigo Martin-Rojas     GRANADA UNIVERSITY
Aurora Garrido Moreno     UNIVERSITY OF MÁLAGA

2305  A ‘PLACENTAL SYSTEM’ TO COORDINATE LARGE FIRMS AND STARTUPS WITHIN CORPORATE INNOVATION BOUNDARY STRUCTURES
Carole Donada     ESSEC BUSINESS SCHOOL
Gwenaelle Nogatchewsky     PARIS DAUPHINE UNIVERSITY
COVID-19 Public Health Management, Extreme Weather Events, and International Medical Travelers: Sustainability, Resilience, and Responsiveness (18:00 - 19:30) - Arts Building - Room 4035
Track: ST11_02 Healthcare Management Research
Chair(s): Claudia Guerrazzi-Young
Discussant(s): Steven Howard

Paper Presentations:

**1699 INVESTIGATING FACTORS INFLUENCING SUSTAINABILITY OF COVID-19 PUBLIC HEALTH MANAGEMENT IN AFRICA**
Steven Szydlowski  UNIVERSITY OF SCRANTON  
Yahaya ALI AHMED  WORLD HEALTH ORGANIZATION FOR AFRICA  
Daniel West  DEPARTMENT OF HEALTH ADMINISTRATION & HUMAN RESOURCES, UNIVERSITY OF SCRANTON  
Bernardo Ramirez  UNIVERSITY OF CENTRAL FLORIDA  
Michael Costello  UNIVERSITY OF SCRANTON  
Irene Gabutti  ALTEMS - UNIVERSITÀ CATTOLICA DEL SACRO CUORE  
Cherie Ramirez  SIMMONS UNIVERSITY  
Ana Maria Malik  ESCOLA DE ADMINISTRACÃO DE EMPRESAS DE SÃO PAULO  

**2452 ORGANIZATIONAL RESILIENCE OF HOSPITALS TO EXTREME WEATHER EVENTS: THE MULTIPLE-CASE OF A FRENCH HOSPITALS**
Neringa Gerulaitiene  UNIVERSITY OF MONTPELLIER  
Irène Georgescu  UNIVERSITY/MONTPELLIER MANAGEMENT  
Marlene Barreda  UNIVERSITY OF PERPIGNAN  

**2066 THE ROLE OF ORGANIZATIONAL AND EXTERNAL FACTORS IN HOSPITAL RESPONSIVENESS TO INTERNATIONAL MEDICAL TRAVELERS: A CONTINGENCY THEORY APPROACH**
Suzanne Garber  UAB  
S Robert Hernandez  UNIVERSITY OF ALABAMA AT BIRMINGHAM  
Katherine Meese  UNIVERSITY OF ALABAMA AT BIRMINGHAM  
Amy Landry  UNIVERSITY OF ALABAMA AT BIRMINGHAM  
Kristine Hearld  UAB  

**1735 THE QUEST FOR QUALITY OF CARE IN HOSPITALS: A MIXED METHODS APPROACH**
Tiago Gonçalves  ADVANCE/CSG, ISEG, UNIVERSIDADE DE LISBOA  
Lucía Muñoz Pascual  IME, DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT, UNIVERSITY OF SALAMANCA, CAMPUS MIGUEL DE UNAMUNO, S/N, 37007, SALAMANCA, SPAIN.  
Carla Curado  ADVANCE/CSG ISEG, UNIVERSIDADE DE LISBOA  

Cross-cultural encounters and comparisons (18:00 - 19:30) - TBSI Building - B2.74
Track: ST07_03 Management and cultures: qualitative organizational research
Chair(s): Mette Zølner

Paper Presentations:

**1510 CULTURAL DIFFERENCES IN PROFESSIONAL COLLABORATION BETWEEN GERMANS AND DUTCH**
Arnold Enklaar  UNIVERSITY OF TWENTE  
Juliane Rosemann  TTE STRATEGY
2401 A QUALITATIVE STUDY ON THE EFFECTS OF REMOTE WORK ON EMPLOYEE SATISFACTION FROM A CROSS-CULTURAL PERSPECTIVE
Joerg Bueechl ESB BUSINESS SCHOOL, REUTLINGEN UNIVERSITY
Rosalie Schwörer AALEN UNIVERSITY

CSR & PSYCHOLOGICAL SAFETY (18:00 - 19:30) - Trinity Business School - 5,013
Track: T09_09 Sustainability at Work: HRM Practices and their Impact on Employees and Firm Outcomes
Chair(s): Chloé Tuteleers
Paper Presentations:

2246 OVERCOMING SILENCE IN A KNOWLEDGE-DRIVEN INDUSTRY: THE CASE OF PROFESSIONAL SERVICE FIRMS
Henrik Bienstein WFI - INGOLSTADT SCHOOL OF MANAGEMENT

2395 CREATING SUSTAINABLE FIRM PERFORMANCE BY PROVIDING FREEDOM WITHIN A STRUCTURE: THE ROLE OF CLIMATE FOR PSYCHOLOGICAL SAFETY
Chloé Tuteleers KU LEUVEN
Sophie De Winne KU LEUVEN

2629 ANALYZING THE ADDED VALUE OF CSR TOOLS IN ATTRACTING GENERATION Z TALENTS: EVIDENCE FROM FRENCH COMPANIES
Kristine Tamayo-Verleene ISEG SCHOOL OF MANAGEMENT
Adele Crasnier ISEG SCHOOL OF MANAGEMENT

1891 THE INFLUENCE OF PERCEIVED CORPORATE SOCIAL RESPONSIBILITY ON PSYCHOLOGICAL MEANINGFULNESS AND ORGANIZATIONAL EMBEDDEDNESS
Julian Krauskopf RWTH AACHEN UNIVERSITY
Denise Fischer RWTH AACHEN UNIVERSITY

CSR and Humanistic Management (18:00 - 19:30) - Arts Building - Swift Theatre
Track: T01_06 Philosophy for business ethics
Chair(s): Roberta Sferrazzo
Paper Presentations:

1167 INTEGRAL HUMAN DEVELOPMENT THROUGH CULTURE: THE OLIVETTI BLUEPRINT FOR BUSINESS UNLEASHING CREATIVE FORCES
Rosa Fioravante UNIVERSITY OF URBINO CARLO BO
Vaccaro Antonino IESE BUSINESS SCHOOL
Mara Del Baldo UNIVERSITÀ DI URBINO

1840 THE IMPACT OF CSR AND ITS EMPHASIS ON INNOVATION CAPABILITY AND TECHNOLOGY ALLIANCE FORMATION
Jiawen Ma SINGAPORE MANAGEMENT UNIVERSITY
Toru Yoshikawa SINGAPORE MANAGEMENT UNIVERSITY

1855 BACK TO ANTHROPOLOGY: RE-THINKING THE NORMATIVE FOUNDATIONS OF STAKEHOLDER THEORY THROUGH THE CIVIL ECONOMY APPROACH
Roberta Sferrazzo AUDENCIA BUSINESS SCHOOL
Giorgia Nigri LUMSA
Renato Ruffini STATE UNIVERSITY OF MILAN
Track Sessions per day

2319  DEFENDING AGAINST LEARNING: POSITIVE ENGAGEMENT ACTIVITIES AS A SOCIAL DEFENCE AGAINST THE ORGANISATION OF REFLECTION
Annette Clancy  UNIVERSITY COLLEGE DUBLIN

Dealing with Uncertainty: The Role of Goal Shifting and Learning from Failure (18:00 - 19:30) - Arts Building - Room 3124
Track: ST06_08 Managing creativity for innovation: Design, collaborative spaces and people
Chair(s): Anne Kurzmann
Paper Presentations:

2839  INNOVATION DECISIONS UNDER UNCERTAINTIES: GOAL SHIFTING AND THE INFLUENCE OF ORGANIZATIONAL AND PERSONAL GOALS
Rasim Kurdoglu  BILKENT UNIVERSITY
Oguz Acar  KING’S BUSINESS SCHOOL
Daan Knippenberg  DREXEL UNIVERSITY
Lale Gumusluoglu  BILKENT UNIVERSITY

2734  BREAKTHROUGHS: THE ART OF INTELLIGENT FAILURE
VALENTINA FORRER  FREE UNIVERSITY OF BOZEN-BOLZANO
Alessandro Narduzzo  FREE UNIVERSITY OF BOZEN-BOLZANO

Developing Intercultural Competencies and Breaking Gender Norms in the Global Workplace (18:00 - 19:30) - Arts Building - Classroom 5025
Track: GT05_00 Gender, Race and Diversity in Organisations General Track
Chair(s): Beverly Metcalfe
Discussant(s): Jolanta Maj
Paper Presentations:

1142  EMBRACING DIVERSITY AT WORK THROUGH DEVELOPING EMPLOYEES IN INTERCULTURAL COMPETENCIES
Rea Prouska  LONDON SOUTH BANK UNIVERSITY
Karin Moser  LSBU BUSINESS SCHOOL, LONDON, UK
Saad Ali  UNIVERSITY OF DERBY
May Tungtakanpoung  LONDON SOUTH BANK UNIVERSITY
Robin Bell  UNIVERSITY OF WORCESTER

1698  CULTURE AND VOCAL NUANCES: EXAMINING VOICE PITCH PATTERNS ACROSS SOCIETIES
Myung Jin Chung  JUDGE BUSINESS SCHOOL, UNIVERSITY OF CAMBRIDGE

1910  A CRITICAL PERSPECTIVE ON DIVERSITY AND DIVERSITY MANAGEMENT FOR AN INFORMED APPROACH
Diletta Gazzaroli  UNIVERSITÀ CATTOLICA DEL SACRO CUORE
Shata Diallo  UNIVERSITÀ CATTOLICA DEL SACRO CUORE
Caterina Gozzoli  UNIVERSITÀ CATTOLICA DEL SACRO CUORE
Track Sessions per day

Digital (18:00 - 19:30) - Arts Building - Classroom 3025
Track: GT03_00 Entrepreneurship General Track
Chair(s): Giuliano Sansone
Discussant(s): Sascha Weimar
Paper Presentations:

1132 LOYALTY IN ONLINE FOOD DELIVERY PLATFORMS? THE ROLE OF PEER-CUSTOMER ENGAGEMENT
Marta Mas-Machuca UNIVERISTAT INTERNACIONAL DE CATALUNYA
Anna Akhmedova UNIVERISTAT INTERNATIONAL DE CATALUNYA (UIC)
Frederic Marimon UIC

1306 THE SHEPHERD’S RESPONSE TO THE SHEPHERDESS: COMBATING CRIMINAL ABUSE OF CRYPTOCURRENCY WITH A P2P MINDSET
Galit Klein ARIEL UNIVERSITY
Moti Zwilling ARIEL UNIVERSITY
Djamchid Assadi BSB-BURGUNDY SCHOOL OF BUSINESS, FRANCE,

2325 YOUR PERFECT CAR TO RENT: QUALITY 4.0 AND USER SATISFACTION ON SHARED MOBILITY PLATFORMS
Anna Akhmedova UNIVERISTAT INTERNACIONAL DE CATALUNYA (UIC)
Natalia Amat-Lefort UNIVERISTAT INTERNATIONAL DE CATALUNYA
Federico Barравecca POLITECNICO DI TORINO
Luca Mastrogiacomo POLITECNICO DI TORINO

Distressed Competitiveness (18:00 - 19:30) - TBSI Building - B2.21
Track: T07_04 International Competitiveness
Paper Presentations:

2723 NAVIGATING THE POST-PANDEMIC ERA: FINANCIAL SUSTAINABILITY AS A KEY RECOVERY STRATEGY FOR LUXURY BRANDS
Fabio Demaria UNIVERSITÀ DEGLI STUDI DI MODENA E REGGIO EMILIA
Maddalena Cavicchioli UNIVERSITY OF MODENA AND REGGIO EMILIA

1785 ESTABLISHING CLUSTER INITIATIVES IS NOT AN EASY TASK: LESSONS FROM FAILED ATTEMPTS IN BIOTECH- AND HEALTH RELATED INDUSTRIES
Runolfur Steinthorsson UNIVERSITY OF ICELAND
Hulda Guðmunds Óskarsdóttir UNIVERSITY OF ICELAND

2891 HOW DOES PROTECTIONISM IMPACT MULTINATIONAL FIRM RESHORING? EVIDENCE FROM THE UK.
YAMA TEMOURI KHALIFA UNIVERSITY, ABU DHABI, UAE
VIJAY PEREIRA NEOMA BUSINESS SCHOOL
AGELOS DELIS ASTON UNIVERSITY, BIRMINGHAM
Geoff Wood WESTERN UNIVERSITY
Track Sessions per day

Emerging issues in governance (18:00 - 19:30) - Arts Building - Classroom 3051

Track: GT02_00 Corporate Governance General Track
Chair(s): Jonathan Taglialatela
Discussant(s): Jonathan Taglialatela

Paper Presentations:

2656  VIRTUAL AMG: A MISSED OPPORTUNITY FROM THE COVID-19 PANDEMIC?
  Sonia Vitali  UNIVERSITÀ POLITECNICA DELLE MARCHE - DEPT. OF MANAGEMENT
  Michele Guidi  UNIVPM
  Marco Giuliani  UNIVPM

2130  THE VALUE OF POLITICAL CONNECTIONS DURING LOCKDOWN.
  Wai-Yan Wong  UNIVERSITI KEBANGSAAN MALAYSIA

ESG AND GENDER DIVERSITY (I) (18:00 - 19:30) - Arts Building - Classroom 3106

Track: T02_04 Corporate Governance, Diversity, Sustainability and the Purpose of Corporation
Discussant(s): Irma Martinez-Garcia

Paper Presentations:

1055  ESG MISCONDUCT AND GENDER DIVERSITY
  Emma García-Meca  TECHNICAL UNIVERSITY OF CARTAGENA
  Jennifer Martinez Ferrero  UNIVERSITY OF SALAMANCA

2592  NETWORKING FOR (IN)EQUALITY: REVEALING THE DARK-SIDE OF NETWORKING FOR WOMEN ON THEIR WAY TO THE TOP
  Gabriela Contreras  RADBOUD UNIVERSITY
  Miryam Martínez  CEU SAN PABLO UNIVERSITY
  Susana Gonzalez  CEU SAN PABLO UNIVERSITY
  Ruth Mateos de Cabo  UNIVERSIDAD CEU SAN PABLO
  Ricardo Gimeno  BANCO DE ESPAÑA

2639  EXPLORING THE RISK TAKING WILLINGNESS OF WOMEN AND MEN STRATEGIC LEADERS: A LONGITUDINAL ANALYSIS
  Iuliia Vitte  VRIJE UNIVERSITEIT AMSTERDAM
  Jost Sieweke  VRIJE UNIVERSITEIT AMSTERDAM

Ethical Leadership: Complexities of Moral Decision Making (18:00 - 19:30) - Trinity Business School - 4,035

Track: ST09_04 Leadership
Chair(s): Frederike Scholz
Discussant(s): Martina Mori

Paper Presentations:

1155  ETHICAL LEADERSHIP AND UNETHICAL BEHAVIOR IN THE WORKPLACE: A META-ANALYSIS
  Billel Ferhani  PARIS 1 PANTHÉON-SORBONNE UNIVERSITY

2008  OUT OF CONTROL: HOW TRAIT IMPULSIVENESS AND INTELLIGENCE INFLUENCE ABUSIVE SUPERVISION AND LEADER EFFECTIVENESS
  Michael Collins  THE UNIVERSITY OF QUEENSLAND BUSINESS SCHOOL
  Yiqiong Li  THE UNIVERSITY OF QUEENSLAND BUSINESS SCHOOL
  Simon Restubog  UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
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<td>Casper Holm</td>
<td>Amitabh Anand</td>
<td>Louise Kringelum</td>
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<td><strong>2483</strong></td>
<td>Impression Management: Cost of Debt and Resilience.</td>
<td>Juan Valbuena Hernandez</td>
<td>Inmaculada Martin-Tapia</td>
<td>Natalia Ortiz-de-Mandojana</td>
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Track Sessions per day

1778 PLURAL GOVERNANCE AS A SAFEGUARD: HOW HISTORICAL CHOICES DETERMINE TRANSACTIONAL RISKS
Norbert Bach       TU ILMENAU
Peter Galvin       EDITH COWAN UNIVERSITY

Global Mobility 3 (18:00 - 19:30) - TBSI Building - B2.73
Track: ST07_01 Global Mobility
Chair(s): MINA WESTMAN

Paper Presentations:

1613 A CONCEPTUAL FRAMEWORK AND ANALYSIS OF THE PROCESS FOR JOB INTEGRATION OF HIGHLY SKILLED IMMIGRANTS
Lynn Chahine       TOULOUSE SCHOOL OF MANAGEMENT- UT1 CAPITOLE
Akram Al Ariss     TBS EDUCATION
Sophie D'Armagnac  TBS EDUCATION

1694 THE ROLE OF FOUNDERS IN THE INTERNATIONAL CAPITAL EXCHANGE PROCESS
Adele Smith-Auchmuty MAYNOOTH UNIVERSITY
Edward O'Connor     MAYNOOTH UNIVERSITY, SCHOOL OF BUSINESS

1710 THE MEDIATING ROLE OF CULTURAL INTELLIGENCE TO LEARNING FLEXIBILITY, CULTURAL DISTANCE, AND EXPATRIATE EFFECTIVENESS
Ming Li            UNIVERSITY OF LIVERPOOL MANAGEMENT SCHOOL
Jinglin Jiang      HULL UNIVERSITY MANAGEMENT SCHOOL
Meng Qi            BEIJING UNIVERSITY OF TECHNOLOGY

Growth Strategies & Internationalization for SMEs: theory and practises (18:00 - 19:30) - Arts Building - Classroom 4050A
Track: ST03_07 Growth Strategies & Internationalization for SMEs
Chair(s): Mette Neville
Discussant(s): Rosalie Schwörer

Paper Presentations:

1200 LONGITUDINAL RESEARCH IN MICRO- AND SMALL-SIZED ENTERPRISES REVEALS THE NEED FOR INTEGRATION OF ENTREPRENEURIAL LITERATURE TO TRANSFORM BUSINESS FOR GOOD IN PRACTICE.
Tove Brink         UNIVERSITY OF SOUTHERN DENMARK
Mette Neville      AARHUS UNIVERSITY
Jeanette Brogaard  AARHUS UNIVERSITY

1214 CROSSING THE CHASM: THE ROLE OF DYNAMIC MANAGERIAL CAPABILITIES IN TURNING POINTS OF EARLY INTERNATIONALIZING FIRMS
Pierre-Louis Meuric UNIVERSITÉ SAVOIE MONT-BLANC

1238 MULTILEVEL ANALYSIS OF INTRAPRENEURSHIP – A SYSTEMATIC LITERATURE REVIEW
Rosalie Schwörer   AALEN UNIVERSITY
Elco Van Burg      VRIJE UNIVERSITEIT AMSTERDAM
Janina Klein       UNIVERSITY OF EDINBURGH BUSINESS SCHOOL
Joerg Bueechl      ES8 BUSINESS SCHOOL, REUTLINGEN UNIVERSITY
Track Sessions per day

GT06-00 - INNOV General track - SERVICE INNOVATION - session 02 (18:00 - 19:30) - Arts Building - Classroom 5033
Track: GT06_00 Innovation General Track
Chair(s): Claudia Lehmann
Paper Presentations:

2867 CUSTOMIZATION, INNOVATION AND THE PARTICULARIZATION TRAP: EVIDENCE FROM KNOWLEDGE-INTENSIVE BUSINESS SERVICE FIRMS
Panos Desyllas UNIVERSITY OF BATH
Hsing-fen Lee ROYAL HOLLOWAY, UNIVERSITY OF LONDON
Ian Miles UNIVERSITY OF MANCHESTER
Marcela Miozzo KING’S COLLEGE, UNIVERSITY OF LONDON

2359 ARE SERVICE MAPPING TECHNIQUES FOLLOWING THE EVOLVING CUSTOMERS REQUIREMENTS? A COMPREHENSIVE REVIEW IN THE LIGHT OF SERVICE INNOVATION
Gabriel Araujo UNIVERSIDADE FEDERAL FLUMINENSE
Mayara de Oliveira FEDERAL UNIVERSITY OF SANTA CATARINA

1933 INNOVATION REACTIONS AS AN ENGINE FOR REGIONAL RESILIENCE: THE CASE OF A TRADITIONAL INDUSTRY CLUSTER IN BRAZIL
Luiz Fernando Viana FEDERAL INSTITUTE OF EDUCATION, SCIENCE AND TECHNOLOGY OF BRASILIA
Valmir Hoffmann FEDERAL UNIVERSITY OF SANTA CATARINA
Hugo Pinto UNIVERSITY OF ALGARVE
Newton Miranda Júnior UNIVERSITY OF BRASILIA

2534 TOWARD LEAN SERVICE 5.0: FUTURE PERSPECTIVES AND TRENDS
Andrei Bonamigo FEDERAL FLUMINENSE UNIVERSITY - UFF
Mayara de Oliveira FEDERAL UNIVERSITY OF SANTA CATARINA
Steffan Werner FEDERAL INSTITUTE OF SANTA CATARINA (IFSC)

HRM GENERAL (18:00 - 19:30) - Trinity Business School - 3,022
Track: ST09_01 Human Resource Management
Chair(s): Eleanna Galanaki
Paper Presentations:

1436 DIGITAL PRODUCTISATION OF HUMAN RESOURCE MANAGEMENT AND DELIVERY OF HUMAN RESOURCE SERVICES: A CASE OF TENCENT
Xiaolan Fu UNIVERSITY OF OXFORD
Wei Wei UNIVERSITY OF OXFORD

1524 ANALYSING THE AI TRANSFORMATION IN HRD LITERATURE AND PRACTICE
Judith Spirgi UNIVERSITY OF ST GALLEN

1972 THE MULTIDIMENSIONALITY OF OVEREMPLOYMENT: DEVELOPMENT AND INITIAL VALIDATION OF A NEW SCALE
Julia Hiemer TECHNISCHE HOCHSCHULE WÜRZBURG-SCHWEINFURT
Maike Andresen UNIVERSITY OF BAMBERG
Track Sessions per day

Hybridity and social entrepreneurship (18:00 - 19:30) - Arts Building - Classroom 4047
Track: ST03_06 Social and Sustainable Entrepreneurship
Chair(s): Tra Tran-Thien
Discussant(s): Yue Xiao, Tra Tran-Thien, Matthias Raith
Paper Presentations:

1950 WHERE TWO ARE FIGHTING, THE THIRD ONE DOES WHAT? DIGITALIZATION AND ITS EFFECTS ON SOCIAL ENTREPRENEURSHIP’S SOCIAL-ECONOMIC HYBRIDITY
Yue Xiao CHAIR FOR CORPORATE SUSTAINABILITY MANAGEMENT, UNIVERSITY OF ERLANGEN-NUREMBERG
Markus Beckmann UNIVERSITY OF ERLANGEN-NUREMBERG

2896 “TO BE CONFORMING, OR TO BE DISTINCTIVE, THAT IS THE QUESTION” - ADOPTING PARADOX THEORY TO ANALYSE THE LEGITIMACY TENSIONS AND STRATEGIES OF SOCIAL ENTREPRENEURS TO ACHIEVE OPTIMAL DISTINCTIVENESS
Daniel Kruse EBERSWALDE UNIVERSITY FOR SUSTAINABLE DEVELOPMENT (HNEE)

2109 CONSTRAINTS OF SOCIAL ENTERPRISES: AN EMPIRICAL STUDY OF HYBRID ORGANIZATIONS IN VIETNAM
Tra Tran-Thien UNIVERSITY OF STRASBOURG
Véronique Schaeffer UNIVERSITY OF STRASBOURG-BETA LABORATORY

Impact and Dark Side of New Ways of Working on Employees (18:00 - 19:30) - Trinity Business School - 5,012
Track: T09_08 New ways of working and hybrid workplaces: organizing and managing for good in the new normal.
Chair(s): Emamdeen Fohim
Discussant(s): Daniel Thiemann, Carole Daniel, Mira Karjalainen, Karine Renard
Paper Presentations:

1611 NEW WAYS OF WORKING : DO SECTORS AND ORGANIZATIONAL CHARACTERISTICS SHAPE EMPLOYEE PERCEPTIONS?
David Giauque UNIVERSITY OF LAUSANNE
Frédéric Cornu SWISS GRADUATE SCHOOL OF PUBLIC ADMINISTRATION (IDHEAP), UNIVERSITY OF LAUSANNE
Karine Renard SWISS GRADUATE SCHOOL OF PUBLIC ADMINISTRATION (IDHEAP), UNIVERSITY OF LAUSANNE
Yves Emery SWISS GRADUATE SCHOOL OF PUBLIC ADMINISTRATION (IDHEAP), UNIVERSITY OF LAUSANNE

2689 THE DARK SIDE OF NEW WAYS OF WORKING AND HYBRID WORKPLACES - DIGITAL STRESS AS A CHALLENGE FOR LEADERSHIP AND ORGANIZING
Daniel Thiemann INTERNATIONAL SCHOOL OF MANAGEMENT

2344 SHELTER IN THE STORM: SELF-HELP MINDFULNESS INTERVENTIONS RESTORE EMPLOYEE MENTAL HEALTH AND WORK ENGAGEMENT
Carole Daniel SKEMA BUSINESS SCHOOL, UNIVERSITÉ CÔTE D’AZUR, LILLE CAMPUS
Jessica MESMER-MAGNUS CAMERON SCHOOL OF BUSINESS, UNIVERSITY OF NORTH CAROLINA WILMINGTON
Rebecca GUIDICE CAMERON SCHOOL OF BUSINESS, UNIVERSITY OF NORTH CAROLINA WILMINGTON
Track Sessions per day

2700 NEW WAYS OF WORKING: WORK BOUNDARIES OF EMOTIONAL AND SOCIAL LABOR IN HYBRID/REMOTE WORK
Mira Karjalainen UNIVERSITY OF HELSINKI

Impact of Emerging Technology at Workplace (18:00 - 19:30) - Trinity Business School - 5,011
Track: T09_06 Big Data, Data Analytics and Platform Workers
Chair(s): Saqib Shamim
Discussant(s): Larissa Pomrehn

Paper Presentations:

1261 "IT FEELS WRONG": REACTIONS TO ARTIFICIAL INTELLIGENCE USAGE AT THE WORKPLACE THROUGH THE LENS OF MORAL FOUNDATIONS THEORY
Agata Mirowska NEOMA BUSINESS SCHOOL
Jbid Arsenyan RENNES SCHOOL OF BUSINESS

1271 MATCHING COMPETENCY FRAMEWORK WITH JOB ADVERTISEMENTS: A DATA-DRIVEN ANALYSIS OF ITS PRACTICAL APPLICATION IN THE HEALTHCARE SECTOR
Marcel Herold TECHNICAL UNIVERSITY OF APPLIED SCIENCE WILDAU

1783 AFFECTIVE EMPLOYEE REACTIONS IN CAREER DEVELOPMENT: AN EXPERIMENTAL VIGNETTE STUDY
Larissa Pomrehn UNIVERSITÄT DÜSSELDORF, MANCHOT GRADUIERTENSCHULE WEJU
Marius Wehner HEINRICH-HEINE-UNIVERSITY DÜSSELDORF

INDIVIDUAL CONTRIBUTION (18:00 - 19:30) - Trinity Business School - 3,028
Track: ST09_01 Human Resource Management
Chair(s): Otmar Varela

Paper Presentations:

1034 ADVANCING ORGANIZATION-BASED SELF-ESTEEM THEORY: PROXIMAL ANTECEDENTS OF SOCIAL ACCEPTANCE AND COMPETENCE
Donald Gardner UNIVERSITY OF COLORADO COLORADO SPRINGS
Dustin Bluhm UNIVERSITY OF COLORADO COLORADO SPRINGS
Feng Lv NANKAI UNIVERSITY
Jon Pierce UNIVERSITY OF MINNESOTA DULUTH

1259 THE ROLE OF EMPLOYEES’ DYNAMIC CAPABILITIES IN SHAPING JOB PERFORMANCE DURING VARIOUS STAGES OF CRISIS
Katarzyna Tworek WROCŁAW UNIVERSITY OF SCIENCE AND TECHNOLOGY
Agnieszka Bieńkowska WROCŁAW UNIVERSITY OF SCIENCE AND TECHNOLOGY

1515 EMPLOYEE PRODUCTIVITY AT WORK: THE MEDIATING ROLE OF PERSONAL INITIATIVE AND IT’S ANTECEDENTS
Clara Rispler THE MAX STERN YEZREEL VALLEY COLLEGE ISRAEL
Aviv Kidron YVC YEZREEL ACADEMIC COLLEGE
Inter-organizational networks and innovation: Clusters and collaboration (18:00 - 19:30) - Arts Building - Classroom 4012

Track: ST06_04 Inter-organizational networks and innovation
Chair(s): Cristina Boari
Discussant(s): Elisa Sabbadin, Francisco Javier Ortega-Colomer, Luis Martínez-Cháfer

Paper Presentations:

2275 OUR CLUSTER IS ON SALE! TERRITORIAL ANALYSIS ON THE OWNERSHIP REGIME CHANGE IN THE CERAMIC INDUSTRY
Xavier Molina-Morales      UNIVERSITAT JAUME I
Luis Martínez-Cháfer      UNIVERSITAT JAUME I
Francisco Javier Ortega-Colomer     DEPARTMENT OF MANAGEMENT - FACULTY OF ECONOMICS - UNIVERSITY OF VALENCIA

2407 ANALYSIS OF THE PERCEIVED IMPACT OF THE ENTRY OF MNES OR INVESTMENT FUNDS ON LEADING CLUSTERS: THE CASE OF CASTELLÓ AND SASSUOLO.
Luis Martínez-Cháfer      UNIVERSITAT JAUME I
Fiorenza Belussi      UNIVERSITY OF PADUA
Xavier Molina-Morales      UNIVERSITAT JAUME I

2707 IS GLOBAL COLLABORATION ABLE TO DRIVE BREAKTHROUGH INNOVATION THROUGH CLUSTERS LIFE CYCLE?
Elisa Sabbadin      UNIVERSITY OF PADOVA
Ivan De Noni      UNIVERSITY OF PADUA
Fiorenza Belussi      UNIVERSITY OF PADOVA

Intersectional lens on diversity in careers (18:00 - 19:30) - Arts Building - Classroom 5012

Track: T05_06 Role of Diversity, Equality and Inclusion in Careers and Leadership
Chair(s): Jawad Syed
Discussant(s): Petya Puncheva-Michelotti

Paper Presentations:

1165 INCLUSION AT WORK AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR: A MODERATED MEDIATION MODEL
Maria Cristina Zaccone     UNIVERSITÀ CATTOLICA DEL SACRO CUORE
Matteo Pedrini     UNIVERSITÀ CATTOLICA DEL SACRO CUORE - MILANO

1392 EXPLORING CAUSES AND MITIGATING FACTORS ON PARENTAL BURNOUT
Yvette Mucharraz y Cano     IPADE BUSINESS SCHOOL
Diana Dávila Ruiz     UNIVERSIDAD ANÁHUAC
Myleen Leary     MONTANA STATE UNIVERSITY
Karla Cuilty Esquivel     IPADE BUSINESS SCHOOL

1531 MIGRANT WOMEN ENTREPRENEURS IN ICELAND THROUGH AN INTERSECTIONAL LENS: MOTIVATORS, ENABLERS, AND CONSTRAINTS
Thora Christiansen      UNIVERSITY OF ICELAND
Erla Kristjánsdóttir      UNIVERSITY OF ICELAND
Leadership and power: crossroads and pitfalls (18:00 - 19:30) - Trinity Business School - 5,014
Track: T09_05 Beyond good and evil: unravelling the bright and the dark sides of organizational power
Chair(s): Petr Houdek
Paper Presentations:

1262 EXAMINING LEADERS’ ROLE CONFLICTS IN INTERNATIONAL JOINT VENTURES: A QUALITATIVE ANALYSIS
Marius Gehrisch  HEINRICH-HEINE-UNIVERSITY DUESSELDORF, CHAIR OF BUSINESS ADMINISTRATION, IN PARTICULAR WORK, HUMAN RESOURCE MANAGEMENT AND ORGANIZATION STUDIES

2052 EXECUTIVE WOMEN’S NETWORKS: THE AFFINITY BIAS OF SOCIAL CAPITAL
Ricardo Gimeno  BANCO DE ESPAÑA
Ruth Mateos de Cabo  UNIVERSIDAD CEU SAN PABLO
Gabriela Contreras  RADBOUD UNIVERSITY

2418 IS COUNTRY LEADERS’ EDUCATION RELEVANT FOR POLICY-MAKING? THE CASE OF THE COVID-19 PANDEMIC
Stefan Bruckmeyer  UNIVERSITY OF AUGSBURG

Life design, empowering leaders and entrepreneurship (18:00 - 19:30) - Arts Building - Classroom 4096
Track: T03_12 Entrepreneurship for transformations of and through the creative industries
Chair(s): Barbara Wolf
Paper Presentations:

2361 IKIGAI - TRADITIONAL APPROACH FOR MODERN ENTREPRENEURSHIP?
Alexander Tittel  KARLSRUHE INSTITUTE OF TECHNOLOGY (KIT)
Bettina Maisch  MUNICH UNIVERSITY OF APPLIED SCIENCES
Barbara Wolf  LUDWIG-MAXIMILIANS-UNIVERSITY MUNICH
Johanna Anzengruber  UNIVERSITY OF APPLIED SCIENCES UPPER AUSTRIA
Orestis Terzidis  ENTECHNON, KARLSRUHER INSTITUT FÜR TECHNOLOGIE (KIT)

2659 LIFE DESIGN AND DESIGN THINKING: UNDERSTANDING THE ROLE OF MINDSET
Karina Cagarman  TECHNISCHE UNIVERSITÄT BERLIN
Jochen Schweitzer  UNIVERSITY OF TECHNOLOGY SYDNEY

2409 4D LOOPING. A NEW CONCEPTUAL FRAMEWORK BASED ON LIFE DESIGN FOR EMPOWERING LEADERS TO CHANGE THE WORLD FOR THE BETTER IN A SUSTAINABLE WAY
Barbara Wolf  LUDWIG-MAXIMILIANS-UNIVERSITY MUNICH
Monique Landberg  UNIVERSITY OF EDUCATION WEINGARTEN

1693 ENTREPRENEURSHIP EDUCATION TO DEVELOP STUDENTS’ LIFE SKILLS: A CROSS-COUNTRY ANALYSIS OF TEACHERS’ PERCEPTIONS
Filomena Pagnozzi  UNIVERSITY OF SANNIO
Angelo Riviezzo  UNIVERSITY OF SANNIO
Gilda Antonelli  UNIVERSITY OF SANNIO
Track Sessions per day

Managing co-production and Public-Private Partnerships (18:00 - 19:30) - Arts Building - Room 5051
Track: GT11_00 Public and Non-Profit Management General Track
Chair(s): Andrea Bonomi Savignon
Discussant(s): Aparajita Gupta, Salvatore Russo, Luisa Lopez
Paper Presentations:

2100  A LITERATURE REVIEW FOR CO-PRODUCTION IN URBAN RENEWAL PUBLIC SERVICES
Luiza Lopez  UNIVERSITY OF ROME TOR VERGATA

2287  A NEW SEASON FOR PPPS BETWEEN STRATEGY AND SUSTAINABILITY PERSPECTIVE. A COMPARATIVE ANALYSIS IN THE ITALIAN HEALTHCARE SECTOR
stefania simoni  DEPARTMENT OF LAW, UNIVERSITY OF SALENTO, MONTERONI DI LECCE, ITALY
Salvatore Russo  CA' FOSCARI UNIVERSITY VENICE

1886  THE IMPORTANCE OF MACROECONOMIC AND GOVERNANCE FACTORS IN PPP ATTRACTION IN EUROPE AND ASIA
Aparajita Gupta  DEPARTMENT OF MANAGEMENT STUDIES, INDIAN INSTITUTE OF TECHNOLOGY ROORKE
Anil Sharma  DEPARTMENT OF MANAGEMENT STUDIES, INDIAN INSTITUTE OF TECHNOLOGY ROORKE

Meaningfulness, Mindfulness & Engagement (18:00 - 19:30) - Trinity Business School - 2,031
Track: GT09_00 Organisational Behaviour General Track
Chair(s): Wahab Shahbaz
Discussant(s): Wahab Shahbaz
Paper Presentations:

2119  HOW METACOGNITION & SOCIAL EXPANSION FACILITATE WORK ENGAGEMENT: EXPLORING THE MEDIATING ROLE OF WORK MEANINGFULNESS IN THE SERVICE SECTOR
Vibhav Singh  GREAT LAKES INSTITUTE OF MANAGEMENT, GURGAON
Surabhi Verma  DEPARTMENT OF ECONOMICS AND BUSINESS ECONOMICS, AARHUS UNIVERSITY

2228  MINDFULNESS AS PSYCHOLOGICAL CAPITAL
Wahab Shahbaz  HENLEY BUSINESS SCHOOL, UNIVERSITY OF READING
Sehrish Shahid  RMIT UNIVERSITY

2756  BUSINESS STUDENT ENGAGEMENT IN ONLINE LEARNING: THE INFLUENCE OF TECHNOLOGY USABILITY AND PSYCHOLOGICAL AVAILABILITY
William Hampton-Sosa  BROOKLYN

Migrant Entrepreneurship: Responding to Uncertainties, Crises and Restrictions (18:00 - 19:30) - Arts Building - Classroom 3081
Track: T03_15 Migrant and ethnic minority entrepreneurship for inclusion
Chair(s): Bryan Malik
Paper Presentations:

1237  TRANSNATIONAL MIGRANT-OWNED FIRMS' STRATEGIES IN RESPONSE TO COVID-19
Hamizah Abd Hamid  NATIONAL UNIVERSITY OF MALAYSIA
Track Sessions per day

1285  RESPONDING TO FINANCING UNCERTAINTY IN COMPLEX SETTINGS: THE CASE OF IMMIGRANT ENTREPRENEURS  
Bryan Malki  
JÖNKÖPING INTERNATIONAL BUSINESS SCHOOL-JIBS

2591  DEALING WITH MIGRANT ENTREPRENEURS: UPDATING THROUGH THE MOOC THE SKILLS AND KNOWLEDGE OF INCUBATOR COACHES  
Rosana Reis  
ISG - PARIS  
Daniela Bolzani  
UNIVERSITY OF BOLOGNA  
Gislaine Baniski  
UNIVERSIDADE ESTADUAL DE PONTA GROSSA - UEPG

Open Innovation: social approach (18:00 - 19:30) - Arts Building - Room 5086  
Track: ST06_07 Open Innovation  
Chair(s): Luciana CASTRO GONCALVES

Paper Presentations:

1099  DISENTANGLING THE HUMAN ASPECTS OF OPEN INNOVATION: THE MEDIATION OF ABSORPTIVE CAPACITY  
Laurent Scaringella  
RENNES SCHOOL OF BUSINESS  
Morgane Loquen  
RENNES SCHOOL OF BUSINESS - UNIVERSITY OF STRASBOURG

2461  OPEN INNOVATION AND SOCIAL NORMS: A COMPLEMENTARY PERSPECTIVE ON TRUST-BASED RELATIONSHIPS  
Ginevra Assia Antonelli  
LUIS GUIDO CARLI  
Maria Isabella Leone  
LUIS BUSINESS SCHOOL

2803  OPEN INNOVATION WITHIN THE HOSPITAL: LESSONS FROM AN ADDITIVE MANUFACTURING INITIATIVE  
Charlotte Krychowski  
IMT-BS  
Benoît Tezenas du Montcel  
IMT-BS

Organizational Networks, Relationships & Climate (18:00 - 19:30) - Trinity Business School - 2,025  
Track: GT09_00 Organisational Behaviour General Track  
Chair(s): Igor Menezes  
Discussant(s): Igor Menezes

Paper Presentations:

1096  USING PSYCHOLOGICAL NETWORKS TO DEVELOP AN INTEGRATED RELATIONAL FRAMEWORK TO UNDERSTAND ORGANIZATIONAL CLIMATE  
Igor Menezes  
UNIVERSITY OF HULL  
John Mendy  
UNIVERSITY OF LINCOLN  
Jeremy Zwiegelaar  
OXFORD BROOKES  
Nikolaos Stylos  
UNIVERSITY OF BRISTOL  
Ana Cristina Menezes  
VISIU ANALYTICS
1789  WHEN ORGANIZATIONAL DEHUMANIZATION HITS HOME: SCALE VALIDATION AND TEST OF A SPILOVER-CROSSOVER MODEL
Constantin Lagios      UNIVERSITÉ CATHOLIQUE DE LOUVAIN
Noémie Brison      UNIVERSITÉ CATHOLIQUE DE LOUVAIN
Nicolas Lagios      UNIVERSITÉ LIBRE DE BRUXELLES
Simon Restubog      UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
Florence Stinglhamber      UNIVERSITÉ CATHOLIQUE DE LOUVAIN
Gaëtane Caesens      UNIVERSITÉ CATHOLIQUE DE LOUVAIN

1836  FRIENDSHIP MATTERS: WHY AND WHEN SERVICE EMPLOYEES MAINTAIN THEIR COMMUNION STRIVING AND POSITIVE SOCIAL INTERACTIONS DURING THE COVID-19 PANDEMIC
Man-Ling Chang      NATIONAL CHUNG HSING UNIVERSITY
Nai-Wen Chi      GRADUATE INSTITUTE OF HUMAN RESOURCE MANAGEMENT, NATIONAL SUN YAT-SEN UNIVERSITY
Yu-Ching Chiao      DEPARTMENT OF BUSINESS ADMINISTRATION, NATIONAL CHUNG HSING UNIVERSITY
I-Heng (Ray) Wu      UNIVERSITY OF SOUTH ALABAMA

Organizational Resilience, Commitment, and the Role of CSR (18:00 - 19:30) - Arts Building - J.M. Synge Theatre

Track: GT01_00 Business for Society General Track
Chair(s): Jacqueline Boysselle
Discussant(s): Omar Farooq, Eleonora Annunziata, Anna Modzelewska, René Pichardo
Paper Presentations:

1916  SO GOOD BUT SO FAR AWAY? HOW INSTITUTIONAL DISTANCE SHAPE SUBSIDIARIES’ REPUTATION BUILDING FROM MULTINATIONALS’ CORPORATE SOCIAL RESPONSIBILITY
Juan José Nájera Sánchez      UNIVERSIDAD REY JUAN CARLOS
Francisco Forcadell      UNIVERSIDAD REY JUAN CARLOS
Elisa Aracil      UNIVERSIDAD PONTIFICIA COMILLAS (ICADE)
Fernando Úbeda Mellina      UNIVERSIDAD AUTÓNOMA DE MADRID

2071  LESSONS IN ORGANIZATIONAL RESILIENCE AND COMMITMENT IN DIFFICULT TIMES: THE IMPORTANCE OF CORPORATE SOCIAL RESPONSIBILITY AND ORGANIZATIONAL CAPITAL
Helena Mateus Jerónimo      ADVANCE/CSG, ISEG, UNIVERSIDADE DE LISBOA
Paulo Henriquez      ADVANCE/CSG, ISEG, UNIVERSIDADE DE LISBOA
António Pedro Alvega      ISEG SCHOOL OF ECONOMICS AND MANAGEMENT, UNIVERSIDADE DE LISBOA
Carla Curado      ADVANCE/CSG ISEG, UNIVERSIDADE DE LISBOA In this paper

2765  THE CONTRIBUTION OF MULTINATIONALS TO THE SDGS IN THE LIGHT OF MANAGEMENT TOOLS : A NEW CRITICAL PERSPECTIVE ON CORPORATE ACTION TOWARDS THE SDGS
philippe lefebvre      MINES PARISTECH
Track Sessions per day

Passion and commitment in entrepreneurial behaviour (18:00 - 19:30) - Arts Building - Classroom 3069

Track: ST03_03 Entrepreneurial Decision Making and Behaviour
Chair(s): Sara Sassetti, Andrea Caputo
Discussant(s): Julia Kensbock, Bob (RJ) Bastian

Paper Presentations:

1729  HIDDEN STORIES AND THE DARK SIDE OF ENTREPRENEURIAL COMMITMENT
Bob (RJ) Bastian      UNIVERSITY OF TRENTO
Andrea Caputo      UNIVERSITY OF TRENTO & UNIVERSITY OF LINCOLN
Laetitia Gabay-Mariani      ESSCA - MANAGEMENT SCHOOL
Nikolaos Pappas      UNIVERSITY OF SUNDERLAND

1513  THE RELATIONSHIP BETWEEN ENTREPRENEURIAL PASSION AND ENTREPRENEURIAL MOTIVATION
Miguel-Ángel Galindo-Martín      UNIVERSITY OF CASTILLA-LA MANCHA
Maria-Soledad Castaño      UNIVERSITY OF CASTILLA-LA MANCHA
María-Teresa Méndez-Picazo      UNIVERSITY COMPLUTENSE OF MADRID

2444  (DON’T) LIGHT MY FIRE—A DUAL-PATHWAY MODEL OF ENTREPRENEURS’ STRESS MINDSET, PASSION, AND WELL-BEING
Anika Thurow      UNIVERSITY OF BREMEN
Julia Kensbock      UNIVERSITY OF BREMEN

1976  EXCHANGE THEORY AS A LENS TO CONSIDER TRUST IN SMALL-SIZED BUSINESS COOPERATION
Martina Pieperhoff      FACULTY OF BUSINESS AN ECONOMICS, TU DRESDEN
Dietmar Roessl      WU UNIVERSITY OF ECONOMICS AND BUSINESS

Perceptions on Artificial intelligence (18:00 - 19:30) - Hamilton Conference Centre - Lecture Theatre 2 (LTEE 2)

Track: T14_05 (Ir)responsible transformational technologies and the Future of work: dilemmas and mitigations
Chair(s): Stefano Di Lauro

Paper Presentations:

2758  MAKING IT WORK BUT KEEPING IT SMALL – PROFESSIONALS’ ENGAGEMENT WITH SELF-INITIATED CHANGE
Marilena Diel      UNIVERSITY OF GOETTINGEN
Clarissa E. Weber      UNIVERSITY OF GOETTINGEN
Christian P. Kortkamp      UNIVERSITY OF GOETTINGEN

1413  BIG DATA AND ARTIFICIAL INTELLIGENCE USE IN JOB SELECTION PROCESSES: AN ANALYSIS OF CANDIDATES’ PERCEPTIONS OF ORGANIZATIONAL ATTRACTIVENESS
Aizhan Tursunbayeva      PARTHENOPE UNIVERSITY OF NAPLES
Vicenc Fernandez      UNIVERSITAT POLITÉCNICA DE CATALUNYA-BARCELONATECH
Eva Gallardo-Gallardo      DEPARTMENT OF MANAGEMENT, UNIVERSITAT POLITÈCNICA DE CATALUNYA-BARCELONATECH
Luigi Moschera      PARTHENOPE UNIVERSITY OF NAPLES
Track Sessions per day

Personal traits over entrepreneurial processes (18:00 - 19:30) - Arts Building - Classroom 3027
Track: ST03_02 Entrepreneurial Processes
Chair(s): Benedetto Cannatelli
Discussant(s): Jingjing Ge, Samantha Dewalt

Paper Presentations:

1853 ENTREPRENEURSHIP AND WORKFORCE AGE AND TENURE: BREAKING THROUGH THE "GREY" CEILING
Rui Agostinho CEG-IST, INSTITUTO SUPERIOR TÉCNICO, U. OF LISBON
Rui Baptista CEG-IST, INSTITUTO SUPERIOR TÉCNICO, UNIVERSITY OF LISBON
Jolanda Hessels ERASMUS SCHOOL OF ECONOMICS
Hugo Silva CEG-IST, INSTITUTO SUPERIOR TÉCNICO, U. OF LISBON
Peter van der Zwan LEIDEN UNIVERSITY

1975 THE EMERGENCE OF ENTREPRENEURIAL IMPLEMENTATION INTENTIONS FOR VENTURE CREATION - THE POWER OF ENTREPRENEURIAL IMAGINATIVENESS
Michael Asenkerschbaumer RWTH AACHEN
Andrea Greven ENTREPRENEURSHIP AND INNOVATION GROUP, WHU – OTTO BEISHEIM SCHOOL OF MANAGEMENT

2355 WHO ARE THEY AND WHAT DRIVES THEM? PERSONALITY AND MOTIVATION OF OUTSIDE FIRM TAKEOVER ENTREPRENEURS
Patrick-Peter Herold FRIEDRICH-ALEXANDER UNIVERSITÄT ERLangen-NÜRNBERG

Project Organising – Major and Megaprojects: Contracting (18:00 - 19:30) - TBSI Building - B2.36
Track: ST10_01 Multi-level Perspectives on Major and Megaprojects
Chair(s): Nathalie Drouin

Paper Presentations:

2603 RELATIONAL CONTRACTING IN NORDIC CONSTRUCTION - A COMPARATIVE LONGITUDINAL ACCOUNT OF INSTITUTIONAL FIELD DEVELOPMENTS
Anna Kadefors KTH ROYAL INSTITUTE OF TECHNOLOGY
Kirsi Aaltonen UNIVERSITY OF OULU
Stefan Christoffer Gottlieb AALBORG UNIVERSITY
Ole Jonny Klakegg NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
Pertti Lahnemerä VTT TECHNICAL RESEARCH CENTRE OF FINLAND
Nils O.E. Olsson NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)
Christian Thuesen TECHNICAL UNIVERSITY OF DENMARK

2091 CONTRACTING AND INNOVATION IN MEGAPROJECTS
Tércio Pinho Filho CENTRE FOR TECHNOLOGY, INNOVATION AND CULTURE - UNIVERSITY OF OSLO

2159 RANKING THE BENEFITS OF EARLY CONTRACTOR INVOLVEMENT IN INFRASTRUCTURE PROJECTS FROM THE CLIENT’S PERSPECTIVE
Tausif Ahmed Ishtiaque NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
Ole Jonny Klakegg NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
Paulos Abebe Wondimu NORWEGIAN PUBLIC ROADS ADMINISTRATION (NPRA)
Bjorn Andersen NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
Ola Lædre DEPARTMENT OF CIVIL AND ENVIRONMENTAL ENGINEERING
Nadina Memic NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
Track Sessions per day

Project Organising: Digital transformation 2 (18:00 - 19:30) - TBSI Building - B2.37

Track: T10_04 Projects for digital outcomes, digital project management, and agile approaches
Chair(s): Jens Martignoni
Discussant(s): Ruth Sloot, Magali Simard
Paper Presentations:

2391 CONFLICTING DOMINANT LOGICS IN THE DIGITAL TRANSFORMATION OF A PUBLIC, PROJECT-ORIENTED ORGANISATION
Ruth Sloot UNIVERSITY OF TWENTE
Daniella Troje KTH ROYAL INSTITUTE OF TECHNOLOGY
Hans Voordijk UNIVERSITY OF TWENTE
Leentje Volker UNIVERSITY OF TWENTE

2393 THE GOVERNANCE CHALLENGES OF STRATEGIC DIGITAL TRANSFORMATION PROJECTS
Magali Simard LAVAL UNIVERSITY, DEPARTMENT OF MANAGEMENT

Projects Risks (18:00 - 19:30) - TBSI Building- B1.18

Track: GT10_00 Project Organising General Track
Chair(s): Skander Ben Abdallah
Paper Presentations:

1160 CRITICAL RISK FACTORS ASSOCIATED WITH INVESTMENT IN A RENEWABLE ENERGY SCHEME (A LIFE CYCLE RISK ANALYSIS OF AN OFFSHORE WIND FARM IN A NET-ZERO COMMUNITY)
Sona Shadmand UNIVERSITY OF WEST OF SCOTLAND
Daniel Nankoo INTELLICASA (ADVISOR), FORMER EEE SENIOR LECTURER AT CITY, UNIVERSITY OF LONDON

2248 BARRIERS AND ENABLERS FOR INTEGRATING SUSTAINABILITY IN PROJECT RISK MANAGEMENT
Meer ABHAURRAHMAN CAPGEMINI ENGINEERING
Nisrine EL YADARI CAPGEMINI ENGINEERING

2594 PRACTICAL WISDOM FOR LEADING PROJECTS; THE CASE OF EARLY WARNING SIGNS
Graham Winch ALLIANCE MANCHESTER BUSINESS SCHOOL
sara Hajikazemi UNIVERSITY OF THE WEST OF SCOTLAND

Regional Development and Social Capital (18:00 - 19:30) - Arts Building - Classroom 3070

Track: ST03_05 Entrepreneurship, Regions & Regional Development
Chair(s): Tobias Baum
Discussant(s): Syed Yaqzan, Salime Mehtap
Paper Presentations:

1550 THE MOTIVATIONS AND CHALLENGES OF IMMIGRANT ENTREPRENEURSHIP: EMPIRICAL EVIDENCE FROM JORDAN
Ghaida Hussein PRINCESS SUMAYA UNIVERSITY FOR TECHNOLOGY
Salime Mehtap AMERICAN UNIVERSITY OF KUWAIT

1809 WHEN STRONG NETWORK TIES HARM ENTREPRENEURIAL SUCCESS – A STUDY ACROSS TEN EMERGING ECONOMIES
Tobias Baum RWTH AACHEN UNIVERSITY
Denise Fischer RWTH AACHEN UNIVERSITY
Track Sessions per day

2708 LEVERAGING SOCIAL MEDIA FOR ACCRUAL OF ENTREPRENEURS’ SOCIAL CAPITAL IN PAKISTAN
Muhammad Azam Roomi MBSC BUSINESS & ENTREPRENEURSHIP
Syed Yaqzan CRANFIELD SCHOOL OF MANAGEMENT
Oksana Koryak CRANFIELD SCHOOL OF MANAGEMENT, CRANFIELD
Stephanie Hussels CRANFIELD UNIVERSITY

S01_05 - Managers as Governance Architects: Transforming Business and Society for the Common Good (18:00 - 19:30) - Arts Building - Classroom 3074
Track: GT01_00 Business for Society General Track
Paper Presentations:
30 S01_05 - MANAGERS AS GOVERNANCE ARCHITECTS: TRANSFORMING BUSINESS AND SOCIETY FOR THE COMMON GOOD
Sharam Alijani NEOMA BUSINESS SCHOOL
Shann Turnbull INTERNATIONAL INSTITUTE FOR SELF-GOVERNANCE
William Sun LEEDS BECKETT UNIVERSITY

S01_09 - The role of the self in organized online video game competitions (18:00 - 19:30) - Lloyd Building - Theatre 8
Track: GT01_00 Business for Society General Track
Paper Presentations:
10 S01_09 - THE ROLE OF THE SELF IN ORGANIZED ONLINE VIDEO GAME COMPETITIONS
Silvio Ripetta SCUOLA SUPERIORE MERIDIONALE
Vito Lasala UNIVERSITY OF NAPLES FEDERICO II

S03_01 - Dynamic capabilities in entrepreneurship processes (18:00 - 19:30) - Arts Building - Classroom 3126
Track: GT03_00 Entrepreneurship General Track
Paper Presentations:
17 S03_01 - DYNAMIC CAPABILITIES IN ENTREPRENEURSHIP PROCESSES
Diego Matricano DEPARTMENT OF MANAGEMENT, UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA
Lou Marino CULVERHOUSE, COLLEGE OF BUSINESS, THE UNIVERSITY OF ALABAMA
Laura Castaldi UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA LUIGI VANVITELLI

1579 LEVERAGING NORMATIVE, DESCRIPTIVE, AND PRESCRIPTIVE MODELS TO REDUCE INCONSISTENCY ABOUT ENTREPRENEURSHIP PROCESSES
Diego Matricano DEPARTMENT OF MANAGEMENT, UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA
Laura Castaldi UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA LUIGI VANVITELLI
Mario Sorrentino UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA

2481 COMPETENCIES AND CAPABILITIES IN ENTREPRENEURSHIP: PRELIMINARY RESULTS FROM A SYSTEMATIC LITERATURE REVIEW
Laura Castaldi UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA LUIGI VANVITELLI
Diego Matricano DEPARTMENT OF MANAGEMENT, UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA
Valentina Iscaro ALABAMA A&M UNIVERSITY
Track Sessions per day

S03_02 - Startup Boards - A model for creating value! (18:00 - 19:30) - Arts Building - Classroom 4050B
Track: GT03_00 Entrepreneurship General Track
Paper Presentations:

9  S03_02 - STARTUP BOARDS - A MODEL FOR CREATING VALUE!
   Eythor Jonsson       AKADEMIAS
   Massimiliano Pellegrini       UNIVERSITY OF ROME
   Daniel Yar Hamidi       UNIVERSITY OF BORÅS
   Luca Gnan       TOR VERGATA UNIVERSITY
   Hans Van Ees       UNIVERSITY OF GRONINGEN

S04_01 - Multi-level dialogues at the intersection between family firm and sustainability (18:00 - 19:30) - Museum Building - M20
Track: GT04_00 Family Business Research General Track
Paper Presentations:

20  S04_01 - MULTI-LEVEL DIALOGUES AT THE INTERSECTION BETWEEN FAMILY FIRM AND SUSTAINABILITY
   Elena Casprini       UNIVERSITY OF SIENA
   Jan-Philipp Ahrens       UNIVERSITY OF MANNHEIM
   Elias Hadjielias       CYPRUS UNIVERSITY OF TECHNOLOGY

S11_02 - Social Enterprises and the “4th Space”: How can the “hybrid business community” of social enterprises be used to foster democracy (18:00 - 19:30) - Lloyd Building - Theatre 4
Track: GT11_00 Public and Non-Profit Management General Track
Paper Presentations:

12  S11_02 - SOCIAL ENTERPRISES AND THE “4TH SPACE”: HOW CAN THE “HYBRID BUSINESS COMMUNITY” OF SOCIAL ENTERPRISES BE USED TO FOSTER DEMOCRACY
   Daniel Hardegger       ZHAW SCHOOL OF MANAGEMENT AND LAW
   María Luisa Jiménez       UNIVERSITY OF MALAGA
   Peter Boltuc       WARSAW SCHOOL OF ECONOMICS SGH
   Nick Clifton       CARDIFF METROPOLITAN UNIVERSITY
   Christoph Abels       HERTIE SCHOOL

ST01_02: SESSION 02 Sustainability reporting quality (18:00 - 19:30) - Arts Building - Davis Theatre
Track: ST01_02 Performance measurement and management for sustainability
Chair(s): Jesus Valero-Gil
Discussant(s): David Heinz
Paper Presentations:

1309  BITTERSWEET STORIES: A TEXT-MINING ANALYSIS OF SUSTAINABILITY REGIMES IN COCOA SECTOR
   Linh Nguyen       ROTTERDAM SCHOOL OF MANAGEMENT, ERASMUS UNIVERSITY
   Rob Zuidwijk       ROTTERDAM SCHOOL OF MANAGEMENT, ERASMUS UNIVERSITY
   Finn Wynstra       ROTTERDAM SCHOOL OF MANAGEMENT, ERASMUS UNIVERSITY
Track Sessions per day

1801 DISCLOSURE OF CLIMATE-RELATED INFORMATION IN SUSTAINABILITY REPORTING BY FRENCH BANKS: THE ROLE OF RHETORIC IN PERSUADING STAKEHOLDERS
Valérie PALLAS INSTITUT DE RECHERCHE EN GESTION - PARIS EST UNIVERSITY

2229 A SHUT MOUTH CATCHES NO FLIES? - ANALYSING THE REPORTING PRACTICE OF ESG CONTROVERSIES IN THE TEXTILE AND PHARMACEUTICAL INDUSTRY
Sophia Schwoy UNIVERSITY OF SIEGEN
Andreas Dutzi CHAIR OF MANAGEMENT, ACCOUNTING & CORPORATE GOVERNANCE, SCHOOL OF ECONOMIC DISCIPLINES, UNIVERSITY OF SIEGEN
Juliane Messing UNIVERSITY OF SIEGEN

ST06-03 - DIGITAL INNOVATION - research on AI - 3/3 (18:00 - 19:30) - Arts Building - Room 4053
Track: ST06_03 Digital Innovation: Strategies, Competencies, Ecosystems, Theories, and Practice
Chair(s): Valerie Merindol, David W. Versailles

Paper Presentations:

1650 A FIRM-LEVEL ANALYSIS OF ARTIFICIAL INTELLIGENCE FOR ORGANIZATIONAL KNOWLEDGE SEARCH
Ann-Katrin Eicke UNIVERSITY OF MÜNSTER
Christopher Sabel ROTTERDAM SCHOOL OF MANAGEMENT
Stephan Nüesch WWU MÜNSTER

2049 ON THE PREVALENCE OF APPLIED ARTIFICIAL INTELLIGENCE IN INFORMATION SYSTEMS RESEARCH: AN ANALYSIS OF APPLICATION AREAS, METHODS, AND ALGORITHMS
Antonio Bräunche WESTFÄLISCHE WILHELMS-UNIVERSITÄT MÜNSTER
David Bendig UNIVERSITY OF MÜNSTER

2677 AI AS A TEAM MEMBER: DECISION MAKING, INNOVATION AND AI AGENCY IN SPECULATIVE FICTION
Anika Stephan-Korus SCHOOL OF MANAGEMENT FRIBOURG (HEG-FR)
Verena Stingl AALBORG UNIVERSITY

Sustainability Practices (18:00 - 19:30) - Hamilton Conference Centre - Maxwell Theatre
Track: ST13_09 Strategies for sustainable businesses
Chair(s): Silvia Valcozzena

Paper Presentations:

1248 THE COMBINATION OF INTERNAL AND EXTERNAL SUSTAINABILITY PRACTICES TO ACHIEVE HIGH SUSTAINABILITY PERFORMANCE: A CONFIGURATIONAL APPROACH
Silvia Valcozzena UNIVERSITY OF VERONA
Silvia Cantele UNIVERSITY OF VERONA
Ivan Russo UNIVERSITY OF VERONA
Jon Kirchoff EAST CAROLINA UNIVERSITY

2115 TRANSLATION OF INSTITUTIONAL LOGICS INTO CORPORATE SOCIAL RESPONSIBILITY PRACTICES IN THE BANGLADESHI APPAREL INDUSTRY
Viviana Pilato HEC MONTREAL
Enrico Fontana CRANFIELD SCHOOL OF MANAGEMENT
Hinrich Voss UNIVERSITY OF BRISTOL BUSINESS SCHOOL
**Track Sessions per day**

**2627**  
**DIGITAL TRANSFORMATION AND SUSTAINABLE PERFORMANCE WITHIN THE PHARMACEUTICAL SUPPLY CHAIN: THE MEDIATING ROLE OF SUPPLY CHAIN CAPABILITIES**  
Silvia Blasi, Matin Mohaghegh, Ivan Russo, Suzanne Hoogendoorn  
DEPARTMENT OF BUSINESS ADMINISTRATION, UNIVERSITY OF VERONA  
STOCKHOLM SCHOOL OF ECONOMICS  
UNIVERSITY OF VERONA  
UNIVERSITY OF AMSTERDAM

Sustainable perspective managing sport. Sport Governance for Good (18:00 - 19:30) - Hamilton Conference Centre - Lecture Theatre 3 (LTEE 3)  
Track: T14_06 Sport Governance for Good  
Chair(s): Zsolt Havran  
Paper Presentations:

**1332**  
**ENABLERS OF SUSTAINABILITY INTEGRATION IN THE EUROPEAN SPORTS SECTOR: AN EMPIRICAL INVESTIGATION THROUGH THE LENS OF STRUCTURATION THEORY.**  
Niccolò Maria Todaro, Gianluca Gionfriddo, Tiberio Daddi  
SCUOLA SUPERIORE SANT’ANNA  
INSTITUTE OF MANAGEMENT - SCUOLA SUPERIORE SANT’ANNA PISA  
INSTITUTE OF MANAGEMENT, S.ANNA SCHOOL OF ADVANCED STUDIES

**2500**  
**GERMAN RUNNERS’ PREFERENCE AND WILLINGNESS TO PAY FOR SUSTAINABLE SPORTS APPAREL**  
Thomas Könecke, Viktoria Spindler, Holger Schunk  
KU LEUVEN  
RHEINMAIN UNIVERSITY OF APPLIED SCIENCES

**2657**  
**SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY COMMUNICATION IN THE FOOTBALL INDUSTRY: EVIDENCE FROM JUVENTUS FOOTBALL CLUB**  
Giorgia Profumo, Rongtitya Rith, Riccardo Spinelli, Ginevra Testa  
UNIVERSITY OF GENOA

University-Industry interactions & Knowledge Transfer III (18:00 - 19:30) - Arts Building - Room 4101  
Track: T06_11 From Science Management to Innovation Management: Science – Industry Relations and New Forms of Knowledge Transfer  
Chair(s): Michel Ferrary  
Paper Presentations:

**1360**  
**HETEROGENEITY IN PERFORMANCE OF SCIENCE AND TECHNOLOGY PARKS IN CHINA: IS THERE ‘CLUB’ CONVERGENCE?**  
Boris Lokshin, Pierre Mohnen, Chen Rui  
MAASTRICHT UNIVERSITY

**2036**  
**U-I COOPERATION: WHICH DETERMINING FACTORS SHOULD BE CONSIDERED?**  
Natália Figueiredo, Cristina Fernandes, José Luis Abrantes  
ESCOLA SUPERIOR DE TECNOLOGIA E GESTÃO DE VISEU  
UNIVERSITY OF BEIRA INTERIOR
Track Sessions per day

2622  SYSTEMIC INNOVATION AND INDUSTRY TRANSFORMATION. EXPLORING WAYS TO INNOVATE SYSTEMICALLY
Erik Lindhult  MÄLARDALEN UNIVERSITY

Unveiling the Impact of Director Characteristics and Backgrounds (18:00 - 19:30) - Arts Building - Classroom 3071
Track: ST02_02 Board of Directors and Top Management Teams
Chair(s): Dennis Veltrop
Discussant(s): Patricia Gabaldon
Paper Presentations:

1152  STRUCTURAL CONSTRAINT AND EX-BUREAUCRAT DIRECTORS
BIBEK BHATTACHARYA  INDIAN INSTITUTE OF MANAGEMENT BANGALORE

1305  AN AMERICAN IN PARIS: NATIONAL DIRECTOR’S FOREIGN EXPERIENCE AND FIRM INTERNATIONALIZATION
Niels Hermes  UNIVERSITY OF GRONINGEN
Nassima Selmane  KEDGE BUSINESS SCHOOL, BORDEAUX
Shibashish Mukherjee  EMLYON BUSINESS SCHOOL, LYON

2736  INVESTIGATING THE CONCEPT OF BOARD INDEPENDENCE
Cathrine Hansen Furseth  UNIVERSITY OF SOUTH-EASTERN NORWAY

Virtual Teams (18:00 - 19:30) - Trinity Business School - 3,034
Track: ST09_02 Team Performance Management
Chair(s): António Abrantes, Monika Maslikowska
Paper Presentations:

2116  THE DEVELOPMENT OF A VIRTUAL TEAM MEMBER PERFORMANCE INSTRUMENT: AN INTER-INDUSTRY APPROACH
Kate Hill  FLORIDA INSTITUTE OF TECHNOLOGY
Eric Demirjian  FLORIDA INSTITUTE OF TECHNOLOGY
Abram Walton  COLLEGE OF BUSINESS, FLORIDA INSTITUTE OF TECHNOLOGY

2402  EMERGENT LEADERSHIP AND TEAM PERFORMANCE IN SHORT-TERM, VIRTUAL TEAMS: A CONFIGURATIONAL APPROACH
Luc Sandfort  PADERBORN UNIVERSITY
Katharina Agthen  OWL UNIVERSITY OF APPLIED SCIENCES AND ARTS

2550  WHEN CULTURAL MEETS VIRTUAL. INVESTIGATING THE ROLES OF CULTURAL DIVERSITY IN GLOBAL VIRTUAL TEAMS
Mariya Kargina  UNIVERSITY OF ROME TOR VERGATA
Massimiliano Pellegrini  UNIVERSITY OF ROME

Sustainable innovation and entrepreneurship (18:00 - 20:00) - Arts Building - Room C6002
Track: ST06_05 Innovation for Sustainability, Circularity and Green-tech
Chair(s): Erik G. Hansen, Klaus Fichter
Discussant(s): Christian Franz, Mirko Hirschmann, Katja Kiefer, Maria Teresa Bolivar-Ramos
Paper Presentations:

1790  WHEN RED AND BLUE GO GREEN: HOW CEO POLITICAL IDEOLOGICAL DIVERGENCE INFLUENCES ENVIRONMENTAL INNOVATION
Christian Franz  RWTH AACHEN UNIVERSITY
Denise Fischer  RWTH AACHEN UNIVERSITY
Track Sessions per day

1605  ONE SIZE DOES NOT FIT ALL: SUSTAINABLE INNOVATION, INSTITUTIONS AND STARTUPS’ GROWTH AMBITIONS
Mirko Hirschmann  UNIVERSITY OF LUXEMBOURG - SNT

2525  THE CURSE OF THE PAST – CONSUMERS’ MARKETING COMMUNICATION PERCEPTION OF SUSTAINABILITY-ORIENTED INNOVATION OF ESTABLISHED VERSUS PURPOSE-DRIVEN BRANDS
Katja Kiefer  UNIVERSITY OF APPLIED SCIENCES EMDEN LEER
Ute Rademacher  UNIVERSITY OF APPLIED SCIENCES EMDEN LEER

1133  LEARNING FROM PRIOR NATIONAL AND INTERNATIONAL COLLABORATIONS AND ECO-INNOVATION: THE MODERATING EFFECT OF ALLIANCE PORTFOLIO DIVERSITY
Maria Teresa Bolivar-Ramos  AUTONOMOUS UNIVERSITY OF BARCELONA
Dante I. Leyva-de La Hiz  MONTPELLIER BUSINESS SCHOOL
1 Black-box stakeholderism and b-corporations (09:00 - 10:30) - Arts Building - Classroom 3071
Track: T14_07 Sustainability and the Black Box of the Firm
Chair(s): Alejandro,Alejandro Agafonow,Agafonow
Paper Presentations:

1090   A COMPUTATIONAL FIX FOR BLACK-BOX STAKEHOLDERISM. PUTTING ARTIFICIAL INTELLIGENCE AT
        THE SERVICE OF THE ENVIRONMENT AND SOCIETY
        Alejandro Agafonow  ESSCA SCHOOL OF MANAGEMENT
        Cristina Neesham  NEWCASTLE UNIVERSITY BUSINESS SCHOOL
        Marybel Perez  ESSCA SCHOOL OF MANAGEMENT

1500   THE COLLECTIVE B CORP CERTIFICATION STRATEGY, A CATALYST FOR SMES’ CSR COMMITMENT?
        SANDRINE BERGER-DOUCE  ECOLE DES MINES DE SAINT-ETIENNE
        Sophie Bellet  BE SQUARE

2671   TURNING ORGANIZATIONAL SUSTAINABILITY ORIENTATION INTO COLLECTIVE ACTIONS FOR TACKLING
        CLIMATE CHANGE
        Raissa Pershina  UNIVERSITY OF OSLO
        Lisa Græslie  SINTEF DIGITAL

Agility, Ambidexterity, and Organizational Transformation (09:00 - 10:30) - Arts Building - Room C6002
Track: ST06_08 Managing creativity for innovation: Design, collaborative spaces and people
Chair(s): Anne-Katrin Neyer
Paper Presentations:

1487   CHALLENGES IN TOP-DOWN AND BOTTOM-UP AGILE TRANSFORMATION: A CROSS-CASE ANALYSIS IN
        THE MECHATRONIC PRODUCT DEVELOPMENT
        Marlies Sallegger  UNIVERSITY OF APPLIED SCIENCES
        Kristiana Roth  UNIVERSITY OF APPLIED SCIENCES UPPER AUSTRIA

2475   CHANGING EXPLORATION-EXPLOITATION CONFIGURATIONS IN THE ENVELOPE INDUSTRY –
        LONGITUDINAL INSIGHTS FROM THE PAPER MANUFACTURING SECTOR IN EUROPE
        Elena Krause-Söhner  FRIEDRICH-ALEXANDER UNIVERSITY ERLANGEN-NUREMBERG
        Veronika Seilz  FRIEDRICH-ALEXANDER UNIVERSITY ERLANGEN-NUREMBERG
        Christian Schaller  BADEN-WUERTTEMBERG COOPERATIVE STATE UNIVERSITY STUTTGART
        Angela Roth  FRIEDRICH-ALEXANDER UNIVERSITY ERLANGEN-NUREMBERG

1948   AMBIDEXTROUS LEADERSHIP: A CONSTRUCTION AND VALIDATION OF A NEW SCALE
        Meltem Ceri-Booms  UNIVERSITY OF LEUVEN
        Jeroen Stouten  KU LEUVEN
        Hein Wendt  KU LEUVEN
Track Sessions per day

Are you ready to succeed in an AI Economy? (09:00 - 10:30) - Hamilton Conference Centre - Maxwell Theatre
Track: T13_10 Artificial Intelligence and Digital Strategies
Chair(s): STEFAN GUELDENBERG
Discussant(s): Rebecca Castagnoli, Lucas Gnigler, Alessandro Stefanini
Paper Presentations:

1554 OPEN STRATEGY IN THE DIGITAL ENVIRONMENT AND SOCIOMATERIALITY PERSPECTIVE: AN ETHNOGRAPHIC STUDY IMMERSION
Lucas Gnigler       FEDERAL UNIVERSITY OF SANT CATARINA
Rosalia Lavarda     FEDERAL UNIVERSITY OF SANTA CATARINA
Felipe Leite        FEDERAL UNIVERSITY OF SANT CATARINA

2364 OPENNESS TO INDUSTRY 4.0 AND OPENNESS TO SUSTAINABILITY: AN EMPIRICAL ANALYSIS ON MANUFACTURING SMES
Monica Cugno        UNIVERSITY OF TURIN
Rebecca Castagnoli  UNIVERSITY OF TURIN
Giacomo Buchi       UNIVERSITY OF TURIN
Marco Pini          CENTRO STUDI DELLE CAMERE DI COMMERCIO G. TAGLIACARNE

2440 THE PRECEDENCE AND CODEPENDENCE OF READINESS FOR DIGITALIZATION AND INDUSTRY 4.0 CAPABILITIES
Mantas Vilkas       KAUNAS UNIVERSITY OF TECHNOLOGY
Morteza Ghobakhloo  KAUNAS UNIVERSITY OF TECHNOLOGY
Alessandro Stefanini KAUNAS UNIVERSITY OF TECHNOLOGY
Andrius Grybauskas  KAUNAS UNIVERSITY OF TECHNOLOGY
Gediminas Marcinkevicius KAUNAS UNIVERSITY OF TECHNOLOGY
Monika Petraite     KAUNAS UNIVERSITY OF TECHNOLOGY
Peiman Sarvari      KAUNAS UNIVERSITY OF TECHNOLOGY

Artificial intelligence, Technologies and Ethical Issues (09:00 - 10:30) - Arts Building - Classroom 3074
Track: T01_06 Philosophy for business ethics
Chair(s): Riccardo Rialti
Paper Presentations:

1800 TECHNOLOGY-ENABLED FAIRNESS? - REFLECTIONS ON FAIRNESS WITHIN BLOCKCHAIN-BASED SUPPLY CHAIN CONSORTIA
Maximilian Greiner   UNIVERSITY OF THE BUNDESGEWEHR MUNICH
Isabelle Fries      UNIVERSITY OF THE BUNDESGEWEHR MUNICH

1425 DESIGNING AI FOR HUMAN FLOURISHING: HOW TO BUILD VIRTUOUS ORGANIZATIONS
Francesco Giarmoleo UNIVERSITY OF NAVARRA
Pablo Garcia Ruiz    UNIVERSIDAD DE ZARAGOZA
Marta Rocchi         DUC BUSINESS SCHOOL
Ignacio Ferrero      UNIVERSIDAD DE NAVARRA
1277 ARE RELIGION AND TECHNOLOGY AN ORGANIZATIONAL OXYMORON? THE ROLE OF MANAGERS’ COGNITION, SPIRITUALITY AND MINDFULNESS IN AI ACCEPTANCE
Riccardo Rialti UNIVERSITY OF MILAN
Anna Marrucci UNIVERSITY OF PISA
Lamberto Zollo UNIVERSITY OF MILAN
Massimiliano Pellegrini UNIVERSITY OF ROME

Breaking Barriers and Embracing Authenticity: Women leadership and Sustainability (09:00 - 10:30) - Arts Building - Classroom 5033
Track: ST05_01 Women & Gender in Work, Organisation & Beyond
Chair(s): Sumita Datta
Discussant(s): Patricia Guragata Balasa

2103 AUTHENTICITY IN THE CONTEXT OF FEMALE LEADERSHIP: CONTEXTUAL ANTECEDENTS AND THREATS
Aisha Alsagofi HENLEY BUSINESS SCHOOL
Andrew Kakabadse HENLEY BUSINESS SCHOOL
Nada Kakabadse HENLEY BUSINESS SCHOOL

2888 A SYSTEMATIC REVIEW OF LITERATURE: WOMEN IN BUSINESS AND THEIR APPROACH TO SUSTAINABILITY
Anna Missaglia LIUC - CATTANEO UNIVERSITY
Vincenza Vota UNIVERSITA CATTANEO (LIUC)
Valentina Minutiello LIUC - CATTANEO UNIVERSITY
Patrizia Tettamanzi LIUC, CATTANEO UNIVERSITY- CASTELLANZA

Business Model III - PDW (09:00 - 10:30) - Arts Building - Room 4053
Track: ST03_01/ST06_01/ST13_01 Business Model - Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM)
Chair(s): Dirk Schneckenberg

2014 REAL-LIFE EXPERIMENTS AND BUSINESS MODEL INNOVATION PROCESS: LESSONS FROM THE LIVING LAB LITERATURE
Gaëtan Savarit CESI
Anne LOUIS CESI
Elodie PILLON CESI

2068 DISRUPTIVE VISIONING: AN EARLY-STAGE VENTURE STRATEGY FOR DRIVING MULTI-INDUSTRY DISRUPTION
DIGITAL TECHNOLOGIES OFFER AMPLE OPPORTUNITIES FOR NEW ENTRANTS TO AFFECT INDUSTRY DISRUPTION. EXTANT THEORY
Katharina Cepa VRIJE UNIVERSITEIT AMSTERDAM
Chris Ford LANCASTER UNIVERSITY MANAGEMENT SCHOOL

2005 HOW TO EVALUATE/GENERATE MORE SUCCESSFUL IDEAS?
Mehdi Montakhabi VRIJE UNIVERSITEIT BRUSSEL
CHRISTOPHER TUCCI IMPERIAL COLLEGE BUSINESS SCHOOL, IMPERIAL COLLEGE LONDON
Henry Chesbrough LUSS UNIVERSITY
Track Sessions per day

CENA - Coopetition and Alliances (09:00 - 10:30) - Hamilton Conference Centre - Synge Theatre
Track: ST13_03 CENA Coopetition, Ecosystems, Networks and Alliances
Chair(s): Anne-Sophie Fernandez
Discussant(s): Thomas Draschbacher
Paper Presentations:

2642 **YOU, ME, US? THE ROLE OF COLLECTIVE IDENTITY CONTRACT FRAMING IN THE FACE OF ALLIANCE DISRUPTIONS**
Martin Pit UNIVERSITY OF GRONINGEN
Floor Rink UNIVERSITY OF GRONINGEN
Dries Faems WHU OTTO BEISHEIM SCHOOL OF MANAGEMENT
Isabel Estrada UNIVERSITY OF GRONINGEN

2766 **RE-EVALUATION OF AN INTENDED ALLIANCE FOLLOWING A DISRUPTION: A CONJOINT STUDY**
Ann-Kathrin Herfeld WU VIENNA

2029 **NETWORK GOVERNANCE IN A RURAL COMMUNITY**
Nadia Argudo Guevara UNIVERSITY OF MONTPELLIER
Herve Chappert UNIVERSITY OF MONTPELLIER

2824 **CO-OPETITION IN SUPPLY CHAIN MANAGEMENT AND MANUFACTURING: A CONCEPTUAL LITERATURE REVIEW**
Aziz Konyalioglu UNIVERSITY OF STRATHCLYDE
Aylin Ates UNIVERSITY OF STRATHCLYDE BUSINESS SCHOOL
Steve Paton UNIVERSITY OF STRATHCLYDE

Corporate governance and leverage (09:00 - 10:30) - Arts Building - Classroom 3027
Track: GT02_00 Corporate Governance General Track
Chair(s): Sabrina KHEMIRI
Discussant(s): Niels Hermes
Paper Presentations:

1289 **THE PHENOMENON OF ZERO-LEVERAGE POLICY: LITERATURE REVIEW**
Laura Muro SAINT LOUIS UNIVERSITY
Paolo Saona SAINT LOUIS UNIVERSITY
Andros Gregoriou BRIGHTON UNIVERSITY

1412 **EXPLORING THE THIRD-TYPE AGENCY PROBLEM: AN EMPIRICAL STUDY OF THE IMPACT OF DEBT SUSPENSION POLICIES ON SMES’ RESOURCES ALLOCATION**
Riccardo Savio SAPIENZA UNIVERSITY
Alessandro Zattoni LUISS UNIVERSITY
Francesco Castellaneta SKEMA BUSINESS SCHOOL
Silvio Vismara UNIVERSITY OF BERGAMO AND UNIVERSITY OF GHENT

2556 **BOARD GOVERNANCE IN FOUNDATION-OWNED FIRMS**
Caglar Kaya COPENHAGEN BUSINESS SCHOOL
Steen Thomsen CENTER FOR CORPORATE GOVERNANCE COPENHAGEN BUSINESS SCHOOL
Corporate Social Responsibility, Financial Performance, and Corporate Reputation (09:00 - 10:30) - Arts Building - J.M. Synge Theatre
Track: GT01_00 Business for Society General Track
Chair(s): Clara Pérez-Cornejo
Discussant(s): Angel Sevil

Paper Presentations:

1202 THE IMPACT OF CORPORATE ENVIRONMENTAL RESPONSIBILITY ON FAMILY FIRMS FINANCIAL PERFORMANCE
Francesco Gangi
UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA, LUIGI VANVITELLI, DEPARTMENT OF ECONOMICS
Lucia Michela Daniele
DEPARTMENT OF ECONOMICS, UNIVERSITY OF CAMPANIA LUIGI VANVITELLI
Nicola Varrone
UNIVERSITÀ TELEMATICA PEGASO
Eugenio D'Angelo
UNIVERSITÀ TELEMATICA PEGASO
Maria Coscia
UNIVERSITY OF NAPLES

1970 HOW CEO INTRAPERSONAL IDENTITY HETEROGENEITY AFFECTS CORPORATE SOCIAL RESPONSIBILITY?
Jiangtao Xie
TRINITY COLLEGE DUBLIN
Tanusree Jain
COPENHAGEN BUSINESS SCHOOL

2690 THE ROLE OF NATIONAL CORRUPTION IN THE RELATIONSHIP BETWEEN FINANCIAL PERFORMANCE, CORPORATE SOCIAL RESPONSIBILITY AND CORPORATE REPUTATION: EVIDENCE FROM EUROPE
Clara Pérez-Cornejo
UNIVERSIDAD DE BURGOS
Esther de Quevedo-Puente
UNIVERSITY OF BURGOS

Creative industries, culture and digital transformation (09:00 - 10:30) - Arts Building - Room 5051
Track: T11_04 Management and digitalization of public and cultural institutions
Chair(s): Lara Leuschen

Paper Presentations:

1367 INVESTIGATING PRIVATE MUSEUM FOUNDING
Johannes Aengenheyster
UNIVERSITY OF AMSTERDAM

1863 FROM STEM TO STEAM: THE HYBRIDIZATION OF CULTURAL AND DIGITAL SKILLS IN THE CULTURAL AND CREATIVE INDUSTRIES
Massimiliano Nuccio
CA’FOSCARI UNIVERSITY VENICE

2566 PARTICIPATION IN CREATIVE EUROPE AND THE IMPACT ON THE DIGITAL TRANSFORMATION OF ITALIAN ORGANIZATIONS: A COMPARISON BETWEEN THE CULTURAL AND AUDIOVISUAL SECTORS
Martha Friel
IULM UNIVERSITY
Angelo Miglietta
UNIVERSITÀ IULM
Paola Borrione
FONDAZIONE SANTAGATA
## Track Sessions per day

### Cultural entrepreneurship (09:00 - 10:30) - Arts Building - Classroom 4096
**Track:** T03_12 Entrepreneurship for transformations of and through the creative industries  
**Chair(s):** Ellen Loots

### Developing and Measuring Competitiveness (09:00 - 10:30) - TBSI Building - B2.21
**Track:** T07_04 International Competitiveness

### Paper Presentations:

**2668** CONCEPTUALIZATION AND MEASUREMENT OF INTERNATIONAL COMPETITIVENESS: THE CASE OF SWISS COMPANIES  
Siyana Gurova  
ZHURICH UNIVERSITY OF APPLIED SCIENCES (ZHAW)  
Benedikt Zoller-Rydzek  
ZHAW SCHOOL OF MANAGEMENT AND LAW  
Florian Keller  
ZHURICH UNIVERSITY OF APPLIED SCIENCES, SCHOOL OF MANAGEMENT & LAW

**2251** LEVERAGING USER-DRIVEN COMPETITIVENESS IN NEW PRODUCT DEVELOPMENT  
Magdalena Marczewska  
UNIVERSITY OF WARSAW  
Scott Hegerty  
NORTHEASTERN ILLINOIS UNIVERSITY  
Marzenna Weresa  
SGH WARSAW SCHOOL OF ECONOMICS  
Agnieszka Kaczorowska  
WARSAW UNIVERSITY OF TECHNOLOGY

**1069** INFLUENCE OF OPEN INNOVATION AND STRATEGIC ORIENTATION ON THE INNOVATIVE PERFORMANCE OF SMES IN THE INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT) SECTOR  
Mauricio Umana  
UNIVERSIDAD CATÓLICA DE EL SALVADOR  
Gabriel Silva Atencio  
UNIVERSIDAD LATINOAMERICANA DE CIENCIA Y TECNOLOGÍA  
Ricardo Morales  
UNICAES  
Pablo Nuno  
UPAE

### DIVERSITY & INCLUSION (1) (09:00 - 10:30) - Trinity Business School - 3,034
**Track:** ST09_01 Human Resource Management  
**Chair(s):** Silvia Dello Russo

### Paper Presentations:

**1173** STRATEGIES FOR DEVELOPING MILLENNIALS AND GENERATION Z INTO FUTURE NONPROFIT LEADERS  
Tracy Foote  
WALDEN UNIVERSITY  
Hamid Kazeroony  
WALDEN U., USA -- NORTH-WEST U., S AFRICA

**1494** THE CONCEPTUAL FRAMEWORK OF THE NEURODIVERSITY ORGANIZATIONAL MATURITY MODEL (NOMM) TO SUPPORT THE EMPLOYABILITY OF NEURODIVERGENT INDIVIDUALS  
Michał Tomczak  
GDANSK UNIVERSITY OF TECHNOLOGY  
Katarzyna Stankiewicz  
GDAŃSK UNIVERSITY OF TECHNOLOGY, FACULTY OF MANAGEMENT AND ECONOMICS  
Łukasz Sienkiewicz  
GDAŃSK UNIVERSITY OF TECHNOLOGY, FACULTY OF MANAGEMENT AND ECONOMICS  
Przemysław Banasik  
FACULTY OF MANAGEMENT AND ECONOMICS GDANSK UNIVERSITY OF TECHNOLOGY

**1632** SYSTEMATIZING KNOWLEDGE ON TRAINING APPLIED TO DISABILITY MANAGEMENT: A SCOPING REVIEW  
Federica Testa  
TOR VERGATA - UNIVERSITY OF ROME  
Rocco Palumbo  
UNIVERSITY ROME “TOR VERGATA”
Track Sessions per day

Diversity and Inclusivity in Leadership Roles (09:00 - 10:30) - Arts Building - Classroom 3025
Track: ST02_02 Board of Directors and Top Management Teams
Chair(s): Ina Karn
Discussant(s): Max Braun
Paper Presentations:

1399 LEADING WHILE FEMALE: ANALYZING WOMEN CEOS’ LEGITIMACY POST-APPOINTMENT
Christy Glass UTAH STATE UNIVERSITY
Alison Cook UTAH STATE UNIVERSITY
Alicia Ingersoll WEBER STATE UNIVERSITY

1453 EXECUTIVE REMUNERATION AND PERFORMANCE: THE MODERATING EFFECT OF CHAIR-CEO DIVERSITY ATTRIBUTES
Douglas Adu TEESSIDE UNIVERSITY
Colette Grey UNIVERSITY OF LIMERICK
ANTOINETTE FLYNN UNIVERSITY OF LIMERICK, KEMMY BUSINESS SCHOOL
Naomi Birdthistle GRIFFITH UNIVERSITY – BUSINESS STRATEGY AND INNOVATION DEPARTMENT

2604 THE CHAIR’S ROLE IN LEADING THE SOCIALLY COMPLEX BOARD: GENDER, STATUS AND STRUCTURE
Ruth Sealy UNIVERSITY OF EXETER
Louise Tilbury UNIVERSITY OF EXETER BUSINESS SCHOOL

Employee Wellbeing and Emerging technologies (09:00 - 10:30) - Trinity Business School - 5,011
Track: T09_06 Big Data, Data Analytics and Platform Workers
Chair(s): Ying Lu
Discussant(s): Nikolina Dragicevic
Paper Presentations:

1947 A TYPOLOGY OF DIGITAL WORK: INDIVIDUAL AMBIDEXTERITY ANALYTICAL LENS
Nikolina Dragicevic FACULTY OF ECONOMICS AND BUSINESS, ZAGREB
Amadeja Lamovšek SCHOOL OF ECONOMICS AND BUSINESS, UNIVERSITY OF LJUBLJANA, SLOVENIA
Saša Batistič SCHOOL OF SOCIAL AND BEHAVIORAL SCIENCES, TILBURG UNIVERSITY, THE NETHERLANDS
Matej Černe FACULTY OF ECONOMICS UNIVERSITY OF LJUBLJANA
TOMISLAV HERNAUS UNIVERSITY OF ZAGREB

2133 EMOTIONAL JOB DEMANDS AND EMPLOYEE WELLBEING: EXPLORING THE CURVILINEAR AND MODERATED RELATIONSHIPS IN AN ERA OF GIG WORK
Ying Lu DEPARTMENT OF MANAGEMENT, MACQUARIE UNIVERSITY
Miles M. Yang DEPARTMENT OF MANAGEMENT, MACQUARIE UNIVERSITY
Yishuai Yin DEPARTMENT OF MANAGEMENT SCIENCE, SCHOOL OF POLITICAL SCIENCE AND PUBLIC ADMINISTRATION, SOOCHOW UNIVERSITY
Yue Wang DEPARTMENT OF MANAGEMENT, MACQUARIE UNIVERSITY

2296 EASING TECHNOSTRESS THROUGH GOAL-ORIENTATION AND DIGITAL LEADERSHIP: DEFENSIVE ROUTINES AS A COPING MECHANISM
Yumei Yang BOURNEMOUTH UNIVERSITY
Saqib Shamim QUEEN MARRY UNIVERSITY OF LONDON
Dehua Gao SHANDONG TECHNOLOGY & BUSINESS UNIVERSITY
Empowering Communities for Sustainable Change (09:00 - 10:30) - Arts Building - Boardroom 2026


Chair(s): Irene Ciccarino
Discussant(s): Nicole Greco

Paper Presentations:

1527  THE ROLE AND POTENTIAL OF CULTURAL ENTREPRENEURSHIP IN SOCIAL AND URBAN REGENERATION  
Nicole Greco  
TOOLS FOR CULTURE

2032  FOR THE PEOPLE, BY THE PEOPLE: ACHIEVEMENT GOALS MOTIVATION DRIVEN CREATIVITY  
Shubho shubho chakraborty  
LAURENT SCARINGELLA  
RENNES SCHOOL OF BUSINESS

2826  EXAMINING TOURISM CONSUMER BEHAVIOUR IN THE SHADOW OF THE FIRST WAVE OF THE COVID-19 PANDEMIC  
László Kökény  
Zsofia Kenesei  
CORVINUS UNIVERSITY OF BUDAPEST

2836  ORGANISING CONSUMER INPUT FOR IMPROVING THE SUSTAINABILITY OF WELL-KNOWN BRANDED STAPLE FOOD PRODUCTS  
Laurence BEIERLEIN  
Beatrice BELLINI  
UNIVERSITE PARIS EST-CRETEIL

Entrepreneurial decision-making: from crisis to resilience (09:00 - 10:30) - Museum Building - M21

Track: ST03_03 Entrepreneurial Decision Making and Behaviour

Chair(s): Bob (RJ) Bastian, Sara Sassetti
Discussant(s): Krista Jaakson, Simona Mormile

Paper Presentations:

1145  MANAGERIAL DECISION COMPREHENSIVENESS DURING THE COVID-19 JOLT: ENVIRONMENTAL HOSTILITY/MUNIFICENCE AND MANAGER OWNERSHIP STATUS  
Krista Jaakson  
Svetoslav Georgiev  
Liisi Lembinen  
Emil Georgiev  
Mark Peterson  
UNIVERSITÉ DE PAVI  
SCHOOL OF INTELLIGENT FINANCE AND BUSINESS, XI'AN JIAOTONG-LIVERPOOL UNIVERSITY

1253  BEYOND RATIONALITY: HOW DO MEANINGFUL COINCIDENCES INFLUENCE DECISION-MAKING PROCESS DURING THE COVID-19 PANDEMIC  
Simona Mormile  
Gabriella Piscopo  
paola adinolfi  
UNIVERSITY OF SALERNO  
UNIVERSITY OF SALERNO
Track: ST03_04 Entrepreneurial Finance
Chair(s): Benedetta Montanaro
Discussant(s): Patrick Gaßmann, Tim Tegeder, Davide Moro

Paper Presentations:

1429 THE POWER OF KINDRED SPIRITS: HOW INVESTOR-ENTREPRENEUR SIMILARITY IN GENDER-TYPED BEHAVIORS INFLUENCE FUNDING SUCCESS
Maja Schmitz UNIVERSITY OF PASSAU
Kevin Koziol UNIVERSITY OF PASSAU

2072 COMPLETING SPACS: THE INTERPLAY OF ENTREPRENEURIAL CHARACTERISTICS AND SHAREHOLDER REDEMPTION
Tim Tegeder TU DORTMUND

1832 ANGEL INVESTORS AND ENTREPRENEURS: A RELATIONAL PERSPECTIVE TO THE IMPACT OF HUMAN CAPITAL HETEROGENEITY ON VENTURE PERFORMANCE
Patrick Gaßmann TU DORTMUND
Corinna Schmidt TU DORTMUND
Tessa Flatten TU DORTMUND

Entrepreneurial processes and the context (09:00 - 10:30) - Arts Building - Classroom 3070
Track: ST03_02 Entrepreneurial Processes
Chair(s): Kisito Nzembayie
Discussant(s): Sufia Mohand-Amar, Carmen Freitas

Paper Presentations:

1372 ACHIEVING LEGITIMACY THROUGH SELECTIVE CONFORMITY IN TIMES OF INSTITUTIONAL INSTABILITY
Andrea Sottini UNIVERSITÀ CATTOLICA SACRO CUORE DI MILANO
Benedetto Cannatelli UNIVERSITÀ CATTOLICA DEL SACRO CUORE

1430 CULTURAL ENTREPRENEURSHIP IN THE CONTEXT OF DEEP INFORMALITY: ETHNOGRAPHIC INSIGHTS FROM KENYA
Philip O’Donnell DUBLIN CITY UNIVERSITY
Colm O’Gorman DUBLIN CITY UNIVERSITY
Eric Clinton DUBLIN CITY UNIVERSITY
### 2286  SPEED OF PRO-MARKET REFORMS AND ENTREPRENEURIAL INNOVATION

- Consuelo González, Universidad de Zaragoza
- Minerva González, Universidad of Zaragoza
- Lucio Fuentelsaz, Universidad of Zaragoza

**Entrepreneurship and Regional Development (09:00 - 10:30) - Arts Building - Classroom 4050A**

**Track:** ST03_05 Entrepreneurship, Regions & Regional Development

**Chair(s):** Ana Fanjul Alemany

**Discussant(s):** Gilberto Sarfati, Carolin Gerlich

**Paper Presentations:**

- 1021 **REGIONAL DEVELOPMENT AND RURAL ENTREPRENEURIAL ECOSYSTEMS: A POLICY ANALYSIS**
  - Ana Fanjul Alemany, Universidad de León
  - Maria Muñoz-Doyague, Universidad de León
  - Liliana Herrera, Universidad de León

- 1027 **TRANSFORMATIONAL LEADERSHIP AND SELF-EFFICACY IN THE CONTEXT OF ITALIAN SMES**
  - Gilberto Sarfati, FGV EAESP
  - Andrea Antonielli, Bocconi University

- 1688 **SUSTAINABLE CORPORATE ENTREPRENEURSHIP AS A CATALYST FOR SUSTAINABILITY IN CORPORATES: A SYSTEMATIC LITERATURE REVIEW**
  - Carolin Gerlich, HHL Leipzig Graduate School of Management, Leipzig, Germany
  - Dominik Kanbach, HHL Leipzig Graduate School of Management
  - Sascha Kraus, Free University of Bozen-Bolzano

- 1781 **PROMOTING TECHNOLOGY ENTREPRENEURSHIP TO FOSTER REGIONAL DEVELOPMENT: THE CASE OF A FRENCH PUBLIC INNOVATION POLICY**
  - Timothee Gomot, Université Paris-Est Créteil (UPEC)
  - Didier Chabaud, IAE Paris-Sorbonne Business School

**ESG AND GENDER DIVERSITY (II) (09:00 - 10:30) - Trinity Business School - 5,014**

**Track:** T02_04 Corporate Governance, Diversity, Sustainability and the Purpose of Corporation

**Discussant(s):** Patricia Gabaldon

**Paper Presentations:**

- 1042 **SYSTEMIC SEXISM: ORGANISATIONAL RESPONSES TO SHAREHOLDER ACTIVISM AIMED AT INCREASING FEMALE REPRESENTATION ON BOARDS OF DIRECTORS**
  - Sylvie Berthelot, Université de Sherbrooke
  - Michel Coulmont, Université de Sherbrooke
  - Francois Larmande, Université de Sherbrooke

- 1701 **THE EFFECT OF RACIAL MINORITY CEO ON FEMALE DIRECTORS ON BOARD**
  - Qiwen YU, Singapore Management University
  - Toru Yoshikawa, Singapore Management University

- 1739 **ARE WOMEN DRIVERS OF SUSTAINABILITY? THE MODERATING EFFECT OF WOMEN ON BOARDS IN THE RELATIONSHIP BETWEEN ESG PERFORMANCE AND FIRM FINANCIAL STABILITY**
  - Sara De Masi, University of Florence
  - Agnieszka Słomka-Gołębiowska, Warsaw School of Economics
  - Claudia Becaghi, University of Florence
  - Piotr Gabrielczyk, University of Lodz
Track Sessions per day

Exploring Sexual and Gender Identity (09:00 - 10:30) - Arts Building - Classroom 5012
Track: GT05_00 Gender, Race and Diversity in Organisations General Track
Chair(s): Ilona Hunek
Discussant(s): Kimberly Reeve
Paper Presentations:

1396  GOVERNANCE AND LGBTQ DIVERSITY POLICIES: MOVING BEYOND MYOPIC MANAGEMENT
Ben Foster       UNIVERSITY OF LOUISVILLE
Xudong Fu       UNIVERSITY OF LOUISVILLE
Shaunn Mattingly      BOISE STATE UNIVERSITY
Andrew Manikas      UNIVERSITY OF LOUISVILLE

1901  EXPLORING THE ‘TRANS’ QUESTION IN U.S. SEX-SEGREGATED SPORTS
Marc Edelman       CITY UNIVERSITY OF NEW YORK, BARUCH COLLEGE, ZICKLIN SCHOOL OF BUSINESS
Amanda Siegrist      COASTAL CAROLINA UNIVERSITY

2564  INVISIBLE WALLS: GENDER IDENTITY IN ONLINE VERSUS OFFLINE CLASSES: WHEN DOES IDENTITY THREAT HIT WORSE?
Arindra Mishra       INDIAN INSTITUTE OF MANAGEMENT, RANCHI
Shayani Sengupta      XLRI- XAVIER SCHOOL OF MANAGEMENT

2870  ‘BEING SEEN AS NOT READ, IT’S SAYING “YOU DON’T EXIST”’: BISEXUAL IDENTITY WORK AND BISEXUAL EMPLOYEES’ STRUGGLE FOR RECOGNITION AND ACCEPTANCE
Michelle O’Toole      UNIVERSITY OF EDINBURGH
Thomas Calvard      UNIVERSITY OF EDINBURGH

Facets of Ethnic and Minority Entrepreneurship: Migrant, Returnee and Senior Entrepreneurs (09:00 - 10:30) - Arts Building - Classroom 5052
Track: T03_15 Migrant and ethnic minority entrepreneurship for inclusion
Chair(s): Quang David Evansluong
Paper Presentations:

1684  RETURNEE ENTREPRENEURSHIP: A THEMATIC AND INTEGRATIVE LITERATURE REVIEW
Paige Huyen Trang Nguyen     UNIVERSITY OF HUDDERSFIELD
Quang David Evansluong      UMEÅ UNIVERSITY, SWEDEN AND VINUNIVERSITY, VIETNAM
Zsuzsanna Vincze      UMEÅ SCHOOL OF BUSINESS, ECONOMICS AND STATISTICS, UMEÅ UNIVERSITY, SWEDEN

2468  INTENTIONS AND MOTIVATIONS IN SENIOR ENTREPRENEURSHIP: A CONCEPTUAL FRAMEWORK
Sandro Sant Anna       THE EDWARD DE BONO INSTITUTE - UNIVERSITY OF MALTA
Leonie Baldacchino      THE EDWARD DE BONO INSTITUTE, UNIVERSITY OF MALTA
Stephanie Fabri       UNIVERSITY OF MALTA

2965  WHAT ARE THE KEY DISTINCTIONS AND DEVELOPMENTS IN MIGRANT ENTREPRENEURSHIP: A SYSTEMATIC REVIEW OF LITERATURE?
Eunice CASCANT      JEAN MOULIN UNIVERSITY
Track Sessions per day

Family business succession (09:00 - 10:30) - Museum Building - M17 - B Room
Track: GT04_00 Family Business Research General Track
Chair(s): Julia De Groote
Discussant(s): Alessia Patuelli
Paper Presentations:

1717 RADICAL & GRADUAL INTRA-FAMILY SUCCESSION PATTERNS IN FAMILY FIRMS
Marie Klein UNIVERSITY OF ST. GALLEN (HSG)

2327 GENDERED NORMS IN A MULTI-FAMILY BUSINESS. A CASE STUDY OF THREE SUCCESSION PROCESSES
Giovanna Campopiano UNIVERSITY OF BERGAMO
Olimpia Meglio UNIVERSITY OF NAPLES FEDERICO II

1377 UNTYING THE POSSESSIVE BONDS: PREPARING ELDERLY SME OWNERS FOR SUCCESSION
Léa Wang TRANSMISSION LAB
Jung Park ISG
Benoit Leleux IMD

Fellows College Meeting (09:00 - 10:30) - Trinity Business School - Room 4.19
Chair(s): Peter McKiernan

Global Mobility 4 (09:00 - 10:30) - TBSI Building - B2.74
Track: ST07_01 Global Mobility
Chair(s): B. Sebastian Reiche
Paper Presentations:

1756 EXPLORING ONLINE SOCIAL SUPPORT FOR EXPATRIATES USING SOCIAL MEDIA ANALYTICS
Goda Armalytė KAUNAS UNIVERSITY OF TECHNOLOGIES
Vilmantė Kumpikaitė-Valiūnienė KAUNAS UNIVERSITY OF TECHNOLOGY, SCHOOL OF ECONOMICS AND BUSINESS
Mantas Landauskas KAUNAS UNIVERSITY OF TECHNOLOGIES
Sandra Cetrauskiene VILNIUS UNIVERSITY BUSINESS SCHOOL, SMK UNIVERSITY OF APPLIED SCIENCES

1767 IN THE EYE OF THE BEHOLDER: WORKPLACE DISCRIMINATION AND OVERQUALIFICATION AMONG SELF-INITIATED EXPATRIATES
Alexei Koveshnikov AALTO UNIVERSITY SCHOOL OF BUSINESS
Miikka Lehtonen RIKKYO UNIVERSITY

2777 CAREER CAPITAL EXPERIENCES OF SELF-INITIATED AND ASSIGNED EXPATRIATES: A COMPARATIVE APPROACH
Acil Abdul Hadi UNIVERSITY OF TOULOUSE CAPITOLE, TOULOUSE SCHOOL OF MANAGEMENT
Track Sessions per day

Growth Strategies & Internationalization for SMEs: key factors (09:00 - 10:30) - Arts Building - Classroom 4050B
Track: ST03_07 Growth Strategies & Internationalization for SMEs
Chair(s): Ginevra Testa
Discussant(s): Lara Penco
Paper Presentations:

1590  ON THE INTERNATIONAL EXPERIENCE OF ENTREPRENEURS AND THE INTERNATIONALIZATION PROSPECTS OF THEIR START-UPS
Luca Grilli  POLITECNICO DI MILANO

2105  BECOMING A SUPERSTAR: HOW FOUNDERS USE INTELLECTUAL PROPERTY TO TRANSFORM START-UPS INTO UNICORN VENTURES AND THE INFLUENCE OF CVC
Xi Zhang  NEW JERSEY INSTITUTE OF TECHNOLOGY
Shanthi Gopalakrishnan  NEW JERSEY INSTITUTE OF TECHNOLOGY
Raja Roy  NEW JERSEY INSTITUTE OF TECHNOLOGY

2508  NOW THAT’S IMPORTANT! REVISIT ON THE ROLE OF GROWTH INTENTION FOR SUCCESS OF ENTREPRENEURIAL FIRMS
Daria Hakola  UNIVERSITY OF JYVÄSKYLÄ
Imran Ilyas  JÖNKÖPING UNIVERSITY

Institutions and Entrepreneurial Ecosystems (09:00 - 10:30) - Arts Building - Classroom 4045
Track: T03_11 / T06_10 Entrepreneurial and Innovation Ecosystems (ENT & INNO SIGs)
Chair(s): Felix Toepler
Discussant(s): Leonhard Gebhardt
Paper Presentations:

1765  INSTITUTIONALIZATION OF NEW CORPORATE ACCELERATORS WITHIN ENTREPRENEURIAL ECOSYSTEM: AN INSTITUTIONAL WORK PERSPECTIVE
Constance Banc  UNIVERSITY OF MONTPELLIER
Karim Messegem  MONTPELLIER UNIVERSITY

2004  NETWORK ORCHESTRATION BY MULTIPLE INTERMEDIARIES IN SUSTAINABLE ENTREPRENEURIAL ECOSYSTEMS IN EMERGING COUNTRIES
Aki Harima  UNIVERSITY OF BREMEN
Fabrice Periac  PARIS SCHOOL OF BUSINESS

2698  AN INSTITUTIONAL PERSPECTIVE ON ENTREPRENEURIAL SUPPORT ORGANIZATIONS’ OUTCOMES AND SPONSORS IN ENTREPRENEURIAL ECOSYSTEMS
Aveline Cloitre  TBS EDUCATION, TOULOUSE SCHOOL OF MANAGEMENT
Victor Dos Santos Paulino  TOULOUSE BUSINESS SCHOOL
Christina Theodoraki  TOULOUSE BUSINESS SCHOOL

2551  LOGIC HYBRIDIZATION IN EMERGING CIRCULAR ECONOMY ENTREPRENEURIAL ECOSYSTEMS
Julian Lauten-Weiss  UNIVERSITY OF WUPPERTAL
Jan Harima  UNIVERSITY OF BREMEN
International Management 3 (09:00 - 10:30) - TBSI Building - B2.73
Track: GT07_00 International Management General Track
Paper Presentations:

1005 INTEGRATION OF FUNDAMENTAL ANALYSIS AND TECHNICAL ANALYSIS: IDENTIFYING VALUE AND GROWTH STOCKS
Sharneet Jagirdar      LM THAPAR SCHOOL OF MANAGEMENT, THAPAR INSTITUTE OF ENGINEERING AND TECHNOLOGY
PRADEEP KUMAR GUPTA   LM THAPAR SCHOOL OF MANAGEMENT, THAPAR INSTITUTE OF ENGINEERING AND TECHNOLOGY, PATIALA, PUNJAB, INDIA

1418 GIVE TO CAESAR THE THINGS THAT ARE CAESAR’S, AND TO GOD, THE THINGS THAT ARE GOD’S. A MULTILEVEL ANALYSIS OF THE IMPACT OF RELIGION ON EUROPEAN SMES’ FINANCIAL DECISIONS.
Markus Wienbreyer      UNIVERSITY OF VALENCIA
Maria Iborra           UNIVERSITY OF VALENCIA
Vicente Safón Cano      DEPARTMENT OF MANAGEMENT, UNIVERSITY OF VALENCIA

1752 THE INFLUENCE OF ORGANIZATIONAL LOGICS AND IDENTIFICATION ON WITHIN-MNE CSR PERFORMANCE HETEROGENEITY
Marloes Korendijk       UNIVERSITY OF GRONINGEN
Rieneke Slager          UNIVERSITY OF GRONINGEN
Alan Muller             UNIVERSITY OF GRONINGEN

Investigating Financial Performance, Charity Care, and Alternative Payment Models in Health Care (09:00 - 10:30)
- Arts Building - Room 4035
Track: ST11_02 Healthcare Management Research
Chair(s): Heather Lee
Discussant(s): Kevin Broom
Paper Presentations:

1943 SERVICE MIX AND FINANCIAL PERFORMANCE IN RURAL HOSPITALS: A CONTINGENCY THEORY PERSPECTIVE
Amy Landry             UNIVERSITY OF ALABAMA AT BIRMINGHAM
Phil Cendoma           UNIVERSITY OF ALABAMA AT BIRMINGHAM
Devdutt Upadhye        UNIVERSITY OF ALABAMA AT BIRMINGHAM
Robert Landry          JACKSONVILLE STATE UNIVERSITY
Kristine Hearld        UAB

2044 BUILDING ALTERNATIVE PAYMENT MODELS IN HEALTH CARE: A SUBJECT-MATTER EXPERT ANALYSIS
Steven Howard          UNIVERSITY OF ALABAMA AT BIRMINGHAM
Natalie Bradford       UNIVERSITY OF TEXAS - SAN ANTONIO
Margaret Henning       KEENE STATE COLLEGE
Rhonda Belue           UNIVERSITY OF TEXAS AT SAN ANTONIO

1250 RESILIENCY-BASED ADAPTATIONS USED BY PRIMARY CARE PHYSICIANS AND THEIR PRACTICES DURING THE COVID-19 PANDEMIC
Timothy Hoff           NORTHEASTERN UNIVERSITY
Leah Neff              NORTHEASTERN UNIVERSITY
Track Sessions per day

KNOWLEDGE & SKILLS (09:00 - 10:30) - Trinity Business School - 3,028
Track: ST09_01 Human Resource Management
Chair(s): Almina Bešić
Paper Presentations:

1048 THE VALUE OF CROSS-CUTTING SKILLS - HIRING MANAGERS’ VIEWS
Maureen Andrade UTAH VALLEY UNIVERSITY
Eugene Seeley UTAH VALLEY UNIVERSITY
Ron Miller UTAH VALLEY UNIVERSITY

1838 ANTECEDENTS, MECHANISMS AND OUTCOMES OF TRANSACTIVE MEMORY SYSTEMS – A MULTILEVEL PERSPECTIVE
Sita Mary Thomas INDIAN INSTITUTE OF MANAGEMENT, TIRUCHIRAPPALLI
Upam Pushpak Makhecha INDIAN INSTITUTE OF MANAGEMENT TIRUCHIRAPPALLI

1913 NO COUNTRY FOR GOOD EXPERTS? AN OVERVIEW OF EXPERT MANAGEMENT PARADOXES
Claire PICQUE-KIRALY UNIVERSITÉ PARIS PANTHÉON-ASSAS
Pedro GONZALO UNIVERSITÉ PARIS PANTHÉON-ASSAS

Leader Characteristics - Personality, Identity, and Emotions (09:00 - 10:30) - Trinity Business School - 4,036
Track: ST09_04 Leadership
Chair(s): Kristine Tamayo-Verleene
Discussant(s): Katarzyna Tworek
Paper Presentations:

2477 ABUSIVE SUPERVISION AND MOTIVATION FOR CREATIVITY: THE ROLES OF EMOTION AND LEADER HUMOR
KIHO JUN UNITED INTERNATIONAL COLLEGE
Qiuling Yan THE UNIVERSITY OF MANCHESTER

1124 THE DYNAMICS OF IDENTITY EVOLUTION FROM INDIVIDUAL CONTRIBUTOR TO LEADER
Margaret Hopkins UNIVERSITY OF TOLEDO
Deborah O’Neil BOWLING GREEN STATE UNIVERSITY

1900 DIFFERENTIAL IMPACTS OF BEHAVIORAL PATHWAYS LINKING PERSONALITY TO LEADERSHIP OUTCOMES
Tobias Härtel OSNABRÜCK UNIVERSITY
Felix Hoch UNIVERSITY OF MÜNSTER
Mitja Back UNIVERSITY OF MÜNSTER
Track Sessions per day

Leadership for the 21st Century: Exploring Emerging Perspectives (09:00 - 10:30) - Museum Building - M4
Track: ST09_04 Leadership
Chair(s): Julia Hiemer
Discussant(s): Ryan Armstrong
Paper Presentations:

1384  **TOWARDS A LEADERSHIP MODEL FOCUSING ON MISTAKE MAKING CULTURE ENHANCED BY COLLECTIVE INTELLIGENCE**
Sandro Heimann  UNIVERSITY OF APPLIED SCIENCES AND ARTS NORTHWESTERN SWITZERLAND FHNW
Denis Imhof  UNIVERSITY OF APPLIED SCIENCES AND ARTS NORTHWESTERN SWITZERLAND FHNW
Stella Gatziu Grivas  UNIVERSITY OF APPLIED SCIENCES AND ARTS NORTHWESTERN SWITZERLAND FHNW

1620  **A SYSTEMATIC LITERATURE REVIEW ON HUBRIS AS A LEADERSHIP PHENOMENON**
András Mármarosi  CORVINUS UNIVERSITY OF BUDAPEST
Gergely NÉMETH  BUDAPEST METROPOLITAN UNIVERSITY

1485  **TOWARD A CONCEPTUAL FRAMEWORK OF HOLACRACY: DRAWING ON INSTITUTIONAL THEORY, COMPLEXITY THEORY AND SELF-DETERMINATION THEORY**
Veiko Valkiainen  CHAIR OF MANAGEMENT, SCHOOL OF ECONOMICS AND BUSINESS ADMINISTRATION, UNIVERSITY OF TARTU, ESTONIA

M&As, Alliances and Divestitures (09:00 - 10:30) - Hamilton Conference Centre - Lecture Theatre 3 (LTEE 3)
Track: ST13_04 Mergers & Acquisitions and Divestitures: A Glimpse into the Future
Chair(s): Panos Desyllas
Discussant(s): David Santana Corchuelo
Paper Presentations:

1788  **WHEN IS LESS BETTER THAN MORE? REDUCTIONS IN FIRM SCALE AND SCOPE DURING ECONOMIC DOWNTURNS**
Rahul Anand  AARHUS BSS
Pierre DuSSauge  HEC PARIS
Jay Anand  OHIO STATE UNIVERSITY

2339  **DISTINCT SEPARATION EXTENTS: ASSET VERSUS UNIT DIVESTITURE**
Olesksandra Kochura  TOULOUSE CAPITOLE UNIVERSITY, TBS BUSINESS SCHOOL

2814  **DATING, BREAK-UP OR GET MARRIED: FACTORS THAT EXPLAIN STRATEGIC ALLIANCE TURNING INTO AN M&A**
Yueling Zhou  NOVA SCHOOL OF BUSINESS AND ECONOMICS
Ferran Vendrell-herrero  UNIVERSITY OF EDINBURGH BUSINESS SCHOOL
Emanuel Gomes  NOVA SCHOOL OF BUSINESS AND ECONOMICS
**Track Sessions per day**

Managerial & corporate capabilities (09:00 - 10:30) - Hamilton Conference Centre - Lecture Theatre 1 (LTEE 1) - B Room
Track: ST13_05 Microfoundations of Strategy: Dynamic Capabilities and Knowledge Mechanisms
Chair(s): Christos Pitelis

**Paper Presentations:**

1474  **EVOLUTION OF DYNAMIC CAPABILITIES FOR CORPORATE SUSTAINABILITY- A CONCEPTUAL MODEL**
Bhadra K V  INDIVIDUAL INSTITUTE OF TECHNOLOGY, MADRAS
T.J Kamalanabhan  PROFESSOR, INDIAN INSTITUTE OF TECHNOLOGY MADRAS

1376  **DYNAMIC CAPABILITIES OF MANAGERS, WORKERS, ORGANISATIONS AND IMPACT ON THE ORGANISATIONAL RESOURCE BASE AND PERFORMANCE**
Christos Pitelis  UNIVERSITY OF LEEDS AND CAMBRIDGE

Open Innovation: value and performance (09:00 - 10:30) - Arts Building - Room 4101
Track: ST06_07 Open Innovation
Chair(s): Liliana Mitkova

**Paper Presentations:**

2093  **PARTNER TYPE DIVERSITY AND FIRM INNOVATION PERFORMANCE: EVIDENCE FROM INNOVATION COLLABORATION WITH SPECIALIST KNOWLEDGE PROVIDERS**
Hsing-fen Lee  ROYAL HOLLOWAY, UNIVERSITY OF LONDON
James Derbyshire  CHESTER UNIVERSITY
Yuan-Chieh Chang  INSTITUTE OF TECHNOLOGY MANAGEMENT, NATIONAL TSING HUA UNIVERSITY, TAIWAN.
Paul Robson  ROYAL HOLLOWAY, UNIVERSITY OF LONDON

2172  **THE U-SHAPED RELATIONSHIP BETWEEN RELATIVE OPENNESS AND INNOVATION PERFORMANCE**
Ching Liao  CUNEF UNIVERSITY, SPAIN
Mehdi Bagherzadeh  NEOMA BUSINESS SCHOOL
Stefan Markovic  COPENHAGEN BUSINESS SCHOOL
Vesna Damnjanovic  UNIVERSITY OF BELGRADE, FACULTY OF ORGANIZATIONAL SCIENCES
Sandra Jednak  UNIVERSITY OF BELGRADE

2761  **FINDING ‘VALUE’ IN INTER-ORGANIZATIONAL COLLABORATIONS: A SYSTEMATIC LITERATURE REVIEW**
Costantino ROMEO  PARIS SCHOOL OF BUSINESS
Juan Diaz  ECOLE POLYTECHNIQUE

Organizational Support & Justice (09:00 - 10:30) - Trinity Business School - 2,031
Track: GT09_00 Organisational Behaviour General Track
Chair(s): Annika Pestotnik
Discussant(s): Marc Ohana

**Paper Presentations:**

1358  **INJUSTICE AND INCIVILITY AMIDST THE COVID-19 PANDEMIC**
Marc Ohana  KEDGE BUSINESS SCHOOL
Constanze Eib  UPPSALA UNIVERSITY
Marcello Russo  UNIVERSITY OF BOLOGNA
Track Sessions per day

1528 COMPARATIVE PERCEIVED ORGANIZATIONAL SUPPORT: TOWARDS A NEW CONCEPT IN THE STUDY OF SOCIAL COMPARISON PROCESSES IN ORGANIZATIONS
Irene Nikandrou ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
Irene Tsachouridi ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

1865 CO-WORKERS’ PERCEPTIONS OF THE DISTRIBUTIVE JUSTICE OF IDIOSYNCRATIC DEALS – THE ROLES OF CONTENT, TIMING, AND JUSTICE SENSITIVITY
Annika Pestotnik HEINRICH-HEINE-UNIVERSITÄT DÜSSELDORF

Organizing bodies at work (09:00 - 10:30) - Arts Building - Classroom 3051
Track: T01_07 Re-Sourcing Management? Arts, Philosophy & Media as Sources of Organizational Knowledge
Chair(s): Daniela Pianezzi
Discussant(s): Mauro Romanelli
Paper Presentations:

1496 USELESS BODIES? INTERROGATING BUTLER’S WORK THROUGH ART(EFACTS)
Daniela Pianezzi UNIVERSITY OF VERONA

2314 BRIDGING LOGICS OF EVALUATION: A (N)ETHNOGRAPHY OF THE DYNAMICS OF EVALUATION OF ITALIAN REGIONAL MUSEUMS
Simone Napolitano UNIVERSITY OF BOLOGNA
Chiara De Leo UNIVERSITY OF BOLOGNA
Paolo Ferri UNIVERSITÀ DI BOLOGNA

2479 FORMS AND SPACES OF WORK. THE ROLE OF DOCUMENTARY PHOTOGRAPHY BETWEEN PHENOMENOLOGY AND VISUAL STUDIES
Maria Savarese SCUOLA SUPERIORE MERIDIONALE

People management in the public sector (09:00 - 10:30) - Arts Building - Room 3124
Track: GT11_00 Public and Non-Profit Management General Track
Chair(s): Lorenzo Costumato
Discussant(s): Dorota Molek-Winiarska, Soma Pillay, Valerio Giampaola
Paper Presentations:

1668 A FRAMEWORK FOR INSTITUTIONALIZATION OF ETHICS IN COMMUNITY HEALTH INSTITUTE
Soma Pillay FEDERATION UNIVERSITY
Sehrish Shahid RMIT UNIVERSITY
Primola Pillay FEDERATION UNIVERSITY AUSTRALIA

2964 MANAGING PROFESSIONALS IN THE PUBLIC SECTOR. THE CHALLENGE OF THE ITALIAN JUSTICE SYSTEM
Valerio Giampaola UNIVERSITY OF SALERNO
paola adinolfi UNIVERSITY OF SALERNO
Nicola Capolupo UNIVERSITÀ DEGLI STUDI DI SALERNO
Gabriella Piscopo UNIVERSITY OF SALERNO

1583 THE ROLE OF RESILIENCE AND PUBLIC SERVICE MOTIVATION IN INCREASED JOB-DEMAND MODEL AMONG CIVIL SERVANTS IN POLAND DURING REFUGEES’ CRISIS – RESEARCH CONCEPT
Dorota Molek-Winiarska WROCŁAW UNIVERSITY OF ECONOMICS AND BUSINESS
Agnieszka Springer WSB UNIVERSITY IN POZNAŃ
Ewa Beck-Krala AGH UNIVERSITY OF SCIENCE AND TECHNOLOGY
Track Sessions per day

Project Organising – Major and Megaprojects: Organisation Design (09:00 - 10:30) - TBSI Building - B2.36

Track: ST10_01 Multi-level Perspectives on Major and Megaprojects
Chair(s): Jennifer Whyte
Paper Presentations:

1906 MACRO-PROJECT FRAMEWORK: A SOCIOTECHNICAL SYSTEMS PERSPECTIVE ON PROJECTS, OPERATIONS AND GLOBAL VALUE CHAINS
Pierre DANIEL SKEMA BUSINESS SCHOOL, UNIVERSITÉ CÔTE D’AZUR, LILLE CAMPUS

1491 THE ORGANISATIONAL DESIGN DYNAMICS OVER TIME: INTEGRATION OF RIGID AND FLEXIBLE FEATURES THROUGH A MEGAPROJECT CONCEPTUAL FRAMEWORK
Carolina Zani UNIVERSITY COLLEGE LONDON
Juliano Denicol UNIVERSITY COLLEGE LONDON
Tim Broid UNIVERSITY COLLEGE LONDON. THE BARTLETT FACULTY OF THE BUILT ENVIRONMENT.

1398 INTER-ORGANIZATIONAL DESIGN FOR COLLABORATIVE GOVERNANCE IN CO-OWNED MAJOR PROJECTS: AN ENGAGED SCHOLARSHIP APPROACH
Maude Brunet HEC MONTREAL
Marie-Claude Petit ESG UQAM
Alejandro Romero-Torres SCHOOL OF MANAGEMENT, UQAM

Project Organising: Digital transformation 1 (09:00 - 10:30) - TBSI Building - B2.38
Track: T10_04 Projects for digital outcomes, digital project management, and agile approaches
Chair(s): Magali Simard
Discussant(s): Jere Lehtinen, Joakim Lilliesköld, Jens Martignoni
Paper Presentations:

2489 MANAGEMENT INNOVATIONS IN INTER-ORGANIZATIONAL PROJECTS: DRIVERS AND BARRIERS TO ADOPTING SHARED VIRTUAL SPACES
Jere Lehtinen TAMPERE UNIVERSITY, INDUSTRIAL ENGINEERING AND MANAGEMENT
Hannele Lampela UNIVERSITY OF OULU, FACULTY OF TECHNOLOGY, INDUSTRIAL ENGINEERING AND MANAGEMENT
Miia Martinsuo TAMPERE UNIVERSITY
Jaakko Kujala INDUSTRIAL ENGINEERING AND MANAGEMENT, UNIVERSITY OF OULU

2789 STRATEGIC CHANGE PROJECTS AND DIGITAL TRANSFORMATION: INSIGHTS FROM THE CASE OF DIGITAL UNIVERSITY
Joakim Lilliesköld THE ROYAL INSTITUTE OF TECHNOLOGY
Fredrik Liljeblad KTH ROYAL INSTITUTE OF TECHNOLOGY
Ermal Hetemi KTH ROYAL INSTITUTE OF TECHNOLOGY

1615 DECENTRALIZING PROJECT MANAGEMENT BY A DAO: A FIRST ATTEMPT
Jens Martignoni ZHAW, SCHOOL OF MANAGEMENT AND LAW
Florian Spychiger ZHAW SCHOOL OF MANAGEMENT AND LAW
Michael Lustenberger ZHAW SCHOOL OF MANAGEMENT AND LAW
Patrick Lehner ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES
Lukas Schädler ZHAW SCHOOL OF MANAGEMENT AND LAW
Track Sessions per day

Projects and Innovation (09:00 - 10:30) - TBSI Building - B1.06
Track: GT10_00 Project Organising General Track
Chair(s): Alexander Kock

Paper Presentations:

1706  PROJECT MANAGEMENT: IT’S NOT ROCKET SCIENCE...OR IS IT?
THEODOROS KALOGEROPOULOS  RESEARCH ASSOCIATE-NATIONAL TECHNICAL UNIVERSITY OF GREECE
KONSTANTINOS KIRYTOPOULOS  NATIONAL TECHNICAL UNIVERSITY OF ATHENS
Zoe Ventura  ASSOCIATE PROFESSOR, ATHENS UNIVERSITY OF ECONOMICS & BUSINESS

2088  EXPERIMENTAL PROJECT NETWORKS: A MISSING LINK IN ENABLING INNOVATION THROUGH PROJECTS?
Maxim Miterev  KTH ROYAL INSTITUTE OF TECHNOLOGY
Mats Engwall  KTH ROYAL INSTITUTE OF TECHNOLOGY

2818  CROSSOVERS AND CONNECTIONS BETWEEN INNOVATION MANAGEMENT AND PROJECT MANAGEMENT: A SYSTEMATIC LITERATURE REVIEW AND FUTURE DIRECTIONS FOR RESEARCH
Vanessa Magalhães  UNIVERSITY OF COIMBRA
Kathryn Cormican  UNIVERSITY OF GALWAY
Gabriela Fernandes  UNIVERSITY OF COIMBRA

Projects and Resilience (09:00 - 10:30) - TBSI Building- B1.18
Track: GT10_00 Project Organising General Track
Chair(s): Per Svejvig

Paper Presentations:

1157  ROLES IN PROJECT STEERING COMMITTEES: BOUNDED FREEDOM
Jaap Stoppels  DELFT UNIVERSITY OF TECHNOLOGY
Marian Bosch-Rekveldt  DELFT UNIVERSITY OF TECHNOLOGY
Herman Mooi  DELFT UNIVERSITY OF TECHNOLOGY
Hans Bakker  PROFESSOR

1287  REAL OPTION-BASED RESILIENCE STRATEGIES IN MAJOR INFRASTRUCTURE PROJECTS
Skander Ben Abdallah  ESG UQAM
Serghei Floricel  UNIVERSITÉ DU QUÉBEC À MONTRÉAL

1340  NAVIGATING COMPLEXITY TO BUILD RESILIENCE IN INTERNATIONAL DEVELOPMENT PROJECTS
Sanele Nhlabatsi  SKEMA BUSINESS SCHOOL
Lavagnon Ika  TELFER SCHOOL OF MANAGEMENT, UNIVERSITY OF OTTAWA, CANADA

Psychological Contract, Gratitude & Disengagement (09:00 - 10:30) - Trinity Business School - 2,025
Track: GT09_00 Organisational Behaviour General Track
Chair(s): Jenelle Morgan
Discussant(s): Maysam NOUR EDDIN

Paper Presentations:

1391  HOW AND WHEN WOULD WORKPLACE GRATITUDE INFLUENCE EMPLOYEE CHEATING BEHAVIOR?
Maysam NOUR EDDIN  TOULOUSE SCHOOL OF MANAGEMENT
Assâad El Akremi  UNIVERSITY OF TOULOUSE CAPITOLE, TSM RESEARCH (UMR CNRS 5303)
Track Sessions per day

**2114 MORAL DISENGAGEMENT IN THE WORKPLACE: AN INVESTIGATION INTO THE MEASUREMENT AND UTILITY OF DISCRETE DISENGAGEMENT TACTICS**

- Jenelle Morgan, DEPARTMENT OF PSYCHOLOGY, UNIVERSITY OF CALGARY
- Babatunde Ogunfowora, UNIVERSITY OF CALGARY
- Viet Quan Nguyen, HASKAYNE SCHOOL OF BUSINESS, UNIVERSITY OF CALGARY
- Joshua Bourdage, DEPARTMENT OF PSYCHOLOGY, UNIVERSITY OF CALGARY

**1141 EXAMINING THE IMPACT OF PSYCHOLOGICAL CONTRACT VIOLATION ON EMPLOYEES’ HELPING BEHAVIORS**

- Eric Asante, HONG KONG METROPOLITAN UNIVERSITY
- Michael Gyensare, EDITH COWAN UNIVERSITY
- Laila El Bouzidi, HONG KONG METROPOLITAN UNIVERSITY
- Evelyn Twumasi, UNIVERSITY OF EDUCATION

Responsible uses of data and analytics (09:00 - 10:30) - Arts Building - Classroom 3106

Track: T14_05 (Ir)responsible transformational technologies and the Future of work: dilemmas and mitigations

Chair(s): Marilena Diel

Paper Presentations:

**1414 EXAMINING JOB CHARACTERISTICS AND JOB QUALITY IN REMOTE WORK**

- Stefano Di Lauro, UNIVERSITAS MERCATORUM
- Aizhan Tursunbayeva, PARTHENOE UNIVERSITY OF NAPLES
- Gilda Antonelli, UNIVERSITY OF SANNIO
- Luigi Moschera, PARTHENOE UNIVERSITY OF NAPLES

**1195 FROM BUSINESS ANALYTICS TO HR ANALYTICS: DISCREPANCIES AND COLLISIONS**

- Jiarui Yin, UNIVERSITAT POLITECNICA DE CATALUNYA · BARCELONA TECH
- Vicenc Fernandez, UNIVERSITAT POLITÈCNICA DE CATALUNYA · BARCELONATECH

**2495 UNDERSTANDING TECHNOSTRESS IN ORGANIZATIONAL, MANAGERIAL AND INFORMATION SYSTEMS (IS) FIELDS THROUGH A SOCIAL NETWORK ANALYSIS**

- Raffaele Silvestre, UNIVERSITY OF NAPLES “PARTHENOE”
- Mauro Romanelli, PARTHENOE UNIVERSITY OF NAPLES

S01_07 - Platform and Post-Platform Economy: Debates on Actors, Business Models, Ecosystems, Paradigms and Trends (09:00 - 10:30) - Lloyd Building - Theatre 8

Track: GT01_00 Business for Society General Track

Paper Presentations:

**19 S01_07 - PLATFORM AND POST-PLATFORM ECONOMY: DEBATES ON ACTORS, BUSINESS MODELS, ECOSYSTEMS, PARADIGMS AND TRENDS**

- Djamchid Assadi, BSB-BURGUNDY SCHOOL OF BUSINESS, FRANCE,
- Jérôme MERIC, IAE-UNIVERSITY OF POITIERS
- Francesco Gangi, UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA, LUIGI VANVITELLI, DEPARTMENT OF ECONOMICS
- Galit Klein, ARIEL UNIVERSITY
- Bassem Nasri, PRINCE MOHAMMAD BIN FAHD UNIVERSITY
Track Sessions per day

S03_04 - Steward-ownership – A credible proof of purpose? (09:00 - 10:30) - Arts Building - Classroom 5039
Track: GT03_00 Entrepreneurship General Track
Paper Presentations:

33 S03_04 - STEWARD-OWNERSHIP – A CREDIBLE PROOF OF PURPOSE?
Malte Bau    OTTO VON GUERICKE UNIVERSITY
Matthias Raith   OTTO VON GUERICKE UNIVERSITY OF MAGDEBURG
Lucrezia Songini UNIVERSITY OF EASTERN PIEDMONT

S07_02 - Overshadowed yet key actors in multinational corporations: Host country nationals (09:00 - 10:30) - TBSI Building - B2.72
Track: GT07_00 International Management General Track
Paper Presentations:

37 S07_02 - OVERSHADOWED YET KEY ACTORS IN MULTINATIONAL CORPORATIONS: HOST COUNTRY NATIONALS
Snejina Michailova DEPARTMENT OF MANAGEMENT AND INTERNATIONAL BUSINESS,
Marian van Bakel UNIVERSITY OF SOUTHERN DENMARK
Charles Vance LOYOLA MARYMOUNT UNIVERSITY
Anthony Fee UNIVERSITY OF TECHNOLOGY SYDNEY

S09_01 - Disentangling neurotechnology applications at work: managerial issues and organizational dilemmas
(09:00 - 10:30) - Trinity Business School - R Maharry Theatre
Track: GT09_00 Organisational Behaviour General Track
Paper Presentations:

3 S09_01 - DISENTANGLING NEUROTECHNOLOGY APPLICATIONS AT WORK: MANAGERIAL ISSUES AND ORGANIZATIONAL DILEMMAS
Aizhan Tursunbayeva PARTHENOPE UNIVERSITY OF NAPLES
Letizia Alvino UNIVERSITY OF TWENTE
Gilda Antonelli UNIVERSITY OF SANNO
Luigi Pavone NEUROMED
Luigi Moschera PARTHENOPE UNIVERSITY OF NAPLES
Andy Dean TRUTHSAYERS

S11_01 - Mitigating Health Professional Shortage from a Management and Organizational Perspective – Transforming working conditions for Good. (09:00 - 10:30) - Lloyd Building - Theatre 4
Track: GT11_00 Public and Non-Profit Management General Track
Paper Presentations:

24 S11_01 - MITIGATING HEALTH PROFESSIONAL SHORTAGE FROM A MANAGEMENT AND ORGANIZATIONAL PERSPECTIVE –TRANSFORMING WORKING CONDITIONS FOR GOOD.
Florian Liberatore ZURICH UNIVERSITY FOR APPLIED SCIENCES
Zeynep Erden Özkol ZHAW SCHOOL OF MANAGEMENT AND LAW / VLERICK BUSINESS SCHOOL
Markus Latzke IMC UNIVERSITY OF APPLIED SCIENCES KREMS
Alfred Angerer ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES
Track Sessions per day

S13_03 - Searching for sustainable strategic solutions to grand challenges: An ecosystem-centric approach (09:00 - 10:30) - Hamilton Conference Centre - Joly Theatre

Track: GT13_00 Strategic Management General Track
Paper Presentations:
5 S13_03 - SEARCHING FOR SUSTAINABLE STRATEGIC SOLUTIONS TO GRAND CHALLENGES: AN ECOSYSTEM-CENTRIC APPROACH
Aylin Ates UNIVERSITY OF STRATHCLYDE BUSINESS SCHOOL
Torben Andersen COPENHAGEN BUSINESS SCHOOL
Steve Paton UNIVERSITY OF STRATHCLYDE
Harry Sminia

Social Innovation and Sustainability (09:00 - 10:30) - Hamilton Conference Centre - Lecture Theatre 2 (LTEE 2)

Track: ST13_09 Strategies for sustainable businesses
Chair(s): Mariano Mastrogiorgio
Paper Presentations:
1220 SOCIAL INNOVATION PATENTS: AN EXPLORATORY ANALYSIS
Mariano Mastrogiorgio IE BUSINESS SCHOOL

2189 CSR: THE KEY TO RESILIENCE AND PROFITABILITY. SUSTAINABLE ORIENTATION AS A STRATEGIC PARADIGM FOR TOURISM COMPANIES
Esther Poveda-Pareja UNIVERSITY OF ALICANTE
BARTOLOMÉ MARCO-LAJARA UNIVERSITY OF ALICANTE
Mercedes Úbeda-García UNIVERSITY OF ALICANTE
Encarnación Manresa-Marhuenda UNIVERSITY OF ALICANTE

2608 HOTEL’S ENVIRONMENTAL SUSTAINABILITY ORIENTATION AND GREEN CREATIVITY: THE ROLE OF GREEN DYNAMIC CAPABILITY AND GREEN AUTONOMY
Kwadwo Asante TOMAS BATA UNIVERSITY, ZLIN
Petr Novak TOMAS BATA UNIVERSITY IN ZLIN
Michael Kwarteng TOMAS BATA UNIVERSITY, ZLIN

Sport Governance issues and differences (09:00 - 10:30) - Arts Building - Classroom 3126
Track: T14_06 Sport Governance for Good
Chair(s): Thomas Könecke
Paper Presentations:
2024 CORPORATE GOVERNANCE IN THE SPORTS INDUSTRY: A SYSTEMATIC LITERATURE NETWORK ANALYSIS
DOMENICO CAMPA INTERNATIONAL UNIVERSITY OF MONACO
Patrizia Tettamanzi LIUC, CATTANEO UNIVERSITY- CASTELLANZA
Michael Murgolo LIUC - CATTANEO UNIVERSITY

2936 INFORMATION PROVIDERS VS RECEIVERS. WHAT FOOTBALL MANAGEMENT BODIES TELL YOU ABOUT THEIR ACHIEVEMENTS?
IGOR PERECHUDA JAGIELLONIAN UNIVERSITY / LUNEX UNIVERSITY
Track Sessions per day

ST01_02: SESSION 03 Sustainability, strategic management, performance measurement (09:00 - 10:30) - Arts Building - Swift Theatre
Track: ST01_02 Performance measurement and management for sustainability
Chair(s): Laura Mazzola
Discussant(s): SONIA QUARCHIONI

Paper Presentations:

1592 USE OF ARTIFICIAL INTELLIGENCE ON SUSTAINABLE PERFORMANCE THROUGH ORGANIZATIONAL AGILITY: MODERATING ROLE OF ENVIRONMENTAL DYNAMISM
Ali Khan
SCHOOL OF ECONOMICS AND MANAGEMENT, HUBEI ENGINEERING UNIVERSITY
Mohsin Soomro
DEPARTMENT OF CIVIL ENGINEERING, QUAID-E-AWAN UNIVERSITY OF ENGINEERING, SCIENCE & TECHNOLOGY, NAWABSHAH, PAKISTAN.
Ali Ahmad Bodla
NIJMEGEN SCHOOL OF MANAGEMENT, RADBOUD UNIVERSITY NIJMEGEN
Muhammad Ali
A: SEM, DONGGUAN UNIVERSITY OF TECHNOLOGY, CHINA. B: SOM, UNIVERSITY OF SCIENCE AND TECHNOLOGY OF CHINA, HEFEI, CHINA
Zhang Hui
SCHOOL OF ECONOMICS AND MANAGEMENT, HUBEI ENGINEERING UNIVERSITY
Naseer Abbas Khan
SCHOOL OF MANAGEMENT, HUAIYIN INSTITUTE OF TECHNOLOGY
Xiongfei Cao
SCHOOL OF MANAGEMENT HUBEI UNIVERSITY TECHNOLOGY

1780 STRATEGIZING INNOVATIVE AND SUSTAINABLE PROJECTS: THE ROLE OF ACCOUNTING PRACTICES
SONIA QUARCHIONI
UNIVERSITY OF PALERMO
Roberta Ciccola
DEPARTMENT OF MANAGEMENT, UNIVERSITÀ POLITECNICA DELLE MARCHE
Maria Chiucchi
UNIVERSITA' POLITECNICA DELLE MARCHE

2820 CORPORATE GOVERNANCE DISCLOSURE BY ITALIAN UNIVERSITIES: AN EMPIRICAL ANALYSIS OF THE DETERMINANTS
Nicola Raimo
UNIVERSITÀ LUM
Filippo Vitolla
LUM JEAN MONNET UNIVERSITY
Arcangelo Marrone
LUM JEAN MONNET UNIVERSITY

ST06-03 - DIGITAL INNOVATION and HEALTH CARE - 1/2 (09:00 - 10:30) - Arts Building - Room 4018
Track: ST06_03 Digital Innovation: Strategies, Competencies, Ecosystems, Theories, and Practice
Chair(s): Anna Bastone, Sylwia Sysko-Romańczuk

Paper Presentations:

2223 BIG DATA AND AI AND PHILOSOPHY OF QUALITY IN HEALTHCARE
Anna Zukowicka-Surma
HALMSTAD UNIVERSITY
Magnus Holmen
HALMSTAD UNIVERSITY
JEANETH JOHANSSON
HALMSTAD UNIVERSITY
Svante Andersson
HALMSTAD UNIVERSITY

2366 BUILDING TRUSTWORTHINESS FOR MYDATA DIGITAL HEALTHCARE ECOSYSTEM
Fan Wang
UNIVERSITY OF OULU
Julius Francis Gomes
UNIVERSITY OF OULU
Petri Ahokangas
UNIVERSITY OF OULU, FINLAND
Track Sessions per day

1548  ADOPTION OF ARTIFICIAL INTELLIGENCE IN HEALTHCARE INSTITUTIONS: A SYSTEMATIC LITERATURE REVIEW ON INFLUENCING FACTORS
Julia Roppelt  HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
Dominik Kanbach  HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
Sascha Kraus  FREE UNIVERSITY OF BOZEN-BOLZANO

ST06-03 - DIGITAL INNOVATION AND STRATEGIC DECISION MAKING (09:00 - 10:30) - Arts Building - Classroom 4012
Track: ST06_03 Digital Innovation: Strategies, Competencies, Ecosystems, Theories, and Practice
Chair(s): David W. Versailles
Paper Presentations:

2285  TOWARDS A DYNAMIC MODEL OF DIGITAL PROCESS, PRODUCT AND BUSINESS MODEL INNOVATION
Lars Bengtsson  LUND UNIVERSITY
Mirella Muhic  UMEÅ UNIVERSITY

1166  INVESTMENT APPRAISAL OF DIGITAL INVESTMENTS – AN EXPLORATORY ANALYSIS OF PROCEDURES, EVALUATION CRITERIA AND BARRIERS
Julian Kappl  PFORZHEIM UNIVERSITY
Patrick Kraus  PFORZHEIM UNIVERSITY
Dennis Schlegel  REUTLINGEN UNIVERSITY

2921  THEORIZING DIGITAL TRANSFORMATION: A PHYTOSOCIOLOGICAL APPROACH
Fabienne Berger-Remy  IAE PARIS - SORBONNE BUSINESS SCHOOL
Marie-Eve Laporte  IAE PARIS 1 PANTHÉON-SORBONNE (SORBONNE BUSINESS SCHOOL), LABORATOIRE GREGOR
ISABELLE AIME  IPAG BUSINESS SCHOOL

1636  DIGITAL ALIGNMENT AND STRATEGIC FLEXIBILITY IN SHAPING BUSINESS MODEL EFFICIENCY: EVIDENCE FROM SMES IN THE MANUFACTURING INDUSTRY
Andrea Ciacci  UNIVERSITY OF GENOA
Marco Balzano  CA’ FOSCARI UNIVERSITY OF VENICE
Giacomo Marzi  IMT SCHOOL FOR ADVANCED STUDIES LUCCA.

Survival and Success in the Innovation Ecosystem (09:00 - 10:30) - Trinity Business School - E McNabb Theatre
Track: T12_04 Historical, Evolutionary, and Philosophical Approaches To Business And Management Research
Chair(s): Johan Kask
Paper Presentations:

2009  REVISITING THE ‘LIABILITY OF NEWNESS’? A REVIEW ON HOW HOT-GROWTH START-UPS (HGSUS) OVERCOME IT
Federico Giannetti  UNIVERSITÀ DEGLI STUDI DI ROMA “TOR VERGATA”
Matteo Cristofaro  UNIVERSITY OF ROME TOR VERGATA
Gianpaolo Abatecola  UNIVERSITY OF ROME TOR VERGATA

2494  INDUSTRY EVOLUTION AS A GAME: SCHUMPETER’S THEORY ON INNOVATION MEETS GAME THEORY
FLORIAN MAURER  FH VORARLBERG

1404  LIFTING THE CURTAIN ON RULE PROLIFERATION MECHANICS
Julie Ricard  UNIVERSITÉ DU QUÉBEC À MONTRÉAL
Sustainability in family businesses: Entrepreneurship, drivers and activities (09:00 - 10:30) - Museum Building - M20
Track: T04_05 Behavior, Performance, and Sustainability in Family Firms
Chair(s): Mario Ossorio
Discussant(s): Nina Schweiger
Paper Presentations:

1899  **SUSTAINABLE ENTREPRENEURSHIP, COMMUNITY SUSTAINABILITY, AND COOPERATIVE-BASED FAMILY BUSINESSES**
Elias Hadjielias  CYPRUS UNIVERSITY OF TECHNOLOGY
Allan Discua Cruz  LANCaster UNIVERSITY MANAGEMENT SCHOOL

1397  **SUSTAINABILITY IN FAMILY FIRMS: THE DIFFERENCES BETWEEN FRONT-RUNNERS AND LAGGARDS IN SUSTAINABILITY DRIVERS, BARRIERS AND OWNERS' VALUES.**
Marta Berent-Braun  NYENRODE BUSINESS UNIVERSITY
Roberto Flören  NYENRODE BUSINESS UNIVERSITEIT

Sustainability, Stakeholders, and the Dark Side (09:00 - 10:30) - TBSI Building - B2.37
Track: ST10_02 Sustainability ‘by’ and ‘of’ the Project, Stakeholders, and the Dark Side
Chair(s): Julia Kroh
Discussant(s): Giacomo Dei, Yazan Alzoubi, Alfons Marrewijk
Paper Presentations:

1219  **ORGANIZING DEATH. THE JURIDICAL, ETHICAL AND PRACTICAL PROCESSES AFTER CONSTRUCTION FATALITIES**
Alfons Marrewijk  DELFT UNIVERSITY OF TECHNOLOGY

1651  **LET'S NOT IGNORE THE OBVIOUS: MODERN SLAVERY IN THE UK CONSTRUCTION SECTOR**
Yazan Alzoubi  UNIVERSITY OF LEEDS
Giorgio Locatelli  SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO
Tristano Sainati  UNIVERSITY OF LEEDS
Kris Moodley  UNIVERSITY OF LEEDS

1740  **WHAT'S IN CODES OF ETHICS OF PROJECT - BASED COMPANIES? A STUDY ON CONSTRUCTION COMPANIES AND CORRUPTION**
Giacomo Dei  POLITECNICO DI MILANO
Tristano Sainati  UNIVERSITY OF LEEDS
Armando Castro  UNIVERSITY COLLEGE LONDON
Giorgio Locatelli  SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO

Sustainable Development Goals and Environmental and Social Responsibility (09:00 - 10:30) - Arts Building - Ui Chadhain Theatre
Track: ST01_03 Finance and Economy for Society: Inclusion, Empowerment and Sustainability
Chair(s): Sharam Alijani
Discussant(s): Francesco Gangi
Paper Presentations:

1078  **INSTITUTIONAL INVESTORS AND SHAREHOLDER ENGAGEMENT: THE FONDS DESJARDINS**
Michel Coulmont  UNIVERSITY OF SHERBROOKE
Sylvie Berthelot  UNIVERSITY OF SHERBROOKE
**Track Sessions per day**

**1940 ADVOCATING FOR ETHICAL AND SUSTAINABLE FINANCE THROUGH THE SDGS**
Catherine Karyotis, NEOMA BUSINESS SCHOOL
Joseph Onochie, BARUCH COLLEGE

**2003 HOW CAN IMPACT INVESTMENT PROMOTE GENDER EQUALITY IN FINANCIAL INCLUSION? A CONCEPTUAL FRAMEWORK.**
Razak Alli, LANCASTER UNIVERSITY
Lola Dada, LANCASTER UNIVERSITY
Alfredo De Massis, LANCASTER UNIVERSITY

Team Effectiveness (09:00 - 10:30) - Trinity Business School - 4,035

**Track: ST09_02 Team Performance Management**
Chair(s): António Abrantes, Monika Maslikowska

**Paper Presentations:**

**2340 INFLUENCE OF TEAM COMPETENCIES ON TEAM PERFORMANCE - A SIMULATION-BASED STUDY**
Annabelle Beyer, RUHR-UNIVERSITÄT BOCHUM, INSTITUT FÜR ARBEITSWISSENSCHAFT
Saskia Hohagen, RUHR-UNIVERSITÄT BOCHUM
Valentin Langholf, RUHR-UNIVERSITY BOCHUM
Uta Wilkens, RUHR-UNIVERSITAET BOCHUM

**2376 INDIVIDUAL METACOGNITIVE ABILITY AND TEAM EFFECTIVENESS: AN EXPLORATION INTO BUILDING TEAMS**
Dr Shilpa Jain, GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY
Aarushi Singh, GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY
Dr Bhavna Bajaj, CHRIST UNIVERSITY

**2727 CAN MACHIAVELLIANISM BE GOOD? MODERATING ROLE OF TEAM EFFICACY**
Mit Chandresh Vachhrajani, INDIAN INSTITUTE OF MANAGEMENT INDORE
Sushanta Mishra, INDIAN INSTITUTE OF MANAGEMENT BANGALORE
Himanshu Rai, INDIAN INSTITUTE OF MANAGEMENT INDORE

The changing nature of firm ownership: Towards greater sustainability? (09:00 - 10:30) - Arts Building - Davis Theatre

**Track: ST01_01/ST02_01 Rethinking the Responsible Corporation: Bridging Management, Law & Governance (B4S & CoGo SIGs)**
Chair(s): Carine Girard-Guerraud

**Paper Presentations:**

**1563 FOUNDATION OWNERSHIP AND SUSTAINABILITY**
David Schroeder, COPENHAGEN BUSINESS SCHOOL
Steen Thomsen, CENTER FOR CORPORATE GOVERNANCE COPENHAGEN BUSINESS SCHOOL

**1669 THE OWNERS (OF THE FIRM OR THE SHARES) AND THE OBJECTIVE AND NATURE OF THE FIRM**
Silvia Cervi, UNIVERSITY OF ROME TOR VERGATA
Emiliano Di Carlo, UNIVERSITY OF ROME “TOR VERGATA”
Track Sessions per day

**1774** DOES BIG THREE OWNERSHIP AFFECT CORPORATE STRATEGIC PRIORITIES? EVIDENCE FROM THE UK AND SWEDEN

Jeroen Veldman  
Nyenrode Business University

Ulf Larsson Olaison  
Jönköping International Business School

Andreas Jansson  
Jönköping University, Jönköping International Business School

Universities (09:00 - 10:30) - Arts Building - Classroom 3131
Track: ST11_01 Accounting, Auditing and Sustainability in Public and Hybrid Organizations
Chair(s): Dorota Dobija
Paper Presentations:

**1216** ACCOUNTABILITY AND IMPROVEMENT FUNCTIONS OF ACCREDITATION SYSTEMS IN HIGHER EDUCATION: BETWEEN POTENTIAL BIASES AND REACTIVITY

giovanni barbato  
Università degli Studi di Milano

Corrado Nobili  
Università degli Studi di Milano

Matteo Turri  
Università degli Studi di Milano

**1504** THE SOCIAL AND ENVIRONMENTAL REPORTING IN THE HIGHER EDUCATION SYSTEM: ITS DETERMINANTS IN THE ITALIAN UNIVERSITIES

Danilo Boffa  
University of Teramo

Antonio Prencipe  
Università degli Studi di Teramo

Tiziana Di Cimbrini  
Università degli Studi di Teramo

**1644** CONCEPTUALIZATION OF UNIVERSITY SOCIAL RESPONSIBILITY: A STUDY OF HOW HYBRID ORGANIZATIONS MANAGE THE OBJECTIVE OF SUSTAINABLE DEVELOPMENT

Marie Stadge  
Essca School of Management

Virtual Loneliness in the New Working World (09:00 - 10:30) - Trinity Business School - 5,012
Track: T09_08 New ways of working and hybrid workplaces: organizing and managing for good in the new normal.
Chair(s): Claus Jacobs
Discussant(s): Anjali Bansal, Laura Urrila, Sudhanshu Maheshwari
Paper Presentations:

**2187** SMARTER WORKPLACES BUT NOT SO SMART OUTCOMES: FLEXIBILITY DURING COVID-19

Anjali Bansal  
Indian Institute of Management Lucknow

Nishant Uppal  
Indian Institute of Management - Lucknow

**2203** FEELING CONNECTED TO OTHERS? EXPERTS’ PERCEPTIONS OF NEW WAYS OF WORKING AND FULFILLMENT OF THEIR BASIC PSYCHOLOGICAL NEEDS

Laura Urrila  
University of Vaasa

Aija Sirriäinen  
University of Vaasa

Liisa Mäkelä  
University of Vaasa

Hilpi Kangas  
University of Vaasa

**2856** WORKPLACE LONELINESS IN HOME-BASED TELEWORK: A MODERATED MEDIATION MODEL OF SOCIAL DISCONNECTEDNESS, FAMILY SUPPORT, AND NEED TO BELONG

Sudhanshu Maheshwari  
Indian Institute of Management Ahmedabad

Ashneet Kaur  
Indian Institute of Management Ahmedabad
Track Sessions per day

WELLBEING (09:00 - 10:30) - Trinity Business School - 5,013
Track: T09_09 Sustainability at Work: HRM Practices and their Impact on Employees and Firm Outcomes
Chair(s): Jennifer Hynes
Paper Presentations:

1023  AN EXPLORATION OF PERCEIVED DRIVERS OF ENGAGEMENT AND DISENGAGEMENT IN WORKPLACE WELLBEING PROGRAMMES IN THE REPUBLIC OF IRELAND FROM A RESOURCE UTILISATION THEORY PERSPECTIVE.
   Jennifer Hynes  BERLIN INTERNATIONAL UNIVERSITY OF APPLIED SCIENCES
   Brian Crooke  WORKPLACE WELLBEING IRELAND & TANGENT, TRINITY’S IDEAS WORKSPACE

1110  CHANGING FOR GOOD WITH STRENGTH-BASED TRAINING - INSIGHTS FROM A QUALITATIVE STUDY
   Sonja Sackmann  UNIVERSITÄT BW MÜNCHEN & SCHOOL OF ECONOMICS & BUS. ADMIN., UNIVERSITY OF TARTU

2179  SUSTAINABLE HUMAN RESOURCE MANAGEMENT AND EMPLOYEE WELL-BEING: A MODERATED MEDIATION MODEL OF CAREER SUSTAINABILITY AND CAREER ADAPTABILITY
   Neelam Nakra  INDIAN INSTITUTE OF TECHNOLOGY TIRUPATI
   Vaneet Kashyap  INDIAN INSTITUTE OF TECHNOLOGY TIRUPATI

Women entrepreneurship and innovation (09:00 - 10:30) - Arts Building - Room 4097
Track: T03_13 Female entrepreneurship
Chair(s): Michela Mari
Discussant(s): Sahattaya Achtzehn
Paper Presentations:

1105  EXPLORING INNOVATIVE WOMEN ENTREPRENEURS IN ITALY
   Michela Mari  TOR VERGATA UNIVERSITY
   Sara Poggesi  TOR VERGATA UNIVERSITY
   Pinalba Schilleci  TOR VERGATA UNIVERSITY

1926  ADVANCING STEM WOMEN’S ENTREPRENEURSHIP: A GENDERED ANALYSIS OF THE POTENTIAL OF COMPETITIVE ENTERPRISE EDUCATION
   Sahattaya Achtzehn  NOTTINGHAM TRENT UNIVERSITY
   LORNA Treanor  UNIVERSITY OF NOTTINGHAM
   Kevin Amess  UNIVERSITY OF NOTTINGHAM

1419  SURVIVING THE WRATH OF WARS AND PATRIARCHY: A STUDY ON WOMEN ENTREPRENEURS IN CONFLICTED ZONES
   Naira Fayaz  AMITY UNIVERSITY UTTAR PRADESH
   Sujata Khandai  AMITY UNIVERSITY UTTAR PRADESH
   Ivan Zupic  GOLDSMITHS, UNIVERSITY OF LONDON
Intellectual property, digitalization and collaboration for sustainability (09:00 - 11:00) - Arts Building - Room 5086
Track: ST06_05 Innovation for Sustainability, Circularity and Green-tech
Chair(s): Klaus Fichter, Maryse Chappin
Discussant(s): Daniela Ortiz, Darius Lambrecht, Tahar-Lazhar AYED, Valentin Kiefner

Paper Presentations:

2464 MICRO-FOUNDATIONS OF A COLLABORATIVE SUSTAINABILITY-ORIENTED INNOVATION CAPABILITY
Daniela Ortiz       FHWIEN DER WKW
Martine Andraos     FHWIEN DER WKW
Katharina Salomon   FHWIEN DER WKW

2279 THE MEASUREMENT OF ECOLOGICAL INNOVATION: PATENTS AND TRADEMARKS AS AN INDICATOR FOR ECOLOGICAL INNOVATION
Jörn Block         Trier University
Marco Cucculelli    Università Politecnica delle Marche
Darius Lambrecht    Trier University
Damiano Meloni     Università Politecnica delle Marche
Tom Willeke        Trier University

2874 INTERNATIONAL DIVERSIFICATION, DIGITAL INNOVATION AND UN’S SUSTAINABLE DEVELOPMENT GOALS
Valentin Kiefner   WU Vienna University of Economics & Business
Can Tihanyi        University of Business and Economics

2960 THE MEDIATING ROLE OF INNOVATION AND CSR IN THE RELATIONSHIP DIGITALIZATION-PERFORMANCE: CASE OF FRENCH COMPANIES
Syrine BEN ROMDHANE Higher Institute of Management, University of Tunis
Khadija MNASRI     Université de Lorraine, France
Tahar-Lazhar AYED  HEKMA School of Business and Law, Dar El-HEKMA University, KSA and School of Commerce (ESCS), University of Sfax Tunisia
Tarek MEJRI        Université d’Evry, Paris Saclay

Coffee Break (10:30 - 11:00) - Coffee Break & Lunch Area
S12_01 - Big data and machine learning: A focus on online social networks (11:00 - 00:30) - Lloyd Building - Theatre 4
Track: GT12_00 Research Methods and Research Practice General Track

Paper Presentations:

13 S12_01 - BIG DATA AND MACHINE LEARNING: A FOCUS ON ONLINE SOCIAL NETWORKS
Panos Desyllas      University of Bath
Diego Ravenda      TBS Business School (Campus Barcelona)
Alessia Patuelli   Northumbria University
Mattia Martini     Department of Business and Law, University of Milan Bicocca
Henk Volberda      Amsterdam Business School
Ksenia Keplinger   Max Planck Institute for Intelligent Systems, Stuttgart
Track Sessions per day

2 Green management practices (11:00 - 12:30) - TBSI Building - B2.72
Track: T14_07 Sustainability and the Black Box of the Firm
Chair(s): Alejandro, Alejandro Agafonow, Agafonow
Paper Presentations:

1066 FROM PLAQUES TO ACTIONS: HOW EMPLOYEE GREEN BEHAVIORS CAN CONTRIBUTE TO THE SUBSTANTIVE IMPLEMENTATIONS OF VOLUNTARY SUSTAINABILITY STANDARDS
Dongdong Xiao
THE BARTLETT SCHOOL OF SUSTAINABLE CONSTRUCTION, UCL
Niamh Murtagh
UCL
Antoine Vernet
THE BARTLETT SCHOOL OF SUSTAINABLE CONSTRUCTION, UCL

1120 THE ROLE OF LEADERSHIP FOR A SUSTAINABLE INNOVATION STRATEGY
Sophie Bollinger
UNIVERSITY OF STRASBOURG
Marion Neukam
UNIVERSITÉ DE STRASBOURG
Claude Guittard
UNIVERSITY OF STRASBOURG

5 (11:00 - 12:30) - Arts Building - Classroom 3074
Track: T01_10 Transition to Circular Economy Business Model supported by innovation and Industry 4.0
Chair(s): Lucila de Souza Campos
Discussant(s): Lucila de Souza Campos
Paper Presentations:

2258 VEHICLE DISMANTLING: THE ROLE OF STAKEHOLDERS AND CIRCULAR ECONOMY BUSINESS MODELS IN VALUE CHAIN MANAGEMENT
Simone Sehnem
UNOESC AND UNISUL
Ivone Junges
UNISUL
Renato Johann
UNISUL
Franciele Zazycki
UNISUL
Tiago Silva
UNISUL
Alexandre Maganda
UNISUL
Patrícia Vega
UNISUL
Gabriel da Silva
UNISUL

2929 CIRCULAR ECONOMY AND ESG IN BRAZILIAN B CORPS: AN ANALYSIS LOOKING FROM THE PERSPECTIVE OF THE STAKEHOLDERS
Maiara Marcon
UNOESC
Tais Provensi
UNOESC
Simone Sehnem
UNOESC AND UNISUL
Adriane Queiroz
UFMS
Lucila de Souza Campos
UNIVERSIDADE FEDERAL DE SANTA CATARINA

1232 CREATING VALUE FOR STAKEHOLDERS: RESILIENCE AND PRODUCT AND SERVICE SYSTEM INFLUENCING BUSINESS MODELS FOR SUSTAINABILITY IN A TEXTILE MANUFACTURING
Dhieicane Araújo
FEDERAL UNIVERSITY OF CEARA
Mônica Abreu
FEDERAL UNIVERSITY OF CEARÁ
Silvia Maria Rebouças
INSTITUTO SUPERIOR MANUEL TEIXEIRA GOMES
1652  A CONCEPTUAL MODEL OF ARTIFICIAL INTELLIGENCE EFFECTS ON CIRCULAR ECONOMY ACTIONS.
Francesco Calza      UNIVERSITY OF NAPLES PARTHENOPE
Adele Parmentola      UNIVERSITY OF NAPLES
ilaria tutore       UNIVERSITY OF NAPLES PARTHENOPE

Accessibility as a matter of organizing (11:00 - 12:30) - Arts Building - Boardroom 2026
Track: T01_07 Re-Sourcing Management? Arts, Philosophy & Media as Sources of Organizational Knowledge
Chair(s): Luca Pareschi
Discussant(s): ANNA ANITA MOLLO

Paper Presentations:

1164  REMOVING BARRIERS FOR DISABLED PEOPLE IN SMALL BUSINESSES: COMPLIANCE WITH THE LAW OR SOLIDARITY?
Ilaria Faranda       SCUOLA SUPERIORE MERIDIONALE
Luca Pareschi       UNIVERSITÀ DI ROMA TOR VERGATA
Luigi Maria Sicca       UNIVERSITY OF NAPLES FEDERICO II

1726  THE ORGANIZATIONAL POWER OF SOUND: A MULTI-MODAL CONVERSATION ANALYSIS OF BLIND PEOPLE’S USE OF AUDIO TECHNOLOGIES
Domenico Napolitano       SCUOLA SUPERIORE MERIDIONALE, NAPLES, ITALY
Silvio Ripetta       SCUOLA SUPERIORE MERIDIONALE
Luigi Maria Sicca       UNIVERSITY OF NAPLES FEDERICO II

2184  AN OVERVIEW OF DISABILITY AND ADAPTIVE E-LEARNING SYSTEMS IN ITALIAN UNIVERSITIES
Teresa Anna Rita Gentile       UNIVERSITY OF SALERNO
paola adinolfi       UNIVERSITY OF SALERNO
Davide Bizjak       UNIVERSITY OF NAPLES FEDERICO II
Gabriella Piscopo       UNIVERSITY OF SALERNO
Lorenzo Fattori       SCUOLA SUPERIORE MERIDIONALE

AI & ML as research tools (11:00 - 12:30) - Trinity Business School - 2,031
Track: GT12_00 Research Methods and Research Practice General Track
Chair(s): Viktor Dörfler

Paper Presentations:

2398  AN EXPLORATORY STUDY OF GERMAN HIGHER EDUCATION INSTITUTIONS TRANSFER ACTIVITIES: NEW MEASUREMENTS BASED ON WEB MINING
Michelle Schmitt       UNIVERSITY OF SIEGEN
Christian Schröder       UNIVERSITÄT SIEGEN
Günter Beck       UNIVERSITÄT SIEGEN
Arndt Werner       UNIVERSITY SIEGEN

2898  LATENT SEMANTIC ANALYSIS - BASED METHOD FOR QUALITATIVE RESEARCH IN ORGANIZATIONAL STUDIES
Karolina Łudzińska       UNIVERSITY OF WARSAW

1656  AUTOMATIC LEADERSHIP HUBRIS PREVENTION TOOL: USING MACHINE LEARNING TO IDENTIFY HUBRIS FROM TWEETS
Vita Akstinaite       ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS
Andrew Hill       UNIVERSITY OF SURREY
2167 THE IMPACT OF WRITTEN WORDS. A NEW METHODOLOGY FOR ASSESSING THE IMPACT OF CULTURAL INITIATIVES ON SUBJECTIVE WELLBEING.
Cecilia Mereghetti POLITECNICO DI TORINO
Sara Bonini Baraldi UNIVERSITY OF TURIN

Breaking Boundaries and Challenging Biases: Strategies for Inclusion in the Workplace (11:00 - 12:30) - Arts Building - Classroom 5052
Track: GT05_00 Gender, Race and Diversity in Organisations General Track
Chair(s): Faiza Ali
Discussant(s): Amanda Siegrist

Paper Presentations:

2476 BREAKING A MINDLESS HABIT: EVIDENCE FROM AN EXPERIENCE SAMPLING STUDY ABOUT THE EFFECTIVENESS OF A MINDFULNESS INTERVENTION AGAINST GENDER BIAS
Nadja Born TECHNICAL UNIVERSITY MUNICH, HARVARD KENNEDY SCHOOL
Theresa Treffers TECHNICAL UNIVERSITY MUNICH

2853 BOUNDARY WORK IN RESPONSE TO STIGMATIZED LOW-STATUS: THE CONSTRUCTION OF A ROLE.
Alexandre SALVATORI INSTITUT DE RECHERCHE EN GESTION / UPEC
francois grima UNIVERSITY OF PARIS CRÊTEIL
Sarah Richard EM STRASBOURG BUSINESS SCHOOL

2899 MOTIVATING EMPLOYEES WITH AND WITHOUT DISABILITIES
Anna Brzosko KOZMINSKI UNIVERSITY
Ilona Hunek KOZMINSKI UNIVERSITY

Business Model IV (11:00 - 12:30) - Arts Building - Room 4018
Track: ST03_01/ST06_01/ST13_01 Business Model - Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM)
Chair(s): Kurt Matzler

Paper Presentations:

1273 UNCOVERING DETERMINANTS OF SHARING-BASED BUSINESS MODELS: QUALITATIVE-EMPIRICAL INSIGHTS
Sven M. Laudien MEDIA AKADEMIE - HOCHSCHULE STUTTGART (MAHS)
José Manuel Guaita Martínez UNIVERSITAT POLITÉCNICA DE VALÈNCIA; FACULTAD DE ADMINISTRACIÓN Y DIRECCIÓN DE EMPRESAS
José María Martín Martín UNIVERSITY OF GRANADA; FACULTAD DE CIENCIAS ECONÓMICAS Y EMPRESARIALES

1054 BENEFICIALLY DISRUPTIVE! MAVERICKS CAN HELP TRANSFORM YOUR BUSINESS FOR GOOD
Ree Jordan THE UNIVERSITY OF QUEENSLAND BUSINESS SCHOOL
Terrance Fitzsimmons UNIVERSITY OF QUEENSLAND BUSINESS SCHOOL
Victor Callan UNIVERSITY OF QUEENSLAND BUSINESS SCHOOL

1616 HOW INTERNAL CORPORATE VENTURE FILTER INTO THE ORGANIZATION: THE ROLE OF THE ORGANIZATIONAL CONTEXT.
Remi Le Goff MONTPELLIER BUSINESS SCHOOL
Sophie Mignon UNIVERSITÉ DE MONTPELLIER - MRM
Marc Robert MONTPELLIER BUSINESS SCHOOL
Philippe Giuliani MONTPELLIER BUSINESS SCHOOL
Track Sessions per day

Business Transformation (11:00 - 12:30) - TBSI Building - B2.73
Track: T14_08 Sustainability transitions, flows and entrepreneurial alterity in global urban contexts
Chair(s): Tobias Stern
Discussant(s): Tobias Stern
Paper Presentations:

1366 FRAMING THE LIMITS TO GROWTH: EXAMINING ENTREPRENEURIAL PARADIGMS IN THE SUSTAINABLE FASHION INDUSTRY
Tobias Stern       UNIVERSITY OF GRAZ
Michael Kriechbaum       UNIVERSITY OF GRAZ
Lena Kramer       UNIVERSITÄT GRAZ

2149 YOUTH ENTREPRENEURIAL EMPOWERMENT TO TRANSFORM BUSINESS AND COMMUNITIES FOR GOOD
Dante Di Gregorio       CALIFORNIA STATE UNIVERSITY MONTEREY BAY
Joel Ryman       CALIFORNIA STATE UNIVERSITY - MONTEREY BAY
Karla Corres Luna       UNIVERSITY OF MASSACHUSETTS BOSTON

1486 STRUGGLING TOWARDS SUSTAINABILITY: PRODUCTIVITY PARADOXES AND INSTITUTIONAL WAYFINDING PRACTICES IN AN EARLY-STAGE SOCIO-TECHNICAL ENERGY TRANSITION
Nicola Barron       QUEENS UNIVERSITY BELFAST
Mark Palmer       QUEEN’S UNIVERSITY BUSINESS SCHOOL
Joseph Ireland       QUEEN’S UNIVERSITY BELFAST
Zhang Min       QUEEN’S UNIVERSITY BELFAST
Ulrich Ofterdinger       QUEEN’S UNIVERSITY BELFAST

Career Shocks, Administrative Turnover, Staffing Patterns, and Financial Performance in the Long-Term Care Sector (11:00 - 12:30) - Arts Building - Room S051
Track: ST11_02 Healthcare Management Research
Chair(s): Nina Fuereder
Discussant(s): Steven Szydlowski
Paper Presentations:

1823 COVID -19 AS A CAREER SHOCK IN NURSING – KEY ISSUES IN THE CONTEXT OF LONG TERM CARE
Markus Latzke       IMC UNIVERSITY OF APPLIED SCIENCES KREMS
Alexander Braun       IMC UNIVERSITY OF APPLIED SCIENCES KREMS
Manfred Pferzinger       IMC UNIVERSITY OF APPLIED SCIENCES KREMS
Adelheid Schönthaler       IMC UNIVERSITY OF APPLIED SCIENCES KREMS

2235 ADMINISTRATOR TURNOVER AND FINANCIAL PERFORMANCE: THE CASE OF US NURSING HOMES
Robert Weech-Maldonado       UNIVERSITY OF ALABAMA AT BIRMINGHAM
Akbar Ghiasi       ASSISTANT PROFESSOR OF HEALTH ADMINISTRATION HEB SCHOOL OF BUSINESS & ADMINISTRATION UNIVERSITY OF THE INCARNATE WORD
Rohit Pradhan       TEXAS STATE UNIVERSITY
Gregory Orewa       UNIVERSITY OF TEXAS SAN ANTONIO
Track Sessions per day

2302 PATIENT DRIVEN PAYMENT MODEL: ASSESSMENT OF NURSING HOME STAFFING PATTERNS AND FINANCIAL PERFORMANCE IN THE US.
Gregory Orewa UNIVERSITY OF TEXAS SAN ANTONIO
Robert Weech-Maldonado UNIVERSITY OF ALABAMA AT BIRMINGHAM
David Becker UNIVERSITY OF ALABAMA AT BIRMINGHAM
Sue Feldman UNIVERSITY OF ALABAMA AT BIRMINGHAM
Ganisher Davlyatov UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER
Justin Lord LOUISIANA STATE UNIVERSITY AT SHREVEPORT

CENA - ECOSYSTEMS (11:00 - 12:30) - Hamilton Conference Centre - Joly Theatre
Track: ST13_03 CENA Coopetition, Ecosystems, Networks and Alliances
Chair(s): Isabel Estrada
Discussant(s): Martin Pit
Paper Presentations:

1657 HOW TO LEVERAGE BOTTLENECKS TO ACHIEVE A COMPETITIVE ADVANTAGE IN INNOVATION ECOSYSTEMS: A CONFIGURATIONAL APPROACH
Thomas Draschbacher GRAZ UNIVERSITY OF TECHNOLOGY
Thomas Bohnstingl GRAZ UNIVERSITY OF TECHNOLOGY

2345 FROM ORCHESTRATION TO ENSEMBLE: DISENTANGLING ECOSYSTEM MANAGEMENT THROUGH A SYSTEMATIC LITERATURE REVIEW
Anaïs Garin UNIVERSITÉ PARIS EST CRÉTEIL, IRG
Mathias Béjean
Stefan Meisiek UNIVERSITY OF SYDNEY BUSINESS SCHOOL

2545 INNOVATION ECOSYSTEM AND MULTIPLE COLLABORATIONS FOR GREEN INNOVATION
Charlotte Chappert UNIVERSITY OF MONTPELLIER
Anne-Sophie Fernandez UNIVERSITY OF MONTPELLIER
Dante I. Leyva-de La Hiz CUNEF UNIVERSIDAD

Challenges for women entrepreneurship (11:00 - 12:30) - Arts Building - Room 4097
Track: T03_13 Female entrepreneurship
Chair(s): Michela Mari
Discussant(s): Deepica Sachdeva, Steve Nolan
Paper Presentations:

1443 THE FEMALE IMMIGRANT ENTREPRENEUR: A SEMINAL APPROACH TO PAVE A SUCCESSFUL PATH TO BE AN ENTREPRENEUR IN GERMANY
Deepica Sachdeva HOCHSCHULE FULDA
Joanna Ozga FULDA UNIVERSITY OF APPLIED SCIENCES

1452 ENTREPRENEURS’ SOCIAL ENGAGEMENT IN TIMES OF CRISIS: THE DIFFERENCE BETWEEN MEN AND WOMEN ENTREPRENEURS.
Moustafa Haj Youssef LIVERPOOL JOHN MOORES UNIVERSITY / LIVERPOOL BUSINESS SCHOOL
Hiba Hussein LIVERPOOL JOHN MOORES UNIVERSITY
Steve Nolan LIVERPOOL JOHN MOORES UNIVERSITY
Track Sessions per day

Challenging Gendered Constraints in the Workplace: Perspectives from Non-Binary Individuals and Organizational Cultures (11:00 - 12:30) - Arts Building - Classroom 5012
Track: ST05_01 Women & Gender in Work, Organisation & Beyond
Chair(s): Ilona Hunek
Discussant(s): Henriett Primecz
Paper Presentations:

1835 TRAPPED IN CISNORMATIVE AND BINARIST GENDERED CONSTRAINTS AT WORK? HOW HR MANAGERS REACT TO AND MANAGE GENDER TRANSITIONS OVER TIME
Sophie Hennekam
AUDENCIA BUSINESS SCHOOL
Thomas Köllen
IOP, UNIVERSITÄT BERN

2652 THE ORGANIZATIONAL AND CULTURAL BOUNDARIES OF GENDER HOMOPHILY IN MICROFINANCE
ronny manos
COLLEGE OF MANAGEMENT ACADEMIC STUDIES
Amir Shoham
TEMPLE UNIVERSITY
Israel Drori
THE VU
Estefanía Santacreu-Vasut
ESSEC BUSINESS SCHOOL & THEMA

1386 ORGANIZATIONAL CULTURE AND EMPLOYEE ANXIETY: EXPLORING GENDER DIFFERENCES AND MITIGATING ORGANIZATIONAL SUPPORTS ACROSS ORGANIZATIONAL CULTURES
Jon Gruda
MAYNOOTH UNIVERSITY
Marian Crowley-Henry
MAYNOOTH UNIVERSITY, SCHOOL OF BUSINESS
Adegboyega Ojo
CARLETON UNIVERSITY SCHOOL OF PUBLIC POLICY & ADMINISTRATION

Chat GPT-3 and Machine Learning (11:00 - 12:30) - Museum Building - M4
Track: T09_06 Big Data, Data Analytics and Platform Workers
Chair(s): Rafailia-Foteini Chousmekeridou
Discussant(s): Annilee Game
Paper Presentations:

2457 EXPLORATORY INSIGHTS ON THE DIGITAL FUTURE OF CHANGE MANAGEMENT BASED ON HUMAN EXPERTS AND CHAT GPT-3
Saskia Hasreiter
LUDWIG-MAXIMILIANS-UNIVERSITÄT MÜNCHEN
Rouven Kanitz
ROTTERDAM SCHOOL OF MANAGEMENT, ERASMUS UNIVERSITY

2408 IT DEPENDS ON THE CEO: EXAMINING CEO ATTACHMENT AND EMPLOYEE RETENTION USING MACHINE LEARNING
Annilee Game
UNIVERSITY OF EAST ANGLIA
Jon Gruda
MAYNOOTH UNIVERSITY
Aoife Kavanagh
MAYNOOTH UNIVERSITY
Dimitra Karanatsiou
ARISTOTLE UNIVERSITY OF THESSALONIKI
Athena Vakali
ARISTOTLE UNIVERSITY OF THESSALONIKI
Track Sessions per day

Climate of diversity and inclusion in the workplace (11:00 - 12:30) - Arts Building - Classroom 5025
Track: T05_06 Role of Diversity, Equality and Inclusion in Careers and Leadership
Chair(s): Sumita Datta, Snehal Shah
Discussant(s): Beverly Metcalfe
Paper Presentations:

1063 ANTICIPATED CHILLY ORGANISATIONAL CLIMATE FOR WOMEN: SCALE DEVELOPMENT AND VALIDATION
Petya Puncheva-Michelotti  RENNES SCHOOL OF BUSINESS
Sarah Hudson  RENNES SCHOOL OF BUSINESS
Sophie Hennekam  AUDENCIA BUSINESS SCHOOL

1460 EXPLORING A THREE-DIMENSIONAL MODEL OF INCLUSION FOR ENHANCING GENDER DIVERSITY IN ORGANIZATIONS
Snehal Shah  SPJIMR, MUMBAI

1969 A NEW INTEGRATIVE MODEL OF DEI POLICIES’ IMPACT: THE KEY ROLE OF DEI CLIMATE
Julia Oberlin  SOLVAY BRUSSELS SCHOOL OF ECONOMICS AND MANAGEMENT
Claudia Toma  UNIVERSITÉ LIBRE DE BRUXELLES

Cognition, affection and imagination in entrepreneurial behaviour (11:00 - 12:30) - Arts Building - Classroom 3081
Track: ST03_03 Entrepreneurial Decision Making and Behaviour
Chair(s): Andrea Caputo, Sara Sassetti
Discussant(s): Laetitia Gabay-Mariani, Leonie Baldacchino
Paper Presentations:

2731 THE EFFECTS OF ENTREPRENEURS’ DARK AND LIGHT TRAITS ON THEIR COPING STRATEGIES AND PSYCHOLOGICAL WELL-BEING
Leonie Baldacchino  THE EDWARD DE BONO INSTITUTE, UNIVERSITY OF MALTA

1600 ENTREPRENEURS’ USE OF IMAGINATION IN PIVOT DECISIONS: TOWARDS A CONCEPTUAL MODEL
Laetitia Gabay-Mariani  ESSCA - MANAGEMENT SCHOOL
Alejandra Flechas  UNIVERSITY OF SAO PAULO
Tali Blank  HADASSAH ACADEMIC COLLEGE
Alexander Kier  WASHINGTON STATE UNIVERSITY

1743 SUBJECTIVE TASK COMPLEXITY AND MANAGERIAL COGNITION: THE ROLE OF COGNITIVE INTEGRATION AND COGNITIVE LOAD FOR INFORMATION PROCESSING
Philip Mundlos  UNIVERSITY OF MARBURG

2042 THE ROLE OF ENTREPRENEURS’ AFFECT IN THEIR OPPORTUNITY ASSESSMENT: ACCURACY OR OVERCONFIDENCE
Celia Díaz-Portugal  UNIVERSIDAD DE BURGOS
Juan Bautista Delgado-Garcia  UNIVERSITY OF BURGOS
Virginia Blanco-Mazagatos  UNIVERSIDAD DE BURGOS
Track Sessions per day

Competitive Dynamics (11:00 - 12:30) - Hamilton Conference Centre - Lecture Theatre 1 (LTEE 1) - B Room
Track: T07_04 International Competitiveness
Paper Presentations:

1278 GLOBAL VALUE CHAINS IN THE COLOMBIA COCOA INDUSTRY: A QUALITATIVE STUDY
Mauricio Sabogal-Salamanca UNIVERSITY JAUME I
Javier Ordoñez-Monfort UNIVERSIDAD JAUME I
Lorena Piñeiro-Cortes UNIVERSIDAD EAN
Fabiola Rey-Sarmiento UNIVERSIDAD EAN

1847 COMPETITIVENESS OF NATIONS: DEMOGRAPHY AND GEOGRAPHY OF MULTINATIONAL ENTERPRISES
Patrik Vanek MENDEL UNIVERSITY IN BRNO
Eleanor Doyle UCC - UNIVERSITY COLLEGE CORK

Culture, creative work, and participation (11:00 - 12:30) - Arts Building - Room 3124
Track: T11_04 Management and digitalization of public and cultural institutions
Chair(s): YESIM TONGA URIARTE
Paper Presentations:

1808 CULTURAL MAPPING 4.0: STRENGTHENING THE CULTURAL IDENTITY OF THE LAKE CONSTANCE REGION VIA PARTICIPATORY MAPPING AND STORY MAPS
Leuschen Lara ZURICH UNIVERSITY OF APPLIED SCIENCES (ZHAW), SCHOOL OF MANAGEMENT & LAW, CENTER FOR CULTURAL MANAGEMENT
Patrick Laube ZURICH UNIVERSITY OF APPLIED SCIENCES

1815 INSTITUTIONALIZING COMICS. AN ANALYSIS OF THE COMICS MUSEUMS IN ITALY
francesca leonardi IMT SCHOOL OF ADVANCED STUDIES OF LUCCA
Francesca Fino MT SCHOOL FOR ADVANCED STUDIES LUCCA
YESIM TONGA URIARTE IMT SCHOOL FOR ADVANCED STUDIES LUCCA
Maria Luisa Catoni IMT LUCCA

2030 CHALLENGES OF CREATIVE WORK: PARTICIPATION OF COMICS CREATORS IN PROFESSIONAL ASSOCIATIONS IN ITALY
YESIM TONGA URIARTE IMT SCHOOL FOR ADVANCED STUDIES LUCCA
Francesca Fino IMT SCHOOL FOR ADVANCED STUDIES LUCCA
francesca leonardi IMT SCHOOL OF ADVANCED STUDIES OF LUCCA
Maya Quaianni IMT SCHOOL FOR ADVANCED STUDIES LUCCA
Maria Luisa Catoni IMT LUCCA

Digital dynamic capabilities (11:00 - 12:30) - Hamilton Conference Centre - Maxwell Theatre
Track: ST13_05 Microfoundations of Strategy: Dynamic Capabilities and Knowledge Mechanisms
Chair(s): Anisha Varughese
Paper Presentations:

2466 CAPABILITIES EMERGENCE IN BLOCKCHAIN-DRIVEN START-UPS AND THE ROLE OF TECHNOLOGY FOR BUSINESS INNOVATIONS.
Viktoria Semenova CORVINUS UNIVERSITY OF BUDAPEST
Szabolcs Sebrek CORVINUS UNIVERSITY OF BUDAPEST

2686 ROADBLOCKS FOR DIGITAL TRANSFORMATION: INSIGHTS FROM THE GERMAN, SWISS, AND AUSTRIAN MACHINING AND ENGINEERING INDUSTRY
Bastian Widenmayer BERN UNIVERSITY OF APPLIED SCIENCES
Track Sessions per day

1401 IMPACT OF NON-DIGITAL HERITAGE ON THE DEVELOPMENT OF DIGITAL DYNAMIC CAPABILITIES FOR DIGITAL TRANSFORMATION
Anisha Varughese  LANCASTER UNIVERSITY
Andreas Strobl  LANCASTER UNIVERSITY
Tatiana Dia  LANCASTER UNIVERSITY

Digitalization (11:00 - 12:30) - Arts Building - Classroom 3069
Track: GT03_00 Entrepreneurship General Track
Chair(s): Galit Klein
Discussant(s): Anna Akhmedova
Paper Presentations:

1156 STUDENTS’ ENTREPRENEURIAL ORIENTATION IN ITALY: DO DIGITAL AND CODING SKILLS MATTER?
Giuliano Sansone  UNIVERSITY COLLEGE DUBLIN
Antonio Ghezzi  POLITECNICO DI MILANO
Paolo Landoni  POLITECNICO DI TORINO
Andrea Rangone  POLITECNICO DI MILANO

1741 DIGITAL STUDENT ENTREPRENEURSHIP: A SYSTEMATIC LITERATURE REVIEW
Mariacarmela Passarelli  UNIVERSITY OF CALABRIA
Giuseppe Bongiorno  MANAGEMENT AND LAW DEPARTMENT
Alfio Cariola  UNIVERSITY OF CALABRIA, ARCAVACATA
Piero Valentini  UNIVERSITÀ DELLA CALABRIA

2857 TOWARDS A COMPREHENSIVE REVIEW OF DIGITAL HEALTH ENTREPRENEURSHIP
Sascha Weimar  KARLSRUHE INSTITUTE OF TECHNOLOGY
Rahel Martjan  KARLSRUHE INSTITUTE OF TECHNOLOGY
Orestis Terzidis  ENTECHNON, KARLSRUHER INSTITUT FÜR TECHNOLOGIE (KIT)

EMPLOYEE VOICE (11:00 - 12:30) - Trinity Business School - 3,034
Track: ST09_01 Human Resource Management
Chair(s): Joanna Szulc
Paper Presentations:

1192 THE INFLUENCE OF VOICE QUALITY, VOICE CONTENT, AND MANAGERS’ MOOD ON THEIR EVALUATIONS OF VOICE – AN EXPERIMENTAL INVESTIGATION
Robin Stumpf  HEINRICH-HEINE-UNIVERSITY

1796 FINDING ‘VOICE’ IN TIMES OF CRISIS: AN ANALYSIS OF HR PRACTICES THAT FOSTER EMPLOYEE ENGAGEMENT IN THE BANKING SECTOR
Almina Bešić  JOHANNES KEPLER UNIVERSITY LINZ
Christian Hirt  SENIOR LECTURER
Zijada Rahimic  UNIVERSITY OF SARAJEVO

2747 COLLECTIVE VOICE AND PRODUCT INNOVATION: THE ROLE OF COMPENSATION
Meysam Salimi  IÉSEG SCHOOL OF MANAGEMENT
Felipe Guzman  IÉSEG SCHOOL OF MANAGEMENT
Track Sessions per day

Entrepreneurial finance: the role of personality traits (11:00 - 12:30) - Arts Building - Classroom 4047
Track: ST03_04 Entrepreneurial Finance
Chair(s): stanislas quelin
Discussant(s): Scarlett Koster, Konrad Schmidt, Linghui Tang
Paper Presentations:

1604 THE RELATIONSHIP BETWEEN BUSINESS ANGELS’ PSYCHOLOGICAL ATTRIBUTES AND INVESTMENT SUCCESS: AN EMPIRICAL INVESTIGATION USING TWITTER DATA
Angela Altmeyer UNIVERSITY OF LUXEMBOURG
Christian Fisch SNT – INTERDISCIPLINARY CENTRE FOR SECURITY, RELIABILITY AND TRUST, UNIVERSITY OF LUXEMBOURG

2323 INVESTOR TESTOSTERONE, MASCULINE BEHAVIORS AND VENTURE PERFORMANCE: A BIOLOGICAL PERSPECTIVE ON VENTURE CAPITAL
Konrad Schmidt RWTH AACHEN
Sebastian Kruse RWTH AACHEN UNIVERSITY

2471 GIVING NEUROTIC ENTREPRENEURS MONEY TO SAVE THE WORLD? AN ANALYSIS OF U.S. EQUITY CROWDFUNDING PROJECTS
Scarlett Koster HEINRICH HEINE UNIVERSITY OF DÜSSELDORF
Andrew Isaak HEINRICH HEINE UNIVERSITY DUESSELDORF

Entrepreneurial management (11:00 - 12:30) - Arts Building - Classroom 3070
Track: ST03_02 Entrepreneurial Processes
Chair(s): Nataliya Galan
Discussant(s): Ekaterina Bjornali, Gisa Todt, Truls Erikson
Paper Presentations:

1672 THE ADOPTION OF MANAGERIAL CONTROL SYSTEMS AND HUMAN RESOURCE MANAGEMENT SYSTEMS IN SMALL AND MEDIUM FAMILY FIRMS: EVIDENCE FROM ITALIAN FAMILY SMES
Damiano Petrolo UNIVERSITY OF EASTERN PIEDMONT
Giulia Flamini ROME TOR VERGATA UNIVERSITY
Luca Gnan TOR VERGATA UNIVERSITY
Lucrezia Songini UNIVERSITY OF EASTERN PIEDMONT
Chiara Morelli UNIVERSITY OF EASTERN PIEDMONT

1816 HOW DOES MANAGER EDUCATION AFFECT PRODUCTIVITY OF INFORMAL ENTERPRISES? THE MEDIATING ROLE OF MANAGEMENT PRACTICE AND EMPLOYEES’ SKILLS
Dawit Assefa NEOMA BUSINESS SCHOOL
Ching Liao CUNEF UNIVERSITY
Bisrat Misganaw NEOMA BUSINESS SCHOOL

2523 ORIGINS OF MANAGEMENT CONTROL IN START-UPS- A LITERATURE-BASED FRAMEWORK
ishwinder singh bawa GOOGLE
Monica Santos CRANFIELD UNIVERSITY
Michael Bourne CRANFIELD UNIVERSITY
Track Sessions per day

Evolutionary and behavioral perspectives to navigate complexity in contemporary organizations (11:00 - 12:30) - Trinity Business School - 2,025

Track: T12_04 Historical, Evolutionary, and Philosophical Approaches To Business And Management Research
Chair(s): Michael Schlaile

Paper Presentations:

1108 HUMAN RESOURCE MANAGEMENT AS A COEVOLUTION OF TENSIONS
Dermot Breslin
RENNES BUSINESS SCHOOL

1643 QUO VADIS, BEHAVIORAL STRATEGY? A CONCEPTUAL FRAMEWORK, REVIEW, AND RESEARCH AGENDA
Matteo Cristofaro
UNIVERSITY OF ROME TOR VERGATA
Mie-Sophia Augier
NAVAL POSTGRADUATE SCHOOL
Dan Lovallo
UNIVERSITY OF SYDNEY
Gianpaolo Abatecola
UNIVERSITY OF ROME TOR VERGATA
Luna Leoni
TOR VERGATA UNIVERSITY OF ROME

1998 HOW ORGANIZATIONAL ROUTINES EVOLVE: IDENTITY AND STABILITY BY ACTION
Petter Braathen
CREDS, INLAND NORWAY UNIVERSITY OF APPLIED SCIENCES
Johan Kask
CREDS, INLAND NORWAY UNIVERSITY OF APPLIED SCIENCES

Family businesses and their context (11:00 - 12:30) - Museum Building - M17 - B Room
Track: GT04_00 Family Business Research General Track
Chair(s): Michael Christofi
Discussant(s): Liliana Dinis

Paper Presentations:

1437 FAMILY FIRMS, HIDDEN CHAMPIONS AND REGIONAL DEVELOPMENT
Lech Suwala
TECHNICAL UNIVERSITY OF BERLIN
Jan-Philipp Ahrens
UNIVERSITY OF MANNHEIM
Rodrigo Basco
AMERICAN UNIVERSITY OF SHARJAH

1755 PART OF A WHOLE: UNRAVELLING FAMILY FIRMS’ LOCAL EMBEDDEDNESS
Adrian Stutz
UNIVERSITY OF BERN
Debora Read
UNIVERSITY OF BERN
Sabrina Schell
UNIVERSITY OF APPLIED SCIENCES BERNE
Andreas Hack
UNIVERSITY OF BERN

2301 CONTEXTUALIZING FAMILY FIRMS’ PRODUCTIVITY: THE ROLE OF LOCAL INSTITUTIONS
Valentina Pieroni
UNIVERSITY OF BOLOGNA
Stefano Amato
IMT SCHOOL FOR ADVANCED STUDIES LUCCA
Rodrigo Basco
AMERICAN UNIVERSITY OF SHARJAH
Nicola Lattanzi
IMT SCHOOL FOR ADVANCED STUDIES LUCCA

2769 FINANCIAL STRENGTH AND OPTIMIZATION OF FINANCIAL AID DURING CRISIS PERIODS: DOES ‘FAMILINESS’ MATTER?
Jorge Villagrana
EDEM BUSINESS SCHOOL
Alejandro Escribá Esteve
DEPARTMENT OF MANAGEMENT, UNIVERSITY OF VALENCIA, SPAIN
Colin Donaldson
EDEM BUSINESS SCHOOL
Track Sessions per day

Family businesses resources and behaviors (11:00 - 12:30) - Museum Building - M20
Track: ST04_01 Strategy, Innovation, and Digitalization in Family Firms
Chair(s): Vanessa Diaz Moriana
Discussant(s): Eva Dötschel

Paper Presentations:

1681 HOW INSTITUTIONAL LOGICS SHAPES THE ENTREPRENEURIAL PROCESS
Rodrigo Basco       AMERICAN UNIVERSITY OF SHARJAH
Maribel Guerrero     ARIZONA STATE UNIVERSITY AND UNIVERSIDAD DEL DESARROLLO

1904 MEASURING FAMILY INFLUENCE FROM A NON-FAMILY EMPLOYEE PERSPECTIVE: DEVELOPMENT AND VALIDATION OF THE PERCEIVED FAMILY INFLUENCE SCALE (PFIS)
Philipp Köhn       UNIVERSITY OF SIEGEN
Sven Wolff         UNIVERSITY OF SIEGEN
Philipp Ruf        UNIVERSITY OF SIEGEN
Petra Moog        UNIVERSITY OF SIEGEN
Giuseppe Strina    UNIVERSITY OF SIEGEN

2697 THE EXTERNALIZATION OF KNOWLEDGE IN FAMILY FIRMS: AN AGENCY PERSPECTIVE
Jose Carlos Casillas Bueno UNIVERSIDAD DE SEVILLA
Ana María Moreno-Menéndez UNIVERSIDAD DE SEVILLA
Vanessa Diaz Moriana DUBLIN CITY UNIVERSITY
Unai Arzubiaga UNIVERSIDAD DEL PAÍS VASCO

2268 ‘COMMONING’ RESOURCES AND VALUES: LESSONS FROM ‘COLLECTIVE ACTIONS’ UNDER THE LEAD OF JAPANESE LONG-LIVED FAMILY FIRMS AT KINOSAKI ONSEN
Sigrun C. Caspary WIFU WITTEN/HERDECKE UNIVERSITY
Toshio GOTO JAPAN UNIVERSITY OF ECONOMICS
Ayako Morishita JAPAN UNIVERSITY OF ECONOMICS

Financial Literacy and Social Wellbeing and Capabilities (11:00 - 12:30) - Arts Building - Swift Theatre
Track: ST01_03 Finance and Economy for Society: Inclusion, Empowerment and Sustainability
Discussant(s): Djamchid Assadi

Paper Presentations:

1334 DOES FINANCIAL LITERACY AFFECT THE INDIVIDUAL ORIENTATION TOWARDS SUSTAINABLE INVESTMENT DECISIONS? EVIDENCE FROM ITALY
Edoardo Lanciano UNIVERSITY ROME TOR VERGATA
Daniele Previati DEPARTMENT OF BUSINESS STUDIES - ROMA TRE UNIVERSITY
Ornella Ricci UNIVERSITY ROMA TRE
Gianluca Santilli UNIVERSITY OF ROME TOR VERGATA

1662 THE ROLE OF FINANCIAL AID IN COLLEGE PERFORMANCE: THE IMPORTANCE OF CLASS ATTENDANCE, AID AMOUNT AND TYPE OF AID
Isabel de Sivatte IE UNIVERSITY
Patricia Gabaldon IE BUSINESS SCHOOL

2056 THE ROLE OF FINANCIAL LITERACY IN DIGITAL FINANCIAL PRODUCTS AND SERVICES USAGE AMONG YOUNG PEOPLE IN UKRAINE
Valeriia Melnyk NORD UNIVERSITY
Track Sessions per day

Global Mobility 5 (11:00 - 12:30) - Hamilton Conference Centre - Lecture Theatre 2 (LTEE 2)
Track: ST07_01 Global Mobility
Chair(s): Yu-Ping Chen
Paper Presentations:

1965 INTERNATIONAL CAREER MOBILITY READINESS OF STUDENTS IN TAIWAN: AN ANALYSIS OF ITS ANTECEDENTS
Chu-Chen Rosa Yeh  NATIONAL TAIWAN NORMAL UNIVERSITY

1296 THE VALUE OF SOCIAL CAPITAL FOR EXPATRIATES’ POST-ASSIGNMENT CAREER SUCCESS
Vesa Suutari  UNIVERSITY OF VAASA

1290 BRIDGING THE KNOWLEDGE TRANSFER GAP BETWEEN EXPATRIATE AND HOST COUNTRY NATIONAL: MANAGING INTERACTION ANXIETY AND UNCERTAINTY
Yu-Shan Hsu  CONCORDIA UNIVERSITY
Yu-Ping Chen  CONCORDIA UNIVERSITY
Flora Chiang  CHINA EUROPE INTERNATIONAL BUSINESS SCHOOL

Growth Strategies & Internationalization for SMEs: cultural factors (11:00 - 12:30) - Arts Building - Classroom 3106
Track: ST03_07 Growth Strategies & Internationalization for SMEs
Chair(s): Andrea Ciacci
Discussant(s): Anmari Viljamaa
Paper Presentations:

1441 ENTREPRENEURSHIP, A DECISIVE FACTOR OF SOCIOECONOMIC WELFARE. THE CASE OF THE EUROPEAN UNION
SABY GIANNINA ROMERO  UNIVERSIDAD DE CASTILLA LA MANCHA ESPAÑA
IRENE MARTÍN DE VIDALES  UNIVERSIDAD DE CASTILLA LA MANCHA ESPAÑA
CARRASCO

2284 LETTING GO: THE MENTAL DIFFICULTY OF GIVING UP THE BUSINESS IN RELATION TO PLANNED EXIT TIME AND EXIT STRATEGY IN SME BUSINESS TRANSFERS
Anmari Viljamaa  SEINÄJOKI UNIVERSITY OF APPLIED SCIENCES
SANNA JOENSUU-SALO  SEINÄJOKI UNIVERSITY OF APPLIED SCIENCES
Elina Varamäki  SEINÄJOKI UNIVERSITY OF APPLIED SCIENCES

2432 NEW ZEALAND CULTURE AND THE ENTREPRENEURIAL ORIENTATION OF ITS VENTURE CAPITAL FIRMS
Hai Tan  CAMBRIDGE HEALTHCARE RESEARCH
Peter Zamborsky  UNIVERSITY OF AUCKLAND BUSINESS SCHOOL
Monica RIVIERE  INSEEC BORDEAUX

GT06-00 - INNOV General track - session 2/4 (11:00 - 12:30) - Arts Building - Room 4053
Track: GT06_00 Innovation General Track
Chair(s): David W. Versailles
Paper Presentations:

2154 A COUNTRY INSTITUTIONAL PROFILE PERSPECTIVE ON THE GENDER-INNOVATION RELATIONSHIP
Janice Byrne  IVEY BUSINESS SCHOOL
Nina Rosenbusch  IVEY BUSINESS SCHOOL
simon parker  IVEY BUSINESS SCHOOL
Track Sessions per day

2037  HOW TOP MANAGEMENT TEAM SOCIAL STATUS IMPACTS INNOVATION
Ali Radfard       ASTON BUSINESS SCHOOL
Alessia Paccagnini UNIVERSITY COLLEGE DUBLIN
Luca Pistilli UNIVERSITY COLLEGE DUBLIN

1131  EXPERIENCE AND REFLECTION FOR NURTURING SUSTAINABLE LEADERSHIP: THE CASE OF A LEADERSHIP DEVELOPMENT PROGRAMME IN THE HIGHER EDUCATION
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
Chaima Lazreg CA’ FOSCARI UNIVERSITY OF VENICE

Inter-organizational networks and innovation: Collaboration and ecosystems (11:00 - 12:30) - Arts Building - Classroom 4012
Track: ST06_04 Inter-organizational networks and innovation
Chair(s): Cristina Boari
Discussant(s): Fabien Rezac, Silvia Baiocco, Diego Luzuriaga

Paper Presentations:

1226  EMERGENT PHENOMENA ARISING FROM COLLECTIVE INTELLIGENCE INTERVENTIONS AS AN ULTIMATE TOOL FOR SYSTEMIC INNOVATION
Diego Luzuriaga UNIVERSIDAD TORCUATO DI TELLA

1818  THE ROLE OF TRUST IN ECOSYSTEM-LEVEL DISRUPTION
Fabien Rezac AARHUS UNIVERSITY

2934  SUSTAINABLE ENTREPRENEURSHIP FOR SUSTAINABLE DESTINATIONS: TOWARDS A CO-EVOLUTIONARY DESTINATION MANAGEMENT MODEL
Silvia Baiocco UNIVERSITY OF ROME TOR VERGATA
Luna Leoni TOR VERGATA UNIVERSITY OF ROME
Paola M.A. Paniccia UNIVERSITY OF ROME TOR VERGATA

Language and cultures in companies in the Global South (11:00 - 12:30) - Hamilton Conference Centre - Lecture Theatre 3 (LTEE 3)
Track: ST07_03 Management and cultures: qualitative organizational research
Chair(s): Mette Zølner

Paper Presentations:

1182  HO.REN.SO PRACTICE OF NON-BICULTURAL INDIVIDUALS AT A JAPANESE-OWNED SUBSIDIARY IN THAILAND
Vinh Chau UNIVERSITY OF KENT
Thunjira Nacharoenkul UNIVERSITY OF KENT

2350  BICULTURALISM IN THE TOP MANAGEMENT OF THE LARGEST MEXICAN COMPANIES: CAREER CAPITAL OR OBSTACLE?
Martina Maletzky UNIVERSITY OF PASSAU
Tuzienka Chenet Ugarte UNIVERSITY OF PASSAU

2906  THE ROLES OF LANGUAGE FOR EXPATRIATES - AN ETHNOGRAPHIC STUDY OF CHINESE IN TANZANIA
Chengcheng Miao HENLEY BUSINESS SCHOOL, UNIVERSITY’S OF READING
Leadership, Crises, and Resilience (11:00 - 12:30) - Trinity Business School - 4,035
Track: ST09_04 Leadership
Chair(s): Meltem Ceri Booms
Discussant(s): Michael Collins

Paper Presentations:

1751 HOW SENIOR EXECUTIVES IMPROVISE IN RESPONSE TO MAJOR CRISES: TWO UNFOLDING PATHS
Ana Villanova       NOVA SCHOOL OF BUSINESS AND ECONOMICS
Miguel Cunha       NOVA SCHOOL OF BUSINESS & ECONOMICS

2332 A LITERATURE REVIEW ON THE ROLE OF PSYCHOLOGICAL RESILIENCE IN LEADERSHIP CONTEXTS
Stefan Razinskas       FREIE U. BERLIN
Silja Hartmann       TECHNISCHE UNIVERSITÄT BERLIN

1995 COMMUNAL NARCISSISTS ROCK! FOLLOWER ANXIETY AND COMMUNAL NARCISSISTIC LEADERS DURING THE COVID-19 PANDEMIC
Jon Gruda       MAYNOOTH UNIVERSITY
Paul Hanges       UNIVERSITY OF MARYLAND
Alexandros Psychogios       BIRMINGHAM CITY UNIVERSITY
Jim McCluskey       WESTERN GOVERNORS UNIVERSITY
Adegboyega Ojo       CARLETON UNIVERSITY SCHOOL OF PUBLIC POLICY & ADMINISTRATION

Leadership, Management & Relationships (11:00 - 12:30) - Trinity Business School - 5,013
Track: GT09_00 Organisational Behaviour General Track
Chair(s): Martina Mori
Discussant(s): Martina Mori

Paper Presentations:

1639 HOW CAN LEADERS AND HR MANAGEMENT MOTIVATE EMPLOYEES AND MAKE THEM MORE SATISFIED? A MOTIVATIONAL PERSPECTIVE ON THE RELATIONSHIP BETWEEN EMPLOYEE VOICE AND JOB SATISFACTION
Martina Mori       UNIVERSITY OF FLORENCE
Vincenzo Cavaliere       UNIVERSITY OF FLORENCE
Edoardo Della Torre       UNIVERSITY OF MILAN

2027 EMBRACING PARADOX: MIDDLE MANAGERS COMPASSION AND THE VULNERABLE CUSTOMER
Andres Salas-Vallina       UNIVERSITAT DE VALENCIA
Alma Rodríguez-Sánchez       UNIVERSITAT JAUME I
Sandra Miralles Armenteros       UNIVERSITAT JAUME I
Manoli Pozo Hidalgo       VALENCIA INTERNATIONAL UNIVERSITY VIU

2974 THE ROLE OF BUFFERING FACTORS IN THE RELATIONSHIP BETWEEN ABUSIVE SUPERVISION AND PROMOTABILITY
Tera Webb       UNIVERSITY OF ALABAMA AT BIRMINGHAM
C. Allen Gorman       UNIVERSITY OF ALABAMA AT BIRMINGHAM
Anthony Hood       FIRST HORIZON BANK
Joseph Himmler       UNIVERSITY OF ALABAMA AT BIRMINGHAM
Track Sessions per day

Machiavellianism in a boundaryless organizational setting (11:00 - 12:30) - Trinity Business School - 4,036
Track: T09_05 Beyond good and evil: unravelling the bright and the dark sides of organizational power
Chair(s): Rocco Palumbo
Paper Presentations:

2399 LEADER MACHIAVELLIANISM TO FOLLOWER UNETHICALITY: THE ROLE OF FOLLOWER MORAL DISENGAGEMENT AND FOLLOWER AGREEABLENESS
Nishant Uppal INDIAN INSTITUTE OF MANAGEMENT - LUCKNOW
Anjali Bansal INDIAN INSTITUTE OF MANAGEMENT LUCKNOW

2455 BENEVOLENT MACHIAVELLIANISM: A STUDY OF THE NATURE OF PROSOCIETAL POLITICAL SKILLS IN ORGANIZATIONS
Petr Houdek PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS
Štěpán Bahník PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS
Marek Vranka PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS

2597 WORK FROM ANYWHERE, BUT WHERE? UNDERSTANDING THE MOTIVES BEHIND KNOWLEDGE WORKERS’ WORK LOCATION SELECTION
Max Kuchenbauer JOHANNES KEPLER UNIVERSITY
Almina Bešić JOHANNES KEPLER UNIVERSITY LINZ

Meet the Editors (11:00 - 12:30) - Trinity Business School - R Maharry Theatre
Non-profit organizations (11:00 - 12:30) - Arts Building - Room 4101
Track: ST11_01 Accounting, Auditing and Sustainability in Public and Hybrid Organizations
Chair(s): Sara Melo
Paper Presentations:

2651 VOLUNTEER WORK IN THE GOVERNANCE AND THE ACCOUNTABILITY OF THIRD SECTOR ENTITIES: THE CASE OF THE ITALIAN VOLUNTEER SUPPORT CENTERS (CSVs)
Laura Berardi DEPARTMENT OF ECONOMIC STUDIES - G. D’ANNUNZIO UNIVERSITY OF PESCARA
Ksenija Fonović CENTRO STUDI, RICERCA E DOCUMENTAZIONE - CSV LAZIO

2744 DEBT AND GOVERNMENT FUNDING IN NONPROFIT ORGANIZATIONS: THE MEDIATING ROLE OF ORGANIZATIONAL EFFICIENCY
Teresa Elvira-Lorilla UNIVERSITY OF BURGOS
Inigo Garcia-Rodriguez UNIVERSITY OF BURGOS
M. Elena Romero-Merino UNIVERSITY OF BURGOS
Marcos Santamaria-Mariscal UNIVERSITY OF BURGOS

Open Innovation : new insights (11:00 - 12:30) - Arts Building - Room C6002
Track: ST06_07 Open Innovation
Chair(s): Luciana CASTRO GONCALVES
Paper Presentations:

1919 THE PLACE OF PATENTS IN THE OPEN INNOVATION MODEL : THE CHINA’S CASE
Gizem Aladagli UPEM-PARIS 12_IRG
Luciana CASTRO GONCALVES ESIEE PARIS
Liliana Mitkova UNIVERSITY EVRY PARIS SAACLAY
2185 AGILITY IN THE MANAGEMENT OF INNOVATION PORTFOLIOS: THE INTERACTION OF POLITICS AND ORGANIZATIONAL CONTROLS
  Tobias Röth  UNIVERSITY OF KASSEL
  Patrick Spieth  UNIVERSITY OF KASSEL
  Haris Dzomba  UNIVERSITY OF KASSEL
  Stephan Speith  M3 MANAGEMENT CONSULTING SWITZERLAND AG

2219 TOWARDS AN ECO-CENTRIC VIEW OF THE INNOVATION ECOSYSTEM: TRAVERSING THE SYSTEMIC BOUNDARIES OF LAYERED AND INTERSECTING ECOSYSTEMS.
  Simon Önnered  MÅLARDALEN UNIVERSITY

Organizational Plasticity, Design & Agency (11:00 - 12:30) - Trinity Business School - 5,014
Track: GT09_00 Organisational Behaviour General Track
Chair(s): Tina Sahakian
Discussant(s): Eva Agruna Barrón

Paper Presentations:

1723 BIOLOGICAL PLASTICITY AND ITS RELEVANCE TO ORGANIZATIONS
  Dinuka Herath  UNIVERSITY OF HUDDERSFIELD
  Fred Ingram  THE UNIVERSITY OF HUDDERSFIELD

1852 SHIFTING ORGANIZATIONAL BUSINESS MANNERS: TOWARDS A THEORY OF UNCONVENTIONAL DESIGNS BASED ON A MULTIPLE-CASE STUDY
  Eva Agruna Barrón  UNIVERSIDAD PONTIFICIA COMILLAS -

2568 THE INTERPLAY OF AGENCY AND CONTEXT IN THE EVIDENCE-BASED MANAGEMENT APPROACH: AN EMPIRICAL EXAMINATION IN HOSPITALS
  Tina Sahakian  TILBURG UNIVERSITY
  Lina Daouk-Öyry  BI NORWEGIAN BUSINESS SCHOOL
  Charlotte Karam  UNIVERSITY OF OTTAWA
  Dorien Kooij  TILBURG UNIVERSITY
  Brigitte Kroon  TILBURG UNIVERSITY
  Fons van de Vijver  TILBURG UNIVERSITY
  Lina Daouk-Öyry  BI NORWEGIAN BUSINESS SCHOOL
  Charlotte Karam  UNIVERSITY OF OTTAWA
  Dorien Kooij  TILBURG UNIVERSITY
  Brigitte Kroon  TILBURG UNIVERSITY
  Fons van de Vijver  TILBURG UNIVERSITY

Ownership governance I (11:00 - 12:30) - Arts Building - Classroom 3126
Track: GT02_00 Corporate Governance General Track
Chair(s): Niels Hermes
Discussant(s): Niels Hermes

Paper Presentations:

1713 WARM-GLOW INVESTING AND THE GREENWASHING HYPOTHESIS
  Mirel Tatomir  ROSKILDE UNIVERSITY, UNIVERSITETSVEJ ROSKILDE UNIVERSITY; SINODANISH COLLEGE (SDC), UNIVERSITY OF CHINESE ACADEMY OF SCIENCES
  Johannes Kabderian Dreyer  ROSKILDE UNIVERSITY
  Kristian Sund  ROSKILDE UNIVERSITY

2625 UNPACKING VALUE-ADDING PROCESSES BETWEEN VENTURE CAPITAL FIRMS AND THEIR PORTFOLIO COMPANIES
  Hilde Fjellvær  NTNU BUSINESS SCHOOL
  Cathrine Seierstad  UNIVERSITY OF SOUTH-EASTERN NORWAY
  Carl Åberg  UNIVERSITY OF SOUTH-EASTERN NORWAY
Track Sessions per day

2798 UNIVERSAL OWNERSHIP IN PRACTICE: A PRACTICAL INVESTMENT FRAMEWORK FOR ASSET OWNERS
   Ellen Quigley
   UNIVERSITY OF CAMBRIDGE

Practices and stakeholders of purpose-driven companies (11:00 - 12:30) - Arts Building - Davis Theatre
Track: ST01_01/ST02_01 Rethinking the Responsible Corporation: Bridging Management, Law & Governance (B4S & CoGo SIGs)
Chair(s): Blanche Segrestin
Paper Presentations:

2559 THE EMERGENCE OF THE “SOCIÉTÉ À MISSION” COMPANY BYLAWS: TOWARDS A NEW CATEGORY OF INVESTORS?
   Marie Baudoux
   AUDENCIA BUSINESS SCHOOL
   Carine Girard-Guerraud
   AUDENCIA BUSINESS SCHOOL
   Xavier Hollandts
   KEDGE BS

2528 THE PROFIT-WITH-PURPOSE CORPORATION CONFRONTED TO GREAT SOCIETAL CHALLENGES:
   INSIGHTS FROM THE STUDY OF A FORMULATION PROCESS
   Jérémy Lévêque
   CENTER FOR MANAGEMENT SCIENCE - MINES PARISTECH
   Blanche Segrestin
   MINES PARIS, UNIVERSITÉ PSL, CENTRE DE GESTION SCIENTIFIQUE (CGS), I3 UMR9217 CNRS
   Kevin LeVillain
   MINES PARISTECH, PSL RESEARCH UNIVERSITY

1174 IDENTIFICATION OF SALIENT STAKEHOLDERS: THE CONTRIBUTION OF BOUNDARY OBJECT AND SYSTEMIC SHOCK
   Michel Ferrary
   GSEM, UNIVERSITY OF GENEVA; SKEMA

Project Organising: Digital tools and project impacts (11:00 - 12:30) - TBSI Building - B2.36
Track: T10_04 Projects for digital outcomes, digital project management, and agile approaches
Chair(s): Joana Geraldi
Discussant(s): Xavier Morin, SEBASTIAN TOUKOLA, Ermal Hetemi
Paper Presentations:

1556 IMPACTS OF DIGITAL INNOVATIONS IN THE PROJECT FRONT-END DECISION-MAKING PROCESS: THE CASE OF BIM FOR CONSTRUCTION PROJECTS
   Xavier Morin
   UNIVERSITÉ DU QUÉBEC À MONTRÉAL, ÉCOLE DES SCIENCES DE LA GESTION
   Alejandro Romero-Torres
   SCHOOL OF MANAGEMENT, UQAM

2348 CHASING THE OPENNESS GHOST IN THE DIGITAL AGE: INSIGHTS FROM CUSTOMER–SUPPLIER KNOWLEDGE COLLABORATION AT THE PROJECT FRONT END
   Nataliia Korotkova
   DEPARTMENT OF SOCIOLOGY AND POLITICAL SCIENCE, NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
   Ermal Hetemi
   KTH ROYAL INSTITUTE OF TECHNOLOGY
   Joakim Lilliesköld
   THE ROYAL INSTITUTE OF TECHNOLOGY

1670 IDENTIFICATION OF DIGITAL TOOLS IN PROJECT MARKETING PROCESS
   SEBASTIAN TOUKOLA
   TAMPERE UNIVERSITY
   Matias Ståhle
   TAMPERE UNIVERSITY
Track Sessions per day

Project Stakeholders (11:00 - 12:30) - TBSI Building - B1.06
Track: GT10_00 Project Organising General Track
Chair(s): Graham Winch
Paper Presentations:

**1254 WHAT MOTIVATES YOUNG PROJECT PROFESSIONALS: THEIR NEED FOR AUTONOMY, COMPETENCE, RELATEDNESS AND PURPOSE**
Ruth Lechler       WU VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS
Martina Huemann      WU VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS
Julia Bauer          WU VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS

**2136 BETTER PROJECTS FOR THE USERS: USER CONSIDERATION THROUGH STAKEHOLDER ENGAGEMENT IN PROJECT PLANNING**
Lauri Vuorinen       TAMPERE UNIVERSITY
SEBASTIAN TOUKOLA    TAMPERE UNIVERSITY

**2841 STAKEHOLDER ENGAGEMENT AND PROJECT EFFECTIVENESS**
Ronieltton Oliveira   FACULTY OF BUSINESS SCIENCES, FUMEC UNIVERSITY
Gabriela Fernandes   UNIVERSITY OF COIMBRA
Pardini Daniel       FACULTY OF BUSINESS SCIENCES, FUMEC UNIVERSITY
David O’Sullivan    NATIONAL UNIVERSITY OF IRELAND GALWAY

Projects and Inclusion (11:00 - 12:30) - TBSI Building- B1.18
Track: GT10_00 Project Organising General Track
Chair(s): Maude Brunet
Paper Presentations:

**1188 HOW EFFECTIVE IS IMPLEMENTATION OF GENDER-BASED EQUALITY AND DIVERSITY PRACTICES IN PROJECT-BASED ORGANIZATIONS?**
Marzena Baker       THE UNIVERSITY OF SYDNEY

**2239 ‘DO WOMEN REALLY NEED TO PLAY GOLF TO LEAD MAJOR PROGRAMMES?’ HOW WOMEN’S NETWORKS COULD SUPPORT A CULTURE CHANGE IN THE MAJOR PROGRAMME INDUSTRY.**
Corail Bourrelier Fabiani     SAID BUSINESS SCHOOL
Chantal Cantarelli     CRANFIELD UNIVERSITY

**2828 EARLY CAREER EXPERIENCES OF MINORITIZED PROJECT MANAGEMENT PROFESSIONALS: PRELIMINARY FINDINGS ON GENDER AND RACE**
Christina Scott-Young    RMIT UNIVERSITY
Jessica Borg             UNIVERSITY OF MELBOURNE
Track Sessions per day

S01_03 - Health Management and Organising: building on the Covid experience to face future challenges in damaged organisations (11:00 - 12:30) - Arts Building - Classroom 3051

Track: GT01_00 Business for Society General Track

Paper Presentations:

15  S01_03 - HEALTH MANAGEMENT AND ORGANISING: BUILDING ON THE COVID EXPERIENCE TO FACE FUTURE CHALLENGES IN DAMAGED ORGANISATIONS.

Jérôme MERIC  IAE-UNIVERSITY OF POITIERS
Julienne Brabet  UNIVERSITE PARIS-EST CRETEIL VAL-DE-MARNE
Mustafa Ozbilgin  BRUNEL UNIVERSITY
Flora Sfez  UNIVERSITÉ DE POITIERS
Lena Masson  UNIVERSITY OF LILLE

Anne Dietrich  UNIVERSITÉ DE LILLE

S01_10 - Whistleblowing: Global Research Trends & Socratic Dialogue as Method(ology) (11:00 - 12:30) - No room

Track: GT01_00 Business for Society General Track

Paper Presentations:

4  CANCELED - S01_10 - WHISTLEBLOWING: GLOBAL RESEARCH TRENDS & SOCRATIC DIALOGUE AS METHOD(OGONY)

Heidi Karlsen  BI NORWEGIAN BUSINESS SCHOOL
Kristian Alm  BI BUSINESS SCHOOL

S13_01 - B Corps, sustainable business models, and firm strategies for meeting the net-zero goals (11:00 - 12:30) - Arts Building - Classroom 3131

Track: GT13_00 Strategic Management General Track

Paper Presentations:

7  S13_01 - B CORPS, SUSTAINABLE BUSINESS MODELS, AND FIRM STRATEGIES FOR MEETING THE NET-ZERO GOALS

Silvia Rita Sedita  UNIVERSITY OF PADOVA
Eleonora Di Maria  UNIVERSITY OF PADOVA
Daniel Alonso-Martinez  UNIVERSIDAD DE LEÓN
Silvia Blasi  DEPARTMENT OF BUSINESS ADMINISTRATION, UNIVERSITY OF VERONA

SELECTION PROCESS (11:00 - 12:30) - Trinity Business School - 3,028

Track: ST09_01 Human Resource Management

Chair(s): Maziar Jafary

Paper Presentations:

1170 EFFECTS OF PERSONAL BRAND EQUITY DURING PERSONNEL SELECTION: AN EXPERIMENTAL APPROACH

Nikolaos Pahos  TU DELFT
Athanasios Polyportis  TU DELFT
Nikolaos Kyriakopoulos  TU DELFT
Beatrice Heijden  RADBOUD UNIVERSITY
Track Sessions per day

1843  RECONSIDERING SUPPORTIVE ORGANIZATIONAL CULTURE AND EMPLOYEES’ AFFECTIVE COMMITMENT: THE ROLE OF EMPLOYER BRANDING
Irene Zografou       ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
Eleanna Galanaki      ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

2400  EMPLOYER BRANDING INTENTION, DISCREPANCY, AND HRM: MULTILEVEL PERFORMANCE OUTCOMES
Eleanna Galanaki      ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
Irene Zografou       ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

Sense of Belongingness at the Time of Hybrid Working (11:00 - 12:30) - Trinity Business School - 5,011
Track: T09_08 New ways of working and hybrid workplaces: organizing and managing for good in the new normal.
Chair(s): David Giauque
Discussant(s): Claus Jacobs, Anna Lupina-Wegener, Beatrice Schuldt

Paper Presentations:

1294  THE ROLE OF IDENTIFICATION DURING UNPLANNED CHANGE: INSIGHTS FROM A SWISS SME
Anna Lupina-Wegener SCHOOL OF MANAGEMENT AND LAW ZHAW
Güldem Karamustafa-Köse HAUTE ÉCOLE DE GESTION ARC. HES-SO UNIVERSITY OF APPLIED SCIENCES AND ARTS WESTERN SWITZERLAND

1623  HOW ‘NEW WAYS OF WORKING’ SHAPE ORGANIZATIONAL IDENTITY BELIEFS
Emandeen Fohim UNIVERSITY OF BERN
Claus Jacobs UNIVERSITY OF BERN

2374  CREATING SENSE OF BELONGING: THE ROLES OF LEADERSHIP AND SOCIAL CAPITAL
Beatrice Schuldt WWU MÜNSTER
Marie Gabel WWU MÜNSTER

Social and sustainable entrepreneurship (11:00 - 12:30) - Arts Building - Classroom 4050B
Track: ST03_06 Social and Sustainable Entrepreneurship
Chair(s): Christian Fisch
Discussant(s): Christian Fisch, Ivan Zupic, Thierry Rayna, Maria Antonieta Alcorta de Bronstein

Paper Presentations:

1596  “NEVER LET A GOOD CRISIS GO TO WASTE”: CLIMATE CHANGE AS AN EXTERNAL ENabler OF ENTREPRENeURIAL ACTIVITY
Mirko Hirschmann UNIVERSITY OF LUXEMBOURG - SNT
Steffen Farny LEUPHANA UNIVERSITÄT LÜNEBURG
Christian Fisch SNT – INTERDISCIPLINARY CENTRE FOR SECURITY, RELIABILITY AND TRUST, UNIVERSITY OF LUXEMBOURG

2061  TRENDS AND PATTERNS IN THE NEXUS BETWEEN SOCIAL ENTREPRENEURSHIP AND SOCIAL INNOVATION: A BIBLIOMETRIC REVIEW AND RESEARCH AGENDA
Andrea Sottini UNIVERSITÀ CATTOLICA SACRO CUORE DI MILANO
Ivan Zupic GOLDSMITHS, UNIVERSITY OF LONDON
Alessandro Giudici THE BUSINESS SCHOOL, CITY, UNIVERSITY OF LONDON

2292  SUSTAINABLE ENTREPRENEURSHIP: AN EXPLORATION OF THE PROCESS
Alice Carle I3-CRG, ÉCOLE POLYTECHNIQUE, CNRS, IP PARIS
Thierry Rayna I3-CRG ECOLE POLYTECHNIQUE
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<td>2755</td>
<td>ATTRIBUTES FOR TRANSFORMATION: AN ENTREPRENEURSHIP CONCEPT FOR TACKLING THE GRAND SOCIETAL CHALLENGES</td>
<td>Maria Antonieta Alcorta de Bronstein, Jana-Michaela Timm, Jantje Halberstadt</td>
<td>UNIVERSITY OF VECHTA, UNIVERSITY OF HAMBURG, UNIVERSITY OF VECHTA</td>
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<td>ST06-03</td>
<td>DIGITAL INNOVATION and HEALTH CARE - 2/2 (11:00 - 12:30) - Arts Building - Classroom 5033</td>
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<td>1115</td>
<td>STAND ALONE OR RUN TOGETHER: ARTIFICIAL INTELLIGENCE AS AN ENABLER FOR OTHER TECHNOLOGIES IN HEALTH CARE</td>
<td>Ignat Kulkov</td>
<td>ÅBO AKADEMI UNIVERSITY</td>
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<td>1310</td>
<td>DIGITAL INNOVATION FOR HEALTHCARE SERVICE BUNDLES: EVIDENCE FROM A LONG-RANGE CASE STUDY</td>
<td>Alexander Bohnert, Albrecht Fritzsche</td>
<td>MUNICH UNIVERSITY OF APPLIED SCIENCES, RABAT BUSINESS SCHOOL</td>
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<td>GT13_00</td>
<td>Strategy practices and challenges (11:00 - 12:30) - Arts Building - Room 4035</td>
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<td>1137</td>
<td>A SYSTEMIC VIEW OF RISK MANAGEMENT AND THE ROLE OF STAKEHOLDERS: LITERATURE REVIEW AND FSQCA ANALYSIS</td>
<td>Ilenia Ceglia, Massimo Battaglia, Francesca Iandolo, Mario Calabrese</td>
<td>SAPIENZA UNIVERSITÀ DI ROMA - DEPARTMENT OF MANAGEMENT, LA SAPIENZA - UNIVERSITY OF ROMA, SAPIENZA UNIVERSITY OF ROME, SAPIENZA UNIVERSITY OF ROME</td>
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<td>1387</td>
<td>SELECTING INTERNAL CORPORATE VENTURING IDEAS IN MULTI-BUSINESS FIRMS - THE IMPACT OF STRATEGIC RELATEDNESS MEASURES, IDEA FEASIBILITY AND NOVELTY</td>
<td>Mert Merde, Hamid Mazloomi, Dirk Schneckenberg</td>
<td>RENNES BUSINESS SCHOOL, RENNES SCHOOL OF BUSINESS, ESC RENNES SCHOOL OF BUSINESS</td>
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<td>1239</td>
<td>ALL THE WORLD IS ON STAGE: SOCIAL DYNAMICS IN Q&amp;A SITUATIONS</td>
<td>Ann-Kathrin Schill, Friederike Hawighorst, Andreas Koenig, Lorenz Graf-Vlachy, Basak Yakis-Douglas, Richard Whittington</td>
<td>UNIVERSITY OF PASSAU, UNIVERSITY OF PASSAU, TU DORTMUND UNIVERSITY, KING'S COLLEGE LONDON, SAİD BUSINESS SCHOOL, UNIVERSITY OF OXFORD</td>
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### Track Sessions per day

**1369  CHANGE THE NARRATIVE, CHANGE THE STORY - FOUR NARRATIVES OF GRAND STRATEGY: A REVIEW AND FUTURE DIRECTIONS**  
Roosa Oinasmaa, Juha-Antti Lamberg  
**Jyväskylä School of Business and Economics**  

**Supply Chain Resilience (11:00 - 12:30) - Hamilton Conference Centre - Synge Theatre**  
**Track: ST13_09 Strategies for sustainable businesses**  
**Chair(s): Torben Andersen**  

**Paper Presentations:**

**1323 WHEN SUPPLY CHAIN SUSTAINABILITY MEANS SUPPLY CHAIN RESILIENCE: THE CASE OF DR. BRONNER’S**  
Hannah Stolze, Jon Kirchoff, Alexis Bateman  
**Wheaton College, East Carolina University, MIT**  

**2650 IMPACT OF ALGORITHMIC DEMAND PLANNING METHODS ON FMCG SUPPLY CHAIN: COMPARATIVE ANALYSIS**  
Sylwia Sysko-Romańczuk, Marcin Hermanowicz  
**Warsaw University of Technology**  

**Sustainability and ESG (II) (11:00 - 12:30) - Arts Building - Classroom 3027**  
**Track: T02_04 Corporate Governance, Diversity, Sustainability and the Purpose of Corporation**  
**Discussant(s): Emma García-Meca**  

**Paper Presentations:**

**1374 SIGNALLING THROUGH BOARD DIVERSITY IN A CRISIS**  
pingying zhang, Nada Kakabadse, Dong-Young Kim  
**Coggins College of Business, University of North Florida; Henley Business School, University of North Florida**  

**1482 PRIVATE, CIVIL, AND PUBLIC GOVERNANCE FOR SUSTAINABILITY IN GLOBAL SUPPLY CHAINS**  
Cristina Leone, Pasquale Massimo Picone, Arabella Mocciaro Li Destri  
**University of Palermo**  

**1759 CHAIRWOMAN AND OPENNESS TO GENDER DIVERSITY: A VIEW BEYOND THE NUMBER OF WOMEN ON BOARDS**  
Agnieszka Słomka-Gołębiowska, Sara De Masi, Andrea Paci, Simona Zambelli  
**Warsaw School of Economics, University of Florence, University of Florence, Department of Economics and Management**
Sustainability, Stakeholders, and the Dark Side (11:00 - 12:30) - TBSI Building - B2.37
Track: ST10_02 Sustainability ‘by’ and ‘of’ the Project, Stakeholders, and the Dark Side
Chair(s): Luca Sabini
Discussant(s): Christine Unterhitzenberger, Haukur Jonasson, Danijela Toljaga-Nikolić

Paper Presentations:

2380  GOVERNANCE FOR SUSTAINABLE PROJECT MANAGEMENT
Christine Unterhitzenberger  UNIVERSITY OF LEEDS

2574  INDEX OF SUSTAINABLE PROJECT MANAGEMENT
Danijela Toljaga-Nikolić  FACULTY OF ORGANIZATIONAL SCIENCES, UNIVERSITY OF BELGRADE, SERBIA
Vladimir Obradović  FACULTY OF ORGANIZATIONAL SCIENCES, UNIVERSITY OF BELGRADE, SERBIA
Marija Todorović  FACULTY OF ORGANIZATIONAL SCIENCES, UNIVERSITY OF BELGRADE, SERBIA

2799  PETTING YOUR STRATEGIES, PROJECTS AND PROGRAMMES: THE EXPERIENCE OF USING THE PROJECT ETHICS TOOL (PET) TO IDENTIFY PROJECT RISKS AND OPPORTUNITIES FOR A BETTER FUTURE
Haukur Jonasson  ASSISTANT PROFESSOR

Sustainable Entrepreneurial Ecosystems (11:00 - 12:30) - Arts Building - Classroom 4045
Track: T03_11 / T06_10 Entrepreneurial and Innovation Ecosystems (ENT & INNO SIGs)
Chair(s): Christina Theodoraki
Discussant(s): Daniel Sunghwan Cho

Paper Presentations:

2417  ENTREPRENEURIAL ECOSYSTEMS' TRANSITION TO SUSTAINABILITY: EXPLORING THE DEMAND FOR GREEN TALENTS IN 20 GLOBAL CITIES
Matteo Spinazzola  UNIVERSITY OF TURIN
Nicola Farronato  UNIVERSITY OF TURIN
Veronica Scuotto  UNIVERSITY OF NAPLES FEDERICO II
Marco Pironti  UNIVERSITY OF TURIN

2728  REMOVING BARRIERS FOR SUSTAINABLE INNOVATION: A QUALITATIVE CROSS-COUNTRY COMPARISON OF ENTREPRENEURIAL ECOSYSTEM ATTRIBUTES BETWEEN ISRAEL AND GERMANY
Louisa Jantos  CHAIR OF ECONOMIC POLICY AND SME RESEARCH, GEORG-AUGUST-UNIVERSITY OF GÖTTINGEN, GERMANY
Philipp Bäumle  CHAIR FOR ECONOMIC POLICY AND SME RESEARCH, GEORG-AUGUST-UNIVERSITY OF GÖTTINGEN, GERMANY
Daniel Feser  DEPARTMENT OF SOCIAL SCIENCES, UNIVERSITY OF APPLIED SCIENCES DARMSTADT, GERMANY

2931  BRINGING SUSTAINABILITY BACK INTO ENTREPRENEURIAL ECOSYSTEMS. A REVIEW AND RESEARCH AGENDA
Leonhard Gebhardt  ICN BUSINESS SCHOOL
SUSTAINABLE HRM AND ENVIRONMENTAL IMPACT (11:00 - 12:30) - Trinity Business School - 5,012
Track: T09_09 Sustainability at Work: HRM Practices and their Impact on Employees and Firm Outcomes
Chair(s): Ryan Armstrong

Paper Presentations:

1433  GREEN WORK CLIMATE AND EMPLOYEES’ ECO-INITIATIVES: ASSESSING INTERACTIONS OF WORK MEANINGFULNESS AND SUPERVISOR ENVIRONMENTAL PRIORITY
Natalia Marzia Gusmerotti  SCUOLA SUPERIORE SANT’ANNA
Niccolò Maria Todaro  SCUOLA SUPERIORE SANT’ANNA
Duccio Tosi  SCUOLA SUPERIORE SANT’ANNA
Francesco Testa  SCUOLA SUPERIORE SANT’ANNA

1792  JUST A PITY PARTY? A PARADOXICAL CONSIDERATION OF EMOTIONAL VALIDATION TO SUPPORT SUSTAINABLE HRM
Ryan Armstrong  UNIVERSITAT DE BARCELONA

2542  AN EMPIRICAL STUDY ON ORGANIZATIONAL CITIZENSHIP BEHAVIOUR TOWARDS ENVIRONMENT: ABILITY, MOTIVATION AND OPPORTUNITY
Meenakshi Bisla  GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY
Deepti Prakash  GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY
Twinkle Arora  GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY

T14_02 Developing a Sustainability Mindset in Business and Management Education (11:00 - 12:30) - TBSI Building - B2.38
Track: T14_02 Developing a Sustainability Mindset in Business and Management Education
Chair(s): Peter Daly

Paper Presentations:

1128  LEADERS FOR GOOD IN A POST-CRISIS WORLD: DESIGNING TRANSDISCIPLINARY AND RESONANT LEADERSHIP EDUCATION PROGRAMS IN TRANSITIONAL SPACES
Peter Bryant  UNIVERSITY OF SYDNEY BUSINESS SCHOOL

1934  USING ACTION LEARNING CONVERSATIONS AND SOCIAL POETICS TO EXPLORE STRIKING MOMENTS AND SUPPORT REFLEXIVITY IN BUSINESS AND MANAGEMENT EDUCATION
Mette Larsen  AALBORG UNIVERSITY, DEPARTMENT OF BUSINESS & MANAGEMENT
Sheila McNamee  UNIVERSITY OF NEW HAMPSHIRE

2334  ENGAGED SCHOLARSHIP AND CRITICAL REFLEXIVITY IN YOUNG STUDENTS’ WORK MOTIVATION: A CASE STUDY OF PEDAGOGICAL INNOVATION IN ETHICS AND SOCIAL RESPONSIBILITY
Angéline PINGLOT  ESC CLERMONT BUSINESS SCHOOL / CLERMA
Elda Nasho Ah-Pine  ESC CLERMONT BS AND CERMA, CLERMONT RESEARCH MANAGEMENT CENTER, OF THE UNIVERSITY OF CLERMONT AUVERGNE
The Evolving Roles and Responsibilities of Top Management Positions (11:00 - 12:30) - Arts Building - Classroom 3025

Track: ST02_02 Board of Directors and Top Management Teams

Chair(s): Wafa Khlif
Discussant(s): Ruth Sealy

Paper Presentations:

1329 WHY FINANCE DIRECTORS ARE NOT SERVING ON AUDIT COMMITTEES: AN EXPLORATION OF DIRECTORS’ ACTIVE CHOICE IN BOARD COMMITTEE FORMATIONS
Ina Karn, UNIVERSITY OF GRONINGEN
Esha Mendiratta, UNIVERSITY OF GRONINGEN
Jana Oehmichen, JGU MAINZ
Sebastian Firk, UNIVERSITIY OF GRONINGEN

1772 THE EFFECTS OF CHIEF DIGITAL OFFICER PRESENCE ON FIRMS’ DIGITAL ORIENTATION FROM AN ATTENTION-BASED VIEW
Constantin Schubert, TU DORTMUND UNIVERSITY
Bastian Kindermann, TECHNICAL UNIVERSITY DORTMUND

2619 TAKEN TO COURT: CEO-BOARD POLITICAL IDEOLOGY AND FIRM EXPOSURE TO CORPORATE DISCRIMINATION LAWSUITS
Olga Kalogeraki, UNIVERSITY OF ST GALLEN
Dimitrios Georgakakis, UNIVERSITY OF YORK

The impact of family governance on financial and social performance (11:00 - 12:30) - Museum Building - M21

Track: T04_05 Behavior, Performance, and Sustainability in Family Firms

Chair(s): Giovanna Campopiano
Discussant(s): Diala Kabbara

Paper Presentations:

1438 EXPLORING HOW CEO CHARACTERISTICS EXPLAIN VARIATION OF COMPANY SUSTAINABILITY
Alicia Minnerup, UNIVERSITY OF MANNHEIM
Jan-Philipp Ahrens, UNIVERSITY OF MANNHEIM

1822 CEO MENTORING AND POST-CEO SUCCESSION PERFORMANCE IN FAMILY FIRMS
Mario Amore, BOCCONI UNIVERSITY
Domenico Cambrea, UNIVERSITÀ DEGLI STUDI DI MODENA E REGGIO EMILIA
Fernando Munoz-Bullon, UNIVERSIDAD CARLOS III DE MADRID
Fabio Quarato, BOCCONI UNIVERSITY
Maria Jose Sanchez-Bueno, UNIVERSIDAD CARLOS III DE MADRID

1725 REVEALING THE ROLE OF FEMALE CEOS IN THE RELATIONSHIP BETWEEN ENTREPRENEURIAL ORIENTATION AND FAMILY FIRMS’ PERFORMANCE. A MULTILEVEL APPROACH
Carl Åberg, UNIVERSITY OF SOUTH-EASTERN NORWAY
Andrea Calabrò, IPAG BUSINESS SCHOOL
Mariateresa Torchia, INTERNATIONAL UNIVERSITY OF MONACO
Alfredo Valentino, ESCE BUSINESS SCHOOL
Track Sessions per day

Towards Pro-Social and Green Behaviors: Understanding Engagement and Impact (11:00 - 12:30) - Arts Building - J.M. Synge Theatre
Track: GT01_00 Business for Society General Track
Chair(s): Francesco Gangi
Discussant(s): Nicola Varrone
Paper Presentations:

2214 THE INDIVIDUAL INTENTION TO BECOME AN ENERGY PROSUMER: AN EXPLORATIVE STUDY
Carolina Bruzzi UNIVERSITY OF GENOA
Lara Penco UNIVERSITY OF GENOA

2775 THE IMPACT OF CARBON FOOTPRINT LABELING ON CONSUMER QUALITY EVALUATIONS IN A MULTIPLE PRODUCT CUE CONTEXT
Jana Weinand RWTH AACHEN UNIVERSITY

2920 EMPLOYEES’ ENGAGEMENT IN TARGET SPECIFIC PRO-SOCIAL AND GREEN BEHAVIORS: EXPLORING THE ROLE OF HOTELS’ CSR ACTIONS AND EMPLOYEES PARTICIPATION
Omer Farooq ZAYED UNIVERSITY, COLLEGE OF BUSINESS, UAE
Mariam Farooq AL AIN UNIVERSITY, UAE

Transforming Society through Collective Action (11:00 - 12:30) - Arts Building - Ui Chadhain Theatre
Chair(s): Irene Ciccarino
Discussant(s): Francesco Badia
Paper Presentations:

2365 DOES INNOVATION REDUCE INCOME DISPARITY? A PANEL DATA ANALYSIS
Amjad Naveed AARHUS UNIVERSITY
Nisar Ahmad SULTAN QABOOS UNIVERSITY

2482 SUSTAINABLE CITIZENSHIP FOR A SUSTAINABLE SOCIETY: A QUALITATIVE ANALYSIS
Deepi Prakash GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY
Meenakshi Bisla GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY
Twinkle Arora GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY

2678 PARTICIPATORY GOVERNANCE BEFORE AND AFTER THE FINANCIAL CRISIS: INSIGHTS AND FUTURE TRENDS
Francesco Badia UNIVERSITY OF BARI ALDO MORO

Nicolas BEFORT NEOMA BUSINESS SCHOOL
Lucie Wiart NEOMA BUSINESS SCHOOL
Caroline ANDRE NEOMA BS
Maryline THENOT NEOMA BS
Trends in Higher Education: Cases from Saudi Arabia and Oman (11:00 - 12:30) - Arts Building - Classroom 4050A

Track: T03_16 Saudi Arabia Matters: Cases from a Transforming Knowledge Economy

Chair(s): Rabaa Alabdulrahman
Discussant(s): marim alenezi

Paper Presentations:

1479  MOTIVES AND ORGANIZATIONAL DYNAMICS OF DEVELOPING AN ENTREPRENEURIAL HIGHER EDUCATION INSTITUTION IN OMAN
Raihan Taqui Syed  UNITED ARAB EMIRATES UNIVERSITY

2890  WORKFORCE NATIONALIZATION THROUGH TECHNICAL EDUCATION IN SAUDI ARABIA: CHALLENGES IN LIGHT OF TRANSFORMING ECONOMY
rahaf alsuweidan  PRINCE MOHAMMAD BIN FAHAD UNIVERSITY

2695  FEMALE ENTREPRENEURSHIP IN SAUDI ARABIA
Dr. Shakir Muhammad Usman  PRINCE MOHAMMAD BIN FAHAD UNIVERSITY, SAUDI ARABIA
Yara Mulla  PMU - PRINCE MOHAMMAD BIN FAHAD UNIVERSITY
Afñan Yousef Alnajim  PMU - PRINCE MOHAMMAD BIN FAHAD UNIVERSITY
Maha Albahar  PMU - PRINCE MOHAMMAD BIN FAHAD UNIVERSITY

Women in management across cultures (11:00 - 12:30) - Arts Building - Classroom 5039

Track: ST05_02 Diversity issues in cultural context

Discussant(s): Jawad Syed

Paper Presentations:

1098  SAUDI WOMEN MANAGERS AND ADVANCEMENT STRATEGIES
Hayfaa Tlaiss  KING FAHD UNIVERSITY OF PETROLEUM AND MINERALS
Dmitry Khanin  MONASH UNIVERSITY
Abdullah Almashayekhi  KING FHAD UNIVERSITY OF PETROLEUM AND MINERALS

1946  THE ROLE OF SOCIAL NETWORKING IN CAREER ADVANCEMENT OF WOMEN WITH FOREIGN BACKGROUND: AN EMPIRICAL ANALYSIS OF RUSSIAN WOMEN IN THE FIELDS OF IT AND HEALTH CARE IN THE FINNISH CONTEXT
Mukhammaduyusuf Shaymardanov  JYVÄSKYLÄ SCHOOL OF BUSINESS AND ECONOMICS
Suvi Heikkinen  UNIVERSITY OF JYVÄSKYLÄ

2120  INSTITUTIONAL DISCRIMINATION AGAINST FEMALE MANAGERS AS A BARRIER TO FIRM INTERNATIONALIZATION
Felix Hoch  UNIVERSITY OF MÜNSTER
Jonas Rudsinske  UNIVERSITY OF GÖTTINGEN

2944  SURVIVING THE MAZE: UNPACKING DIVERSITY IN THE MIGRANT HIERARCHY IN THE ELITE MIGRANT JOURNEY IN THE GLOBAL SOUTH
Kathleen Park  BOSTON UNIVERSITY
Eddy Ng  QUEEN’S UNIVERSITY
Track Sessions per day

Work and careers in entrepreneurship in CCIs (11:00 - 12:30) - Arts Building - Classroom 4096
Track: T03_12 Entrepreneurship for transformations of and through the creative industries
Chair(s): Valeria Morea

Paper Presentations:

2715 HOW TO DISTINGUISH ENTREPRENEURSHIP FROM SERIOUS HOBBIES? THE CASE OF POPULAR MUSIC ARTIST CAREERS
Roderick Udo       HU BUSINESS SCHOOL
Lex van Teeffelen       HU BUSINESS SCHOOL

2831 BOUNDARY WORK OF ENTREPRENEURS IN THE CULTURAL AND CREATIVE SECTORS
Maria Bengtsson       UMEÅ SCHOOL OF BUSINESS, STATISTICS & ECONOMICS
JESSICA ERIKSSON
Malin Näsholm       UMEA UNIVERSITY
Marlene Johansson       INNOVATIONSBOLAGET I ÖRNSKÖLDSVIK AB

Lunch Break (12:30 - 14:00) - Coffee Break & Lunch Area

Keynote Speakers II (14:00 - 15:30) - Trinity Business School - Dargan Auditorium
Coffee Break (15:30 - 16:00) - Coffee Break & Lunch Area

3 The building blocks of sustainable management (16:00 - 17:30) - TBSI Building - B2.73
Track: T14_07 Sustainability and the Black Box of the Firm
Chair(s): Alejandro, Alejandro Agafonow, Agafonow

Paper Presentations:

1878 BORN SUSTAINABLE FASHION VENTURES: PUBLIC ACCOUNTS AND INSTITUTIONAL ENTREPRENEURSHIP
Alina Kozarkiewicz       AGH - UNIVERSITY OF KRAKOW
Monika Łada       WARSAW SCHOOL OF ECONOMICS
Agnieszka Kabalska       AGH - UNIVERSITY OF SCIENCE AND TECHNOLOGY

2367 THE POWER OF REGENERATIVE ORIENTATION: DOES A REGENERATIVE BUSINESS ORIENTATION SUPPORT A FIRM'S RESILIENCE MORE THAN A SUSTAINABLE ONE? AN EMPIRICAL INVESTIGATION
Louisa Desel       RWTH AACHEN

Blockchain and Analytics (16:00 - 17:30) - Trinity Business School - 5,011
Track: T09_06 Big Data, Data Analytics and Platform Workers
Chair(s): Dinuka Herath

Paper Presentations:

1859 THE BLOCKCHAIN ORGANIZATION UTOPIA
Asma Alawadi       UNIVERSITY OF READING
Nada Kakabadse       HENLEY BUSINESS SCHOOL
Andrew Kakabadse       HENLEY BUSINESS SCHOOL

1769 DRIVERS AND BARRIERS OF ADOPTING BUSINESS INTELLIGENCE AND DATA ANALYTICS IN SMALL AND MEDIUM-SIZED ENTERPRISES
Araz Zirar       HUDDERSFIELD BUSINESS SCHOOL
Dinuka Herath       UNIVERSITY OF HUDDERSFIELD
Oluwatobi Ibironke       CHAMBERS & PARTNERS
Track Sessions per day

2403  A QUALITATIVE ANALYSIS OF THE HR ANALYTICS INSIGHT: EXPERIENCES FROM THE LINE
Rafailia-Foteini Chousmekeridou  ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
Eleanna Galanaki  ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

Business Model V (16:00 - 17:30) - Arts Building - Room 4097
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:

2720  BUSINESS MODEL VALUATION METHODS IN UNCERTAIN ENVIRONMENTS: A SYSTEMATIC REVIEW
Christian Bruck  VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS
Melanie Wiener  JOHANNES KEPLER UNIVERSITY LINZ (JKU)

1093  MAVERICKS: THE MISSING PLAYER IN UNDERSTANDING RADICAL TRANSFORMATIONAL CHANGE
Ree Jordan  THE UNIVERSITY OF QUEENSLAND BUSINESS SCHOOL
Terrance Fitzsimmons  UNIVERSITY OF QUEENSLAND BUSINESS SCHOOL
Victor Callan  UNIVERSITY OF QUEENSLAND BUSINESS SCHOOL

1370  HOLISTIC INNOVATION STRATEGY MIX TO BUILD STRATEGIC RESILIENCE: A MULTIPLE CASE STUDY
Ann-Kathrin Dieterle  LEIPZIG UNIVERSITY OF APPLIED SCIENCES (HTWK LEIPZIG)
Stephanie Duchek  TU DRESDEN

CAREER & TALENT MANAGEMENT (2) (16:00 - 17:30) - Trinity Business School - 3,034
Track: ST09_01 Human Resource Management
Chair(s): Lisa Pütz
Paper Presentations:

1770  UNDERSTANDING THE ACADEMIC CAREER: A BIBLIOMETRIC ANALYSIS USING VOS VIEWER
Félix Guerrero-Alba  UNIVERSITY OF CÁDIZ
JESÚS DE FRUTOS-BELIZÓN  UNIVERSITY OF CÁDIZ
Martín-Alcázar Fernando  UNIVERSITY OF CÁDIZ
Gonzalo Sanchez-Gardey  UNIVERSITY OF CÁDIZ

1951  THE EFFECT OF TALENT MANAGEMENT ON INDIVIDUAL LEVEL OUTCOMES: EXAMINING THE ROLE OF MINDFUL ORGANIZING
Daniel Gajda  UNIVERSITY OF ECONOMICS IN KATOWICE
Przemek Zbierowski  UNIVERSITY OF ECONOMICS IN KATOWICE

CENA - MULTI... IN COOPERATION (16:00 - 17:30) - Hamilton Conference Centre - Syngie Theatre
Track: ST13_03 CENA Coopetition, Ecosystems, Networks and Alliances
Chair(s): Nina Telg
Discussant(s): Nadia Argudo Guevara
Paper Presentations:

1635  CONCEPTUALIZING MULTI-PARTNER COOPETITION STRATEGIES: TYPOLOGY, BENEFITS AND RISKS AND GOVERNANCE MECHANISMS
Audrey Rouyre  MONTPELLIER BUSINESS SCHOOL
Paul Chiambaretto  MONTPELLIER BUSINESS SCHOOL / ECOLE POLYTECHNIQUE
Anne-Sophie Fernandez  UNIVERSITY OF MONTPELLIER
Track Sessions per day

1811  "TO LOSE ONE WOULD BE TO LOSE ALL OF THEM", EVIDENCE OF COMPLEXITY AND INTERDEPENDENCE OF THEATRE INDUSTRY’S MULTIPLE ECONOMIES
Manfredi de Bernard  KING’S COLLEGE LONDON, DEPARTMENT OF CULTURE, MEDIA AND CREATIVE INDUSTRIES

2617  MANAGING COOPETITION IN MULTIPARTNER ALLIANCES: EVIDENCE FROM SMALL FIRMS OF THE ECOTOURISM SECTOR
Jose Novais Santos  ADVANCE/CSG, ISEG – LISBON SCHOOL OF ECONOMICS AND MANAGEMENT, LISBON UNIVERSITY

Co-creation and citizen engagement in digital public services (16:00 - 17:30) - Arts Building - Room C6002
Track: T11_04 Management and digitalization of public and cultural institutions
Chair(s): Andrea Bonomi Savignon

Paper Presentations:

1610  ARE COMMUNITIES KEY TO CROWDSOURCED DIGITAL INFRASTRUCTURES? THE CASE OF THE THINGS NETWORK
Benedikt Hitz-Gamper  UNIVERSITY OF BERN
Oliver Neumann  UNIVERSITY OF LAUSANNE
Matthias Stürmer  BERN UNIVERSITY OF APPLIED SCIENCES

1893  DIGITAL INNOVATION AND VALUE CO-CREATION IN HEALTHCARE
MARTA MARSILIO  UNIVERSITÀ DEGLI STUDI DI MILANO
MARTINA PISARRA  UNIVERSITÀ DEGLI STUDI DI MILANO
MARCO MASTRODASCIO  UNIVERSTIY OF MILAN

1088  RESPONSIVENESS OF SUBWAY AND TRAIN STATIONS IN LISBON, PORTUGAL: A SENTIMENT ANALYSIS OF CITIZENS’ SATISFACTION
Donizete Beck  (1) SCHOOL OF POLITICAL SCIENCE, THE UNIVERSITY OF HAIFA, ISRAEL. (2) GRADUATE SCHOOL OF ADMINISTRATION, NOVE DE JULHO UNIVERSITY, BRAZIL.
Marco Teixeira  NOVE DE JULHO UNIVERSITY
Marcos Ferasso  UNIVERSIDADE AUTÓNOMA DE LISBOA
Eran Vigoda-Gadot  UNIVERSITY OF HAIFA

Digital Ecosystems (16:00 - 17:30) - Arts Building - Classroom 4047
Track: T03_11 / T06_10 Entrepreneurial and Innovation Ecosystems (ENT & INNO SIGs)
Chair(s): Valerie Merindol
Discussant(s): Vanessa Bretas

Paper Presentations:

2069  ENTREPRENEURSHIP IN INNOVATION ECOSYSTEMS: EVIDENCE FROM CHINA’S SPATIAL CLUSTER AND DIGITAL PLATFORM ECOSYSTEMS
Marina Zhang  UNIVERSITY OF TECHNOLOGY SYDNEY
Mark Dodgson  UQ BUSINESS SCHOOL, UNIVERSITY OF QUEENSLAND
David Gann  UNIVERSITY OF OXFORD

2519  DIGITAL ENTREPRENEURIAL ECOSYSTEMS: A REVIEW AND FUTURE RESEARCH DIRECTIONS
Melissa Bejiani  FRIEDRICH SCHILLER UNIVERSITÄT JENA
Lutz Göcke  HS NORDHAUSEN
Matthias Menter  FRIEDRICH SCHILLER UNIVERSITY JENA
### Track Sessions per day

**2776**  
**THE HOME OF THE UNICORN: DIGITAL ENTREPRENEURIAL ECOSYSTEM NECESSITY LEVELS AND VENTURE GROWTH**  
Simon Hensellek  
TU DORTMUND  
Julius de Groot  
TU DORTMUND  

Empowering Women in Work and Leadership (16:00 - 17:30) - Arts Building - Classroom 4045  
Track: GT05_00 Gender, Race and Diversity in Organisations General Track  
Chair(s): Sumita Datta  
Discussant(s): Jessica Borg  

**Paper Presentations:**

**1348**  
**TOGETHER APART? WORKING MOTHERS’ COPING STRATEGIES FOR WORK-FAMILY BALANCE IN COMMUTER MARRIAGES**  
Ting Wu  
MACAU UNIVERSITY OF SCIENCE AND TECHNOLOGY, SCHOOL OF BUSINESS  
Yongwen Su  
SCHOOL OF BUSINESS, MACAU UNIVERSITY OF SCIENCE AND TECHNOLOGY  
YingYin Lin  
SCHOOL OF BUSINESS, MACAU UNIVERSITY OF SCIENCE AND TECHNOLOGY, MACAU  

**1883**  
**CLIMBING THE LADDER: AN AUTHENTIC LEADERSHIP PROGRAM BOOSTING ADOLESCENT GIRLS’ POTENTIAL**  
Manuel M. Molina-López  
CEU SAN PABLO UNIVERSITY  
Susana González-Pérez  
CEU SAN PABLO  
M Carmen García-Centeno  
CEU SAN PABLO  
Miryam Martínez  
CEU SAN PABLO UNIVERSITY  

**2510**  
**THE INFLUENCE OF DEMOGRAPHIC CHARACTERISTICS OF WOMEN CEOS ON INNOVATION**  
Jenny M. Ruiz-Jimenez  
UNIVERSITY OF GRANADA  
Maria del Mar Fuentes-Fuentes  
UNIVERSIDAD DE GRANADA  
Javier Delgado-Ceballos  
UNIVERSITY OF GRANADA  

Entrepreneurial behaviour within and between firms (16:00 - 17:30) - Arts Building - Classroom 3106  
Track: ST03_03 Entrepreneurial Decision Making and Behaviour  
Chair(s): Massimiliano Pellegrini, Bob (RJ) Bastian  
Discussant(s): Alena Glanz  

**Paper Presentations:**

**1805**  
**THE MEDIATING ROLE OF CEO DECISION-MAKING BEHAVIOR IN THE DEVELOPMENT OF DIGITAL BUSINESS MODEL INNOVATION: AN EMPIRICAL ANALYSIS**  
Alena Glanz  
RWTH AACHEN  

**2307**  
**HOW TO EVOKE ENTREPRENEURIAL BEHAVIOR IN MIDDLE MANAGERS: THE IMPORTANCE OF INVOLVEMENT IN STRATEGY DEVELOPMENT AND PSYCHOLOGICAL OWNERSHIP**  
Sina Feldermann  
HOCHSCHULE RUHR WEST, UNIVERSITY OF APPLIED SCIENCES  
Martin R. W. Hiebl  
UNIVERSITY OF SIEGEN
Track Sessions per day

2575  EVALUATION OF DIGITAL ENTREPRENEURIAL ECOSYSTEMS: AN APPLICATION OF STOCHASTIC MULTICRITERIA ACCEPTABILITY ANALYSIS  
Alessia Munnia  UNIVERSITY OF CATANIA  
Salvatore Corrente  UNIVERSITY OF CATANIA  
James Cunningham  NEWCASTLE UNIVERSITY,  
Melita Nicotra  UNIVERSITY OF CATANIA  
Marco Romano  UNIVERSITY OF CATANIA

Entrepreneurship (16:00 - 17:30) - TBSI Building - B2.21

Track: T14_08 Sustainability transitions, flows and entrepreneurial alterity in global urban contexts
Chair(s): Chiara Pellegrini
Discussant(s): Chiara Pellegrini
Paper Presentations:

1930  SUSTAINABLE TRANSFORMATION: FROM UNCONSCIOUS BEHAVIOR TO CONSCIOUS ACTION  
Margherita Milotta  UNIVERSITY OF PAVIA

2328  INTRINSIC MOTIVATION, NORMATIVE PRESSURE, AND GREEN MANAGEMENT OF HIGH-POLLUTING MANUFACTURING FIRMS: THE CONTINGENT ROLE OF INTERNAL AND EXTERNAL BRICOLAGE  
Jingshu Du  EMLV BUSINESS SCHOOL, PARIS  
Liang Wu  CENTER FOR CANTONESE MERCHANTS RESEARCH, GUANGDONG UNIVERSITY OF FOREIGN STUDIES, GUANGZHOU, CHINA  
Heng Liu  SUN YAT-SEN UNIVERSITY

2903  CO-CREATION TO UPSCALE NATURE-BASED ENTERPRISES: THE ENTREPRENEURIAL ACTIVATION PROCESS  
Chiara Pellegrini  EURAC RESEARCH

Entrepreneurship in arts and cultural sectors (16:00 - 17:30) - Arts Building - Classroom 4050A
Track: T03_12 Entrepreneurship for transformations of and through the creative industries
Chair(s): Diana Betzler
Paper Presentations:

1381  CULTURAL ENTREPRENEURSHIP AND COLLECTING: A JOINT PERSPECTIVE  
Ian Fillis  LIVERPOOL JOHN MOORES UNIVERSITY  
Kim Lehman  LIVERPOOL JOHN MOORES UNIVERSITY

1497  SERVICE DESIGN IN PUBLIC LIBRARIES IN AN INNOVATION CONTEXT  
Katja Lindqvist  DEPARTMENT OF SERVICE MANAGEMENT AND SERVICE STUDIES, LUND UNIVERSITY

1557  ARTISTS BECOMING PUBLIC ENTREPRENEURS: THE CONSTITUTION AND LIMITATIONS OF ARTIST COLLECTIVES FOR URBAN CHANGE IN VENICE  
Valeria Morea  UNIVERSITY IUAV OF VENICE  
Carolina Dalla Chiesa  ERASMUS UNIVERSITY ROTTERDAM
Track Sessions per day

Ethics and innovation in cultural entrepreneurship (16:00 - 17:30) - Arts Building - Ui Chadhain Theatre
Track: T01_07 Re-Sourcing Management? Arts, Philosophy & Media as Sources of Organizational Knowledge
Chair(s): Mauro Romanelli
Discussant(s): maria lusiani
Paper Presentations:

2046 THE INSTITUTIONAL INCORPORATION OF PURPOSE: THE BENEFIT CORPORATIONS THROUGH THE LENS OF PHILIP SELZNICK’S ORGANIZATIONAL MODEL.
Brunella Iengo SCUOLA SUPERIORE MERIDIONALE
Lorenzo Fattori UNIVERSITÀ DELLA VALLE D’AOSTA

2437 MORALS AND ETHICS IN ‘ENTREPRENEURING’: THE ROLE OF ENTREPRENEURIAL IMAGINATION
Eun Sun Godwin UNIVERSITY OF WOLVERHAMPTON
Vadim Grinevich THE UNIVERSITY OF BRADFORD SCHOOL OF MANAGEMENT

2781 MUSEUMS DRIVING KNOWLEDGE INNOVATION BY TECHNOLOGIES
Mauro Romanelli PARTHENOPE UNIVERSITY OF NAPLES
Maria Ferrara PARTHENOPE UNIVERSITY OF NAPLES

Exploring Corporate Social Responsibility: Comparative Perspectives and Approaches (16:00 - 17:30) - Arts Building - J.M. Synge Theatre
Track: GT01_00 Business for Society General Track
Chair(s): Eugenio D'Angelo
Discussant(s): Maria Coscia
Paper Presentations:

1914 MAPPING ESG’S STUDIES IN BUSINESS MANAGEMENT FIELD: A REVIEW BASED ON BIBLIOGRAPHIC COUPLING ANALYSIS
Salvatore Esposito De Falco SAPIENZA UNIVERSITY OF ROME
Raffaella Montera PEGASO TELEMATIC UNIVERSITY
Sabrina Leo SAPIENZA UNIVERSITY OF ROME
Pietro Vito SAPIENZA UNIVERSITY OF ROME
Domenico Sardanelli UNIVERSITY OF MACERATA
Francesco Laviola SAPIENZA UNIVERSITY OF ROME
Gianpaolo Basile UNIVERSITAS MERCATORUM
Raffaele Alaia SAPIENZA UNIVERSITY OF ROME
Giulia Nevi SAPIENZA UNIVERSITY

2074 THE INTERLINK BETWEEN CSR DIMENSIONS AND APPROACHES: A COMPARATIVE CASE STUDY BETWEEN UK AND CHINESE UNIVERSITIES
songdi li CARDIFF METROPOLITAN UNIVERSITY
Louise Spry NOTTINGHAM TRENT UNIVERSITY
Tony Woodall NOTTINGHAM BUSINESS SCHOOL

2581 WHICH DRIVERS INFLUENCE THE DIFFERENT APPROACHES OF COMPANIES WILLING TO ENGAGE WITH THEIR COMMUNITIES? EVIDENCES FROM A CASE STUDY
Fabio Iannone SCUOLA SUPERIORE SANT’ANNA
Eleonora Annunziata SANT’ANNA SCHOOL OF ADVANCED STUDIES
Francesco Rizzi UNIVERSITÀ DI PERUGIA
Marco Frey SANT’ANNA SCHOOL OF ADVANCED STUDIES
Michele Contini SCUOLA SUPERIORE SANT’ANNA
Family businesses and environmental sustainability: Business models, behaviors and intermediaries (16:00 - 17:30) - Museum Building - M21
Track: T04_05 Behavior, Performance, and Sustainability in Family Firms
Chair(s): Rodrigo Basco
Discussant(s): Michelle Theisen

Paper Presentations:

2237 DEVELOPING CIRCULAR BUSINESS MODEL: EVIDENCE FROM FAMILY FIRMS IN THE MANUFACTURING INDUSTRY
Diala Kabbara       UNIVERSITY OF PAVIA
Abdulrahim Salhab     SKEMA BUSINESS SCHOOL

1477 FAMILY FIRMS AND THEIR IMPACT ON THE NATURAL ENVIRONMENT: FOOTPRINT VERSUS HANDPRINT
Solvej Lorenzen     WITTEN/HERDECKE UNIVERSITY
Maike Gerken         WITTEN/HERDECKE UNIVERSITY
Holger Steinmetz  TRIER UNIVERSITY
Jörn Block           TRIER UNIVERSITY
Marcel Hülsbeck     UNIVERSITY OF APPLIED SCIENCES MUNICH
Friederike Lux      WITTEN/HERDECKE UNIVERSITY

2050 BROKERING FOR A BETTER WORLD: THE FAMILY OFFICE’S ROLE IN IMPACT INVESTING
Vivian Krohn      WHU - OTTO BEISHEIM SCHOOL OF MANAGEMENT
Julia De Groote  WHU - OTTO BEISHEIM SCHOOL OF MANAGEMENT

Family interactions, resilience and risk management (16:00 - 17:30) - Museum Building - M17 - B Room
Track: GT04_00 Family Business Research General Track
Chair(s): Elias Hadjielias
Discussant(s): Sigrun C. Caspary

Paper Presentations:

1814 “WHAT’S PAST IS PROLOGUE”: CHILDHOOD EXPOSURE TO THE FAMILY FIRM, AFFECTIVE COMMITMENT, AND TRANSGENERATIONAL ORIENTATION
Baris Istipliler  UNIVERSITY OF MANNHEIM BUSINESS SCHOOL
Annegret Hauer  UNIVERSITÄT MANNHEIM
Detlef Keese    UNIVERSITÄT MANNHEIM
Michael Woywode UNIVERSITY OF MANNHEIM
Jan-Philipp Ahrens UNIVERSITY OF MANNHEIM

1873 THE ROLE OF OWNER-MANAGER RESILIENCE IN THE FAMILY BUSINESS
Yasin Yilmaz   WHU - OTTO BEISHEIM SCHOOL OF MANAGEMENT
Julia De Groote  WHU - OTTO BEISHEIM SCHOOL OF MANAGEMENT

2419 RISK MANAGEMENT AND RISK BEHAVIOR IN FAMILY BUSINESSES – A COMPREHENSIVE LITERATURE REVIEW
Patrick Ulrich  AALEN UNIVERSITY
Alice Timmermann AALEN UNIVERSITY
Track Sessions per day

Gender and gender identity across contexts (16:00 - 17:30) - Trinity Business School - 5,014
Track: ST05_02 Diversity issues in cultural context
Discussant(s): Beverly Dawn Metcalfe
Paper Presentations:

1255 DIVERSE LEARNING ENVIRONMENT IN INTERNATIONAL BUSINESS SCHOOLS: A CULTURAL SHIFT TOWARD REDUCING GENDER GAPS IN ENTREPRENEURIAL INTENTIONS
Ghada Haddad ECOLE SUPERIEURE DE COMMERCE (ESC) PAU BUSINESS SCHOOL, FRANCE
Gloria Haddad SAINT JOSEPH UNIVERSITY
Gautam Nagpal ESC PAU BUSINESS SCHOOL

1573 ‘MY CO-WORKERS ONLY SHOWED TOLERANCE RATHER THAN ACCEPTANCE’ DIVERSITY AND INCLUSION: TRANSGENDERS IN PAKISTANI ORGANISATIONS
Faiza Ali LAHORE UNIVERSITY OF MANAGEMENT SCIENCES

2450 GENDER FIRST: BIASED EMPLOYEE SELECTION IN A POST-SOCIALIST ECONOMY
Anastassiya Lipovka ALMATY MANAGEMENT UNIVERSITY
Zoltan Buzady CORVINUS UNIVERSITY OF BUDAPEST

1861 A SOCALLY SUSTAINABLE APPROACH TO DIVERSITY MANAGEMENT IN ORGANIZATIONS.
Claudia Díaz Leyva UNIVERSITY OF ROVIRA I VIRGILI
Rosalía Cascón-Pereira UNIVERSITY ROVIRA I VIRGILI

Global Mobility 6 (16:00 - 17:30) - Arts Building - Room 5051
Track: ST07_01 Global Mobility
Chair(s): Sebastian Stoermer
Paper Presentations:

2111 HOST COUNTRY NATIONALS’ CULTURAL ADJUSTMENT: HOW THEIR CULTURAL INTELLIGENCE PLAYS A ROLE
Snejina Michailova DEPARTMENT OF MANAGEMENT AND INTERNATIONAL BUSINESS, UNIVERSITY OF AUCKLAND BUSINESS SCHOOL
Dana L. Ott UNIVERSITY OF OTAGO
Anthony Fee UNIVERSITY OF TECHNOLOGY SYDNEY

2560 GOLDDIGGERS, TRADERS AND TEMPS - CHINESE SELF-INITIATED EXPATRIATES IN GHANA
Torben Andersen AARHAS UNIVERSITY
Charles Vance LOYOLA MARYMOUNT UNIVERSITY

1325 ONLINE SUPPORT FOR EXPATRIATES
Charlotte Jonasson AARHAS UNIVERSITY
Jakob Lauring AARHAS UNIVERSITY
Sebastian Stoermer TECHNISCHE UNIVERSITÄT DRESDEN
Track Sessions per day

Growth Strategies & Internationalization for SMEs: the role of ownership and finance (16:00 - 17:30) - Arts Building - Classroom 3081
Track: ST03_07 Growth Strategies & Internationalization for SMEs
Chair(s): Luca Pistilli
Discussant(s): Diego Marconatto
Paper Presentations:

2681  ¿TO EACH THEIR OWN? SIGNAL PORTFOLIOS ON THE STRATEGIC VALUE OF EMPLOYEES FOR NEWLY PUBLIC VENTURES AND DIFFERENT INVESTORS' DECISIONS
Juan Carlos Rivera Prieto PABLO DE OLAVIDE UNIVERSITY
Bárbara Larrañeta PABLO DE OLAVIDE UNIVERSITY
Rocio Aguilar PABLO DE OLAVIDE UNIVERSITY

2816 HIGH GROWTH FIRMS: FIRM-LEVEL PREDICTORS, PROCESSES, AND CONSEQUENCES
Diego Marconatto FDC
Douglas Wegner FUNDAÇÃO DOM CABRAL
Aurea Ribeiro FUNDAÇÃO DOM CABRAL
Luciana Faluba FUNDAÇÃO DOM CABRAL

1489 PARADOXICAL EXECUTION FOR NEW VENTURES' SCALABILITY: EVIDENCE FROM Y COMBINATOR
Michele Pinelli FREE UNIVERSITY OF BOZEN
Luca Pistilli UNIVERSITY COLLEGE DUBLIN
Alessio Cozzolino UNIVERSITY COLLEGE DUBLIN

GT06-00 - INNOV General track - EDUCATION AND INNOVATION (16:00 - 17:30) - Arts Building - Classroom 5052
Track: GT06_00 Innovation General Track
Chair(s): Marina Schmitz
Paper Presentations:

1382 THE USE OF ICT IN EDUCATION: A PATHWAY TOWARDS REFUGEES' SOCIAL INCLUSION
Karine Aoun Barakat INSEEC GRANDE ECOLE
Amal Dabbous SAINT JOSEPH UNIVERSITY OF BEIRUT

2070 TEACHING AND LEARNING INNOVATION ECOSYSTEMS THROUGH ACADEMIC ENTREPRENEURSHIP: THE PATH TOWARDS A COMMUNITY-BASED INNOVATION
Evandro Bocatto MACEWAN UNIVERSITY- EDMONTON- CANADA
Eloisa Perez-de Toledo MACEWAN UNIVERSITY

1988 INNOVATION EFFECTS IN MANAGEMENT EDUCATION: A SOCIOMATERIAL APPROACH
Cecilia Bezerra FEDERAL UNIVERSITY OF BAHIA AND BAiano FEDERAL INSTITUTE
Eduardo Davel FEDERAL UNIVERSITY OF BAHIA, SCHOOL OF MANAGEMENT
Clare Rigg UNIVERSITY OF SUFFOLK

GT06-00 - INNOV General track - session 3/4 - AGILITY (16:00 - 17:30) - Arts Building - Classroom 4096
Track: GT06_00 Innovation General Track
Chair(s): Tobias Röth
Paper Presentations:

1026 LEADERSHIP CURRICULUM: NURTURING CRITICAL THINKING AND CRITICAL HOPE
Catherine Fitzgerald OKANAGAN COLLEGE
Track Sessions per day

2427  AGILE CONTROL: THEORY AND SCALE DEVELOPMENT
Leonie Mueller  UNIVERSITY OF KASSEL
Tobias Röth  UNIVERSITY OF KASSEL
Patrick Spieth  UNIVERSITY OF KASSEL

2443  THE CONCEPT OF MINDFULNESS AS AN INNOVATIVE OPPORTUNITY TO FOSTER THE ATTITUDES TOWARD SUSTAINABLE DEVELOPMENT
Sina Plietzsch  HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
Simon Brunmayr  FH ERFURT
Sabine Brunner  FH ERFURT
Claudia Lehmann  HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

Higher education management (16:00 - 17:30) - Arts Building - Room 4053
Track: GT11_00 Public and Non-Profit Management General Track
Chair(s): Filippo Giordano
Discussant(s): Céline Vogel, Joachim Pinochet Lobos

Paper Presentations:
1503  THE ANALYSIS OF UNIVERSITY PLURALISM THROUGH THE ECONOMIES OF WORTH: A FRAMEWORK FOR NEW PERSPECTIVES ON MANAGEMENT TOOLS.
Céline Vogel  UNIVERSITÉ DE HAUTE-ALSACE
Marc Bollecker  UNIVERSITÉ DE HAUTE-ALSACE
Bruno Camous  UNIVERSITÉ DE HAUTE-ALSACE

1733  QUALITY OF WORK LIFE IN PUBLIC UNIVERSITIES: AN EXPLORATORY STUDY IN A FRENCH UNIVERSITY
Joachim Pinochet Lobos  UNIVERSITÉ JEAN MOULIN LYON 3 - IAELYON SCHOOL OF MANAGEMENT - LABORATOIRE MAGELLAN
Nathalie Bernard  UNIVERSITÉ JEAN MOULIN LYON 3 ; LABORATOIRE MAGELLAN
Chloé Guillot-Soulez  UNIVERSITY OF LYON, UJML3, IAELYON SCHOOL OF MANAGEMENT, MAGELLAN

Human Resources and Ethical Issues (16:00 - 17:30) - Arts Building - Swift Theatre
Track: T01_06 Philosophy for business ethics
Chair(s): Guglielmo Faldetta

Paper Presentations:
1793  JUST BECAUSE YOU ARE DIFFERENT: UNDERSTANDING THE TREATMENT OF PEOPLE WITH DISABILITIES IN ORGANIZATIONS THROUGH THE SCAPEGOATING FRAMEWORK
Deborah Gervasi  UNIVERSITY “KORE” OF ENNA
Guglielmo Faldetta  KORE UNIVERSITY OF ENNA
Davide Bizjak  UNIVERSITY OF NAPLES FEDERICO II
Luigi Maria Sicca  UNIVERSITY OF NAPLES FEDERICO II

1171  FROM FUNCTIONALIST TO COMMUNICATIVE RATIONALITY – A HABERMASIAN CRITIQUE OF HRDD PRACTICE
Oliver Schneider  RESEARCH ASSOCIATE, CHAIR FOR MANAGEMENT, ACCOUNTING & CORPORATE GOVERNANCE, UNIVERSITY OF SIEGEN
Andreas Dutzi  CHAIR OF MANAGEMENT, ACCOUNTING & CORPORATE GOVERNANCE, SCHOOL OF ECONOMIC DISCIPLINES, UNIVERSITY OF SIEGEN
### Track Sessions per day

**2615**  **MIXED OUTCOMES OF COWORKERS’ NON-TASK BEHAVIOR**  
Munisa Toirova  
Yoonjung Baek  
KYUNGPOOK NATIONAL UNIVERSITY

**2759**  **EXECUTIVE EDUCATION: A PHILOSOPHICAL APPROACH FOR DEVELOPING MANAGERIAL COMPETENCIES AND MORALITY**  
Aleksandra Jasinska  
UNIVERSITY OF Fribourg

**Individual Differences related to Creativity and Innovation** (16:00 - 17:30) - Arts Building - Classroom 5033  
Track: ST06_08 Managing creativity for innovation: Design, collaborative spaces and people  
Chair(s): Anne-Katrin Neyer  

**Paper Presentations:**

**2532**  **WHAT CONSTITUTES A ‘GOOD’ IDEA? EXPLORING IDEA SELECTION PREFERENCES IN THE CONTEXT OF CREATIVE PROBLEM-SOLVING**  
Christian Hoßbach  
MARTIN LUTHER UNIVERSITY HALLE-WITTENBERG  
Christopher Müllner  
MARTIN LUTHER UNIVERSITY HALLE-WITTENBERG  
Scott Isaksen  
BI NORWEGIAN BUSINESS SCHOOL

**1606**  **DO EMPLOYEES WHO THINK THAT CREATIVITY IS A FIXED TRAIT DO EQUALLY WELL AS THOSE WHO THINK THAT IT IS LEARNABLE? THE CASE OF THE TELECOMMUNICATIONS SECTOR IN EGYPT**  
Lina Masood  
AIX-MARSEILLE UNIVERSITÉ, IAE, CERGAM  
Carolina Serrano-Archimi  
AIX-MARSEILLE UNIVERSITÉ, IAE, CERGAM

**1876**  **THE JOINT EFFECT OF POLITICAL SKILL AND EMPLOYEE ENGAGEMENT ON INNOVATION PERFORMANCE: EVIDENCE FROM ENTREPRENEURIAL ENVIRONMENTS**  
Julian Fischer  
RWTH AACHEN UNIVERSITY  
Malte Brettel  
RWTH AACHEN

**Innovative methodological approaches** (16:00 - 17:30) - Trinity Business School - E McNabb Theatre  
Track: GT12_00 Research Methods and Research Practice General Track  
Chair(s): Gianpaolo Abatecola  

**Paper Presentations:**

**1422**  **DESIGNING ORGANIZATIONS FOR BOTTOM-UP TASK ALLOCATION: THE ROLE OF INCENTIVES**  
Stephan Leitner  
UNIVERSITY OF KLagenfurt

**1978**  **TRAUMA RESEARCH: CONSIDERING THE MERITS OF EMPLOYING ARCHIVAL SOURCES TO UNDERSTAND STRATEGIZING OF AN ORGANIZATION IN A DIFFICULT-TO-RESEARCH AREA**  
Megane Miralles  
EHL HOSPITALITY BUSINESS SCHOOL, HES-SO, UNIVERSITY OF APPLIED SCIENCES AND ARTS WESTERN SWITZERLAND  
Bill Lee  
UNIVERSITY OF SHEFFIELD, UK  
Viktor Dörfler  
UNIVERSITY OF STRATHCLYDE BUSINESS SCHOOL, UK  
Marc Stierand  
EHL HOSPITALITY BUSINESS SCHOOL, HES-SO, UNIVERSITY OF APPLIED SCIENCES AND ARTS WESTERN SWITZERLAND
2738 THE INTEREST OF AN INNOVATIVE METHODOLOGY BASED ON CUSTOMIZED VIDEO SCENARIO TO STUDY THE MOBILE IN STORE EXPERIENCE AND THE PROGRAMATIC ADVERTISING
Maggie Scordel UNIVERSITÉ DE HAUTE ALSACE
Florence Jacob IAE NANTES
International Management 4 (16:00 - 17:30) - Arts Building - Room 4101
Track: GT07_00 International Management General Track
Paper Presentations:

2220 FLOUNDERING CERTIFICATION PROGRAMMES IN COMMODITY VALUE CHAIN: A TEMPORAL MYOPIA PERSPECTIVE
Daniel Siaw BRUNEI UNIVERSITY LONDON
David Sarpong ASTON UNIVERSITY
David Botchie BRUNEI UNIVERSITY LONDON

2554 RESILIENCE OF GLOBAL VALUE CHAINS: A MULTIPLE CASE STUDY OF MNES IN THE HEALTHCARE INDUSTRY
Federica Sacco UNIVERSITY OF PAVIA
Giovanna Magnani UNIVERSITY OF PAVIA
Pietro Previtali UNIVERSITY OF PAVIA

2654 THE INTERACTION OF LEARNING-BY-EXPORTING AND LEARNING-BY-IMPORTING: ITALIAN CONTEXT
Oksana Tokarchuk UNIVERSITY OF TRENTO, SCHOOL OF INNOVATION
Roberto Gabriele UNIVERSITY OF TRENTO
Viviana Rondelli UNIVERSITY OF TRENTO

Investors and other audiences of social and sustainable entrepreneurship (16:00 - 17:30) - Arts Building - Classroom 3070
Track: ST03_06 Social and Sustainable Entrepreneurship
Chair(s): Lucas Willcke
Discussant(s): Lucas Willcke, Eyup Aygun Taysir, Christin Eckerle, ALESSANDRO LASPIA
Paper Presentations:

1046 IS DIGITAL THE SAVIOR FOR SUSTAINABILITY ENTREPRENEURS? DIGITAL TECHNOLOGIES AS SIGNAL TO INVESTORS OF SUSTAINABLE VENTURES
Lucas Willcke TECHNICAL UNIVERSITY DORTMUND

1659 EVERY JOKE IS A TINY REVOLUTION: HOW DO SOCIAL ENTREPRENEURS USE HUMOR IN THEIR NARRATIVES?
Nurgul Keles Taysir ISTANBUL TICARET UNIVERSITY
Eyup Aygun Taysir MARMARA UNIVERSITY

2282 UNRAVELING CRITERIA FOR IMPACT STARTUPS
Christin Eckerle KARLSRUHE INSTITUTE OF TECHNOLOGY | INSTITUTE FOR ENTREPRENEURSHIP, TECHNOLOGY MANAGEMENT, AND INNOVATION

1333 DO SOCIAL STARTUPS GROW LIKE OTHER STARTUPS? EVIDENCE FROM ITALY
ALESSANDRO LASPIA POLYTECHNIC UNIVERSITY OF TURIN
DAVIDE VIGLIALORO POLYTECHNIC UNIVERSITY OF TURIN
Giuliano Sansone UNIVERSITY COLLEGE DUBLIN
Paolo Landoni POLITECNICO DI TORINO
Track Sessions per day

Leading for Individual and Organizational Agility (16:00 - 17:30) - Trinity Business School - R Maharry Theatre
Track: ST09_04 Leadership
Chair(s): Herb Nold
Discussant(s): Babatunde Ogunfowora

Paper Presentations:

1109  THE EFFECT OF POOR METACOGNITION ON ORGANIZATIONAL AGILITY
   Herb Nold       POLK STATE COLLEGE
   Lukas Michel    AGILITY INSIGHTS AG

1773  HOW AGILE PRACTICES CHANGE OVER TIME IN A LARGE EU-FUNDED RESEARCH AND INNOVATION PROJECT
   Liv Nielsen     AARHUS UNIVERSITY
   Tong Zhu       AARHUS UNIVERSITY
   Ulrik Kirk     DEPARTMENT OF PUBLIC HEALTH, AARHUS UNIVERSITY
   Per Svejvig    AARHUS UNIVERSITY

2546  STRATEGIC AGILITY AS AN ENabler OF BUSINESS Model innovation
   Sarah Müller-Sägebrecht  TU DRESDEN
   Anna-Theresa Walter      TU DRESDEN
   Sophie Kutzsch         TU DRESDEN

Learning processes (16:00 - 17:30) - Arts Building - Classroom 3027
Track: ST03_02 Entrepreneurial Processes
Chair(s): Bisrat Misganaw
Discussant(s): Kisito Nzembayie, Michael Asenkerschbaumer

Paper Presentations:

1982  ABSORPTIVE CAPACITY, EFFECTUATION AND ENTREPRENEURIAL LEARNING TRAJECTORY: AN
      EMPIRICAL STUDY ON THE DEVELOPMENT OF HYBRID MARINE ENGINES
   Jingjing Ge       VRIJE UNIVERSITEIT AMSTERDAM
   Sandra Hasanefendic VRIJE UNIVERSITEIT
   Bart Bossink     VRIJE UNIVERSITEIT AMSTERDAM
   Peter Peverelli  VRIJE UNIVERSITEIT AMSTERDAM

2684  MODERATORS EFFECT ON UNIVERSITY GRADUATES’ ENTREPRENEURIAL INTENTION
   Carmen Freitas   UNIVERSIDADE DA MADEIRA - OSEAN
   Mara Franco     UNIVERSITY OF MADEIRA, CITUR
   Frederica Gonçalves UNIVERSITY OF MADEIRA - ESTG, CITUR MADEIRA, ITI/LARSYS

2954  ANY COMMENTS OR QUESTIONS? A MULTIVOCAL CREATIVE REVISION PROCESS IN ENTREPRENEURING
   Orla Byrne      UNIVERSITY COLLEGE DUBLIN
Track Sessions per day

Local Governments (16:00 - 17:30) - Arts Building - Classroom 4012
Track: ST11_01 Accounting, Auditing and Sustainability in Public and Hybrid Organizations
Chair(s): Enrico Bracci
Paper Presentations:

1637 SUSTAINABILITY MANAGEMENT IN LOCAL GOVERNMENTS: A LITERATURE REVIEW
Benoit Ruysschaert UNIVERSITÉ DE LIÈGE
Nathalie Crutzen SMART CITY INSTITUTE, HEC LIÈGE: MANAGEMENT SCHOOL AT THE UNIVERSITY OF LIÈGE
Tom Kuppens HASSELT UNIVERSITY

1775 THE LINK BETWEEN SUSTAINABLE DEVELOPMENT GOALS AND FINANCIAL SUSTAINABILITY OF LOCAL GOVERNMENTS
Beatriz Cuadrado-Ballesteros UNIVERSITY OF SALAMANCA
Marco Bisogno UNIVERSITY OF SALERNO
Francesca Manes-Rossi UNIVERSITY OF NAPLES
Noemi Peña-Miguel UNIVERSITY OF THE BASQUE COUNTRY

Managing across generations (16:00 - 17:30) - TBSI Building - B2.38
Track: GT14_00 General Track - Towards the New Paradigm of Business and Management
Chair(s): Jongwook Pak
Paper Presentations:

1059 MARKETS, INSTITUTIONS, AND MORALS: INTER- AND INTRAGENERATIONAL DIFFERENCES IN CORRUPT BEHAVIOR
Thorsten Auer PADERBORN UNIVERSITY
Christin Hoffmann BTU COTTBUS – SENFTENBERG
Timo Berg BTU COTTBUS – SENFTENBERG

2205 COMPULSORY CITIZENSHIP BEHAVIOR, CREATIVITY, AND ROLE OVERLOAD: DO GENERATIONS MAKE A DIFFERENCE?
Aamir Suhail TECHNOLOGICO DE MONTERREY (TEC), MEXICO.
Alex Rialp UNIVERSITAT AUTÒNOMA DE BARCELONA
Alexandra Simon AUTONOMOUS UNIVERSITY OF BARCELONA
Muhammad Umer Azem ESSCA SCHOOL OF MANAGEMENT, LYON, FRANCE
Prof. Eran Vigoda-Gadot THE UNIVERSITY OF HAIFA HAIFA 31905 ISRAEL
Asma Shakeel THE UNIVERSITY OF LAHORE, LAHORE, PAKISTAN
Managing Strategic Change and Risk in an AI Economy (16:00 - 17:30) - Hamilton Conference Centre - Lecture Theatre 2 (LTEE 2)
Track: T13_10 Artificial Intelligence and Digital Strategies
Chair(s): Julia Müller-Seeger, Eleonora Di Maria
Discussant(s): Rafal Trzaska, Ruchi Goyal, Daina Bilkštytė Skanė, Simon Schölzel
Paper Presentations:

2038 TECHNOLOGICAL RISK IN THE STRATEGIES OF INTERNATIONAL COMPANIES. INDUSTRY 4.0 PERSPECTIVE
Aleksandra Sus MILITARY UNIVERSITY OF LAND FORCES
Rafał Trzaska WROCLAW UNIVERSITY OF ECONOMICS AND BUSINESS

1866 POSITIONING BOARD ENGAGEMENT AS AN ENABLER OF COMPETITIVE ADVANTAGE FROM CYBERSECURITY
Ruchi Goyal HENLEY BUSINESS SCHOOL, UNIVERSITY OF READING
Andrew Kakabadse HENLEY BUSINESS SCHOOL
Nada Kakabadse HENLEY BUSINESS SCHOOL

1794 ORGANISATIONAL CHANGES REQUIRED TO ADOPT DATA-DRIVEN DECISIONS
Daina Bilkštytė Skanė ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS
Vita Akstinaitė ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS

2298 TRANSFORMATIONAL CHANGE: MEASUREMENT AND ECONOMIC CONSEQUENCES
Martin Artz UNIVERSITY OF MÜNSTER
Hannes Doering UNIVERSITY OF MÜNSTER
Simon Schölzel UNIVERSITY OF MÜNSTER

New assets and patterns in the digital world (16:00 - 17:30) - Hamilton Conference Centre - Maxwell Theatre
Track: ST13_08 Ecosystems and Platforms Research in the Digital Economy
Paper Presentations:

2583 DATA ASSETS: CONCEPTUAL EVOLUTION, STRATEGIC IMPERATIVES, AND PROSPECTS
Tao Xu TONGJI UNIVERSITY
Hanning Shi UNIVERSITY OF CAMBRIDGE
Jialun Hu ROYAL HOLLOWAY UNIVERSITY OF LONDON
Jianxin You TONGJI UNIVERSITY

2865 PLATFORM INTEGRATION AS A DOUBLE-EDGED SWORD IN THE COMPLEMENTARY MARKET: HOW PLATFORM INTEGRATION AFFECTS KNOWLEDGE SHARING AMONG INCUMBENT COMPLEMENTORS
Chengdi Fa AMSTERDAM BUSINESS SCHOOL, UNIVERSITY OF AMSTERDAM
Taghi Zadeh AMSTERDAM BUSINESS SCHOOL, UNIVERSITY OF AMSTERDAM
Hakan Ozalp AMSTERDAM BUSINESS SCHOOL, UNIVERSITY OF AMSTERDAM
Henk Volberda AMSTERDAM BUSINESS SCHOOL

1925 BITCOIN VS BLOCKCHAIN: AN EVENT STUDY APPROACH TO ANALYZE THE CONFOUNDING NATURE OF BITCOIN ON BLOCKCHAIN DISCLOSURES
VENU BHASKAR PUTHINEEDI TRINITY COLLEGE DUBLIN
Ashish JHA TRINITY BUSINESS SCHOOL, TRINITY COLLEGE DUBLIN, UNIVERSITY OF DUBLIN
Prajwal Eachempati TRINITY COLLEGE DUBLIN
Track Sessions per day

Process perspectives on purpose (16:00 - 17:30) - Arts Building - Classroom 3131
Track: ST13_02 Behavioral Strategy and Purpose-Driven Strategies
Chair(s): Gianluca Gionfriddo
Discussant(s): Leigh Ann Jones Khosla
Paper Presentations:

1574 HOW TOP MANAGEMENT TEAMS BRING PURPOSE TO LIFE: A PROCESS MODEL
Ivy Buche ESCP BUSINESS SCHOOL
Anand Narasimhan IMD BUSINESS SCHOOL
Regis Coeurderoy ESCP BUSINESS SCHOOL

2304 PURPOSE-DRIVEN TRANSFORMATION: A SYSTEMATIC LITERATURE REVIEW ON THE PROCESS AND ITS UNDERLYING FACTORS
Albena Björck ZURICH UNIVERSITY OF APPLIED SCIENCES
Richard Blaese ZURICH UNIVERSITY OF APPLIED SCIENCES
David Schoch ZHAW SCHOOL OF MANAGEMENT AND LAW

1872 THE ROLE OF SELF-EFFICACY IN THE ACCEPTANCE OF PARADOXICAL TENSIONS AT THE INDIVIDUAL LEVEL: LINKING PARADOX AND GOAL SETTING THEORIES
Alice Alosi SANT’ANNA SCHOOL OF ADVANCED STUDIES
Giulia Casamento SANT’ANNA SCHOOL OF ADVANCED STUDIES
Eleonora Annunziata SANT’ANNA SCHOOL OF ADVANCED STUDIES
Francesco Rizzi UNIVERSITÀ DI PERUGIA
Marco Frey SANT’ANNA SCHOOL OF ADVANCED STUDIES

Project Organising:: Inter organizational agile and digital transformation (16:00 - 17:30) - TBSI Building - B2.36
Track: T10_04 Projects for digital outcomes, digital project management, and agile approaches
Chair(s): Carl Marnewick
Discussant(s): Ewa Sońta-Drączkowska, Sarra Dahmani, Timo Braun
Paper Presentations:

1938 BEYOND PROJECTS? - CHALLENGES OF AGILE TRANSFORMATIONS IN LARGE ENTERPRISES
Ewa Sońta-Drączkowska WARSAW SCHOOL OF ECONOMICS

2805 USING NEW INSTITUTIONAL THEORY (NIT) TO EXPLAIN AGILITY DIFFUSION IN COMPANIES FACED WITH AN UNCERTAIN BUSINESS ENVIRONMENT: A CONCEPTUAL MODEL
Sarra Dahmani SKEMA BUSINESS SCHOOL, UNIVERSITÉ CÔTE D’AZUR, PARIS, FRANCE
Eliane BACHA SKEMA BUSINESS SCHOOL
Paul Gardiner SKEMA BUSINESS SCHOOL, UNIVERSITÉ CÔTE D’AZUR, LILLE, FRANCE
Akim Berkani GROUPE OBEA, PARIS, FRANCE CHAIRE NEXT - ECOLE DE MANAGEMENT LEONARD DE VINCI, PARIS, FRANCE

1246 MITIGATING THE RELATIONAL DYNAMICS OF INTER-ORGANIZATIONAL PROJECTS? MANAGING STABILITY AND CHANGE IN FACE OF DIGITAL TOOL ADOPTION
Timo Braun UNIVERSITY OF KASSEL
Jörg Sydow FREIE U BERLIN
Eskil Ekstedt UPPSALA UNIVERSITY
Rolf Lundin MMTC
Track Sessions per day

Project Portfolio Management (16:00 - 17:30) - TBSI Building- B1.18
Track: GT10_00 Project Organising General Track
Chair(s): Tuomas Ahola
Paper Presentations:

1349 INFORMATION QUALITY AND PROJECT PORTFOLIO COMPLIANCE AS MEDIATORS FOR THE INFLUENCE OF FORMALIZATION ON PROJECT PORTFOLIO SUCCESS
Anna Jepsen  
EPARTMENT OF BUSINESS AND MANAGEMENT, UNIVERSITY OF SOUTHERN DENMARK
Eva Riis  
UNIVERSITY OF SOUTHERN DENMARK
Surabhi Verma  
DEPARTMENT OF ECONOMICS AND BUSINESS ECONOMICS, AARHUS UNIVERSITY

2033 THE SIX-ALPHA CONCEPTS OF PROJECT PORTFOLIO MANAGEMENT: AMBITION AND ANTICIPATION, ALIGNMENT AND AMBIDEXTERITY, ADAPTABLE AND AGILITY
Hans Gemuenden  
TU BERLIN
Alexander Kock  
TU DARMSTADT

Keywords: Principles for Project Management, Projectification, Project Lineage, Ambition, Alignment, Ambidexterity, Adaptability, Anticipation, Agility

2565 TOWARDS MORE PROCESSUAL ACCOUNTS OF INSTITUTIONAL CHANGE: A CASE STUDY OF THE INSTITUTION OF
Xinyue Zhang  
TONGJI UNIVERSITY; DELFT UNIVERSITY OF TECHNOLOGY
Paul Chan  
DELFT UNIVERSITY OF TECHNOLOGY
Yun Le  
TONGJI UNIVERSITY

PUBLIC SECTOR HRM (16:00 - 17:30) - Trinity Business School - 4,035
Track: ST09_01 Human Resource Management
Chair(s): Aviv Kidron
Paper Presentations:

1240 RETHINKING HUMAN RESOURCE MANAGEMENT: ENGAGING HRM AND MUTUAL GAINS IN PUBLIC HEALTHCARE UNDER DISRUPTIVE CONTEXTS
Andres Salas-Vallina  
UNIVERSITAT DE VALENCIA
Alma Rodríguez-Sánchez  
UNIVERSITAT JAUME I
Manoli Pozo Hidalgo  
VALENCIA INTERNATIONAL UNIVERSITY VIU
Sandra Miralles Armenteros  
UNIVERSITAT JAUME I

1509 DIGITALIZATION IN PUBLIC SECTOR AND HUMAN RESOURCES MANAGEMENT STUDIES IN TRIAL COURT ORGANIZATION: CONTEXT MATTERS
Francesca Di Virgilio  
UNIVERSITY OF MOLISE
emanuele doronzo  
UNIVERSITY OF MOLISE
Subhankar Das  
DUY TAN UNIVERSITY
Ruturaj Baber  
A CONSTITUENT OF SYMBIOSIS INTERNATIONAL DEEMED UNIVERSITY
Prerana Baber  
SCHOOL OF STUDIES IN MANAGEMENT, JIWAJI UNIVERSITY
1942 ACHIEVING SMART WORKING IN THE PUBLIC SECTOR: AN INVESTIGATION OF PUBLIC SERVANTS’ WILLINGNESS TO EMBRACE SMART WORKING ARRANGEMENTS
Rocco Palumbo UNIVERSITY ROME “TOR VERGATA”
DAVIDE GIACOMINI UNIVERSITY OF BRESCIA
Giacomo Carli THE OPEN UNIVERSITY BUSINESS SCHOOL

Resilience and Inclusion in the Workplace: Addressing Discrimination and Harassment (16:00 - 17:30) - Arts Building - Classroom 3126
Track: ST05_01 Women & Gender in Work, Organisation & Beyond
Chair(s): Robert Duncan Pelly
Discussant(s): Leila Afshari

Paper Presentations:

1113 A WORKER AND A DAUGHTER: BUILDING THE RESILIENCE OF MIDDLE-AGED WOMEN WHEN COPING WITH THE WORK-ELDERCARE CONFLICT
Galy Binyamin ARIEL UNIVERSITY
Hedva Vinarski Peretz YEZREEL ACADEMIC COLLEGE

2092 THE IMPACT OF PREGNANCY AND OCCUPATIONAL SEGREGATION ON THE DISCRIMINATION AGAINST WOMEN IN PORTUGAL
Sofia Serrano UNIVERSITY OF PORTO
Luisa Pinto UNIVERSITY OF PORTO, SCHOOL OF ECONOMICS
Maria Bastida UNIVERSITY OF SANTIAGO DE COMPOSTELA, DEPARTMENT OF BUSINESS ORGANIZATION AND COMMERCIALIZATION
Maria Del Rio Araujo UNIVERSITY OF SANTIAGO DE COMPOSTELA

2970 PUBLIC SECTOR DRIVERS OF SEXUAL HARASSMENT: A RAPID SYSTEMATIC REVIEW
Victor Sojo Monzon THE UNIVERSITY OF MELBOURNE
Lindsie Arthur THE UNIVERSITY OF MELBOURNE
Victoria Roberts THE UNIVERSITY OF MELBOURNE
Kate Western THE AUSTRALIAN NATIONAL UNIVERSITY

Responses to Environmental Requirements (16:00 - 17:30) - Hamilton Conference Centre - Lecture Theatre 3 (LTEE 3)
Track: ST13_09 Strategies for sustainable businesses
Chair(s): Matthias Fertig

Paper Presentations:

1533 THE GEOGRAPHY OF COLLABORATIVE ENVIRONMENTAL INNOVATION: INSIGHTS FROM COMPARING EU ENVIRONMENTAL AND NON-ENVIRONMENTAL CO-PATENTING.
Andrea Ganzaroli UNIVERSITY OF MILAN
Ivan De Noni UNIVERSITY OF PADUA

1846 HETEROGENEITY IN ORGANIZATIONAL RESPONSES TO LEGALLY MANDATED HYBRID PRACTICES: THE EXAMPLE OF THE EU TAXONOMY REGULATION
Matthias Fertig FRIEDRICH-ALEXANDER-UNIVERSITÄT ERLANGEN-NÜRNBERG
Michelle Palharini FRIEDRICH-ALEXANDER-UNIVERSITÄT ERLANGEN-NÜRNBERG
Peter Wehnert UNIVERSITY OF ERLANGEN-NUREMBERG
Track Sessions per day

1761 UNPACKING THE DRIVERS OF THE SOCIO-ENVIRONMENTAL SUSTAINABILITY OF NEW VENTURES: INSIGHTS FROM INNOVATIVE DIGITAL START-UPS IN ITALY.
Leonardo Mazzoni UNIVERSITY OF PADUA, DEPARTMENT OF ECONOMICS AND MANAGEMENT
Silvia Rita Sedita UNIVERSITY OF PADOVA

Responsible HRM in an AI world (16:00 - 17:30) - TBSI Building - B2.74
Track: T14_05 (Ir)responsible transformational technologies and the Future of work: dilemmas and mitigations
Chair(s): Vicenc Fernandez, Luigi Moschera, Claudia Pagliari, Aizhan Tursunbayeva

Paper Presentations:

1909 ARTIFICIAL INTELLIGENCE, HUMAN TALENT, AND TRUST: A MANAGEMENT TOOL FOR ASSESSING AND SUPPORTING AI ADOPTION IN HRM
Hila Chalutz-Ben Gal AFEKA TEL AVIV ACADEMIC COLLEGE OF ENGINEERING
Aizhan Tursunbayeva PARTHENOPE UNIVERSITY OF NAPLES

2102 RESPONSIBLE ARTIFICIAL INTELLIGENCE IN HUMAN RESOURCES MANAGEMENT: A REVIEW OF THE EMPIRICAL LITERATURE
Antoine Bujold HEC MONTREAL
Isabelle Roberge-Maltais HEC MONTREAL
Xavier Parent-Rocheleau HEC MONTREAL
Jared Boesen HEC MONTREAL

S01_01 - Financial Literacy and Education for Society (16:00 - 17:30) - Trinity Business School - 2,025
Track: GT01_00 Business for Society General Track

Paper Presentations:

34 S01_01 - FINANCIAL LITERACY AND EDUCATION FOR SOCIETY
Daniele Previati DEPARTMENT OF BUSINESS STUDIES - ROMA TRE UNIVERSITY
Flora Sfez UNIVERSITÉ DE POITIERS
Anna Lusardi
Francesco Gangi UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA, LUIGI VANVITELLI, DEPARTMENT OF ECONOMICS
Umberto Filotto UNIVERSITY TOR VERCATA ROME ITALY
John Wilson SAINT ANDREWS UNIVERSITY

S01_04 - Magic in Organizing (16:00 - 17:30) - Arts Building - Classroom 3071
Track: GT01_00 Business for Society General Track

Paper Presentations:

18 S01_04 - MAGIC IN ORGANIZING
Vito Lasala UNIVERSITY OF NAPLES FEDERICO II
Silvio Ripetta SCUOLA SUPERIORE MERIDIONALE
Track Sessions per day

**S09_03 - The use of artificial intelligence and human-machine interaction in strategic decision-making and HR processes (16:00 - 17:30) - Trinity Business School - 2,031**

Track: GT09_00 Organisational Behaviour General Track

**Paper Presentations:**

26  **S09_03 - THE USE OF ARTIFICIAL INTELLIGENCE AND HUMAN-MACHINE INTERACTION IN STRATEGIC DECISION-MAKING AND HR PROCESSES**

Ksenia Keplinger  MAX PLANCK INSTITUTE FOR INTELLIGENT SYSTEMS, STUTTGART
Hunter van Wagoner  CALIFORNIA STATE UNIVERSITY FULLERTON
Elisabeth Kelan  UNIVERSITY OF ESSEX
Anne-Katrin Neyer  MARTIN LUTHER UNIVERSITY HALLE-WITTENBERG
Henk Volberda  AMSTERDAM BUSINESS SCHOOL

**S10_01 - A good life in and through projects (16:00 - 17:30) - TBSI Building - B2.37**

Track: GT10_00 Project Organising General Track

**Paper Presentations:**

6  **S10_01 - A GOOD LIFE IN AND THROUGH PROJECTS**

Dicle Kortantamer  UNIVERSITY OF LEEDS
Christine Unterhitzenberger  UNIVERSITY OF LEEDS
Phillippa Groome  UNIVERSITY OF SUSSEX

**S12_03 - Transformative Sustainability Research: Evolving Management for Good (16:00 - 17:30) - Arts Building - Classroom 3051**

Track: GT12_00 Research Methods and Research Practice General Track

**Paper Presentations:**

16  **S12_03 - TRANSFORMATIVE SUSTAINABILITY RESEARCH: EVOLVING MANAGEMENT FOR GOOD**

Michael Schlaile  LEIBNIZ CENTRE FOR AGRICULTURAL LANDSCAPE RESEARCH (ZALF)
Alexander Herwix  UNIVERSITY OF COLOGNE
Douglas Renwick  NOTTINGHAM TRENT UNIVERSITY
Lea Stöber  UNIVERSITY OF HOHENHEIM

**S13_04 - Transformative M&As: Toward Innovation and Sustainability (16:00 - 17:30) - Lloyd Building - Theatre 8**

Track: GT13_00 Strategic Management General Track

**Paper Presentations:**

32  **CANCELED - S13_04 - TRANSFORMATIVE M&AS: TOWARD INNOVATION AND SUSTAINABILITY**

Audrey Rouzies  TOULOUSE SCHOOL OF MANAGEMENT
Nicola Mirc  TOULOUSE SCHOOL OF MANAGEMENT
Xavier Castaner  UNIVERSITY OF LAUSANNE
Florian Bauer  LANCASTER UNIVERSITY
Helene Colman  BI NORWEGIAN BUSINESS SCHOOL
Duncan Angwin  UNIVERSITY OF NOTTINGHAM BUSINESS SCHOOL
Track Sessions per day

S14_02 - Improving stakeholders’ relations in the publishing process (16:00 - 17:30) - Lloyd Building - Theatre 4
Track: GT14_00 General Track - Towards the New Paradigm of Business and Management
Paper Presentations:

28  S14_02 - IMPROVING STAKEHOLDERS’ RELATIONS IN THE PUBLISHING PROCESS
Anna Grandori       BOCCONI UNIVERSITY MILAN
Michael Morley       KEMMY BUSINESS SCHOOL, UNIVERSITY OF LIMERICK, IRELAND

S14_05 - Variety and Relevance of Management Research: What and How Can we learn from each Other? (16:00 - 17:30) - Museum Building - M4
Track: GT14_00 General Track - Towards the New Paradigm of Business and Management
Paper Presentations:

41  S14_05 VARIETY AND RELEVANCE OF MANAGEMENT RESEARCH: WHAT AND HOW CAN WE LEARN FROM EACH OTHER?
Lucrezia Songini       UNIVERSITY OF EASTERN PIEDMONT
Dieter Bögenhold       KLAGENFURT UNIVERSITY
Matthias Raith         OTTO VON GUERICKE UNIVERSITY OF MAGDEBURG
Stephen O’Connor       UNIVERSITY OF ALABAMA AT BIRMINGHAM
Hervé Dumez           ÉCOLE POLYTECHNIQUE
Michael Morley         KEMMY BUSINESS SCHOOL, UNIVERSITY OF LIMERICK, IRELAND
Timothy Hoff           NORTHEASTERN UNIVERSITY

SIG 02 - Meet the Editors (16:00 - 17:30) - Hamilton Conference Centre - Joly Theatre
Track: GT02_00 Corporate Governance General Track
Chair(s): Francesca Cuomo

Silence, Psychological Capital & Whistleblowing (16:00 - 17:30) - Trinity Business School - 3,022
Track: GT09_00 Organisational Behaviour General Track
Chair(s): Heidi Karlsen
Discussant(s): Gentrit Berisha
Paper Presentations:

2370  THE PHENOMENON OF SILENCE IN PROFESSIONAL SERVICE FIRMS: A THEORETICAL PERSPECTIVE
Henrik Bienstein       WFI - INGOLSTADT SCHOOL OF MANAGEMENT
Vinzenz Krause        WFI - INGOLSTADT SCHOOL OF MANAGEMENT
Björn Schäfer         FREE UNIVERSITY BOZEN-BOLZANO

2714  THE EMERGENCE AND EARLY DEVELOPMENT OF THE WHISTLEBLOWING CONCEPT
Heidi Karlsen         BI NORWEGIAN BUSINESS SCHOOL
Kristian Alm          BI BUSINESS SCHOOL

2673  POSITIVE PSYCHOLOGICAL CAPITAL AS A PREDICTOR OF INTRAPRENEURIAL INTENTIONS: A TEST OF DIRECT AND MEDIATED EFFECT IN A SAMPLE OF MANAGERS
Gentrit Berisha       UNIVERSITY OF PRISHTINA
Besnik Krasniqi       UNIVERSITY OF PRISHTINA; STAFFORDSHIRE UNIVERSITY
Rrezon Lajçi          UNIVERSITY OF PRISHTINA
Track Sessions per day

Smart Cities, Business Intelligence and Cluster Knowledge Transfer (16:00 - 17:30) - Arts Building - Classroom 4050B

Track: T03_16 Saudi Arabia Matters: Cases from a Transforming Knowledge Economy
Chair(s): Pablo Collazzo
Discussant(s): Dr. Shakir Muhammad Usman

Paper Presentations:

2940 TRUST AND KNOWLEDGE TRANSFER AMONG BUSINESSES IN AN EMERGING SUSTAINABLE INDUSTRY CLUSTER OF SAUDI ARABIA
   Aliah Zafer PRINCE MOHAMMAD BIN FAHD UNIVERSITY

2422 BUSINESS INTELLIGENCE REQUIRED SKILLSET SAUDI ARABIA PRIVATE-SECTOR CASE
   Rabaa Alabdulrahman PRINCE MOHAMMAD BIN FAHD UNIVERSITY
   Ameera A. Al-hawaj PRINCE MOHAMMAD BIN FAHD UNIVERSITY
   Sotirios Zygiaris PRINCE MOHAMMAD BIN FAHD UNIVERSITY SAUDI ARABIA

2377 SMART CITY VIENNA – FACTORS DRIVING LOCATION ATTRACTIVENESS
   Pablo Collazzo FHWIEN DER WKW

Social Dynamics, Digital Mindset & Organizational Dependence (16:00 - 17:30) - Trinity Business School - 3,028
(Track: GT09_00 Organisational Behaviour General Track
Chair(s): Nicola Capolupo
Discussant(s): Christina Altendorfer

Paper Presentations:

2346 SETTING THE STAGE FOR DIGITAL MINDSET RESEARCH - DEVELOPMENT OF A MEASUREMENT
   Christina Altendorfer WFI - INGOLSTADT SCHOOL OF MANAGEMENT
   Paul Goldmann ZWICKAU UNIVERSITY OF APPLIED SCIENCE
   Björn Schäfer FREE UNIVERSITY BOZEN-BOLZANO

2490 THE EFFECTS OF ORGANIZATIONAL DEPENDENCE AND CHANNEL ADMINISTRATION ON WHISTLEBLOWING ACCOUNTING FRAUD
   Martin Altenburger WEBSTER VIENNA PRIVATE UNIVERSITY
   Eva Zedlacher WEBSTER VIENNA PRIVATE UNIVERSITY

ST01_02: SESSION 04 Sustainability & performance (16:00 - 17:30) - Arts Building - Davis Theatre
Track: ST01_02 Performance measurement and management for sustainability
Chair(s): Sarah Stachelscheid
Discussant(s): Valérie PALLAS

Paper Presentations:

1168 THE IMPACT OF BOARD GENDER DIVERSITY ON CORPORATE HUMAN RIGHTS PERFORMANCE IN DIFFERENT INSTITUTIONAL CONTEXTS
   Angel Morán-Muñoz UNIVERSIDAD DE LEÓN
   Roberto Fernández-Gago UNIVERSIDAD DE LEÓN
   Jose-Luis Godos-Diez UNIVERSIDAD DE LEÓN

1929 VARIATION IN SUSTAINABILITY ORIENTATION: THE IMPACT OF EXPLOITATION AND EXPLORATION ON FIRM SUSTAINABILITY PERFORMANCE.
   Rosamartina SCHENA LUM UNIVERISTY
   Angeloantonio Russo LUM UNIVERSITY
   Clodia Vurro UNIVERSITY OF MILANO
Track Sessions per day

2193 DETERMINANTS AND BENEFITS OF OVER-CERTIFICATION: A SIGNALING THEORY PERSPECTIVE
Jesus Valero-Gil UNIVERSITY OF ZARAGOZA
Tiberio Daddi INSTITUTE OF MANAGEMENT, S.ANNA SCHOOL OF ADVANCED STUDIES
Sabina Scarpellini UNIVERSITY OF ZARAGOZA
Luca Marrucci SANTANAPPISA

ST06-03 - DIGITAL INNOVATION and industry transformation (16:00 - 17:30) - Arts Building - Classroom 5039
Track: ST06_03 Digital Innovation: Strategies, Competencies, Ecosystems, Theories, and Practice
Chair(s): Anna Bastone
Paper Presentations:

2135 UNDERSTANDING DIGITAL TRANSFORMATION IN MANUFACTURING: CONTEXT-RELATED CASE ANALYSIS USING FSQCA
JUNJIE WU LEEDS BECKETT UNIVERSITY
Huayao Zhang ZHEJIANG UNIVERSITY OF TECHNOLOGY
Yuqing Ge ZHEJIANG UNIVERSITY OF TECHNOLOGY

2416 EXPLORING THE RELATIONSHIP BETWEEN ROBOTS SERVICE QUALITY AND CUSTOMERS’ ACCEPTANCE. A TIME-LAGGED INVESTIGATION
Khalid Mehmood SCHOOL OF ECONOMICS AND MANAGEMENT, HUBEI ENGINEERING UNIVERSITY, XIAOGAN, CHINA
Fauzia Jabeen ABU DHABI UNIVERSITY
Hina Rehman NATIONAL UNIVERSITY OF MODERN LANGUAGES, ISLAMABAD
Yaser Iftikhar NATIONAL UNIVERSITY OF MEDICAL SCIENCES, RAWALPINDI, PAKISTAN
Mohammad Rashid INDIAN INSTITUTE OF TECHNOLOGY Kharagpur

1625 DIGITAL INNOVATION IN SMES: A STUDY OF DRIVERS AND BARRIERS TO DATA ANALYTICS ADOPTION
Théo JUSTY MONTPELLIER MANAGEMENT - UNIVERSITY OF MONTPELLIER
Estelle Pellegrin-Boucher UNIVERSITY OF MONTPELLIER
Denis LESCOP MONTPELLIER BUSINESS SCHOOL
Julien GRANATA MONTPELLIER BUSINESS SCHOOL

Stewardship or misconduct? Governance influence on firms’ responsibility (16:00 - 17:30) - Arts Building - Boardroom 2026
Track: ST01_01/ST02_01 Rethinking the Responsible Corporation: Bridging Management, Law & Governance (B4S & CoGo SIGs)
Paper Presentations:

1420 UNRAVELLING THE HIDDEN SIDE OF SYMBOLIC CSR IN BENCHMARK COMPANIES
Rosalia Diaz Carrion UNIVERSITY OF SEVILLE
Encarnacion Ramos-Hidalgo UNIVERSITY OF SEVILLE

1123 HOW DO SOFT LAW MECHANISMS AND THREATS TO ORGANIZATIONAL LEGITIMACY AFFECT COMPANIES’ TAX AVOIDANCE STRATEGIES?
Christian Hünig GOETHE UNIVERSITY FRANKFURT
Eva Koscher GOETHE UNIVERSITY

2626 EXECUTIVE COMPENSATION AND ESG CONTROVERSIES: DOES CULTURE Matter?
Maria Roszkowska-Menkes WARSAW SCHOOL OF ECONOMICS
### Track Sessions per day

**2333  FROM AMBIVALENCE TO STEWARDSHIP COMMITMENT – TOWARD A BEHAVIORAL MODEL OF STEWARDSHIP GOVERNANCE**  
Hans Van Ees  
Constantin Zeif  
Christina Hoon  
Anne Sanders  

Strategic and organizational change and processes (16:00 - 17:30) - Hamilton Conference Centre - Lecture Theatre 1 (LTEE 1) - B Room  
Track: ST13_07 Strategic Processes & Strategic Ambidexterity  

**Paper Presentations:**  

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<td>1885</td>
<td>CHANGE MANAGEMENT PRACTICES IN LARGE COMPANIES</td>
<td>Saara Karasvirta</td>
<td>TURKU SCHOOL OF ECONOMICS</td>
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<td>2892</td>
<td>STRATEGIZING AND STRATEGY AUTHENTICITY: FROM A STAGE PERFORMANCE PERSPECTIVE</td>
<td>Bingbing Ge, Alfredo De Massis</td>
<td>LANCASTER UNIVERSITY MANAGEMENT SCHOOL, LANCASTER UNIVERSITY</td>
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<td>1047</td>
<td>COEXISTENCE PARADIGM OF THE TECHNOLOGICAL CATCHING UP PROCESS</td>
<td>Jie Xiong, Lu XU, Jie YAN, Shubho shubho chakraborty, Yeming Gong</td>
<td>ESSCA SCHOOL OF MANAGEMENT, ESC CLERMONT BUSINESS SCHOOL, GRENOBLE ECOLE DE MANAGEMENT, RENNES SCHOOL OF BUSINESS, EMLYON BUSINESS SCHOOL</td>
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**Strategy, innovation and resilience in family businesses (16:00 - 17:30) - Museum Building - M20**  
Track: ST04_01 Strategy, Innovation, and Digitalization in Family Firms  
Chair(s): Giorgia D’Allura  
Discussant(s): Linh Nguyen  

**Paper Presentations:**  

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<td>2168</td>
<td>WHY ARE WE BONDING WITH FAMILY FIRMS? AN EXAMINATION OF SEARCH FUND SUCCESSIONS/ACQUISITIONS</td>
<td>Tobias Reif</td>
<td>FRIEDRICHALEXANDER UNIVERSITÄT ERLANGEN-NÜRNBERG</td>
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<td>2198</td>
<td>FAMILY FIRMS IN TIMES OF CRISIS: A SYSTEMATIC LITERATURE REVIEW</td>
<td>Nina Schweiger</td>
<td>UNIVERSITY OF INNSBRUCK, AUSTRIA</td>
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<td>2830</td>
<td>NAVIGATING FAMILY FIRM TENSIONS IN TIMES OF CRISIS: EXPLORING RESILIENCE AND INNOVATION</td>
<td>Vanessa Diaz Moriana, Eric Clinton, Catherine Faherty, Colm O’Gorman</td>
<td>UNIVERSITY OF THE BALEARIC ISLANDS, DUBLIN CITY UNIVERSITY</td>
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Track Sessions per day

Sustainability, Stakeholders, and the Dark Side (16:00 - 17:30) - TBSI Building - B1.06

Track: ST10_02 Sustainability ‘by’ and ‘of’ the Project, Stakeholders, and the Dark Side
Chair(s): Luca Sabini
Discussant(s): Ekaterina Anichenko, Zilun Wang, Wenxin Chen
Paper Presentations:

1314 MEASURING PROJECT PRODUCTIVITY
Ekaterina Anichenko THE UNIVERSITY OF SYDNEY
Julien Pollack THE UNIVERSITY OF SYDNEY
Lynn Crawford THE UNIVERSITY OF SYDNEY

1466 CHANGE MANAGEMENT: THE NEGATIVE SIDE OF STAKEHOLDER NEGOTIATION
Wenxin Chen UNIVERSITY OF NEW SOUTH WALES CANBERRA
Cecil Eng Huang Chua MISSOURI UNIVERSITY OF SCIENCE AND TECHNOLOGY
Raymond Young THE PROJECT BUREAU

1619 CONTRACTORS' GREENWASHING EMERGENCE IN THE CONSTRUCTION PROJECT: AGENT-BASED MODELING APPROACH
Zilun Wang TONGJI UNIVERSITY; POLITECNICO DI MILANO
Qinghua He SCHOOL OF ECONOMICS AND MANAGEMENT, TONGJI UNIVERSITY
Giorgio Locatelli SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO
Ge Wang COLLEGE OF PUBLIC ADMINISTRATION, HUAZHONG AGRICULTURAL UNIVERSITY
Wendi Hu SCHOOL OF MANAGEMENT SCIENCE AND REAL ESTATE, CHONGQING UNIVERSITY
Yang Li SCHOOL OF ECONOMICS AND MANAGEMENT, TONGJI UNIVERSITY

Sustainable business models & firm performance (16:00 - 17:30) - Arts Building - Classroom 5012
Track: ST06_05 Innovation for Sustainability, Circularity and Green-tech
Chair(s): Erik G. Hansen, Maryse Chappin
Discussant(s): Subhanjan Sengupta, Manfred Strehlow, Valentine Georget
Paper Presentations:

2020 HOW INTERNAL AND EXTERNAL DIGITALIZATION AFFECT THE ENVIRONMENTAL PERFORMANCE OF FIRMS
Manfred Strehlow WESTFÄLISCHE WILHELMS-UNIVERSITÄT MÜNSTER

2039 BUSINESS MODELS FOR SUSTAINABILITY: A CRITICAL REVIEW OF THE CONCEPT
Hanna Lehtimäki UNIVERSITY OF EASTERN FINLAND
Subhanjan Sengupta UNIVERSITY OF EASTERN FINLAND
Olena Liakh UNIVERSITY OF BOLOGNA

2877 PUTTING IMPACT AT THE HEART OF ORGANISATIONS’ BUSINESS MODELS: A PROPOSED METHODOLOGY
Valentine Georget UNIVERSITÉ CÔTE D’AZUR, CNRS, GREDEG, FRANCE
Thierry Rayna I3-CRG ECOLE POLYTECHNIQUE
Track Sessions per day

Sustainable Strategy (16:00 - 17:30) - Arts Building - Room 4035
Track: GT13_00 Strategic Management General Track
Chair(s): Friederike Hawighorst
Discussant(s): Dirk Schneckenberg
Paper Presentations:

1820  DOES HOME CITY MATTER TO CORPORATE PROFITABILITY? A GLOBAL STUDY OF THE RELATIONSHIP BETWEEN CITIES’ MANAGEMENT MODELS AND FIRMS’ PROFITABILITY
Joan Enric Ricart      IESE BUSINESS SCHOOL, UNIVERSITY OF NAVARRA
Pascual BERRONE      IESE MADRID
Nilcolò Pisani      IMD
Mahsa Memarian      INCAE

1955 STUDENTS AS ACTORS OF CHANGE: STUDENT PERCEPTIONS AND STUDENT AGENCY IN THE POST-COVID DIGITAL TRANSFORMATION OF ACADEMIC TEACHING
Liudvika Leisyte      TU DORTMUND UNIVERSITY
Anna-Lena Rose      TU DORTMUND UNIVERSITY
Sude Peksen      TU DORTMUND UNIVERSITY
Katrin Stolz      TU DORTMUND UNIVERSITY
Panourgias Papaioannou      TU DORTMUND UNIVERSITY

2743 A SOCIAL MODEL OF MENTAL HEALTH CARE IN NEPAL
Mehwish Sultan      BUSINESS SCHOOL, THE UNIVERSITY OF EDINBURGH
Winston Kwon      BUSINESS SCHOOL, THE UNIVERSITY OF EDINBURGH
Sumeet Jain      SSPS, THE UNIVERSITY OF EDINBURGH

T14_02 Developing a Sustainability Mindset in Business and Management Education (16:00 - 17:30) - TBSI Building - B2.72
Track: T14_02 Developing a Sustainability Mindset in Business and Management Education
Chair(s): Kristen Reid
Paper Presentations:

2181 DESIGN THINKING AND EDUCATION: A BIBLIOMETRIC ANALYSIS
arushi bathla      INDIAN INSTITUTE OF FOREIGN TRADE
Ginni Chawla      INDIAN INSTITUTE OF FOREIGN TRADE

2257 GAME-BASED LEARNING FOR SUSTAINABILITY
Susanna Tinti      UNIVERSITY OF BOLOGNA
MONICA BARTOLINI      UNIVERSITY OF BOLOGNA
Selena Aureli      UNIVERSITY OF BOLOGNA

1018 FORMING A SUSTAINABILITY MINDSET WITH WISDOM PEDAGOGY
Maria Jakubik      UNIVERSITY OF PECS

1233 TOWARDS SUSTAINABLE MANAGEMENT EDUCATION THROUGH CONTEMPLATIVE ART PRACTICES
Charlie Yang      SOUTHERN CONNECTICUT STATE UNIVERSITY
Track Sessions per day

Team Membership (16:00 - 17:30) - Trinity Business School - 4,036
Track: ST09_02 Team Performance Management
Chair(s): António Abrantes, Monika Maslikowska
Paper Presentations:

1089 EXPLORING THE EFFECT OF TEAM PLAYFULNESS ON TEAM MEMBERS’ VOICE AND HELPING BEHAVIOR
Shu-Yuan Chen DEPT. OF BUSINESS MANAGEMENT NATIONAL UNITED UNIVERSITY

1304 A MULTILEVEL PERSPECTIVE ON MEMBERSHIP MODEL DIVERGENCE IN TEAMS
Julia Backmann UNIVERSITY OF MÜNSTER
Matthias Weiss RUHR-UNIVERSITÄT BOCHUM
Julia Wimmer LMU MUNICH
Mark Mortensen INSEAD
Martin Högl LUDWIG-MAXIMILIANS-UNIVERSITÄT MÜNCHEN

2541 FAMILIAR TEAMS IN UNFAMILIAR SITUATIONS: THE INFLUENCE OF REWARDS ON TEAM CREATIVE PROBLEM-SOLVING
Matthias Sinnemann WESTFÄLISCHE WILHELMS-UNIVERSITÄT MÜNSTER
Matthias Weiss RADBOUD UNIVERSITY
Kyle Brykman UNIVERSITY OF WINDSOR ODETTE SCHOOL OF BUSINESS

The Role of Human Relations Practices in the New Normal (16:00 - 17:30) - Trinity Business School - 5,012
Track: T09_08 New ways of working and hybrid workplaces: organizing and managing for good in the new normal.
Chair(s): Meysam Salimi
Discussant(s): Eilis Collins, Gilda Antonelli, Christina Fuchs
Paper Presentations:

1067 THE EFFECTS OF NEW WAYS OF WORKING ON THE IMPLEMENTATION OF HR PRACTICES—WHAT WE HAVE LEARNED FROM TWO HR SHARED SERVICE TEAMS WORKING FROM HOME
Eilis Collins PORTSMOUTH UNIVERSITY

2238 AND YET IT MOVES. HR PROFESSIONALS’ PERCEPTIONS IN DRIVING ORGANIZATIONS IN THE NEW NORMAL
Gilda Antonelli UNIVERSITY OF SANNIO
Roberta Cuel UNIVERSITY OF TRENTO
Barbara Imperatori UNIVERSITÀ CATTOLICA
Aurelio Ravarini UNIVERSITÀ C. CATTANEO LIUC
Teresina Torre UNIVERSITY OF GENOA - DEPARTMENT OF ECONOMICS AND BUSINESS

2371 THE NEW MEANING OF OFFICE: HOW HYBRID WORK TRIGGERS THE EMERGENCE OF A VIRTUAL WORKPLACE AND CHANGES OF FORMAL ORGANIZATIONAL STRUCTURE
Christina Fuchs UNIVERSITY OF SALZBURG
Astrid Reichel UNIVERSITY OF SALZBURG

Training and Research in Cultural Contexts (16:00 - 17:30) - Arts Building - Room 3124
Track: ST07_03 Management and cultures: qualitative organizational research
Chair(s): Christoph Barmeyer
Paper Presentations:

1727 INTERCULTURAL TRAINING AND THEORETICAL APPROACHES
Mette Zølner AARHUS UNIVERSITY, DK
Track Sessions per day

1911 THE CIRCULATION AND DEVELOPMENT OF THE INTERNATIONAL MANAGERIAL LANGUAGE: THE CASE OF INDIAN MANAGERS
Josiane O’BRIEN INTERNATIONAL UNIVERSITY OF MONACO
Jean-Francois Chanlat DRM UMR 7088, UNIVERSITY PARIS DAUPHINE

1417 DOING RESEARCH IN RUSSIA AND VIETNAM: SOME LESSONS FROM THE FIELD
Vincent MONTENERO CZECH TECHNICAL UNIVERSITY
Jean-Francois Chanlat DRM UMR 7088, UNIVERSITY PARIS DAUPHINE
Viet Long Nguyen THU DAU MOT UNIVERSITY

Trends in Physician Leadership, Resilience, and Entrepreneurialism (16:00 - 17:30) - Arts Building - Room 5086
Track: ST11_02 Healthcare Management Research
Chair(s): Alfred Angerer
Discussant(s): Christy Lemak
Paper Presentations:

1193 AN EVOLUTION OF MEDICAL PROFESSIONALISATION? MEDICAL LEADERSHIP IN UK HEALTH CARE
Simon Moralee THE UNIVERSITY OF MANCHESTER

2895 THE MEDICAL PROFESSION IN FRENCH PUBLIC HOSPITALS SEEN THROUGH THE LENSES OF AN ENTREPRENEURIAL PARADIGM
Rafael Cavalcante CENTER FOR MANAGEMENT SCIENCE - CGS I3, MINES DE PARIS - PSL
Frédéric Kletz CENTER FOR MANAGEMENT SCIENCE
Jean-Claude Sardas CENTER FOR MANAGEMENT SCIENCE

2085 THE ASSOCIATION OF AVAILABILITY AND ACCESSIBILITY OF FEDERALLY QUALIFIED HEALTH CENTERS ON HOSPITALS’ REPORTED CHARITY CARE
Phil Cendoma UNIVERSITY OF ALABAMA AT BIRMINGHAM
Nancy Borkowski UNIVERSITY OF ALABAMA AT BIRMINGHAM
Ganisher Davlyatov UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER
Nathan Carroll VIRGINIA COMMONWEALTH UNIVERSITY

University (16:00 - 17:30) - Arts Building - Classroom 3025
Track: GT03_00 Entrepreneurship General Track
Chair(s): Miriam Gnad
Discussant(s): Martina Buratti
Paper Presentations:

1393 DOES THE ‘THINK LIKE AN ENTREPRENEUR SUMMER ACADEMY’ ENHANCE ENTREPRENEURIAL INTENTION?
Michael Dominik ROWAN UNIVERSITY
Joel Rudin ROWAN UNIVERSITY
Faye Zhu ROWAN UNIVERSITY

2487 THE ENTREPRENEUR, VENTURE OR UNIVERSITY SUPPORT? EXAMINING UNIVERSITY SPINOFF FUNDING SUCCESS USING CONFIGURATIONAL APPROACH
Igors Skute UNIVERSITY OF TWENTE
Remco Siebelink UNIVERSITY OF TWENTE
Track Sessions per day

2919 HOW DO GRADUATES LINK UNIVERSITY ENTREPRENEURSHIP EDUCATION WITH FURTHER DEVELOPMENT OF ENTREPRENEURIAL ACTIVITY?
Lurdes D. Patrício UBI
João Ferreira UNIVERISTY OF BEIRA INTERIOR

University-Industry interactions & Knowledge Transfer IV (16:00 - 17:30) - Arts Building - Room 4018
Track: T06_11 From Science Management to Innovation Management: Science – Industry Relations and New Forms of Knowledge Transfer
Chair(s): Kristel Miller

Paper Presentations:

1406 TACIT KNOWLEDGE TRANSFER FROM ACADEMIA TO THE REGIONAL INDUSTRIAL CLUSTER THROUGH PH.D. GRADUATES’ MOBILITY: THE STANFORD UNIVERSITY CASE
Michael Ferrary SKEMA BUSINESS SCHOOL
Ludovic Dibiaggio SKEMA BUSINESS SCHOOL

1648 ENABLING KNOWLEDGE SHARING IN UNIVERSITY-CROSS-INDUSTRY COMPETENCE CENTRES
Ehab Abu Sa’a LINKÖPING UNIVERSITY
Fredrik Asplund KTH ROYAL INSTITUTE OF TECHNOLOGY

1825 EXPLORING THE EXPERIENCES OF WOMEN RESEARCHERS PARTICIPATING IN ACADEMIC ENGAGEMENT: A BOURDIEUSIAN PERSPECTIVE
Afu Owusu-Kwarteng LANCASTER UNIVERSITY
Derrick Boakye BRUNEL UNIVERSITY LONDON
David Sarpong ASTON UNIVERSITY
Dirk Meissner HSE UNIVERSITY

S06_02 - Status and future of action research in management and innovation studies (16:00 - 18:30) - Arts Building - Classroom 5025
Track: GT06_00 Innovation General Track

Paper Presentations:

35 S06_02 - STATUS AND FUTURE OF ACTION RESEARCH IN MANAGEMENT AND INNOVATION STUDIES
Erik Lindhult MÅLARDALEN UNIVERSITY
SHANKAR SANKARAN UNIVERSITY OF TECHNOLOGY SYDNEY, AUSTRALIA
Natalie Smith UNIVERSITY OF QUEENSLAND
David W. Versailles PARIS SCHOOL OF BUSINESS
SIG 02 Keynote II (18:00 - 19:00) - Hamilton Conference Centre - Joly Theatre
Track: GT02_00 Corporate Governance General Track
Chair(s): Corinne Post
SIG 09 Plenary (18:00 - 19:00) - Trinity Business School - 3,028
Track: GT09_00 Organisational Behaviour General Track
European Management Review Editorial Board Meeting (18:00 - 19:30) - Trinity Business School - KPMG
Chair(s): Anna Grandori, Michael Morley
SIG 01 Plenary (18:00 - 19:30) - Trinity Business School - R Maharry Theatre
Track: GT01_00 Business for Society General Track
SIG 03 Plenary (18:00 - 19:30) - Arts Building - J.M. Synge Theatre
Track: GT03_00 Entrepreneurship General Track
Chair(s): Luca Gnan, Diego Matricano
SIG 04 - FABR - Plenary (18:00 - 19:30) - Trinity Business School - 3,034
Track: GT04_00 Family Business Research General Track
Chair(s): Elias Hadjielias, Jan-Philipp Ahrens
SIG 05 Plenary (18:00 - 19:30) - Arts Building - Classroom 5025
Track: GT05_00 Gender, Race and Diversity in Organisations General Track
Chair(s): Faiza Ali
SIG 06 KEYNOTE PRESENTATION (18:00 - 19:30) - Arts Building - Classroom 5052
Track: GT06_00 Innovation General Track
SIG 11 Plenary (18:00 - 19:30) - Arts Building - Classroom 5039
Track: GT11_00 Public and Non-Profit Management General Track
SIG 12 - RM&RP - Plenary (18:00 - 19:30) - Trinity Business School - E McNabb Theatre
Track: GT12_00 Research Methods and Research Practice General Track
SIG 02 Hang-Out (19:00 - 19:45) - Arts Building - Swift Theatre
Track: GT02_00 Corporate Governance General Track
Chair(s): Francesca Cuomo
SIG 09 Hang-Out (19:30 - 20:30) - The Pavilion Bar
Track: GT09_00 Organisational Behaviour General Track
Accounting and Management Innovations in Historical and Contemporary Perspectives (09:00 - 10:30) - Trinity Business School - R Maharry Theatre
Track: T12_04 Historical, Evolutionary, and Philosophical Approaches To Business And Management Research
Chair(s): Matteo Cristofaro

Paper Presentations:

2730 ACCOUNTING FOR SUSTAINABLE WATER MANAGEMENT: THE CASE OF THE “BOTTINI AQUEDUCT” IN THE XIV CENTURY
Federico Barnabè      UNIVERSITY OF SIENA
Maria Cleofe Giorgino      UNIVERSITY OF SIENA

1601 EVOLUTION OF ACCOUNTING PARADIGMS BETWEEN THE FIRST HALF OF THE 19TH CENTURY AND THE BEGINNING OF THE 20TH CENTURY IN ITALY. A KUHNIAN INTERPRETATION ANALYZING AN ITALIAN SCHOLAR
Antonio Prencipe      UNIVERSITÀ DEGLI STUDI DI TERAMO
Danilo Boffa      UNIVERSITY OF TERAMO

1831 DEVELOPMENT CIRCUMSTANCES OF DOCUMENT MANAGEMENT IN THE INTER- AND POST-WAR PERIODS IN EUROPE: THE CASE OF HENRI BERNATÉNÉ (1906-1995)
Marek Ćwiklicki      CRACOW UNIVERSITY OF ECONOMICS
Alain Alcouffe      UNIVERSITÉ Toulouse Capitole

Business Model VI - PDW (09:00 - 10:30) - Arts Building - Room 4018
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:

1665 THE UNDEREXPLORED RELATIONSHIP BETWEEN TRANSFORMATIONAL LEADERSHIP AND THE DEVELOPMENT OF DYNAMIC CAPABILITIES FOR BUSINESS MODEL INNOVATION: A CASE STUDY
Cecilia Correggi      UNIVERSITY OF MODENA AND REGGIO EMILIA - FONDAZIONE MARCO BIAGI
Paolo Di Toma      UNIVERSITY OF MODENA AND REGGIO EMILIA

1389 A ONE-WAY TICKET TO RESILIENCE. WHICH ROAD TO TAKE? EXPLORING HAUTE CUISINE BUSINESS MODEL EVOLUTION PATHS THROUGH COVID-19 CRISIS
Calypso Coudeville      IAE LILLE - UNIVERSITY OF LILLE

1511 HOW THE INTERACTION BETWEEN BUSINESS MODEL AND GOVERNANCE LEADS TO SUSTAINABLE VALUE CREATION: A CASE STUDY
Paolo Di Toma      UNIVERSITY OF MODENA AND REGGIO EMILIA
Cecilia Correggi      UNIVERSITY OF MODENA AND REGGIO EMILIA - FONDAZIONE MARCO BIAGI
Track Sessions per day

CENA - PROXIMITY IN COOPERATION (09:00 - 10:30) - Hamilton Conference Centre - Synge Theatre
Track: ST13_03 CENA Coopetition, Ecosystems, Networks and Alliances
Chair(s): Nina Telg
Discussant(s): Mohammad Saleh Farazi
Paper Presentations:

2465 HIGHLIGHTING THE TERRITORIAL DIMENSION OF COOPETITION: A CONTRIBUTION TO SUSTAINABLE STRATEGIES
Anne ALBERT-CROMARIAS  ESC CLERMONT BUSINESS SCHOOL / CLERMA
Alexandre Asselineau  BURGUNDY SCHOOL OF BUSINESS, FRANCE, ALEXANDRE.ASSELINEAU@BSB-EDUCATION.COM

1074 HOW ASML NAVIGATED THE LITHOGRAPHY TECHNOLOGY BATTLE: THE REAL OPTION AND SCIENTIFIC EXPERIMENT PERSPECTIVES
Niels Noorderhaven  TILBURG UNIVERSITY
Mohammad Nasiri  UNIVERSITY OF AMSTERDAM
Henk Akkermans  TILBURG UNIVERSITY
Susanne Van der Velden  HEIJMANS

1732 HOW DOES PROXIMITY AFFECT RELATIONSHIPS BETWEEN SUPPLIERS? THE CASE OF RANK 2 AND ABOVE IN THE FRENCH AERONAUTICAL SUPPLY CHAIN
Ibtissem Hamouda  INP - CERAG

Challenging the Status Quo: Feminist Perspectives on Organising and Management Practices (09:00 - 10:30) - Arts Building - Classroom 5039
Track: ST05_01 Women & Gender in Work, Organisation & Beyond
Chair(s): Nina Mohadjer
Discussant(s): Ksenia Keplinger
Paper Presentations:

1342 THE ORGANIC MANAGEMENT OF CONFLICTS DEVELOPED IN ENTERPRISES FORMED BY WOMEN IN THE SOLIDARITY ECONOMY IN BRAZIL: A POST-COLONIALIST ANALYSIS OF A FEMINIST PRACTICE OF SELF-MANAGEMENT
Maria Soares  FEDERAL UNIVERSITY OF CEARÁ
Silvia Maria Rebouças  INSTITUTO SUPERIOR MANUEL TEIXEIRA GOMES
Jose Carlos Lazaro  UNIVERSIDADE FEDERAL DO CEARÁ

1541 "LEAVING NO ONE BEHIND": A DECOLONIAL FEMINIST CRITIQUE OF MANAGEMENT STUDIES
Irenitemi Abolade  TECHNOLOGICAL UNIVERSITY DUBLIN

2073 ORGANIZING AND INEQUALITY IN ACADEMIA: THE REVIVAL OF THE MARQUISS DE SADE
Robert Duncan Pelly  FISK UNIVERSITY
Julia Hayden  INDEPENDENT SCHOLAR
Track Sessions per day

COMPENSATION MANAGEMENT (09:00 - 10:30) - Trinity Business School - 4,036
Track: ST09_01 Human Resource Management
Chair(s): Laura Innocenti
Paper Presentations:

1242  IS IT TIME TO RETHINK BENEFIT PACKAGES? PERKS ASSOCIATED WITH THE INTENTION TO LEAVE IN DIFFERENT AGE GROUPS DURING COVID-19.
Piret Masso       ESTONIAN BUSINESS
Krista Jaakson       UNIVERSITY OF TARTU
Kaire Pöder       ESTONIAN BUSINESS SCHOOL

1343  CONTINUANCE OF WHAT? AN EXPLORATORY STUDY OF TANGIBLE AND INTANGIBLE REWARDS AS DETERMINANTS OF AFFECTIVE AND CONTINUANCE COMMITMENT
Lucie Morin       UQAM
Stéphane Renaud      UNIVERSITÉ DE MONTRÉAL

2795  WHY DOES THE ORGANIZATION PAY ME THAT WAY? THE EFFECT OF PAY ATTRIBUTIONS ON EMPLOYEES’ PERCEPTION OF ORGANIZATIONAL SUPPORT.
José de La Torre-Ruíz       UNIVERSIDAD DE GRANADA
Eulogio Cordón Pozo       UNIVERSIDAD DE GRANADA
María Vidal Salazar       UNIVERSIDAD DE GRANADA
Maria MUÑOZ-DOYAGUE     UNIVERSIDAD DE LEÓN

Corporate Perspective on Diversity and Inclusion (09:00 - 10:30) - Arts Building - Classroom 5025
Track: GT05_00 Gender, Race and Diversity in Organisations General Track
Chair(s): Ilona Hunek
Discussant(s): Nosheen Khan
Paper Presentations:

1682  CORPORATE MESSAGING TO ATTRACT DIVERSE EARLY CAREER TALENT: A WEBSITE ANALYSIS
Jessica Borg       UNIVERSITY OF MELBOURNE
Christina Scott-Young      RMIT UNIVERSITY

2209  THE PROOF IS IN THE PUDDING: WORKERS CARE ABOUT EVIDENCE-BASED DIVERSITY CUES, NOT ABOUT EXPRESSED DIVERSITY CUES.
Valerie De Cock       SOLVAY BRUSSELS SCHOOL OF ECONOMICS AND MANAGEMENT - EMILE BERNHEIM
Claudia Toma       UNIVERSITÉ LIBRE DE BRUXELLES
Pinar Celik       SOLVAY BUSINESS SCHOOL

2685  DIVERSITY DECOUPLING IN EUROPEAN CORPORATIONS: MYTH OR FACT?
Claudia Toma       UNIVERSITÉ LIBRE DE BRUXELLES
Valerie De Cock       SOLVAY BRUSSELS SCHOOL OF ECONOMICS AND MANAGEMENT - EMILE BERNHEIM

Corporate Political Activity and CSR (09:00 - 10:30) - Arts Building - Ui Chadhain Theatre
Track: T01_06 Philosophy for business ethics
Chair(s): Edoardo Mollona
Paper Presentations:

1260  FORWARD-LOOKING RESPONSIBILITY AND POLITICAL CSR
John Ferguson       UNIVERSITY OF ST ANDREWS
## Track Sessions per day

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<td>FIRM REINTEGRATION AFTER ACCOUNTING MISSTATEMENTS: A RESTORATIVE JUSTICE VIEW</td>
<td>Felice Matozza, Anna Maria Biscotti, Eugenio D’Amico</td>
<td>UNIVERSITY OF ROMA TRE</td>
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<td>2405</td>
<td>ELICITING THE POLITICAL ISSUE FIELD: MOBILIZING DISCOURSES ON RIGHTS IN POLITICAL INFLUENCE</td>
<td>Edoardo Mollona, Martino Simonetti</td>
<td>UNIVERSITY OF BOLOGNA</td>
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Digital Divide: Financial Inclusion, Performance and Rating (09:00 - 10:30) - Arts Building - Swift Theatre

**Track: ST01_03 Finance and Economy for Society: Inclusion, Empowerment and Sustainability**

Chair(s): Peter Wehnert
Discussant(s): Daniele Previati

**Paper Presentations:**

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<td>1426</td>
<td>NON-FINANCIAL RATING: AN IDEOLOGICAL SUCCESS?</td>
<td>Pierre BARET, Emmanuel Renaud</td>
<td>EXCELIA - LA ROCHELLE BUSINESS SCHOOL</td>
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<td>2164</td>
<td>CAN ARTIFICIAL INTELLIGENCE’S ANALYSIS OF SOCIAL CUES LEAD TO BETTER FINANCIAL INCLUSION?</td>
<td>Hicham Sadok, Djamchid Assadi</td>
<td>MOHAMMED V UNIVERSITY- RABAT, BSB-BURGUNDY SCHOOL OF BUSINESS, FRANCE,</td>
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Dynamics of Entrepreneurial Intention and Behaviour (09:00 - 10:30) - Museum Building - M21

**Track: ST03_03 Entrepreneurial Decision Making and Behaviour**

Chair(s): Véronique Schaeffer, Bob (RJ) Bastian
Discussant(s): Véronique Schaeffer, Thanh Tung Phan

**Paper Presentations:**

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<td>1283</td>
<td>STIMULATING INTERNATIONAL ENTREPRENEURIAL INTENTION – THE MECHANISM OF MOTIVATIONAL CULTURAL INTELLIGENCE</td>
<td>Thanh Tung Phan, Johanna Vanderstraeten, Hendrik Slabbinck</td>
<td>UNIVERSITY OF ANTWERP, UNIVERSITY OF ANTWERP, GHENT UNIVERSITY</td>
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<td>2613</td>
<td>THE SOCIAL, PSYCHOLOGICAL AND ECONOMIC DETERMINANTS OF THE ENTREPRENEURIAL INTENTION OF JOBSEEKERS</td>
<td>Véronique Schaeffer, Isabelle Terraz</td>
<td>UNIVERSITY OF STRASBOURG-BETA LABORATORY, UNIVERSITÉ DE STRASBOURG</td>
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Track Sessions per day

**2811**  **BARRIERS TOWARDS ENTREPRENEURIAL PATHWAY, THE ROLE OF PSYCHOLOGICAL CAPITAL AND ENTREPRENEURIAL INTENTION**  
Mamoona Islam  
Muhammad Umer Azeem  
Elda Nasho Ah-Pine  
Farooq Anwar  
Inam Ul Haq  
The University of Lahore  
Essca School of Management, Lyon, France  
Eclermont BS and Clerma, Clermont Research Management Center, Of the University of Clermont Auvergne  
LaHore Business School, The University of Lahore  

**2967**  **THE ROLE OF MASCULINITY, FEMININITY AND ANDROGYNY ON ENTREPRENEURIAL INTENTIONS IN STUDENTS**  
Maria Claudia Angel Ferrero  
Véronique Bessière  
The University of Montpellier - IAE Montpellier  
The University of Montpellier - IAE Montpellier

**Ecosystem Emergence (09:00 - 10:30) - Arts Building - Classroom 4050B**  
**Track: T03_11 / T06_10 Entrepreneurial and Innovation Ecosystems (ENT & INNO SIGs)**  
**Chair(s):** Christina Theodoraki  
**Discussant(s):** Dirk Meissner

**2017**  **THE SEEDING OF AN ENTREPRENEURIAL ECOSYSTEM: THE CASE OF CONSILIENT TECHNOLOGIES IN NEWFOUNDLAND AND LABRADOR**  
Colin Mason  
Blair Winsor  
Jacqueline Bartlett  
The University of Glasgow  
Memorial University of Newfoundland  

**2281**  **ENTREPRENEURIAL ECOSYSTEMS FOR SCALING BUSINESSES: UNDERSTANDING SCALING ECOSYSTEMS**  
Vanessa Bretas  
Esther Tippmann  
Jonathan Levie  
Dublin City University  
University of Galway  

**2618**  **BUILT TO LAST? AN ANALYSIS OF THE IMPACT OF FOUNDING CONDITIONS ON ECOSYSTEM EMERGENCE**  
Philipp Damwerth  
Wolfgang Buchholz  
Norbert Bach  
FH Münster  
FH Münster  
TU Ilmenau

**Effective Portfolio Management (09:00 - 10:30) - TBSI Building - B2.21**  
**Track: GT10_00 Project Organising General Track**  
**Chair(s):** Miia Martinsuo

**Paper Presentations:**

**1114**  **ENHANCING COMMUNICATIVE PRACTICES TO SUPPORT STRATEGIC CHANGES IN A PORTFOLIO APPROACH**  
Kumaran Murugan  
James Connor  
Mehdi Rajaasadabadhi  
The University of Sydney  
The University of New South Wales  
The University of Sydney
Track Sessions per day

1663  IT TAKES TWO TO TANGO: THE INTERACTIVE EFFECT OF PROJECT PORTFOLIO MANAGEMENT OFFICES AND VOICE BEHAVIOR ON PROJECT PORTFOLIO MANAGEMENT QUALITY AND BUSINESS SUCCESS
Alexander Kock  TU DARMSTADT
Hans Georg Gemünden  TU BERLIN, INSTITUT FÜR TECHNOLOGIE UND MANAGEMENT AND BI NORWEGIAN BUSINESS SCHOOL, DEPARTMENT OF LEADERSHIP AND ORGANIZATION

1690  A MULTIPLE AND COMPARATIVE CASE STUDY EVALUATION OF A HYBRID PROJECT MANAGEMENT METHODOLOGY
Anna Rode  AARHUS UNIVERSITY
Anne Jensby  AARHUS UNIVERSITY
Per Svejvig  AARHUS UNIVERSITY

Entrepreneurial finance: Special topics (09:00 - 10:30) - Arts Building - Classroom 3081
Track: ST03_04 Entrepreneurial Finance
Chair(s): Maurizio La Rocca
Discussant(s): Anna Khoroshlylova, Michele Meoli, FRANCESCO FASANO, Alexander Ewertz

Paper Presentations:
1428  HOW ACADEMIC SPIN-OFFS MANAGE CASH TO GET GROWTH OPPORTUNITIES DURING THEIR LIFE CYCLE?
FRANCESCO FASANO  UNIVERSITA' DELLA CALABRIA
Maurizio La Rocca  UNIVERSITY OF CALABRIA
Mariacarmela Passarelli  UNIVERSITY OF CALABRIA
Alfio Cariola  UNIVERSITY OF CALABRIA, ARCAVACATA

2233  INFORMAL ECONOMY AND ICO ISSUANCE
Michele Meoli  UNIVERSITY OF BERGAMO
Ceylan Onay  UNIVERSITY OF BRIGHTON
Emre Ozsoz  SUNY-FIT

2635  CAN ENTREPRENEURIAL ORIENTATION OF CVC-INVESTORS ENHANCE THE FINANCIAL PERFORMANCE OF NEW VENTURES?
Ivan Reh Tretiakov  TU DORTMUND UNIVERSITY
Alexander Ewertz  TU DORTMUND UNIVERSITY

2785  WHILE THE LOCKUP EXPIRES, THE MAGIC DOES NOT: ABOUT VALUE EFFECTS AT LOCKUP EXPIRATION IN UNICORN INITIAL PUBLIC OFFERINGS
Anna Khoroshlylova  TECHNICAL UNIVERSITY OF DARMSTADT
Carolin Bock  TECHNICAL UNIVERSITY OF DARMSTADT
Dirk Schiereck  TECHNICAL UNIVERSITY OF DARMSTADT
Track Sessions per day

Entrepreneurial strategies and practices in CCIs (09:00 - 10:30) - Arts Building - Classroom 4045
Track: T03_12 Entrepreneurship for transformations of and through the creative industries
Chair(s): Erik Gustafsson
Paper Presentations:

1415 THE SPARK THAT IGNITES THE WHOLE: A CASE-STUDY ON AGGREGATION PROCESSES OF INDIVIDUAL AMBIDEXTERITY WITHIN ENTREPRENEURIAL TEAMS IN THE CREATIVE INDUSTRIES
Florian Koch HOCHSCHULE MAINZ
Elmar Konrad UNIVERSITY OF APPLIED SCIENCES MAINZ
Alexander Kock TU DARMSTADT

1764 CULTURAL ENTREPRENEURSHIP NETWORKS: AFFECTIVE PRACTICES IN CREATIVE INDUSTRIES
Xênia L'amour Oliveira FEDERAL UNIVERSITY OF BAHIA
Eduardo Davel FEDERAL UNIVERSITY OF BAHIA, SCHOOL OF MANAGEMENT
Neil Thompson VRIJE UNIVERSITEIT AMSTERDAM

2266 ENTREPRENEURIAL ORIENTATION AND ENTREPRENEURIAL BRICOLAGE WITHIN CREATIVE INDUSTRIES: AN EMPIRICAL INVESTIGATION OF THEIR INTERPLAY IN AFFECTING FIRMS’ PERFORMANCE
Michela Mason UNIVERSITY OF UDINE
Antonella Garofano UNIVERSITY OF CAMPANIA L. VANVITELLI
Angelo Riviezzo UNIVERSITY OF SANNIO
Gioele Zamparo UNIVERSITY OF UDINE
Maria Napolitano UNIVERSITY OF NAPLES PARTHENOPE

ESG and Organizational responses (09:00 - 10:30) - Arts Building - Classroom 3025
Track: T02_04 Corporate Governance, Diversity, Sustainability and the Purpose of Corporation
Chair(s): Patricia Gabaldon
Paper Presentations:

1526 EXPLORING THE COMPREHENSIVENESS OF CORPORATE SOCIAL AND ENVIRONMENTAL DISCLOSURES USING A DECISION-MAKING MODEL
Solomon. Akpotozor DE MONTFORT UNIVERSITY
Nelarine Cornelius QUEEN MARY, UNIVERSITY OF LONDON
Ali Elharidy UNIVERSITY OF SURREY
James Wallace UNIVERSITY OF HERTFORDSHIRE

2942 SOCIAL ENTERPRISES GOVERNANCE: BETWEEN ACCOUNTABILITY AND THE FOUNDER’S AMBITION
Wafa Khlef TOULOUSE BUSINESS SCHOOL BARCELONA
Marie Boitier TBS EDUCATION
Anne RIVIERE TOULOUSE BUSINESS SCHOOL

Fintech in Islamic Banking and E-Learning in Entrepreneurship (09:00 - 10:30) - Arts Building - Classroom 4096
Track: T03_16 Saudi Arabia Matters: Cases from a Transforming Knowledge Economy
Chair(s): Ghadeer Kayal
Discussant(s): Rabaa Alabdulrahman
Paper Presentations:

2563 THE IMPACT OF E-LEARNING ON SETTING STANDARDS FOR ENTREPRENEURSHIP IN SAUDI ARABIA
Salman Ahmed ROYAL COMMISSION FOR JUBAIL AND YANBU
Track Sessions per day

Global Mobility 7 (09:00 - 10:30) - TBSI Building - B2.74
Track: ST07_01 Global Mobility
Chair(s): Michael Dickmann
Paper Presentations:

2553 ARE THEY ALWAYS UNCOMFORTABLE WITH THE UNKNOWN? GETTING INTO THE NUANCES OF HOW EXPATRIATES PERCEIVE UNCERTAINTY
Aanoo Adhur Kutty AALTO UNIVERSITY, SCHOOL OF BUSINESS

1558 HOW DO INTERNATIONAL ASSIGNMENT CONDITIONS UNIQUE TO EXPATRIATES FACILITATE THEIR AUTONOMOUS MOTIVATION AND JOB PERFORMANCE?
Kyoungmin Lee UNIVERSITY OF OKLAHOMA
Margaret Shaffer UNIVERSITY OF OKLAHOMA

1857 INDIVIDUALS’ CAREER PERCEPTIONS IN DIFFERENT INSTITUTIONALIZED CONTEXTS: A COMPARATIVE STUDY OF CAREER ACTORS IN LIBERAL, COORDINATED, HIERARCHICAL AND MEDITERRANEAN MARKET ECONOMIES
Maike Andresen UNIVERSITY OF BAMBERG
Eleni Apsopori ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
Hugh Gunz UNIVERSITY OF TORONTO
Rick Cotton U. OF VICTORIA
Yan Shen U. OF VICTORIA
Janine Bosak DUBLIN CITY UNIVERSITY
Michael Dickmann CRANFIELD UNIVERSITY
Douglas Timothy Hall BOSTON COLLEGE
Emma Parry CRANFIELD UNIVERSITY

Growth processes & exit (09:00 - 10:30) - Arts Building - Classroom 3069
Track: ST03_02 Entrepreneurial Processes
Chair(s): Diego Matricano
Discussant(s): Bisrat Misiganaw, Diego Matricano, Muhammad Shahid
Paper Presentations:

1519 ENTREPRENEURS AND THEIR POTENTIAL EXIT STRATEGIES: THE IMPACT OF INTRINSIC MOTIVATORS
Izabela Kołakiewicz KOZMINSKI UNIVERSITY
Marta Wojtyra - Perlejewska KOZMINSKI UNIVERSITY

1522 THE SCALING PROCESS: HOW DO HIGH-TECH START-UPS TRANSFORM DURING SCALING?
Thomas Hipp UNIVERSITY OF MANNHEIM
Nora Zybura UNIVERSITY OF MANNHEIM
Claire Mula MADE FOR SCALE

1937 HOW DISRUPTIVE INNOVATIONS IMPACT NEW VENTURES’ SUCCESS: THE CONSEQUENCES FOR FINANCIAL PERFORMANCE, WORKFORCE, AND COMMUNITY IMPACT
Mareike Grimm RWTH AACHEN UNIVERSITY
Track Sessions per day

Growth Strategies & Internationalization for SMEs; resilience, longevity and success (09:00 - 10:30) - Arts Building - Classroom 4050A

Track: ST03_07 Growth Strategies & Internationalization for SMEs
Chair(s): Liljan Schrameier
Discussant(s): Yann Truong

Paper Presentations:

1352 PATHWAYS TO SURVIVE IN ADVERSITY: A FSQCA ANALYSIS OF ENTREPRENEURIAL TEAM RESILIENCE CONFIGURATIONS
- JIAN LIU UNIVERSITY OF TWENTE
- Rainer Harms UNIVERSITY OF TWENTE

2315 TIME OF CRISIS AND NEW ENTREPRENEURIAL OPPORTUNITIES IN HIGHLY REGULATED ENVIRONMENTS: THE CASE OF RNA-BIOTECHS DURING COVID-19
- Yann Truong ESSCA SCHOOL OF MANAGEMENT
- Yosr BENTAHAR PARIS SCHOOL OF BUSINESS

2413 REVIEWING REPlications IN ENTREPRENEurship: REPLICABILITY, TARGET ASPIRATION LEVEL, AND GUIDELINES FOR FUTURE WORK
- Liljan Schrameier RWTH AACHEN

GT06-00 - INNOV General track - session 4/4 (09:00 - 10:30) - Arts Building - Classroom 5033

Track: GT06_00 Innovation General Track
Chair(s): David W. Versailles

Paper Presentations:

1879 THE IMPACT OF INNOVATION ON INVESTORS BEHAVIOUR
- Henrique Medeiros FGV/EBAPE
- Joaquim Fontes Filho FGV - FUNDAÇÃO GETÚLIO VARGAS

2291 UNREVEALING THE MODERATING EFFECT OF ORGANIZATIONAL SIZE ON MANAGEMENT INNOVATION TO FIRM INNOVATION PERFORMANCE : A COMPARATIVE STUDY OF DEVELOPED ECONOMY AND DEVELOPING 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

2385 THE MUTUAL EFFECTS OF BUSINESS ECOSYSTEMS AND SME BUSINESS MODELS IN CONNECTED HEALTH
- Julius Francis Gomes UNIVERSITY OF OULU
- Laura Kemppainen UNIVERSITY OF OULU
- Minna Pikkarainen OSLO METROPOLITAN UNIVERSITY / UNIVERSITY OF OULU
- Timo Koivumäki UNIVERSITY OF OULU
- Petri Ahokangas UNIVERSITY OF OULU, FINLAND
Harnessing Digital Innovation for Collective and Transformative Change (09:00 - 10:30) - Arts Building - Classroom 3074
Chair(s): Irene Ciccarino
Discussant(s): Muhammad Mohsin Hakeem
Paper Presentations:

**2247** TRANSFORMING REGIONAL COMPETITIVENESS THROUGH INNOVATIVE SMART TECHNOLOGIES: THE CASE OF TOYOTA WOVEN CITY
Muhammad Mohsin Hakeem  
NUCB BUSINESS SCHOOL, NAGOYA UNIVERSITY OF COMMERCE AND BUSINESS

**2633** SMART RETAIL TECHNOLOGIES IN THE FASHION INDUSTRY: NEW RESOURCES AND SKILLS
Raffaele Silvestri  
UNIVERSITY OF FOGGIA
Domenico Morrone  
LUM U.
Karolina Sallaku  
UNIVERSITY LUM - GIUSEPPE DEGENNARO
Annunziata Tarulli  
LUM - LIBERA UNIVERSITÀ MEDITERRANEA

Hybrid organizations (09:00 - 10:30) - Arts Building - Room 3124
Track: ST11_01 Accounting, Auditing and Sustainability in Public and Hybrid Organizations
Chair(s): José Pina
Paper Presentations:

**1848** LOES SUSTAINABILITY REPORTING FOR TURBULENT TIMES. A DELPHI STUDY ON PREPARERS’ VIEW
Lourdes Torres  
UNIVERSITY OF SARAGOSSA
Lara Ripoll  
UNIVERSITY OF ZARAGOZA
Vicente Pina  
UNIVERSITY OF SARAGOSSA
Patricia Bachiller  
UNIVERSITY OF ZARAGOZA

**1854** CRISIS RISK MANAGEMENT AND DISCLOSURE OF MUNICIPAL OWNED COMPANIES
Cristian Carini  
UNIVERSITY OF BRESCIA
Claudio Teodori  
UNIVERSITY OF BRESCIA
Francesco Aliprandi  
UNIVERSITY OF BRESCIA
Ikram Dourhnou  
UNIVERSITY OF BRESCIA

**2381** TRUST AND MANAGEMENT CONTROL SYSTEMS IN PPPS
Mouhcine Tallaki  
UNIVERSITY OF FERRARA
Enrico Bracci  
UNIVERSITY OF FERRARA
Vincenzo Riso  
UNIVERSITY OF FERRARA

Hybrid Teams & Justice (09:00 - 10:30) - Trinity Business School - 3,034
Track: ST09_02 Team Performance Management
Chair(s): António Abrantes, Monika Maslikowska
Paper Presentations:

**1318** ADAPTING TO THE NEW NORMAL OF TEAMWORK: HYBRID TEAMS AND TEAM TRUST
Katharina Schulte  
TU DORTMUND
Tessa Flatten  
TU DORTMUND
Track Sessions per day

2724  TAKING A FAIR SHARE OF AVAILABILITY! THE NEGLECTED ROLE OF TEAM JUSTICE IN MANAGING TIME-SPATIAL FLEXIBILITY IN HYBRID WORK TEAMS
Martina Hartner-Tiefenthaler     TU WIEN
Tarek Carls     UNIVERSITY OF ST. GALLEN
Stephan Böhm     UNIVERSITY OF ST. GALLEN

1748  HOW FAIR IS HUMAN RESOURCE MANAGEMENT? AN ASSESSMENT BY THE JUSTICE SENSITIVE
Victor Haines     UNIVERSITY OF MONTREAL
David Patient     VLERICK BUSINESS SCHOOL
’sylvie guerrero’     ESG BUSINESS SCHOOL

Hybrid Work Practices as the New Normal (09:00 - 10:30) - Trinity Business School - 2,031
Track: T09_08 New ways of working and hybrid workplaces: organizing and managing for good in the new normal.
Chair(s): Fabrizio Mainone
Discussant(s): Elisabetta Mafrolla, Omolbanin Hashemizade, Cristina Cazorzi Martinez

Paper Presentations:

2253  DIGITAL-SOCIAL INNOVATION AND SKILLS ALIGNMENT IN THE SUPERSMART SOCIETY: AN EMPIRICAL STUDY OF WORKPLACE IN THE POST-PANDEMIC ITALY
Elisabetta Mafrolla     UNIVERSITY OF FOGGIA
Maria Ricci     UNIVERSITY OF FOGGIA

2735  IS HYBRID WORK THE BEST? THE EFFECT OF EMPLOYEE WORK ARRANGEMENTS ON THEIR CREATIVITY AND TASK PERFORMANCE
Tatiana Andreeva     UNIVERSITY OF MAYNOOTH SCHOOL OF BUSINESS
Paola Zappa     UNIVERSITY COLLEGE LONDON
Omolbanin Hashemizade     MAYNOOTH UNIVERSITY SCHOOL OF BUSINESS

1695  TRANSITION TO A HYBRID SYSTEM IN BUSINESS; COMPLEXITY COMPONENTS OF MANAGERS’ REALITY
Cristina Cazorzi Martinez     DAUPHINE UNIVERSITY DR&MO LABORATORY PSL RESEARCH PARIS
Vincent MONTENERO     CZECH TECHNICAL UNIVERSITY
Emil Velinov     SKODA AUTO UNIVERSITY
Ixchel Martínez Pantoja, Yadira     VYSOKÁ ŠKOLA EKONOMICKÁ V PRAZE / PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS

Inter-organizational networks and innovation: Networks and innovation (09:00 - 10:30) - Arts Building - Classroom 4012
Track: ST06_04 Inter-organizational networks and innovation
Chair(s): Fiorenza Belussi
Discussant(s): Emma Stendahl, Gabriella Levanti, Arcangela Ricciardi

Paper Presentations:

2721  HOW MICRO-FIRMS INNOVATE: A QUALITATIVE STUDY ON THE ROLE OF NETWORKS
Arcangela Ricciardi     UNIVERSITÀ CATTOLICA DEL SACRO CUORE
Daniele Cerrato     UNIVERSITÀ CATTOLICA DEL SACRO CUORE - DEPARTMENT OF ECONOMIC AND SOCIAL SCIENCES
Fabio Antoldi     UNIVERSITÀ CATTOLICA DEL SACRO CUORE - DEPARTMENT OF ECONOMIC AND SOCIAL SCIENCES
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<td>Joakim Netz, JÖNKÖPING UNIVERSITY AND CHALMERS UNIVERSITY OF TECHNOLOGY</td>
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<td><strong>2902</strong> THE ORIGIN OF STRONG TIES: THE ROLE OF WEAK TIES IN THE EVOLUTION OF ALLIANCE NETWORKS</td>
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<td>Giovanni Battista Dagnino, LUMSA: LIBERA UNIVERSITA MARIA SANTISSIMA ASSUNTA</td>
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<td>Arabella Mocciaro Li Destri, UNIVERSITY OF PALERMO</td>
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<td><strong>International Management 5 (09:00 - 10:30) - TBSI Building - B2.73</strong></td>
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<td>Dónal O’Brien, TECHNOLOGICAL UNIVERSITY DUBLIN</td>
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<td><strong>2011</strong> ARE WOMEN ARE BETTER AT MAKING INTUITIVE DECISIONS? ANALYZING THE ROLES OF GENDER, AGE AND EXPERIENCE FOR INTUITIVE MISSES.</td>
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<td>Paulina López Pérez, IPADE</td>
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<td>Markus Kittler, MCI MANAGEMENT CENTER INNSBRUCK</td>
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<td>Erica Carleton, UNIVERSITY OF REGINA</td>
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<td>Mikaila Ortynsky, TELFER SCHOOL OF MANAGEMENT, UNIVERSITY OF OTTAWA</td>
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<td>Megan Walsh, SAINT MARY’S UNIVERSITY</td>
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<td>Julie Ziemer, UNIVERSITY OF REGINA</td>
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M&A and Stakeholders (09:00 - 10:30) - Arts Building - Classroom 3131
Track: ST13_04 Mergers & Acquisitions and Divestitures: A Glimpse into the Future
Chair(s): Nicola Mirc
Discussant(s): Audrey Rouzies
Paper Presentations:

2497 VALUE CREATION OF M&A ADVISORS: A BARGAINING PERSPECTIVE
Thomas Starck UNIVERSITY OF ST.GALLEN
Dr. Alexander Wallot FUNDED
Xena Welch Guerra ERASMUS UNIVERSITY ROTTERDAM
Tomi Laamanen UNIVERSITY OF ST.GALLEN

2693 A TEMPORAL PERSPECTIVE ON MEDIA DISCOURSES ON DISPUTED TAKEOVERS
Sebastian Hanser MCI - THE ENTREPRENEURIAL UNIVERSITY
Daniel Degischer MCI - THE ENTREPRENEURIAL UNIVERSITY

2084 THE VALUE OF MANAGERIAL - AI COLLABORATION IN MERGERS AND ACQUISITIONS: AGENDA FOR FUTURE RESEARCH
Sniazhana Diduc UNIVERSITY OF VAASA

2552 MANAGEMENT OVERCONFIDENCE AS A SOURCE OF BIAS ON M&A ADVISORS’ VALUATIONS: AN EXPERIMENT
David Santana Corchuelo UT1 CAPITOLE TOULOUSE

MEANING, HAPPINESS, AND STRATEGIC CONCERNS (09:00 - 10:30) - Trinity Business School - 3,028
Track: T09_09 Sustainability at Work: HRM Practices and their Impact on Employees and Firm Outcomes
Chair(s): Sylvia Rohlfer
Paper Presentations:

1655 STRATEGIC PEOPLE MANAGEMENT FOR SUSTAINABILITY CHALLENGES IN DYNAMIC ENVIRONMENTS
Yingying Zhang INTERNATIONAL UNIVERSITY OF JAPAN
Sylvia Rohlfer CUNET
ARUP VARMA LOYOLA UNIVERSITY CHICAGO

1907 INDIVIDUAL AND ORGANIZATIONAL CONTRIBUTIONS TO HAPPINESS AT WORK: EVIDENCE FROM THE HEALTHCARE INDUSTRY
Tiago Gonçalves ADVANCE/CSG, ISEG, UNIVERSIDADE DE LISBOA
Carla Curado ADVANCE/CSG ISEG, UNIVERSIDADE DE LISBOA

Music, culture and sport in organizational knowledge (09:00 - 10:30) - Arts Building - Boardroom 2026
Track: T01_07 Re-Sourcing Management? Arts, Philosophy & Media as Sources of Organizational Knowledge
Chair(s): maria lusiani
Discussant(s): monica calcagno
Paper Presentations:

1779 BODIES FROM ESPORTS: A NARRATIVE ANALYSIS ON THE EMBODIMENT OF PEOPLE WITH MOTOR DISABILITIES IN ESPORTS
Silvio Ripetta SCUOLA SUPERIORE MERIDIONALE
Alessandro Silvestri SCUOLA SUPERIORE MERIDIONALE-NAPLES
Domenico Napolitano SCUOLA SUPERIORE MERIDIONALE, NAPLES, ITALY
Vito Lasala UNIVERSITY OF NAPLES FEDERICO II
Track Sessions per day

2063 ETHNO-MUSICOLOGICAL AWARENESS AS A SOURCE FOR ORGANIZATIONAL KNOWLEDGE
Giuseppe Esposito  SCUOLA SUPERIORE MERIDIONALE
Lorenzo Fattori  SCUOLA SUPERIORE MERIDIONALE

2609 A SOURCE OF WHAT KIND OF KNOWLEDGE? CULTURAL OBSERVATORIES BETWEEN CONTEMPLATION AND TRANSFORMATION
ANDREA SANTINI  UNIVERSITÀ CA’ FOSCARI
Fabrizio Panozzo  UNIVERSITY CA’ FOSCARI VENICE
maria lusiani  CA’ FOSCARI UNIVERSITY OF VENICE

New Perspectives on Health Systems Learning (09:00 - 10:30) - Arts Building - Room 4035
Track: ST11_02 Healthcare Management Research
Chair(s): Rafael Cavalcante
Discussant(s): Robert Weech-Maldonado
Paper Presentations:

1319 NEVER WASTE A GOOD CRISIS: THE MEANING OF EXPERTISE AND ORGANIZATIONAL LEARNING FOR RESILIENCE IN HOSPITALS DURING COVID-19
Nina Fuereder  JOHANNES KEPLER UNIVERSITY
Charlotte Foerster  UNIVERSITY OF TECHNOLOGY CHEMNITZ & JOHANNES KEPLER UNIVERSITY
Stephanie Schuth  TECHNICAL UNIVERSITY CHEMNITZ
Lena Wex  TECHNICAL UNIVERSITY CHEMNITZ

2158 PRECISION PROBLEM SOLVING: A NOVEL METHODOLOGY FOR SYSTEMS TRANSFORMATION
Carletta Dobbins  UNIVERSITY OF ALABAMA AT BIRMINGHAM
Reid Eagleson  THE UNIVERSITY OF ALABAMA AT BIRMINGHAM
Heather Martin  THE UNIVERSITY OF ALABAMA AT BIRMINGHAM
Allyson Hall  UNIVERSITY OF ALABAMA AT BIRMINGHAM
Katherine Meese  UNIVERSITY OF ALABAMA AT BIRMINGHAM
Frederick van Pelt  UNIVERSITY OF ALABAMA AT BIRMINGHAM

2588 WHEN PROJECTS FAIL IN HEALTHCARE MSPS: ORPHAN PROJECTS AND THE ACCOUNTABILITY NET
Aurore Fierobe  CRG/I3 - ECOLE POLYTECHNIQUE - CNRS

On unethical behaviours in organizations (09:00 - 10:30) - Arts Building - Classroom 3106
Track: GT02_00 Corporate Governance General Track
Chair(s): Ellen Quigley
Discussant(s): Ellen Quigley
Paper Presentations:

1411 FACTORS INFLUENCING FINANCIAL REPORTING FRAUD UNDER REGULATORY CONTROLS: BEHAVIORAL THEORY PERSPECTIVE
Umesh Mahtani  VIDYASHILP UNIVERSITY
Anamika Sinha  GOA INSTITUTE OF MANAGEMENT
Setu Havanur  VIDYASHILP UNIVERSITY

1149 ON THE ROAD TO HALTING CORRUPTION: SNC-LAVALIN
ANNE MARIE GOSELIN  UNIVERSITY OF QUÉBEC IN MONTRÉAL
Sylvie Berthelot  UNIVERSITY OF SHERBROOKE
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<td>SILENT AND VIOLENT CONFLICT IN THE BOARDROOM: A QUALITATIVE EXAMINATION OF NEGATIVE EMOTIONS AS A CAUSAL MECHANISM</td>
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<td>UNIVERSITY OF SOUTH-EASTERN NORWAY</td>
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<td>Open strategy: organizational and individual effects. (09:00 - 10:30)</td>
<td>ST13_07 Strategic Processes &amp; Strategic Ambidexterity</td>
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| 2516    | OPEN STRATEGIZING IN TIMES OF CRISSES: AN AGENDA FOR RADICAL PRACTICE CHANGE IN RESTRUCTURING | Kristina Stoiber                                                             | UNIVERSITY OF INNSBRUCK                                                |                        | Open strategy: organizational and individual effects. (09:00 - 10:30) | ST13_07 Strategic Processes & Strategic Ambidexterity |

| 1539    | APPLYING OR DRIFTING? HOW PARTICIPANTS’ INDIVIDUAL LEARNING DURING OPEN STRATEGY INITIATIVES INFLUENCE THEIR ATTITUDE TOWARDS OPENNESS | Cécile Belmondo                                                             | IAE LILLE                                                            |                        | Open strategy: organizational and individual effects. (09:00 - 10:30) | ST13_07 Strategic Processes & Strategic Ambidexterity |

| 1179    | OPEN STRATEGY AND DIGITAL TRANSFORMATION: A SYSTEMATIC REVIEW IDENTIFYING A RECURSIVE RELATIONSHIP | Thomas Ortner                                                             | UNIVERSITY OF INNSBRUCK                                                |                        | Open strategy: organizational and individual effects. (09:00 - 10:30) | ST13_07 Strategic Processes & Strategic Ambidexterity |

| 2261    | CHANGE AGENTS AND PUBLIC SECTOR DIGITAL TRANSFORMATION: THE ROLE OF SOCIAL SUPPORT AND LEADING FROM THE BOTTOM | Jessica Breaugh                                                             | ESCP BUSINESS SCHOOL                                                    |                        | Open strategy: organizational and individual effects. (09:00 - 10:30) | T11_04 Management and digitalization of public and cultural institutions |

| 2701    | DIGITALIZATION IN AN ACADEMIC ORGANIZATION: INSIGHTS FROM A CASE STUDY AT A SWEDISH UNIVERSITY | Fredrik Liljeblad                                                             | KTH ROYAL INSTITUTE OF TECHNOLOGY                                       |                        | Planning capabilities (09:00 - 10:30) | ST13_05 Microfoundations of Strategy: Dynamic Capabilities and Knowledge Mechanisms |

| 2802    | UNDERSTANDING ORGANIZATIONAL RESPONSIVENESS WITH SIMULATION | Megan (Min) Zhang                                                             | UNIVERSITY COLLEGE DUBLIN                                              |                        | Planning capabilities (09:00 - 10:30) | ST13_05 Microfoundations of Strategy: Dynamic Capabilities and Knowledge Mechanisms |
Track Sessions per day

1967  DYNAMIC MANAGERIAL CAPABILITIES REQUIRES BUSINESS SCHOOLS STUDENTS’ GOOD GPA OR GOOD INDIVIDUAL/TEAM AMBIDEXTERITY?
Laurent Scaringella  RENNES SCHOOL OF BUSINESS
Morgane Loquen  RENNES SCHOOL OF BUSINESS - UNIVERSITY OF STRASBOURG
Piotr Wójcik  KOZMINSKI UNIVERSITY
Szymon Wiercinski  KOZMINSKI UNIVERSITY

1280  THE EFFECTS OF CEO RISK TAKING PROPENSITY ON STRATEGIC DECISION QUALITY
Ioannis Thanos  ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
Vassilis Papadakis  ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

Platform and platform ecosystem (09:00 - 10:30) - Hamilton Conference Centre - Maxwell Theatre
Track: ST13_08 Ecosystems and Platforms Research in the Digital Economy
Paper Presentations:

2702  B2B PLATFORMS AND PLATFORM ECOSYSTEMS: SYSTEMATIC REVIEW, CONCEPTUAL ARCHETYPES, AND FUTURE RESEARCH DIRECTIONS
Virginia Springer  UNIVERSITY OF SYDNEY
Krithika Randhawa  UNIVERSITY OF TECHNOLOGY SYDNEY
Marin Jovanovic  COPENHAGEN BUSINESS SCHOOL
FRANK PILLER
Paavo Ritala  LUT UNIVERSITY

2711  ECOSYSTEM CLASSIFICATION - BASED ON LITERATURE REVIEW OF 16 OF THE MOST PREVALENT ECOSYSTEMS
sagar Gaikwad  NORWEGIAN SCHOOL ECONOMICS NHH

Project Organising – Major and Megaprojects: Governance (09:00 - 10:30) - TBSI Building - B2.37
Track: ST10_01 Multi-level Perspectives on Major and Megaprojects
Chair(s): Anna Kadefors
Paper Presentations:

1234  PUBLIC PRIVATE PARTNERSHIP INFRASTRUCTURE DELIVERY: PROJECT FINANCE AND INNOVATION
Lucia Xiaoyan Liu  THE UNIVERSITY OF SYDNEY
Julien Pollack  THE UNIVERSITY OF SYDNEY
Stewart Clegg  THE UNIVERSITY OF SYDNEY

2099  PUBLIC GOVERNANCE FRAMEWORK FOR PRIVATE MEGAPROJECTS
Helge Ryggvik  CENTRE FOR TECHNOLOGY, INNOVATION AND CULTURE
Tércio Pinho Filho  CENTRE FOR TECHNOLOGY, INNOVATION AND CULTURE - UNIVERSITY OF OSLO
Antonio Botelho  IUPERJ

2382  MITIGATING AND SOLVING CONFLICTS IN INFRASTRUCTURE PROJECTS THROUGH IMPROVED CONTRACT MANAGEMENT
Katrien Van Rompay  VUB - VRIJE UNIVERSITEIT BRUSSEL
Elvira Haezendonck  VRIJE UNIVERSITEIT BRUSSEL AND UNIVERSITY OF ANTWERP
Langenus Mychal  VUB - VRIJE UNIVERSITEIT BRUSSEL
Laura Molinari  VRIJE UNIVERSITEIT BRUSSEL AND UNIVERSITÉ LIBRE DE BRUXELLES
Track Sessions per day

Project Organising – Major and Megaprojects: Performance (09:00 - 10:30) - Arts Building - Room 4097
Track: ST10_01 Multi-level Perspectives on Major and Megaprojects
Chair(s): Ole Jonny Klakegg
Paper Presentations:

1364  **THE VUCA METER - METHODOLOGICAL STRUCTURE FOR ENHANCING THE TRADITIONAL RISK ASSESSMENT PROCEDURE IN PROJECTS**
Helgi Ingason       REYKJAVIK UNIVERSITY
Thordur Fridgeirsson       REYKJAVIK UNIVERSITY

1408  **MAXIMIZING MEGAPROJECT PERFORMANCE AND IMPACT WITH DIGITAL TECHNOLOGIES: THE ROLE OF NETWORK ANALYSIS, MACHINE LEARNING, AND BLOCKCHAIN**
Ananth Natarajan       CYBEREUM

2243  **PERSISTING COST OVERRUNS IN BELGIAN PUBLIC INFRASTRUCTURE PROJECTS: WHAT ARE THE ROOT CAUSES?**
Laura Molinari        VRIJE UNIVERSITEIT BRUSSEL AND UNIVERSITÉ LIBRE DE BRUXELLES
Elvira Haependonck    VRIJE UNIVERSITEIT BRUSSEL AND UNIVERSITY OF ANTWERP
Katrien Van Rompay     VUB - VRIJE UNIVERSITEIT BRUSSEL
Vincent Mabillard       UNIVERSITÉ LIBRE DE BRUXELLES
Michael Dooms        VRIJE UNIVERSITEIT BRUSSEL

Project Organising: Digital tools and project learning (09:00 - 10:30) - TBSI Building - B2.36
Track: T10_04 Projects for digital outcomes, digital project management, and agile approaches
Chair(s): Alejandro Romero-Torres
Discussant(s): Ali Eshraghi, Costanza Mariani, Yixue Shen
Paper Presentations:

2162  **THE ROLE OF AI IN SUPPORTING COLLECTIVE MEMORY FOR LEARNING AND INNOVATION WITHIN PROJECT SETTINGS**
Ali Eshraghi              THE UNIVERSITY OF SYDNEY
Jennifer Whyte           THE UNIVERSITY OF SYDNEY
Mohammad Jarrahi         UNC SCHOOL OF INFORMATION AND LIBRARY SCIENCE

1608  **PROJECT STAKEHOLDER CLASSIFICATION: APPLICATION OF UNSUPERVISED MACHINE LEARNING, BENEFITS AND LIMITATIONS**
Costanza Mariani        POLITECNICO DI MILANO
Yuliya Navrotska        POLITECNICO DI MILANO
Mauro Mancini          MAURO MANCINI

2106  **PREDICTING CONSTRUCTION PROJECT COST AND PROJECT DURATION USING MACHINE LEARNING TECHNIQUES**
Yixue Shen              UNIVERSITY OF WARWICK
Vikki Abusidualghoul   WARWICK BUSINESS SCHOOL, UNIVERSITY OF WARWICK
Naomi Brookes          WMG, UNIVERSITY OF WARWICK
### Purpose in practice (09:00 - 10:30) - Hamilton Conference Centre - Lecture Theatre 2 (LTEE 2)

**Track: ST13_02 Behavioral Strategy and Purpose-Driven Strategies**

**Chair(s): Sandra Dijk**  
**Discussant(s): Albena Björck**

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<td>Leigh Ann Jones Khosla, Jorge Filipe da Gomes</td>
<td>ISEG, UNIVERSITY OF LISBON, LISBON SCHOOL OF ECONOMICS AND MANAGEMENT</td>
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<td>HOW PURPOSE-DRIVEN COMPANIES ACHIEVE SUSTAINABILITY: A MATURITY MODEL</td>
<td>Fernando Ruiz-Pérez, Alvaro Lleo, Ormazabal Marta</td>
<td>UNIVERSIDAD DE NAVARRA, UNIVERSITY OF NAVARRA, TECNUN-SCHOOL OF ENGINEERING</td>
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<td>CHANGING INSTITUTIONAL LOGICS AND THE PURPOSE OF THE CORPORATION</td>
<td>William Ocasio</td>
<td>GIES COLLEGE OF BUSINESS, UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN</td>
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<td>SUSTAINABLE DEVELOPMENT GOALS AND CORPORATE LEADERS: THE EFFECT OF DIRECTORS’ SOCIAL CLASS, VALUES, AND POLITICAL LEANING</td>
<td>Lisanne Veter, Harry Commandeur, Jatinder Sidhu, Henk Volberda</td>
<td>ERASMUS UNIVERSITY ROTTERDAM, UNIVERSITY OF LEEDS, AMSTERDAM BUSINESS SCHOOL</td>
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### Pushing the research agenda for DEI @work (09:00 - 10:30) - Arts Building - Classroom 5052

**Track: T05_06 Role of Diversity, Equality and Inclusion in Careers and Leadership**

**Chair(s): Snehal Shah**  
**Discussant(s): Faiza Ali**

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<td>INCLUDING ‘PRIVILEGED’ MEN: TOWARDS AN EXPANDED AND CONTEXTUALIZED AGENDA FOR DIVERSITY MANAGEMENT RESEARCH</td>
<td>Brandon Legacy, Eddy Ng, Alain Klarsfeld</td>
<td>QUEEN’S UNIVERSITY, QUEEN’S UNIVERSITY, TOULOUSE BUSINESS SCHOOL</td>
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<td>CAREER DEVELOPMENT OF WOMEN WORKING FROM HOME: CAREER@HOME OR STUCK@HOME? A SYSTEMATIC LITERATURE REVIEW</td>
<td>Regine Graml, Veronika Kneip</td>
<td>FRANKFURT UNIVERSITY OF APPLIED SCIENCES</td>
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<td>2582</td>
<td>ACADEMIC AWARDS AND GLOBAL SOUTH: INEQUALITY AND UNDERREPRESENTATION</td>
<td>Poonam Singh, Peter McNamara, Olga Ryazanova</td>
<td>MAYNNOOTH UNIVERSITY</td>
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Resolving societal problems in context (09:00 - 10:30) - TBSI Building - B2.38
Track: GT14_00 General Track - Towards the New Paradigm of Business and Management
Chair(s): Jongwook Pak
Paper Presentations:

1062 USING APPRECIATIVE INQUIRY TO UNDERSTAND BEST PRACTICES IN OPIOID USE DISORDER AND COPRODUCTION OF CARE DELIVERY
Thomas Huber THE OHIO STATE UNIVERSITY

1344 DEAR JOHN LETTERS FROM UTILITY PROVIDERS OF CHOICE: PERCEPTUAL DIFFERENCES IN CORPORATE COMMUNICATION
Jean Marie Ip Soo Ching ASIA PACIFIC INTERNATIONAL COLLEGE
Jubin Jacob John DEAKIN UNIVERSITY

S07_01 - New destinations need new ways! New methods for researching international remote work: Approaches, challenges and solutions (09:00 - 10:30) - TBSI Building - B2.72
Track: GT07_00 International Management General Track
Paper Presentations:

29 S07_01 - NEW DESTINATIONS NEED NEW WAYS! NEW METHODS FOR RESEARCHING INTERNATIONAL REMOTE WORK: APPROACHES, CHALLENGES AND SOLUTIONS
Maike Andresen UNIVERSITY OF BAMBERG
Mila Lazarova SIMON FRASER UNIVERSITY
David Collings DUBLIN CITY UNIVERSITY
Vilmantė Kumpikaite-Valiūnienė KAUNAS UNIVERSITY OF TECHNOLOGY, SCHOOL OF ECONOMICS AND BUSINESS
Margaret Shaffer UNIVERSITY OF OKLAHOMA

S09_02 - Staffing the Frontline: A Science-Practice Perspective on Global Talent Retention in Healthcare (09:00 - 10:30) - Trinity Business School - 5,014
Track: GT09_00 Organisational Behaviour General Track
Paper Presentations:

36 S09_02 - STAFFING THE FRONTLINE: A SCIENCE-PRACTICE PERSPECTIVE ON GLOBAL TALENT RETENTION IN HEALTHCARE
Michael Morley KEMMY BUSINESS SCHOOL, UNIVERSITY OF LIMERICK, IRELAND
Eimear Nolan TRINITY BUSINESS SCHOOL
Niamh Humphries GRADUATE SCHOOL OF HEALTHCARE MANAGEMENT, RCSI UNIVERSITY OF MEDICINE AND HEALTH SCIENCES, DUBLIN
Nuala Ryan UNIVERSITY OF LIMERICK
XIAONING LIANG TRINITY BUSINESS SCHOOL, TRINITY COLLEGE DUBLIN, THE UNIVERSITY OF DUBLIN
Alan O’Gorman CROOM ORTHOPAEDIC HOSPITAL, UL HOSPITALS GROUP
### Track Sessions per day

**S12_02 - Necessary Condition Analysis. Method and Applications (09:00 - 10:30) - Trinity Business School - 2,025**

**Track:** GT12_00 Research Methods and Research Practice General Track  
**Paper Presentations:**

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| 2       | **S12_02 - NECESSARY CONDITION ANALYSIS. METHOD AND APPLICATIONS**     | Florence Allard-Poesi (UNIVERSITÉ PARIS-EST CRÉTEIL)  
Jan Dul (ROTTERTDAM SCHOOL OF MANAGEMENT)  
Nicole Richter (UNIVERSITY OF SOUTHERN DENMARK) |
|         |                                                                         |                                                                         |

**S13_02 - Decarbonization and Energy Justice (09:00 - 10:30) - Hamilton Conference Centre - Joly Theatre**

**Track:** GT13_00 Strategic Management General Track  
**Paper Presentations:**

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| 8       | **S13_02 - DECARBONIZATION AND ENERGY JUSTICE**                       | Ralitza Nikolaeva (UNIVERSITY OF ST ANDREWS)  
Raphael Heffron  
Daniel Nyberg (CENTRE FOR ENERGY ETHICS, UNIVERSITY OF ST ANDREWS) |
|         |                                                                         |                                                                         |

**ST01_02: SESSION 05 Non financial disclosure (1) (09:00 - 10:30) - Arts Building - Davis Theatre**

**Track:** ST01_02 Performance measurement and management for sustainability  
**Chair(s):** Anna Pistoni  
**Discussant(s):** Anna Menozzi  
**Paper Presentations:**

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| 1111    | **WOMEN ON BOARDS AND CLIMATE CHANGE DISCLOSURE: THE EVIDENCE FROM THE NON-FINANCIAL REPORTING DIRECTIVE** | Maria Aluchna (WARSAW SCHOOL OF ECONOMICS)  
Bogumił Kamiński (SGH SCHOOL OF ECONOMICS, WARSAW, POLAND)  
Leszek Bohdanowicz (UNIVERSITY OF LÓDŹ, POLAND) |
| 2757    | **FROM SOCIAL ACCOUNTING TO NON-FINANCIAL DISCLOSURE: HOW HAVE ACCOUNTABILITY NEEDS BEEN ATTENDED DURING THE EVOLUTION IN EUROPE?** | Laura Mazzola (QUEEN’S UNIVERSITY OF BELFAST)  
Gianfranco Rusconi (UNIVERSITY OF BERGAMO) |
| 1753    | **NARRATIVES OF MODERN SLAVERY REPORTING IN THE BRITISH EVENT SECTOR**  | Claudia Macaveiu (OXFORD BROOKES UNIVERSITY) |

**ST06-03 - DIGITAL INNOVATION, ADOPTION AND DIFFUSION (09:00 - 10:30) - Arts Building - Room 4053**

**Track:** ST06_03 Digital Innovation: Strategies, Competencies, Ecosystems, Theories, and Practice  
**Chair(s):** Valerie Merindol  
**Paper Presentations:**

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| 1013    | **DIGITAL TRANSFORMATION IN SUPPLY CHAIN MANAGEMENT: A LITERATURE REVIEW** | Fabricio Saad (USAL UNIVERSIDAD DE SALAMANCA)  
Gustavo Lannelongue (UNIVERSITY OF SALAMANCA)  
Javier Gonzalez-Benito (UNIVERSITY OF SALAMANCA) |
| 1530    | **BARRIERS TO THE ADOPTION OF DIGITAL FARMING TECHNOLOGY: EVIDENCE FROM NIGERIA** | Andrew Achille (HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT) |

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Track Meetings per day

2544 MANAGING DIGITAL TRANSFORMATION: A SYSTEMATIC LITERATURE REVIEW
David Neira Fernandez UNIVERSITY OF VALENCIA
Anabel Fernández-Mesa UNIVERSITY OF VALENCIA
Deisy Chandia UNIVERSIDAD CATÓLICA DE LA SANTÍSIMA CONCEPCIÓN

Stakeholder Involvement in Creative and Innovation Processes (09:00 - 10:30) - Arts Building - Room 5086
Track: ST06_08 Managing creativity for innovation: Design, collaborative spaces and people
Chair(s): Anne Kurzmann
Paper Presentations:

1833 CSR ORIENTED TOWARDS INTERNAL SOCIAL ENHANCEMENT: THE CASE OF CULTURAL AND CREATIVE PROJECTS
Carlotta Magri UNIVERSITY OF PARMA
FEDERICO BERTACCHINI UNIVERSITY OF PARMA
Pier Luigi Marchini UNIVERSITY OF PARMA
Isabella Mozzoni UNIVERSITY OF PARMA

2620 FRIENDS IN PIXELS AS MOTIVATION TO CONTRIBUTE TO COMMUNITY INNOVATION INITIATIVES
Ana Orelj UNIVERSITY OF ICELAND
Magnús Torfason UNIVERSITY OF ICELAND

2930 STAKEHOLDER INNOVATION AS A STORYTELLING SYSTEM: AN ANTENARRATIVE INQUIRY
Ida Parkkinen UNIVERSITY OF EASTERN FINLAND
Hanna Lehtimäki UNIVERSITY OF EASTERN FINLAND

Strategy and decision-making in family businesses (09:00 - 10:30) - Museum Building - M20
Track: ST04_01 Strategy, Innovation, and Digitalization in Family Firms
Chair(s): Rafaela Gjergji
Discussant(s): Tim Vollmer
Paper Presentations:

1867 FAMILY CORPORATE VENTURE CAPITAL: SYNDICATED INVESTMENTS FROM THE PERSPECTIVE OF SOCIOEMOTIONAL WEALTH AND INFORMATION ASYMMETRY
Michelle Theisen HEINRICH HEINE UNIVERSITY DÜSSELDORF
Andrew Isaak HEINRICH HEINE UNIVERSITY DUESSELDORF
Eva Lutz HEINRICH-HEINE UNIVERSITY, GERMANY

2226 FAMILINESS, RESOURCES AND PRODUCT DIVERSIFICATION IN FAMILY FIRMS
Giorgia D’Allura UNIVERSITY OF CATANIA
Gabriella Levanti UNIVERSITY OF PALERMO
Pasquale Massimo Picone UNIVERSITY OF PALERMO

2480 IMPACTS ON FAMILY FIRM EXIT SUCCESS: A COMPARISON OF MANAGERIAL SOCIAL AND HUMAN CAPITAL
Tim Vollmer RWTH AACHEN UNIVERSITY - WIN
Track Sessions per day

Support, Wellbeing & Performance (09:00 - 10:30) - Trinity Business School - 5,012
Track: GT09_00 Organisational Behaviour General Track
Chair(s): Manuela Paolini
Discussant(s): Mary Parkinson
Paper Presentations:

1435 ANALYZING THE MEDIATING EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT ON FEEDBACK AND ROLE SATISFACTION: EVIDENCE FROM HEALTHCARE
Manuela Paolini  UNIVERSITY OF G. D’ANNUNZIO - CHIETI-PESCARA
Domenico Raucci  DEPARTMENT OF ECONOMIC STUDIES - G.D’ANNUNZIO UNIVERSITY OF CHIETI-PESCARA
Federica Morandi  CATHOLIC UNIVERSITY OF SACRED HEART
Fausto Di Vincenzo  UNIVERSITY OF CHIETI PESCARA, G. D’ANNUNZIO

2672 THE TENSION BETWEEN WORKER WELLBEING AND ORGANIZATIONAL PERFORMANCE: THE PARADOXICAL ROLE OF FIRM TEMPORAL ORIENTATION
Mary Parkinson  UNIVERSITY COLLEGE DUBLIN
Jing Tan  XI’AN JIAOTONG UNIVERSITY
Mark Pagell  UNIVERSITY COLLEGE DUBLIN
Frank Wiengarten  ESADE

2842 HEALTHCARE PROFESSIONALS’ WELLBEING: A BIBLIOMETRIC ANALYSIS & SYNTHESIS
SACHIN TYAGI  BIMTECH
Ajoy Dey  BIMTECH
Shreya Mishra  BIMTECH

Sustainability, Stakeholders, and the Dark Side (09:00 - 10:30) - TBSI Building- B1.18
Track: ST10_02 Sustainability ‘by’ and ‘of’ the Project, Stakeholders, and the Dark Side
Chair(s): Francesco Di Maddaloni
Discussant(s): sara Hajikazemi, Lars Sjøvold, Knut Fossum
Paper Presentations:

1116 DIGITALIZATION IN UPSTREAM OIL AND GAS PRODUCTION
Knut Fossum  NORD UNIVERSITY
Jon Heum  SCHLUMBERGER
Wenche Aarseth  NORD UNIVERSITY

1244 THE EFFECTIVENESS OF GENDER EQUALITY INTERVENTIONS IN PROJECT-BASED ORGANISATIONS
sara Hajikazemi  UNIVERSITY OF THE WEST OF SCOTLAND
Alena Tvorogova  POLITECNICO DI MILANO
Giorgio Locatelli  SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO

1353 DIGITALIZATION AS A MEAN TO STREAMLINE PROJECT KNOWLEDGE TRANSFER
Giuseppe Marinelli  NORD UNIVERSITY - HHN - TRAFFIC DIVISION
Wenche Aarseth  NORD UNIVERSITY
Lars Sjøvold  LAG ENTREPRENØR AS
Kirsti Stubbe  HELSE NORD-TRØNDELAG HF (NORD-TRØNDELAG HOSPITAL TRUST)
Tomm Sandmoe  NORD UNIVERSITY, DEPARTMENT OF DIGITALIZATION AND INFRASTRUCTURE
Haavard Haaskjold  NTNU – NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY, DEPARTMENT OF MECHANICAL AND INDUSTRIAL ENGINEERING
Track Sessions per day

Sustainable Development Goals and family businesses (09:00 - 10:30) - Museum Building - M17 - B Room
Track: T04_05 Behavior, Performance, and Sustainability in Family Firms
Chair(s): Lech Suwala
Discussant(s): changyi zhu
Paper Presentations:

1658 SUSTAINABLE DEVELOPMENT GOALS IN FAMILY FIRMS: EXAMINING MULTIPLE LOGICS IN VIETNAM
   Allan Discua Cruz      LANCASTER UNIVERSITY MANAGEMENT SCHOOL
   Nicholas Burton       NORTHUMBRIA UNIVERSITY
   Mai Vu                NORTHUMBRIA UNIVERSITY

1626 THE RACE TO ACCOUNT FOR AND COMPLY WITH UN SDGS IN SMALL FAMILY BUSINESSES
   Alessia Patuelli      NORTHUMBRIA UNIVERSITY
   Jonida Carungu        LONDON METROPOLITAN UNIVERSITY

2208 SUSTAINABLE DEVELOPMENT OF FAMILY FIRMS UNDER THE TRIPLE BOTTOM LINE PERSPECTIVE
   Cristina López        UNIVERSITY PABLO DE OLAVIDE
   Ines Herrero          PABLO DE OLAVIDE UNIVERSITY
   Rocío Ruiz-Benítez   UNIVERSITY PABLO DE OLAVIDE

Sustainable system perspectives & transitions (09:00 - 10:30) - Arts Building - Room C6002
Track: ST06_05 Innovation for Sustainability, Circularity and Green-tech
Chair(s): Jouni Juntunen, Maryse Chappin
Discussant(s): Silvia Donis, Lina Dagilienė, Maryse Chappin
Paper Presentations:

2719 AN EMPIRICAL EXAMINATION OF THE BARRIERS TO ECO-INNOVATION IN EUROPEAN COMPANIES
   Silvia Donis          UNIVERSITY OF LA RIOJA
   Jaime Gómez          UNIVERSIDAD DE LA RIOJA
   Idana Salazar        UNIVERSIDAD DE LA RIOJA

1678 IMPACT OF ORGANISATIONAL CAPABILITIES ON IMPLEMENTATION OF CIRCULARITY-ORIENTED ACTIVITIES
   Lina Dagilienė       KAUNAS UNIVERSITY OF TECHNOLOGY
   Viktorija Varanit?   KAUNAS UNIVERSITY OF TECHNOLOGY
   Kristina Sutiene     FACULTY OF MATHEMATICS AND NATURAL SCIENCES, KAUNAS
                        UNIVERSITY OF TECHNOLOGY

1686 HOW CAN NETWORKS ADDRESS BARRIERS TO NATURE-BASED SOLUTIONS? THE CASE OF AGRICULTURE AND CONSTRUCTION IN THE NETHERLANDS
   Maryse Chappin       UTRECHT UNIVERSITY
   Maarten Punt         HOGESCHOOL WINDESHEIM
   Helen Toxopeus       UTRECHT UNIVERSITY SCHOOL OF ECOMOMICS
   Nina Van Tilburg     NOT APPLICABLE
   Cathy De Jong        UTRECHT UNIVERSITY
   Hens Runhaar         UTRECHT UNIVERSITY
   Godelieve Spaas      AVANS HOGESCHOOL
Track Sessions per day

Team & Context (09:00 - 10:30) - Arts Building - Classroom 3027

Track: GT03_00 Entrepreneurship General Track
Chair(s): Joel Rudin
Discussant(s): Igors Skute
Paper Presentations:

1696  **STAKEHOLDERS AS CO-AUTHORS OF BRANDS AND THE ROLE OF PERSONAS IN EFFECTUAL ENTREPRENEURSHIP**
Karin Winroth  SÖDERTÖRN UNIVERSITY
TOMMY LARSSON SEGERLIND  SÖDERTÖRN UNIVERSITY

1960  **THE ROLE OF SUPRATEAMS IN NEW VENTURES**
Truls Erikson  UNIVERSITY OF OSLO

2394  **INNOVATION RADICALNESS OF ENTREPRENEURIAL ECOSYSTEMS: AN ANALYSIS OF REGIONAL KNOWLEDGE FLOWS**
Martina Buratti  FRIEDRICH-SCHILLER-UNIVERSITÄT JENA
Matthias Menter  FRIEDRICH SCHILLER UNIVERSITY JENA

2741  **FIRM OWNERSHIP, STRATEGIC BEHAVIOR AND ENTREPRENEURIAL RESILIENCE: AN EMPIRICAL STUDY OF ARMENIAN SMES**
Mane Beglaryan  AMERICAN UNIVERSITY OF ARMENIA
Anush Drampyan  LEYTON ITALIA
Francisco Bastida  PRINCE SULTAN UNIVERSITY

The institutional context for social and sustainable entrepreneurship (09:00 - 10:30) - Arts Building - Classroom 4047
Track: ST03_06 Social and Sustainable Entrepreneurship
Chair(s): Andreas Georgiou
Discussant(s): Andreas Georgiou, Jana Coenen, Ville-Veikko Piispanen
Paper Presentations:

1073  **COMMUNITY-BASED ENTERPRISES, INSTITUTIONAL COMPLEXITY AND SUSTAINABILITY**
Andreas Georgiou  UNIVERSITY OF EXETER BUSINESS SCHOOL
Daniel Arenas Vives  ESADE BUSINESS SCHOOL
Constantine Iliopoulos  AGRICULTURAL ECONOMICS RESEARCH INSTITUTE (AGRERI) & CO-OPABILITY INSTITUTE

1320  **THE EFFECT OF INSTITUTIONS ON NASCENT SOCIAL ENTREPRENEURSHIP: A NEOCONFIGURATIONAL PERSPECTIVE**
Jana Coenen  UNIVERSITY OF WUPPERTAL
Christian Rupietta  UNIVERSITY OF WUPPERTAL

2240  **THE ROLE OF INSTITUTIONAL ENVIRONMENT IN CATALYSING CIRCULAR ENTREPRENEURSHIP: A CROSS-COUNTRY COMPARISON OF FINLAND AND ITALY**
Beatrice Re  UNIVERSITY OF TRIESTE
Kaisa Henttonen  UNIVERSITY OF EASTERN FINLAND
Ville-Veikko Piispanen  UNIVERSITY OF EASTERN FINLAND
Hanna Lehtimäki  UNIVERSITY OF EASTERN FINLAND
Track Sessions per day

The Interplay of Ethics, Values, and Decision-Making in Boardrooms (09:00 - 10:30) - Arts Building - Classroom 3126
Track: ST02_02 Board of Directors and Top Management Teams
Chair(s): Pieter-Jan Bezemer
Discussant(s): Dennis Veltrop
Paper Presentations:

1802 MORAL JUDGMENT BY NON-EXECUTIVE DIRECTORS AND THE RELATION WITH MORAL IDENTITY AND GENDER, AND STAKEHOLDERISM AS MODERATOR.
Mijntje Lückerath-Rovers TILBURG UNIVERSITY/ TIAS SCHOOL FOR BUSINESS AND SOCIETY

2492 DOES CEO’S NARCISSISM INFLUENCE THE FIRM PERFORMANCE OF LISTED COMPANIES IN MALAYSIA?
HUIHUI TONG CURTIN UNIVERSITY (SINGAPORE)

2822 PERSONAL VALUE PRIORITIES OF NON-EXECUTIVE DIRECTOR (NED) OF BOARDS
Ricardo Amaya Villalobos IE BUSINESS SCHOOL
Patricia Gabaldon IE BUSINESS SCHOOL

The role of governance forms in preserving values over time: Three case studies (09:00 - 10:30) - Arts Building - J.M. Synge Theatre
Track: ST01_01/ST02_01 Rethinking the Responsible Corporation: Bridging Management, Law & Governance (B4S & CoGo SIGs)
Paper Presentations:

2169 THE GOVERNANCE OF TUNISIAN GROUP SOTUPA: EMERGENCE, EVOLUTION AND LEARNING DYNAMICS
Selmène Segond UNIVERSITY OF TUNIS, ESSECT, LARIME - LR11ES02
Hazem Ben Aissa UNIVERSITÉ PARIS SACLAY, EA7360 RITM - UNIVERSITÉ DE TUNIS, LARIME.
Sihem Larif UR LARIME, ESSEC OF TUNIS, UNIVERSITY OF TUNIS

2272 MAINTAINING ITS SOUL THROUGH TIME AND SOCIO-ECONOMIC CHANGES: THE HISTORIC LESSONS FROM THE MONDRAGON GROUP.
Herve Grellier MONDRAGON UNIVERSITY
Jean-Francois Chanlat DRM UMR 7088, UNIVERSITY PARIS DAUPHINE

2048 ALTERNATIVE FORMS OF BUSINESS ORGANIZATION: A HISTORICAL CASE STUDY ON THE FRENCH WATCH CASES FACTORY OF BOIMONDAU
Eline MALADRY LITEM - PARIS SACLAY UNIVERSITY
Rémi JARDAT LITEM - UNIVERSITÉ EVRY-PARIS-SACLAY

Theorizing diversity (09:00 - 10:30) - Arts Building - Classroom 5012
Track: ST05_02 Diversity issues in cultural context
Discussant(s): Almina Bešić
Paper Presentations:

1357 EDI INTERVENTIONS: DOES CONTEXT MATTER?
Andri Georgiadou UNIVERSITY OF NOTTINGHAM
Sabine Jentjens ISC PARIS
Track Sessions per day

2713 Navigating through Religious Neutrality in the Workplace: An Empirical Study in the French Context
Sabrina Pérugien
IAE, Université Savoie Mont Blanc

2445 Crying More Than the Bereaved - Exploring Women's Lived Experiences of Gender Diversity Management in a Middle Eastern Context
Chidozie Umeh
University of York
Asmahan Alsalman
Northern Border University Arar Saudi Arabia
Nelarine Cornelius
Queen Mary, University of London
Mathias Ndome-Egba
Teesside University

University-Industry interactions & Knowledge Transfer V (09:00 - 10:30) - Arts Building - Room 4101
Track: T06_11 From Science Management to Innovation Management: Science – Industry Relations and New Forms of Knowledge Transfer
Chair(s): Quentin Plantec
Paper Presentations:

1492 The Role of Dedicated Institutional Investors in the Diffusion of Innovation and Technology Acceptance of PROPTech
Juan Ocampo
High Rise Ventures

2306 Exploring the Effect of General Data Protection Regulation on the Legitimacy of Public-Private Collaborations for Data Driven Solutions in Healthcare.
Julia Zhang
University of Oulu
Oxana Gisca
Université de Oulu
Luiza Stein
Halmstad University
Timo Koivumäki
University of Oulu

2634 Foresee Digital Skills from the Twofold Perspective of Industrial and Scientific Communities: Mixing Survey Analysis and Text Mining
Vito Giordano
University of Pisa
Irene Spada
Università di Pisa
Filippo Chiarello
Università di Pisa
Antonella Martini
University of Pisa
Gualtiero Fantoni
University of Pisa

Untangling Corporate Social Responsibility and Irresponsibility: Insights and Implications (09:00 - 10:30) - Arts Building - Classroom 3051
Track: GT01_00 Business for Society General Track
Chair(s): Lucia Michela Daniele
Discussant(s): Clara Pérez-Cornejo
Paper Presentations:

1402 Disentangling Corporate Sustainability and Corporate Social Responsibility: An Evolutionary Concept Analysis
Ignacio Pavez
Pontificia Universidad Católica de Chile
Angel Sevil
Universidad del Desarrollo
'Alim Beveridge
University of Nottingham Ningbo China
1409  HOW DOES GREENWASHING DRIVE OUT PURE CORPORATE SOCIAL RESPONSIBILITY PRACTICES? DISENTANGLING EFFECTS OF CORPORATE SOCIAL RESPONSIBILITY AND IRRESPONSIBILITY SIGNALS ON FINANCIAL PERFORMANCE  
Minh-Ngoc NGUYEN  CERGAM, UNIVERSITY OF TOULON  
Sébastien BRION  AIX MARSEILLE UNIVERSITY  
Vincent CHAUVET  CERGAM, UNIVERSITY OF TOULON

2194  HOW SIN IS CREATED: STAKEHOLDERS’ RESPONSES TO CORPORATE SOCIAL IRRESPONSIBILITY  
Hyo Eun Sarina Son  TILBURG UNIVERSITY  
Róisín Donnelly  TILBURG UNIVERSITY  
Niels Noorderhaven  TILBURG UNIVERSITY

WELLBEING AT WORK (09:00 - 10:30) - Trinity Business School - 5,011  
Track: ST09_01 Human Resource Management  
Chair(s): Rocco Palumbo  
Paper Presentations:

1525  THE IMPACTS OF THE SOCIAL CONTEXTS OF PROCEEDINGS ON ARBITRATION OUTCOMES  
Maziar Jafary  UNIVERSITY OF OTTAWA  
Jules Carrière  UNIVERSITY OF OTTAWA

1882  TRANSFORM THE ORGANIZATION: THE SENTINELS TAKE CARE OF YOU  
Sébastien Diné  UNIVERSITÉ JEAN MONNET  
Abdeljalil-Diné Manel  UNIVERSITÉ JEAN MONNET  
Frédéric Pellegrin-Romeggio  UNIVERSITÉ JEAN MONNET

2013  HUMAN RESOURCE MANAGEMENT AND FINANCIAL PROBLEMS IN THE WORKPLACE: A SYSTEMATIC AND CONCEPTUAL REVIEW  
Vagner Rosso  UNIVERSIDAD DE SALAMANCA  
Lucía Muñoz Pascual  IME, DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT, UNIVERSITY OF SALAMANCA, CAMPUS MIGUEL DE UNAMUNO, S/N, 37007, SALAMANCA, SPAIN.  
Jesús Galende  IME, DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT, UNIVERSITY OF SALAMANCA, CAMPUS MIGUEL DE UNAMUNO, S/N, 37007, SALAMANCA, SPAIN.

Workplace Envy, Satisfaction & Challenges (09:00 - 10:30) - Trinity Business School - 5,013  
Track: GT09_00 Organisational Behaviour General Track  
Chair(s): Aviv Kidron  
Discussant(s): Frederike Scholz  
Paper Presentations:

1324  ANTECEDENTS AND CONSEQUENCES OF WORKPLACE ENVY: AN INTEGRATIVE THEORETICAL FRAMEWORK ABOUT THE ROLE OF WORKPLACE EVENTS, COGNITIVE ASSESSMENT, EMOTIONS AND PERFORMANCE OUTCOMES  
Amy Shady  LONDON SOUTH BANK UNIVERSITY  
Karin Moser  LSBU BUSINESS SCHOOL, LONDON, UK  
Meda Burghelea  LONDON SOUTH BANK UNIVERSITY
1493 THE “GREAT RESIGNATION” AND “QUIET QUITTING” – HOW CAN ORGANIZATIONS FACE THESE CHALLENGES?
Aviv Kidron YVC YEZREEL ACADEMIC COLLEGE
Hedva Vinarski Peretz YEZREEL ACADEMIC COLLEGE

1359 RESILIENCE AS A COLLECTIVE RESPONSIBILITY: A LABOVIAN-INSPIRED APPROACH
Sanne Nijs TILBURG UNIVERSITY
Kornélia Kerti TILBURG UNIVERSITY
Amber Kersten TILBURG UNIVERSITY
Brigitte Kroon TILBURG UNIVERSITY
Sjanne Marie van den Groenendaal TILBURG UNIVERSITY
Jamie Breukel TILBURG UNIVERSITY
Marloes van Engen RADBOUD UNIVERSITY
Frederike Scholz TILBURG UNIVERSITY
Kristýna Odstrčilíková TILBURG UNIVERSITY

Country Representatives Council (09:00 - 11:30) - TBS KPMG
Chair(s): Lucrezia Songini, Dieter Bögenhold
Coffee Break (10:30 - 11:00) - Coffee Break & Lunch Area
EURAM General Assembly (11:00 - 11:45) - Trinity Business School - Dargan Auditorium
Chair(s): Niels Noorderhaven
EURAM Awards Ceremony (11:45 - 12:30) - Trinity Business School - Dargan Auditorium
Chair(s): Alessandro Zattoni, Niels Noorderhaven
Lunch (12:30 - 13:30) - Coffee Break & Lunch Area
Keynote Panel III Penrose Award Winners (13:30 - 15:30) - Trinity Business School - Dargan Auditorium
Coffee Break (15:30 - 16:00) - Coffee Break & Lunch Area
CENA - NETWORK AND SUPPLY CHAIN MANAGEMENT (16:00 - 17:30) - Arts Building - Classroom 4096
Track: ST13_03 CENA Coopetition, Ecosystems, Networks and Alliances
Chair(s): Audrey Rouyre
Discussant(s): Ann-Kathrin Herfeld
CEO Characteristics and Their Influence on Corporate Behavior (16:00 - 17:30) - Trinity Business School - 5,014
Track: ST02_02 Board of Directors and Top Management Teams
Chair(s): Jerry Sheppard
Discussant(s): Sabrina KHEMIRI
Paper Presentations:

1708 CEO RATIONALIZATION AND CORPORATE MISCONDUCT: A META-ANALYTIC STRUCTURAL EQUATION MODEL
Max Braun FREIE UNIVERSITÄT BERLIN
Karen Schnatterly VIRGINIA TECH

1716 CEO HUBRIS: OVERVIEW OF THE FIELD THROUGH A BIBLIOMETRIC APPROACH
Diletta Vianello UNIVERSITY OF FLORENCE
Anna Marrucci UNIVERSITY OF PISA
Cristiano Ciappei UNIVERSITY OF FLORENCE
monica faraoni UNIVERSITY OF FLORENCE
2406  LITERATURE REVIEW ON CEO SUCCESSION TYPES AND FOLLOW-UP EFFECTS  
Enrica Iannuzzi  UNIVERSITY OF Foggia, IT  
Claudio Nigro  UNIVERSITY OF Foggia  
Angelo Pinto  UNIVERSITY OF MILAN “LUIGI BOCCONI”  

Collaborative Approaches to Sustainable Innovation (16:00 - 17:30) - Trinity Business School - 4,035  
Track: T12_04 Historical, Evolutionary, and Philosophical Approaches To Business And Management Research  
Chair(s): Lars Clausen, Margit Neisig, Lea Stöber  

Paper Presentations:  

1308  DEVELOPING ADEQUATE INNOVATION POLICY HEURISTICS FOR SUSTAINABILITY TRANSITIONS: MAKING SENSE OF WICKEDNESS  
Matthias Mueller  UNIVERSITY OF HOHENHEIM  
Michael Schlaile  LEIBNIZ CENTRE FOR AGRICULTURAL LANDSCAPE RESEARCH (ZALF)  
Stephanie Lang  UNIVERSITY OF HOHENHEIM  
Kristina Bogner  UNIVERSITY OF HOHENHEIM  
Matthijs Janssen  UTRECHT UNIVERSITY  
Iris Wanzenböck  UTRECHT UNIVERSITY  
Michael Schramm  UNIVERSITY OF HOHENHEIM  
Andreas Pyka  UNIVERSITY OF HOHENHEIM  

1572  REGENERATION, OBSERVATION AND MANAGEMENT SEMANTICS  
Margit Neisig  ROSKILDE UNIVERSITY  

2688  DEDICATED COLLABORATION: A SYSTEMATIC LITERATURE REVIEW ON THE RELEVANCE OF COLLABORATION IN INNOVATION SYSTEMS FOR SUSTAINABLE DEVELOPMENT  
Lea Stöber  UNIVERSITY OF HOHENHEIM  
Maike Becker  UNIVERSITY OF HOHENHEIM  
Stephanie Lang  UNIVERSITY OF HOHENHEIM  
Michael Schlaile  LEIBNIZ CENTRE FOR AGRICULTURAL LANDSCAPE RESEARCH (ZALF)  
Bernd Ebersberger  UNIVERSITY OF HOHENHEIM  
Andreas Pyka  UNIVERSITY OF HOHENHEIM  

Cultural Organisations and natural disasters (16:00 - 17:30) - Arts Building - Classroom 3106  
Track: ST11_01 Accounting, Auditing and Sustainability in Public and Hybrid Organizations  
Chair(s): Jarmo Vakkuri  

Paper Presentations:  

2190  ACCOUNTABILITY BY IMPACT - CALCULATIVE PRACTICES AND NETWORK GOVERNANCE IN ITALIAN CULTURAL POLICIES  
Angela Nativio  CA’ FOSCA’RI UNIVERSITY OF VENICE  
Fabrizio Panozzo  UNIVERSITY CA’ FOSCA’RI VENICE  

2278  ACCOUNTABILITY PRACTICES IN INTERNATIONAL ORGANIZATIONS THE CASE OF AN OPERATIONAL UNIT AT UNESCO  
Donia Chortani  UNIVERSITÉ PARIS NANTERRE
Track Sessions per day

2363 DISASTER ACCOUNTABILITY AND THE ROLE OF HYBRID ORGANIZATIONS: A HISTORICAL PERSPECTIVE
   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

Decision Making between Virtues and Utilitarianism (16:00 - 17:30) - Arts Building - Ui Chadhain Theatre
Track: T01_06 Philosophy for business ethics
Chair(s): Ian Maitland
Paper Presentations:

2709 EMPLOYEES AND BIG DATA: A VIRTUE ETHICAL APPROACH
   Lisa Grover  UNIVERSITY OF EXETER

2201 THE UTILITARIAN EPISTEMOLOGY OF PRICING LIFE-SAVING DRUGS
   Ian Maitland  UNIVERSITY OF MINNESOTA

2706 TOWARDS A BETTER UNDERSTANDING OF THE ROLE OF REASON AND EMOTIONS IN ETHICAL DECISION-MAKING: A MORE INTEGRATIVE APPROACH
   Santiago Martinez Alamar  UNIVERSITY OF NAVARRA
   Manuel Guillén  UNIVERSITY OF VALENCIA SCHOOL OF ECONOMICS AND IECO
   Ignacio Ferrero  UNIVERSIDAD DE NAVARRA

DIVERSITY & INCLUSION (2) (16:00 - 17:30) - Trinity Business School - 3,022
Track: ST09_01 Human Resource Management
Chair(s): Michał Tomczak
Paper Presentations:

1954 THE ROLE OF EMPLOYEES’ AGE FOR THE RELATION BETWEEN WORKPLACE CONFLICTS, SICKNESS ABSENCE, AND TURNOVER
   Lisa Pütz  RWTH AACHEN UNIVERSITY

2175 HR DEVELOPMENT PRACTICES, WORK ENGAGEMENT AND CONTINUANCE COMMITMENT OF EMPLOYEES WITH CHRONIC ILLNESS: THE ROLE OF INTRINSIC MOTIVATION
   Alessia Sammarra  UNIVERSITY OF L'AQUILA
   Silvia Profili  EUROPEAN UNIVERSITY OF ROME
   Laura Innocenti  UNIVERSITY OF L'AQUILA

2320 NEURODIVERSITY-FRIENDLY JOB DESIGN IN A SMART WORK CONTEXT: AN EXPLORATORY STUDY.
   Joanna Szulc  GDAŃSK UNIVERSITY OF TECHNOLOGY
   Michał Tomczak  GDAŃSK UNIVERSITY OF TECHNOLOGY, FACULTY OF MANAGEMENT AND ECONOMICS
Diversity issues in organizational context in the globalized world (16:00 - 17:30) - Trinity Business School - 5,013
Track: ST05_02 Diversity issues in cultural context
Discussant(s): Faiza Ali
Paper Presentations:

1284 A SPECIAL BREED OF TRANSFORMATIONAL LEADERSHIP? INTEGRATING CONFLICT MANAGEMENT AND ETHNICITY INTO TEAM COORDINATION IN MULTICULTURAL TEMPORARY ENVIRONMENTS
Amin Akhavan Tabassi  FACULTY OF BUSINESS AND LAW, MANCHESTER METROPOLITAN UNIVERSITY
Roula Michaelides  FACULTY OF BUSINESS AND LAW, MANCHESTER METROPOLITAN UNIVERSITY

2026 SELF-INITIATED EXPATRIATES REACTIONS TO PERCEPTIONS OF ORGANIZATIONAL JUSTICE IN THE HOST COUNTRY
Noura Alfayez  ALFAISAL UNIVERSITY

Diversity, Innovation and Institutional Transformation (16:00 - 17:30) - Arts Building - Classroom 4047
Track: GT05_00 Gender, Race and Diversity in Organisations General Track
Chair(s): Ilona Hunek
Discussant(s): Claudia Toma
Paper Presentations:

1147 SUPPORTING DIVERSITY AND SUCCESS IN GRADUATE BUSINESS SCHOOL PROGRAMS: A QUANTITATIVE ANALYSIS OF INTERNATIONAL MBA, DBA, AND PHD STUDENTS IN EUROPE
Kimberly Reeve  THE KING’S COLLEGE
Dami Kabiawu  THE KING’S COLLEGE
Alison Knight  ISM
Stephanie Naudin  ISM

2547 SOCIETAL CHALLENGES IN ACADEMIC PUBLISHING – AN EDITORIAL ANALYSIS OF ECONOMIC AND SOCIAL SCIENCES
Alina Praun  TECHNISCHE UNIVERSITÄT DRESDEN
Martina Pieperhoff  FACULTY OF BUSINESS AN ECONOMICS, TU DRESDEN

1178 FIRM FINANCIAL PERFORMANCE: DISENTANGLING THE FEMALE LEADERSHIP AS DRIVER OF ESG INNOVATIONS
Paolo Saona  SAINT LOUIS UNIVERSITY
Laura Muro  SAINT LOUIS UNIVERSITY
Naresh Bansal  SAINT LOUIS UNIVERSITY

Ecosystem Strategies (16:00 - 17:30) - Arts Building - Classroom 3081
Track: T03_11 / T06_10 Entrepreneurial and Innovation Ecosystems (ENT & INNO SIGs)
Chair(s): Laetitia Gabay-Mariani
Discussant(s): Arafet BOUHALLEB
Paper Presentations:

2357 INTERNATIONAL ENVIRONMENTAL OPPORTUNITY ENABLEMENT: THE ROLE OF THE ACTORS OF THE INTERNATIONALIZATION SUPPORT ECOSYSTEM
Mireille Héral  IDRAC BUSINESS SCHOOL
Karim Messeghem  MONTPELLIER UNIVERSITY
Alexis Catanzaro  UNIVERSITY OF LYON
Track Sessions per day

2511 EXAMINING THE RELATIONSHIP BETWEEN ENTREPRENEURIAL ECOSYSTEM AND THE DETERMINANTS OF ENTREPRENEURIAL PROCESS
Aftab Alam INDIAN INSTITUTE OF TECHNOLOGY KHRAGPUR
Arpita Ghatak ROYAL HOLLOWAY UNIVERSITY OF LONDON
Bhaskar Bhowmick INDIAN INSTITUTE OF TECHNOLOGY KHRAGPUR

2520 LOCAL INNOVATION SYSTEMS: AN EMPIRICAL FRAMEWORK FOR BRANDING STRATEGY
Michele Simoni PARTHENOPE UNIVERSITY OF NAPLES, DEPARTMENT OF MANAGEMENT AND QUANTITATIVE STUDIES
Paolo Popoli PARTHENOPE UNIVERSITY OF NAPLES
Marcello Risitano UNIVERSITY OF NAPLES “PARTHENOPE”
Maria Cristina Pietronudo PARTHENOPE UNIVERSITY
Giuseppe La Ragione UNIVERSITÀ DEGLI STUDI DI NAPOLI “PARTHENOPE”

Employment (16:00 - 17:30) - Arts Building - Classroom 3027
Track: GT03_00 Entrepreneurship General Track
Chair(s): Karin Winroth
Discussant(s): Truls Erikson

Paper Presentations:

1045 FROM UNEMPLOYMENT TO SELF-EMPLOYMENT: WHAT DOES IT MEAN FOR AN INDIVIDUAL’S SATISFACTION AND ECONOMIC SELF-SUFFICIENCY?
Ondrej Dvoulety DEPARTMENT OF ENTREPRENEURSHIP, PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS

1293 “I AM MY BUSINESS”: SOLO ENTREPRENEURS’ SELF-PRESENTATION ON SOCIAL MEDIA
Alina Sawy UNIVERSITY OF KLAGENFURT
Dieter Bögenhold KLAGENFURT UNIVERSITY
Martha O’Hagan-Luff TRINITY COLLEGE DUBLIN
Andre Van Stel TRINITY BUSINESS SCHOOL, TRINITY COLLEGE DUBLIN

1881 FOUNDING FREQUENCY: EXPLORING THE FACTORS THAT INFLUENCE HABITUAL AND ONE-TIME ENTREPRENEURS
Francesca Sanguineti UNIVERSITY OF PAVIA
Antonio Majocchi LUISS - GUIDO CARLI
Christian Lechner LUISS BUSINESS SCHOOL

2217 HOW REDUCTIONS IN WELL-BEING RELATE TO INVESTMENT DECISIONS IN SELF-EMPLOYMENT
Jörn Block TRIER UNIVERSITY
Miriam Gnad TRIER UNIVERSITY
Alexander Kritikos DEUTSCHES INSTITUT FÜR WIRTSCHAFTSFORSCHUNG E.V. BERLIN
Caroline Stiel DEUTSCHES INSTITUT FÜR WIRTSCHAFTSFORSCHUNG E.V. BERLIN
Track Sessions per day

Entrepreneurial mindset: Attitudes and intentions in social and sustainable entrepreneurship (16:00 - 17:30) - Arts Building - Classroom 3069
Track: ST03_06 Social and Sustainable Entrepreneurship
Chair(s): Martin Senderovitz
Discussant(s): Giannina Fabiola LOPEZ ALTAMIRANO, Twinkle Arora, Martin Senderovitz

Paper Presentations:

1205 RESPONSIBLE ENTREPRENEURS: HOW DO THEY THINK AND ACT? AND WHY?
Giannina Fabiola LOPEZ ALTAMIRANO, SKEMA BUSINESS SCHOOL
Bernard Sinclair-Desgagne, SKEMA BUSINESS SCHOOL
Eva Niesten, SKEMA BUSINESS SCHOOL

1321 FOR THE PROFIT, FOR THE PLANET OR FOR NOTHING AT ALL: A LATENT PROFILE ANALYSIS OF SUSTAINABLE ENTREPRENEURIAL ATTITUDES AMONG BUSINESS STUDENTS
Martin Senderovitz, UNIVERSITY OF SOUTHERN DENMARK
Simon Jebsen, UNIVERSITY OF SOUTHERN DENMARK

2478 DEVELOPING SOCIAL ENTREPRENEURIAL INTENTIONS AMONG YOUNG STUDENTS THROUGH ENTREPRENEURSHIP DEVELOPMENT PROGRAMMES
Twinkle Arora, GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY
Deepti Prakash, GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY
Meenakshi Bisla, GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY

Equity and Innovation in Health Care: Exploring New Approaches and Perspectives (16:00 - 17:30) - Arts Building - Classroom 3025
Track: ST11_02 Healthcare Management Research
Chair(s): Stephen O'Connor
Discussant(s): Phil Cendoma

Paper Presentations:

1015 REDUCING INEQUALITIES AND THE CHANGING DEMOGRAPHICS OF HOSPITAL BOARDS 1931-2021 IN SIX US CITIES
Rikki Abzug, RAMAPO COLLEGE
Jeffrey Simonoff, NEW YORK UNIVERSITY

2486 SOCIAL RETURN ON INVESTMENT OF A ROBOTIC EXOSKELETON FOR UPPER LIMB REHABILITATION AFTER STROKE
Maria Pinelli, POLITECNICO DI MILANO
Stefania Manetti, SCUOLA SUPERIORE SANT'ANNA
Emanuele Lettieri, POLITECNICO DI MILANO

1576 MOVING BEYOND TALK TO ACTION: DEIB STRATEGY IMPLEMENTATION THROUGH THE LENS OF TOP-LEVEL LEADERS IN HEALTH CARE DELIVERY ORGANIZATIONS
Tory Hogan, THE OHIO STATE UNIVERSITY
Brian O'Rourke, THE OHIO STATE UNIVERSITY
Eddie Weeks, THE OHIO STATE UNIVERSITY
Geoffrey Silvera, THE UNIVERSITY OF ALABAMA AT BIRMINGHAM
Seongwon Choi, TRINITY UNIVERSITY
Track Sessions per day

ESG and Organizational responses (II) (16:00 - 17:30) - Arts Building - Classroom 3071
Track: T02_04 Corporate Governance, Diversity, Sustainability and the Purpose of Corporation
Discussant(s): Wafa Khlf
Paper Presentations:

2211 A PRAGMATIST APPROACH OF STUDYING CORPORATE DECISION-MAKING: THE GOVERNANCE STRUCTURE AND INTEGRATING STAKEHOLDER INTERESTS
Deborah Tappi AMSTERDAM UNIVERSITY OF APPLIED SCIENCE (HVA)
Frank Jan De Graaf AMSTERDAM UNIVERSITY OF APPLIED SCIENCES

2825 AN UPPER ECHELONS REVIEW ON SOCIAL CLASS AND STRATEGIC CHOICE
Angela Kipf OTTO-VON-GUERICKE-UNIVERSITÄT MAGDEBURG

2963 THE CEO NARCISSISM AND CORPORATE ENVIRONMENTAL PERFORMANCE: GRANDIOSE AND VULNERABLE FLAVOURS
Paula Villalba Ríos UNIVERSITY OF SEVILLE
Julio Vecino-Gravel UNIVERSIDAD DE SEVILLA
Carmen Barroso Castro UNIVERSITY OF SEVILLE
María Villegas Periñan UNIVERSIDAD DE SEVILLA

Ethical, cultural and material aspects of discrimination in organizations (16:00 - 17:30) - Arts Building - Boardroom
2026 Track: T01_07 Re-Sourcing Management? Arts, Philosophy & Media as Sources of Organizational Knowledge
Chair(s): ANNA ANITA MOLLO
Discussant(s): Simone Napolitano
Paper Presentations:

1440 THE PHILOSOPHICAL FOUNDATIONS OF ORGANIZATIONAL INCLUSION AND THE CHALLENGE OF DISABILITY
Domenico Napolitano SCUOLA SUPERIORE MERIDIONALE, NAPLES, ITALY
Luigi Maria Sicca UNIVERSITY OF NAPLES FEDERICO II

1628 ORGANIZATIONAL AND LEGAL PROBLEMS OF ASSISTIVE TECHNOLOGIES: THE CASE OF INHERITANCE LAWS ADDRESSED TO SPEECH-IMPAIRED PEOPLE
anita mollo SCUOLA SUPERIORE MERIDIONALE
Domenico Napolitano SCUOLA SUPERIORE MERIDIONALE, NAPLES, ITALY
Luigi Maria Sicca UNIVERSITY OF NAPLES FEDERICO II

1700 ALGORITHMIC FORMS OF DISCRIMINATION AND THE PROTECTION OF PEOPLE WITH DISABILITIES
luisa grillo SSM
valeria duraccio SSM
serra alice SSM
Luciana D’Acunto UNIVERSITÀ DEGLI STUDI DI NAPOLI FEDERICO II
barbara salvatore SSM
Track Sessions per day

Gender Bias in Career Development: Challenging Societal Norms (16:00 - 17:30) - Arts Building - Classroom 4050A
Track: ST05_01 Women & Gender in Work, Organisation & Beyond
Chair(s): Victor Sojo Monzon
Discussant(s): Luisa Pinto
Paper Presentations:

1957 A JOURNEY FROM EDUCATION TO IDENTITY DEVELOPMENT: WOMEN AND STEM CAREERS
Leila Afshari RMIT UNIVERSITY
Suzanne Young LA TROBE UNIVERSITY

2446 MEN HAVE EXPERTISE, WOMEN HAVE SOCIETAL SUPPORT: GENDER BIAS RELATED TO THE PERCEPTION OF BARRIERS TO FEMALE CAREER DEVELOPMENT
mirian izquierdo UNIVERSITAT WITTEN-HORDECKE
M Eugenia Fabra UNIVERSIDAD PONTIFICIA COMILLAS DE MADRID

2948 PROOF OR PEDIGREE: PRESTIGE OF EDUCATION PREDICTS MEN'S BUT NOT WOMEN'S ACCESS TO HIGH-STATUS JOBS
Ksenia Keplinger MAX PLANCK INSTITUTE FOR INTELLIGENT SYSTEMS, STUTTGART
Stefanie Johnson UNIVERSITY OF COLORADO BOULDER

Global Mobility 8a (16:00 - 17:30) - Arts Building - Classroom 5012
Track: ST07_01 Global Mobility
Chair(s): Chris Brewster
Paper Presentations:

1989 MIND THE TRANSFORMATION GAP: ON THE INFLUENCE OF FOREIGN IT WORKERS’ PERCEPTIONS OF GERMAN IMMIGRATION REGULATIONS ON THEIR PERCEIVED EMPLOYABILITY
Ha Luong UNIVERSITY OF BAMBERG
Maike Andresen UNIVERSITY OF BAMBERG

2107 THE IMPACT OF RETURNEE MANAGERS ON CORPORATE REFOCUSING OF EMERGING-MARKET FIRMS
Kiattichai Kalasin NIDA BUSINESS SCHOOL

1368 THE COVID-19 PANDEMIC: UNCOMFORTABLE EVOLUTIONS IN INTERNATIONAL MOBILITY
Washika Haak-Saheem DUBAI BUSINESS SCHOOL, UNIVERSITY OF DUBAI, HENLEY BUSINESS SCHOOL, UNIVERSITY OF READING
Peter Holland SWINBURNE UNIVERSITY OF TECHNOLOGY
Rashed Alzahmi COLLEGE OF BUSINESS AND ECONOMICS UNITED ARAB EMIRATES UNIVERSITY
Chris Brewster HENLEY BUSINESS SCHOOL

Global Mobility 8b (16:00 - 17:30) - Arts Building - Classroom 5033
Track: ST07_01 Global Mobility
Chair(s): Mila Lazarova
Paper Presentations:

1593 FIRST GENERATION OF SKILLED MIGRANTS IN LATVIA: ATTRACTIVENESS OF THE PERIPHERY EUROPE
Qamber Ali Awan UNIVERSITÉ PARIS-SACLAY UVSQ, LAREQUOI RESEARCH CENTER, FRANCE
Karim Said PARIS-SACLAY UNIVERSITY, ISM-IAE
Track Sessions per day

2372  CREATING COMMITMENT AMONG MIGRANT EMPLOYEES: INTENDED AND UNINTENDED CONSEQUENCES OF ORGANIZATIONAL PRACTICES
Nicole Richter  UNIVERSITY OF SOUTHERN DENMARK
Sven Hauff  HELMUT SCHMIDT UNIVERSITY
Mila Lazarova  SIMON FRASER UNIVERSITY

Management of community engagement (16:00 - 17:30) - Arts Building - Classroom 3126
Track: GT11_00 Public and Non-Profit Management General Track
Chair(s): Lorenzo Costumato
Discussant(s): Jennifer Hall, Sabina De Rosis
Paper Presentations:

2065  THE SOCIAL & ECONOMIC IMPACT OF CHARITY INFRASTRUCTURE RENEWAL: A CANADIAN CASE STUDY
Jennifer Hall  UNIVERSITY OF VICTORIA
Crystal Tremblay  UNIVERSITY OF VICTORIA
Annette Wall  HEROWORK CANADA

2977  WHAT DOES STIMULATE PEOPLE TO CO-ASSESS PUBLIC SERVICES? A DISCRETE CHOICE EXPERIMENT IN HEALTHCARE
Veronica Spataro  SCUOLA SUPERIORE SANT’ANNA
Sabina De Rosis  SCUOLA SUPERIORE SANT’ANNA
Milena Vainieri  SCUOLA SUPERIORE SANT’ANNA

Navigating Management Education and CSR in the Changing Landscape (16:00 - 17:30) - Arts Building - J.M. Synge Theatre
Track: GT01_00 Business for Society General Track
Chair(s): Juan José Nájera Sánchez
Discussant(s): Vincenza Vota
Paper Presentations:

1150  HOSPITAL EFFICIENCY AND COST REDUCTION — A LONGITUDINAL STUDY
Jing Xu  UNIVERSITY OF NORTH FLORIDA
Hanadi Hamadi  UNIVERSITY OF NORTH FLORIDA
Mei Zhao  UNIVERSITY OF NORTH FLORIDA
Sheila Boamah  MCMASTER UNIVERSITY
Aurora Tafili  UNIVERSITY OF ALABAMA AT BIRMINGHAM
Aaron Spaulding  MAYO CLINIC

2456  REVISITING CARROLL’S PYRAMID OF CSR MODEL: HOW TO IMPROVE CSR EDUCATION IN MULTICULTURAL SETTING
Rebecca Chunghhee Kim  RITSUMEIKAN ASIA PACIFIC UNIVERSITY

2968  MANAGEMENT EDUCATION PITFALLS IN THE LIMINAL PROCESS OF THE UNIVERSITY TRANSITION TOWARDS AUTOMATED LEARNING
Marta Szeluga-Romańska  GDANSK UNIVERSITY OF TECHNOLOGY
Anna Modzelewska  JAGIELLONIAN UNIVERSITY
Krzysztof Leja  GDANSK UNIVERSITY OF TECHNOLOGY
Paweł Ziemiański  GDANSK UNIVERSITY OF TECHNOLOGY
Jan Kreft  GDANSK UNIVERSITY OF TECHNOLOGY
Paweł Horodecki  GDANSK UNIVERSITY OF TECHNOLOGY
Navigating through Competing and Complementary Perspectives on Leadership (16:00 - 17:30) - Trinity Business School - 2,031
Track: ST09_04 Leadership
Chair(s): Luisa Koloch
Discussant(s): Pilar Gamarra Gamarra

Paper Presentations:

2732 INTEGRATING SHARED AND VERTICAL LEADERSHIP AS DRIVERS OF AMBIDEXTERTY AND FIRM PERFORMANCE
Lena Rudolf UNIVERSITY OF ST. GALLEN

1058 MORE OR LESS LENIENT? HOW LEADERS SELF-REGULATE THEIR PAST MISCONDUCT WHEN DISCIPLINING FOLLOWERS
Wei Jee Ong NATIONAL UNIVERSITY OF SINGAPORE

2143 WHAT MAKES WOMEN WANT TO LEAD? THE MODERATING ROLE OF GENDER IN RELATIONSHIPS BETWEEN SUPERVISOR LEADERSHIP STYLE, FOLLOWER LEADERSHIP SELF-EFFICACY AND MOTIVATION TO LEAD
Zhejun Tan JOHN MOLSON SCHOOL OF BUSINESS, CONCORDIA UNIVERSITY
Alexandra Panaccio JOHN MOLSON SCHOOL OF BUSINESS, CONCORDIA UNIVERSITY

Ontological and epistemological considerations in qualitative research (16:00 - 17:30) - Trinity Business School - 4,036
Track: GT12_00 Research Methods and Research Practice General Track
Chair(s): Marc Stierand

Paper Presentations:

1050 CAUSAL MAPPING FOR CRAFTING CONTEMPORARY MANAGEMENT STUDIES: GETTING TO GRIPS WITH METHODOLOGICAL AND PHILOSOPHICAL CONSIDERATIONS
Igor Pyrko UNIVERSITY OF BRISTOL
Viktor Dörfler UNIVERSITY OF STRATHCLYDE BUSINESS SCHOOL, UK

1197 MIRRORING THE BLACK BOX OF THE BRICOLEUR: TOWARDS A REFLEXIVE GROUNDED THEORIZING PROCESS
Lakshmi Balachandran Nair LUISS GUIDO CARLI UNIVERSITY
Fabien Moreau GRENOBLE ECOLE DE MANAGEMENT

1448 ASPIRATIONAL INTELLECTUAL ONTOLOGICAL POSITIONS; DE FACTO ONTOLOGICAL POSITIONS; FELT ACCOUNTABILITY; AND AUTOETHNOGRAPHIC NARRATIVES OF TWO EARLY CAREER RESEARCHERS
Bill Lee UNIVERSITY OF SHEFFIELD, UK
Mira Lieberman UNIVERSITY OF SHEFFIELD
David Yates UNIVERSITY OF SHEFFIELD, UK

2140 CROSS-STUDY RE-EXAMINATIONS: QUALITATIVE RESEARCH DESIGNS FOR RETHEORIZING
Catherine Welch TRINITY COLLEGE DUBLIN
Tine Koehler THE UNIVERSITY OF MELBOURNE
Maria Rumyantseva UNIVERSITY OF SYDNEY
Track Sessions per day

Ownership and board governance II (16:00 - 17:30) - Arts Building - Classroom 3051
Track: GT02_00 Corporate Governance General Track
Chair(s): Sara De Masi
Discussant(s): Hilde Fjellvær
Paper Presentations:

2076  ACTIVIST HEDGE FUNDS AND TAKEOVERS: THE CASE OF AIR CANADA
CAROLINE TALBOT  UNIVERSITY OF SHERBROOKE
Sylvie Berthelot  UNIVERSITY OF SHERBROOKE
Michel Coulmont  UNIVERSITY OF SHERBROOKE

Paradigm shift in higher education (16:00 - 17:30) - Arts Building - Classroom 4045
Track: GT14_00 General Track - Towards the New Paradigm of Business and Management
Chair(s): Jongwook Pak
Paper Presentations:

1256  ANCHORING MANAGEMENT EDUCATION IN CANADA: PARADIGM, THEORY, MODEL, AND STRATEGY
Vishwanath Baba  MCMASTER UNIVERSITY
Shamsud Chowdhury  DALHOUSSIE UNIVERSITY

2117  CAN A BUREAUCRACY BE FLEXIBLE? COVID-19 AS A CATALYST FOR CHANGE IN A UNIVERSITY INSTITUTION
Maria Bastida  UNIVERSITY OF SANTIAGO DE COMPOSTELA, DEPARTMENT OF BUSINESS ORGANIZATION AND COMMERCIALIZATION
Miguel A. Vázquez Taín  UNIVERSITY OF SANTIAGO DE COMPOSTELA
Maria Del Río Araujo  UNIVERSITY OF SANTIAGO DE COMPOSTELA
Leandro Benito  UNIVERSITY OF SANTIAGO DE COMPOSTELA

PERFORMANCE APPRAISAL (16:00 - 17:30) - Trinity Business School - 5,012
Track: ST09_01 Human Resource Management
Chair(s): Félix Guerrero-Alba
Paper Presentations:

1431  OH MY GOODNESS: INVESTIGATING THE GOODNESS OF PERFORMANCE APPRAISAL FORMATS BETWEEN AND WITHIN TEAMS
Jana Kim Gutt  PADERBORN UNIVERSITY
Kirsten Thommes  PROF. DR. AND CHAIR OF ORGANIZATIONAL BEHAVIOR, UNIVERSITY OF PADERBORN
Miro Mehic  PADERBORN UNIVERSITY

2081  WHAT IS KNOWN ABOUT DEVELOPMENT-ORIENTED PERFORMANCE MANAGEMENT PRACTICES? A SCOPING REVIEW
Dimitris Giamos  HEC MONTREAL
Olivier Doucet  HEC MONTREAL
Marie-Ève Lapalme  UQAM

2514  IS LMX DIFFERENTIATION ETHICAL? AN INVESTIGATION INTO ITS POLITICAL CONSEQUENCES IN PERFORMANCE APPRAISALS
Silvia Dello Russo  LUISS
Atieh S. Mirfakhar  GSME - SHARIF UNIVERSITY OF TECHNOLOGY
Alison Legood  UNIVERSITY OF EXETER BUSINESS SCHOOL
### Track Sessions per day

**S01_08 - The Business for Society Book Series: Business Research for Society (16:00 - 17:30) - Arts Building - Classroom 3074**  
Track: GT01_00 Business for Society General Track  
Paper Presentations:  

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| 14 | Lucia Michela Daniele **DEPARTMENT OF ECONOMICS, UNIVERSITY OF CAMPANIA LUIGI VANVITELLI**  
|    | Jérôme MERIC **IAE-UNIVERSITY OF POITIERS**  
|    | Francesco Gangi **UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA, LUIGI VANVITELLI, DEPARTMENT OF ECONOMICS**  
|    | Rémi JARDAT **LITEM - UNIVERSITÉ EVRY-PARIS-SACLAY** |

**S09_04 - Transforming Business For Good With Intangible Capital (16:00 - 17:30) - Trinity Business School - 3,028**  
Track: GT09_00 Organisational Behaviour General Track  
Paper Presentations:  

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|    | Tracy Hopkins **SCHOOL OF MANAGEMENT AND MARKETING AT CURTIN UNIVERSITY, ARIEL UNIVERSITY**  
|    | Galit Klein **SCHOOL OF MANAGEMENT AND MARKETING AT CURTIN UNIVERSITY, ARIEL UNIVERSITY**  
|    | Chu-Chen Rosa Yeh **NATIONAL TAIWAN NORMAL UNIVERSITY**  
|    | Agnieszka Słomka-Gołębiowska **WARSAW SCHOOL OF ECONOMICS** |

**S14_03 - When less may be more: Towards developing ethical organizational cultures (16:00 - 17:30) - Trinity Business School - 3,034**  
Track: GT14_00 General Track - Towards the New Paradigm of Business and Management  
Paper Presentations:  

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| 11 | Sonja Sackmann **UNIVERSITÄT BW MÜNCHEN & SCHOOL OF ECONOMICS & BUS. ADMIN., UNIVERSITY OF TARTU**  
|    | Krista Jaakson **UNIVERSITY OF TARTU**  
|    | Jorge Filipe da Gomes **LISBON SCHOOL OF ECONOMICS AND MANAGEMENT**  
|    | Thomas Maak **UNIVERSITY OF MELBOURNE**  
|    | Nicola Pless **UNIVERSITY OF SOUTH AUSTRALIA**  
|    | Veiko Valkiainen **CHAIR OF MANAGEMENT, SCHOOL OF ECONOMICS AND BUSINESS ADMINISTRATION, UNIVERSITY OF TARTU, ESTONIA**  
|    | Francesco Giarmoleo **UNIVERSITY OF NAVARRA** |

**Saving the Planet: Ecological and Green Finance (16:00 - 17:30) - Arts Building - Swift Theatre**  
Track: ST01_03 Finance and Economy for Society: Inclusion, Empowerment and Sustainability  
Chair(s): Sharam Alijani  
Discussant(s): Shann Turnbull  
Paper Presentations:  

<table>
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<tr>
<th></th>
<th>THE ROLE OF CAPITAL MARKETS IN SAVING THE PLANET AND CHANGING CAPITALISM - JUST KIDDING</th>
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| 1117 | Michael Grote **FRANKFURT SCHOOL OF FINANCE & MANAGEMENT GMBH**  
|      | Matthew Zook **UNIVERSITY OF KENTUCKY** |
## Track Sessions per day

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<td>1980</td>
<td>CARBON EMISSIONS AND DEBT MATURITY STRUCTURE: DOES FINANCIAL ANALYST COVERAGE MATTER?</td>
<td>PINAR TOURNUS (ESSCA SCHOOL OF MANAGEMENT), Souad Brinette (EDC PARIS BUSINESS SCHOOL), Sabrina KHEMIRI (UNIVERSITÉ PARIS-SACLAY, UNIV EVRY, IMT-BS, LITEM, 91025, EVRY-COURCOURONNES)</td>
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<td>2509</td>
<td>INTERNAL COMPANY CONDITIONS TO IMPROVE ENVIRONMENTAL PERFORMANCE AFTER CORPORATE GREEN BONDS ISSUANCE</td>
<td>Rubén Ordóñez Borrallo (UNIVERSIDAD DE GRANADA), Natalia Ortiz-de-Mandojana (UNIVERSITY OF GRANADA), Javier Delgado-Ceballos (UNIVERSITY OF GRANADA)</td>
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**SIG 10 Wrap-Up (16:00 - 17:30) - Arts Building - Classroom 5052**

**Track:** GT10_00 Project Organising General Track

**Chair(s):** Per Svejvig, Christine Unterhitzenberger

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<td>ST01_02: SESSION 06</td>
<td>Sustainability performance measurement (16:00 - 17:30) - Arts Building - Davis Theatre</td>
<td>Maria Aluchna (Chair(s)), Nicola Raimo (Discussant(s))</td>
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<td>1268</td>
<td>THE “ALPHABET SOUP” OF GREENHOUSE GAS EMISSION METRICS IN ACADEMIA: ASSESSING COMPARABILITY AND STANDARD ALIGNMENT</td>
<td>Sarah Stachelscheid (UNIVERSITY OF SIEGEN), Andreas Dutzi (CHAIR OF MANAGEMENT, ACCOUNTING &amp; CORPORATE GOVERNANCE, SCHOOL OF ECONOMIC DISCIPLINES, UNIVERSITY OF SIEGEN)</td>
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<td>1871</td>
<td>ASSESSING THE EVOLUTION OF CARBON EMISSIONS OF LARGE FRENCH COMPANIES: NEW DYNAMICS OR GREENWASHING?</td>
<td>Ananda VALAYDEN (UNIVERSITY OF PARIS 1 SORBONNE)</td>
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<td>1928</td>
<td>PUBLIC VALUE AS A CROSS-SECTORAL PERFORMANCE METRIC FOR IMPACT INVESTORS</td>
<td>David Heinz (HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT), Vivek Velamuri (HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT), Timo Meynhardt (HHL - LEIPZIG GRADUATE SCHOOL OF MANAGEMENT), Justus Bär (HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT)</td>
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**ST06-03 - DIGITAL INNOVATION, BANKING AND BLOCKCHAIN (16:00 - 17:30) - Arts Building - Classroom 4050B**

**Track:** ST06_03 Digital Innovation: Strategies, Competencies, Ecosystems, Theories, and Practice

**Chair(s):** Valerie Merindol, David W. Versailles

**Paper Presentations:**

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<td>1544</td>
<td>SUCCESSFUL BLOCKCHAIN TECHNOLOGY ADOPTION IN THE INSURANCE INDUSTRY: A CONCEPTUAL FRAMEWORK</td>
<td>Debora Allam Firley (UNIVERSITÉ DES ANTILLES), Eric LAMBOURDIERE (UNIVERSITÉ DES ANTILLES), Elsa CORBIN (UNIVERSITÉ DES ANTILLES)</td>
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1674  DIGITAL BANKING IN THE UAE - A QUALITATIVE STUDY OF CONSUMER ADOPTION
Ayesha Awan       ULSTER UNIVERSITY
Laura Bradley-McCauley       ULSTER UNIVERSITY
Christopher McLaughlin       ULSTER UNIVERSITY
Mark Durkin       ULSTER UNIVERSITY

Trust and motivation in entrepreneurial decision-making (16:00 - 17:30) - Museum Building - M21
Track: ST03_03 Entrepreneurial Decision Making and Behaviour
Chair(s): Andrea Caputo, Sara Sassetti
Discussant(s): Shannon Harris, Massimiliano Pellegrini

Paper Presentations:

2788  AN INSTITUTIONAL LOGIC PERSPECTIVE OF ENTREPRENEURIAL MOTIVATIONS
Shannon Harris       HERIOT WATT UNIVERSITY

2962  MODELLING EXPECTED UTILITY FUNCTION OF CAREER CHOICE PROBLEM AMONG STUDENTS.
Jakub Golik       GDAŃSK UNIVERSITY OF TECHNOLOGY

2969  EXPLORING COMPLEX INTERACTIONS UNDERLYING ENTREPRENEURIAL PASSION: THE ROLE OF EXPERIENCE, NETWORK, AND SELF-EFFICACY.
Arafet BOUHALLEB       UNIVERSITY PARIS 8
Mohamed Yacine Haddoud       THE BRITISH UNIVERSITY IN DUBAI
Massimiliano Pellegrini       UNIVERSITY OF ROME

Workplace Resilience (16:00 - 17:30) - Trinity Business School - 2,025
Track: GT09_00 Organisational Behaviour General Track
Chair(s): Zeynep Yalabik
Discussant(s): Anais Galy

Paper Presentations:

1516  TOWARDS A NEW CONCEPTUALIZATION OF WORK RESILIENCE AS A META-CONSTRUCT?
Anais Galy       HEC MONTREAL
Denis Chênevert       HEC MONTREAL
Evelyne Fouquereau       UNIVERSITÉ DE TOURS
Patrick Groulx       HEC MONTREAL

2653  CUSTOMER INCIVILITY, WORK MEANINGFULNESS AND EMPLOYEE RESILIENCE IN THE SOCIAL CARE CONTEXT
Zeynep Yalabik       UNIVERSITY OF BATH
Ahmed Mostafa       LEEDS UNIVERSITY BUSINESS SCHOOL
CEYDA MADEN EVIUSTA       OZYEGIN UNIVERSITY
GAYE ÖZÇELİK       ISTANBUL BILGI UNIVERSITY

1472  IDIOSYNCRATIC ANTECEDENTS OF JOB SATISFACTION: THE ROLE OF PERSONAL VALUES, PERCEPTIONS AND PERSONALITY
Swati Tripathi       INTERNATIONAL MANAGEMENT INSTITUTE NEW DELHI
Divya Tripathi       INDIAN INSTITUTE OF MANAGEMENT AMRITSAR
Track Sessions per day

SIG 03 Wrap-Up (17:30 - 18:00) - Arts Building - Classroom 3126
Track: GT03_00 Entrepreneurship General Track
Chair(s): Luca Gnan, Diego Matricano

SIG 04 - FABR - Wrap-Up (17:45 - 18:45) - Trinity Business School - 3,034
Track: GT04_00 Family Business Research General Track
Chair(s): Jan-Philipp Ahrens, Elias Hadjielias

SIG 05 WRAP UP (17:45 - 18:45) - Arts Building - Classroom 4050A
Track: GT05_00 Gender, Race and Diversity in Organisations General Track

SIG 12 - RM&RP - Wrap-Up (17:45 - 18:45) - Trinity Business School - E McNabb Theatre
Track: GT12_00 Research Methods and Research Practice General Track

SIG 13 Wrap-Up (17:45 - 18:45) - Arts Building - Classroom 4050B
Track: GT13_00 Strategic Management General Track

SIG 09 Wrap-Up (17:45 - 19:30) - Trinity Business School - 3,028
Track: GT09_00 Organisational Behaviour General Track

EURAM Party (20:00 - 23:30) - The Guinness Storehouse
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