

European
Academy of
Management

EURAM



UNIVERSITÀ
DEGLI STUDI
FIRENZE

EURAM 20²⁵th YEAR

Managing with Purpose

22–25 June 2025
University of Florence
Italy

PROGRAMME
BOOK

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WELCOME MESSAGE



Dear friends and colleagues,

welcome to another great EURAM annual conference, an extraordinary opportunity to present your own research, receive feedback from colleagues, expand your personal and professional network, and meet old and new friends within our community.

The 2025 EURAM annual conference on “Managing with purpose received 2,745 paper submissions, involved 2,900 reviewers and will host more than 2,000 delegates. During the conference in Florence we will organize more than 480 sessions with 1,370 papers presented, 32 symposia and 7 labs. 72 PhDs will be enrolled in the Doctoral Colloquium. EURAM will also organize 14 online sessions for paper presentation on 12 June 2025.

This excellent result has been possible only thanks to the passionate commitment and fruitful collaboration of a number of people: i.e., the SIG chairs, the Track chairs, the symposia & Lab panelists, the submitters, the reviewers, the local organisers (Sara De Masi, Andrea Paci and their fantastic team!), the Chairs of the Doctoral Colloquium, the VPs (particularly Eythor Ivar Jonsson, Audrey Rouzies and David Versailles), the Board, the EURAM staff (Nicola Pellegrino) and DEKON (Professional Conference Organisers).

In alignment with the EURAM spirit, everyone has worked with passion and in strict coordination with the others to make this event a great success.

I wish you all an interesting and memorable conference!

A handwritten signature in black ink, appearing to read 'A. Zattoni'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Alessandro Zattoni, President

A WORD OF GREETING FROM CONFERENCE CHAIRS

Dear Colleagues and Friends,

We are pleased to welcome you to EURAM 2025, hosted by the University of Florence at the School of Economics and Management, in the heart of the city that inspired humanism and the Renaissance.

This year's conference marks the 25th anniversary of EURAM, a significant milestone that invites celebration and reflection. It is a moment to look back at the road our community has traveled and to look forward with renewed energy and purpose. The theme of this year's gathering, "Managing with Purpose. From Craftsmen to Artificial Intelligence: Bringing back Humanism into Management," invites us to reimagine the role of organizations in a world facing profound social, environmental, and economic challenges.

The balance between profit and responsibility is becoming increasingly important, highlighting the opportunities that arise from engaging stakeholders, embracing technological change, and fostering collaboration across various sectors. In today's context, understanding purpose is more relevant than ever. Managing with purpose means going beyond short-term performance metrics and reconnecting management with a sense of meaning, integrity, and impact.

Our conference will feature a comprehensive program of keynotes, labs, Action Labs (on-site company visits), symposia, panel sessions, and networking events, all aimed at fostering conversations across disciplines and among scholars, practitioners, and policymakers. These activities reflect our belief that academic dialogue is most effective when rooted in purpose and open to diverse perspectives. The conference will take place at the School of Economics and Management, located on the Social Sciences campus. This school is one of the largest at the University of Florence, with nearly 200 professors and over 6,000 students across various disciplines, including economics, management, law, political science, and computer science. This interdisciplinary environment fosters an ideal setting for the vibrant and dynamic exchanges that define the EURAM community.

And of course, there is Florence, a city that has long inspired ideas, culture, and transformation. From Brunelleschi's dome to contemporary entrepreneurship, Florence continues to remind us that progress is possible when knowledge, purpose, and creativity come together. We hope the city itself will inspire you throughout your conference experience.

Thank you for being part of EURAM 2025. We look forward to an engaging, stimulating, and purposeful conference.



Andrea Paci

Dean of the School of Economics and Management, University of Florence, and co-Chair of EURAM 2025



Sara De Masi

Professor, University of Florence, and co-Chair of EURAM 2025

EURAM Board & Executive Committee

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Le Cnam Paris

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NWU/Walden University

Diego Matricano

Chair Strategic Interest Groups Committee
Università degli Studi della Campania "Luigi Vanvitelli"

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Responsible for Funding
University of Bath

David Versailles

Vice President
Responsible for Dialogue with Practitioners
Paris School of Business & Luxembourg School of Business

Sara De Masi

Conference Chair

Andrea Paci

Conference Chair

Anna Grandori

Member ex officio
Editor-in-Chief
Bocconi University

Michael Morley

Member ex officio
Editor-in-Chief
University of Limerick

Strategic Interest Groups (SIG)

SIG 01: Business for Society (B4S)

SIG 02: Corporate Governance (COGO)

SIG 03: Entrepreneurship (ENT)

SIG 04: Family Business Research (FABR)

SIG 05: Gender, Race, and Diversity in Organisations (GRDO)

SIG 06: Innovation (INNO)

SIG 07: International Management (IM)

SIG 09: Organizational Behaviour and Human Relations Management (OB & HRM)

SIG 10: Project Organising (PO)

SIG 11: Public and Non-Profit Management (PM&NPM)

SIG 12: Research Methods and Research Practice (RM&RP)

SIG 13: Strategic Management (SM)

SIG 14: Conference theme, Managing with Purpose

SIG Chairs 2024 - 2025

Davide Bizjak, Business for Society (B4S)

Patricia Gabaldon, Corporate Governance (COGO)

Diego Matricano, Entrepreneurship (ENT)

Elena Casprini, Family Business Research (FABR)

Faiza Ali, Gender, Race, and Diversity in Organisations (GRDO)

Patrick Spieth, SIG Innovation (INNO)

Piyush Sharma, International Management (IM)

Antonio Abrantes, Organisational Behaviour and Human Relations Management (OB & HRM)

Christine Unterhitzberger, Project Organising (PO)

Filippo Giordano, Public and Non-Profit Management (PM&NPM)

Huiping Xian and Michael Schlaile - SIG Research Methods and Research Practice (RM&RP)

Daniel Alonso Martínez and Alben Björck, Strategic Management (SM)

Francesco Capone SIG Conference theme Managing with Purpose

Keynote Speakers

Monday, June 23 • 2.00 – 3.30 pm

Wake up, Europe: How to make the EU Fit for Purpose in a Changing World



Keynote Speaker: Vivien A. Schmidt

Jean Monnet Professor of European Integration, Professor Emerita of International Relations and Political Science, and Founding Director of the Center for the Study of Europe at Boston University

Vivien A. Schmidt is Jean Monnet Professor of European Integration, Professor Emerita of International Relations and Political Science, and Founding Director of the Center for the Study of Europe at Boston University, where she taught from 1998 to 2023. Prof. Schmidt is currently Visiting Fellow in the Schuman Center at the European University Institute in Florence and Honorary Professor at LUISS Guido Carli University in Rome. Professor Schmidt has published over 300 journal articles and thirteen books on European political economy, institutions, and democracy as well as on the role of ideas and discourse in political analysis (discursive institutionalism). Her latest book is *Europe's Crisis of Legitimacy: Governing by Rules and Ruling by Numbers in the Eurozone* (Oxford, 2020), which received a Best Book Award from the American Political Science Association and an Honorable Mention from the European Union Studies Association. Recent honors and awards include decoration as Chevalier in the French Legion of Honor, recipient of the Lifetime Achievement Award of the European Union Studies Association, and a Guggenheim Foundation Fellowship for her current project on the 'rhetoric of discontent,' a transatlantic investigation of populism.

Keynote Speakers

Tuesday, June 24 • 2.00 – 3.30 pm

Seriousfun Children's Network and Dynamo Camp Foundation: Social Entrepreneurship in practice



Keynote Speaker: Serena Porcari
Business Economics from Bocconi University

Maria Serena Porcari, an honors graduate in Business Economics from Bocconi University in Milan, is CEO of Fondazione Dynamo Camp, contributing to the start-up of the organization since 2004. She is President and CEO of Dynamo Academy Impresa Sociale since its start in 2010. She sits on the Board of Directors of the SeriousFun Children's Network Association USA and joins the Program and Grants Committee and the Strategic Committee.

Maria Serena is an independent director of CIR Spa. She also serves as board member of Kme Group S.p.A. and Natural Capital Italia S.p.A. She is in the Board of Directors of Fondazione Hospice M.T. Chiantore Seragnoli. She is member of the Board and the Executive Committee of Bocconi University. She is member of the General Council of Fondazione Cassa di Risparmio di Pistoia e Pescia and member of Consiglio Territoriale of Banca Intesa.

She began her career in 1994 in market research and financial analysis for venture capital with major national and foreign companies. Subsequently she worked for IBM Italy (from 1995 to 2004), holding various positions in consultancy and management. She became an IBM executive in 2000.

She is Chartered Accountant (Dottore Commercialista) in Italy. She obtained an MBA from the Henley Management School UK and a CEMS Master's in International Management. She attended the Executive Program Innovating Health for Tomorrow at Insead. She is Academic Fellow at Bocconi University and gives contribution to subjects on Social Entrepreneurship at UNIMI and LUISS Business School.

Maria Serena Porcari is married and has 3 children.

Keynote Speakers

Tuesday, June 24 • 2.00 – 3.30 pm

Purpose Inside: Learning from and with Organizations Driving Change



Keynote Speaker: Alben Björck

Associate Professor at the School of Management and Law at Zurich University

Alben Björck is an Associate Professor at the School of Management and Law at Zurich University of Applied Sciences (ZHAW). Her research centers on purpose-driven strategic management, with a particular focus on positioning, renewal, and resilience within purpose-led organizations.

Dr. Björck has established long-standing, strategic collaborations between academia and industry, conducting action research and co-developing educational innovations with purpose-oriented companies such as Johnson & Johnson, Logitech, Deloitte, Clariant, and the Alliance to Zero.

An award-winning educator in both Master's and Executive Education programs, she is also an active leader in the academic community, serving, among other roles, as Co-Chair of the Strategic Management Special Interest Group at the European Academy of Management.

Before entering academia, Dr. Björck spent nearly two decades in business practice. Based on her experience, she has been appointed expert of the Swiss Innovation Agency. Her professional purpose lies in bridging rigorous research, forward-looking education, and real-world impact—preparing leaders to shape a more purposeful future. She holds a PhD in Strategic Management from the University of St. Gallen, Switzerland.

Keynote Speakers

Tuesday, June 24 • 2.00 – 3.30 pm

From the Hawthorne Plant Experiments to AI and Humans



Keynote Speaker: Bruce Kogut

Associate Professor at the School of Management and Law at Zurich University

Born in NYC, Bruce Kogut grew up in north Los Angeles, leaving home for UC Berkeley at age 17, where he studied humanities and political science, and later, public policy at Columbia, and economics and finance at MIT for his PhD. A dual national (American-Swedish), he lived in Sweden, (East and West) Germany, and France, while working at several different academic and research institutions. Along with Udo Zander, he contributed the idea of firms and organizations as social communities embedding the creation, sharing, and diffusion of tacit knowledge. He developed this theme through empirical and formal work on capabilities of firms as options (with Nalin Kulatilka). Subsequently, he reverted to social sciences, including the introduction of “small world” topologies to the study of power and control in national and global networks, resulting in “Small Worlds of Governance”, MIT Press. More recently, he published on AI-Human Teams (Mario Meets AI, RE Stat) and on political language in economics (Econ. J). He is the founder of ISEP (Insead’s Social Enterprise Program) and has been on corporate, non-profit, and advisory boards in several countries. . He thanks the CRG, Tu Weiming, Lewis Edinger, Suzanne Berger, Michael Piore, Fischer Black, Jurgen Kocka, and Herve Dumez for inspiration, and INSEAD and EURAM for the honor of the Edith Penrose Award. Bruce dedicates his talk today to Barbara Czarniawska.

Track Sessions per day

TRACK SESSIONS PER DAY

12 June 2025, Thursday

Opening with the President of EURAM and VP Conferences (08:30 - 09:00) - Zoom link number 0

Chair(s): Alessandro Zattoni, Eythor Ivar Jonsson

Special Online Session - Session 101 (09:00 - 10:30) - Zoom link number 1

Chair(s): Agnieszka Słomka-Gołębiowska , Fabian Homberg, ANTONIO ABRANTES

Paper Presentations:

1029 TURNING OVERQUALIFICATION INTO ACTION: UNDERSTANDING TAKING CHARGE BEHAVIORS OF OVERQUALIFIED EMPLOYEES

| | |
|---------------|--|
| Jiajing Wang | SCHOOL OF MANAGEMENT, HARBIN INSTITUTE OF TECHNOLOGY |
| Yi Zhao | HARBIN INSTITUTE OF TECHNOLOGY |
| Xiangjing Guo | SCHOOL OF MANAGEMENT, HARBIN INSTITUTE OF TECHNOLOGY |
| Li Zhang | SCHOOL OF MANAGEMENT, HARBIN INSTITUTE OF TECHNOLOGY |

1227 DO EMPLOYEES GAIN OR SUFFER FROM LEADER INNOVATIVE BEHAVIOR? AN AFFECTIVE EVENTS PERSPECTIVE

| | |
|---------------|--|
| Shiwei Zhang | SCHOOL OF MANAGEMENT, HARBIN INSTITUTE OF TECHNOLOGY |
| Chuqi Hang | SCHOOL OF MANAGEMENT, HARBIN INSTITUTE OF TECHNOLOGY |
| Xiaojing Shao | COLLEGE OF ECONOMICS AND MANAGEMENT, NORTHEAST AGRICULTURAL UNIVERSITY |
| Li Zhang | SCHOOL OF MANAGEMENT, HARBIN INSTITUTE OF TECHNOLOGY |

2217 OVERQUALIFIED BUT INSPIRED: UNPACKING THE ROLE OF INTRINSIC MOTIVATION AND JOB AUTONOMY IN DRIVING EMPLOYEE INNOVATION

| | |
|--------------|--|
| Li Zhang | SCHOOL OF MANAGEMENT, HARBIN INSTITUTE OF TECHNOLOGY |
| Chuanyi Luan | HARBIN INSTITUTE OF TECHNOLOGY |
| Chen Cui | HARBIN INSTITUTE OF TECHNOLOGY |
| Xinglan Yang | HARBIN INSTITUTE OF TECHNOLOGY |

Special Online Session - Session 102 (09:00 - 10:30) - Zoom link number 2

Chair(s): Maria Coscia, Anna Pistoni, Esha Mendiratta

Paper Presentations:

3541 "NOTHING ABOUT US, WITHOUT US": THE IMPORTANCE OF BLIND USER EXPERIENCE (UX) IN THE PRODUCTION OF GOALBALL BALLS

| | |
|---------------------|---------------------------------------|
| Luciane Maria Tonon | UNIVERSITÉ DU QUÉBÉC |
| Érika de Melo | SHERBROOKE UNIVERSITY |
| Fabiany Gonzaga | SOUTHWESTEN STATE UNIVERSITY OF BAHIA |

2160 MAKING SENSE OF SUSTAINABLE AGRITOURISM: A STUDY OF RESPONSIBLE LEADER - STAKEHOLDER SOCIAL PROCESSES IN MEKONG DELTA, VIETNAM

| | |
|-----------------------|-------------------------------|
| Giang Ngo Tinh Nguyen | THE UNIVERSITY OF NEWCASTLE |
| Heidi Wechtler | HUMAN RESOURCES |
| Alice Rickert | UNIVERSITY OF ST.GALLEN (HSG) |

TRACK SESSIONS PER DAY

3494 RELATIONSHIP BETWEEN HUMAN FLOURISHING AND CORPORATE PURPOSE: A BIBLIOMETRIC-SYSTEMATIC LITERATURE REVIEW

Teresa García de Santos UNIVERSIDAD DE NAVARRA
Alvaro Lleo UNIVERSITY OF NAVARRA
María Paula Florez-Jimenez UNIVERSIDAD DE NAVARRA

Special Online Session - Session 103 (09:00 - 10:30) - Zoom link number 3

Chair(s): Laura Castaldi, Francesca Sanguineti, Tak Yan Leung

Paper Presentations:

1375 ENTREPRENEURIAL IDENTITY: INFLUENCE ON ENTREPRENEURIAL ACTION AND PERFORMANCE

Omar Radwan Almasri THE UNIVERSITY OF WAIKATO
Jenny Gibb THE UNIVERSITY OF WAIKATO
Albert Sunyer UNIVERSITAT POLITECNICA DE CATALUNYA

3452 EMANCIPATORY JOURNEY OF FEMALE DIGITAL ENTREPRENEURS IN SRI LANKA: EXPLORING THE FACTORS INFLUENCING WOMEN IN DIGITAL ENTREPRENEURSHIP.

Irosha Perera DUBLIN CITY UNIVERSITY
Maura McAdam DCU
Regina Connolly DUBLIN CITY UNIVERSITY

2629 HOW MOTIVATION STEERS SCHOLARS' RESEARCH AGENDA TOWARDS RIGOR AND/OR RELEVANCE: A LATENT PROFILE ANALYSIS

Sarra Ben Farah LAVAL UNIVERSITY
Nabil Amara LAVAL UNIVERSITY

Special Online Session - Session 104 (09:00 - 10:30) - Zoom link number 4

Chair(s): Tamer Koburtay, Ali Farashah, Charlotte Chappert

Paper Presentations:

2061 NAVIGATING LEADERSHIP BARRIERS: THE FLAN FRAMEWORK FOR ETHNICALLY DIVERSE WOMEN IN ANGLO-SAXON CORPORATE CULTURES

Huong Nguyen LA TROBE UNIVERSITY
Suzanne Young LA TROBE UNIVERSITY

2593 IMPACT OF MEGA-EVENTS ON IDENTITY AND WORKPLACE BEHAVIOUR

Mohammadreza Khoee Kholenjani FAIRLEIGH DICKINSON UNIVERSITY

2050 BEHAVIORAL COMPETENCIES SUPPORTING LEADERS' MOTHERHOOD AND CAREER PROGRESSION

Zoe Albisetti CA' FOSCARI UNIVERSITY OF VENICE
Fabrizio Gerli CA' FOSCARI UNIVERSITY OF VENICE
Sara Bonesso DEPARTMENT OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE
Laura Cortellazzo VENICE SCHOOL OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE

TRACK SESSIONS PER DAY

Special Online Session - Session 105 (09:00 - 10:30) - Zoom link number 5

Chair(s): Kristel Miller, Wen Hua Sharpe, Christian Hoßbach

Paper Presentations:

- 2966 OVERCONFIDENCE AND ONLINE BANKING AS DRIVERS OF BEHAVIORAL INTENTIONS IN THE CRYPTOMARKET**
 Gustavo Iamin UNIVERSITY OF LISBON - ISEG
 Pedro Rino Vieira ISEG - UNIVERSIDADE DE LISBOA
 Nuno Crespo ISEG LISBON SCHOOL OF ECONOMICS & MANAGEMENT, UNIVERSIDADE DE LISBOA
- 1273 USE OF GENERATIVE AI IN HIGHER EDUCATION: STUDENT PERSPECTIVES**
 Clara Rispler THE MAX STERN YEZREEL VALLEY COLLEGE ISRAEL
 Michal Mashiach - Eizenberg THE MAX STERN YEZREEL VALLEY COLLEGE
 Gila Yakov THE MAX STERN YEZREEL VALLEY COLLEGE
- 1392 THE IMPACT OF DIGITAL BUSINESS MODEL INNOVATION ON SUBSEQUENT FIRM PERFORMANCE: A CONFIGURATIONAL ANALYSIS PERSPECTIVE**
 Shuochen Wei SCHOOL OF MANAGEMENT, NORTHWESTERN POLYTECHNICAL UNIVERSITY
 Lifang Wang SCHOOL OF MANAGEMENT, NORTHWESTERN POLYTECHNICAL UNIVERSITY
 Rui Yan BUSINESS SCHOOL, BEIJING TECHNOLOGY AND BUSINESS UNIVERSITY

Special Online Session - Session 201 (11:00 - 12:30) - Zoom link number 1

Chair(s): Manuela Paolini, Laura Castaldi, Agnieszka Słomka-Gołębiowska

Paper Presentations:

- 3121 A 45-YEAR HYBRID ANALYSIS OF CORPORATE SOCIAL RESPONSIBILITY AND EMPLOYEE GREEN BEHAVIOR: INTEGRATING BIBLIOMETRIC INSIGHTS AND SYSTEMATIC LITERATURE REVIEW**
 Firas Daoudi ESSEC, UNIVERSITY OF TUNIS- UNIVERSITAT AUTÒNOMA DE BARCELONA
 Carmen Pilar Marti Ballester UNIVERSITAT AUTÒNOMA DE BARCELONA
 Mohamed Hamdoun ESSEC, UNIVERSITY OF TUNIS
- 1932 FACTORS AFFECTING DECISION-MAKING - BIBLIOMETRIC ANALYSIS AND SYSTEMATIC LITERATURE REVIEW TO PROPOSE FUTURE AGENDA**
 Munish Matta INDIAN INSTITUTE OF MANAGEMENT INDORE
 Nishit Sinha INDIAN INSTITUTE OF MANAGEMENT INDORE
- 2778 AN EXPLORATORY ANALYSIS OF SHARED EMPLOYEES' EXPERIENCES AND THEIR INFLUENCE ON JOB SEEKERS' ATTITUDES**
 Jenelle Morgan UNIVERSITY OF CALGARY
 Maddison Hierath UNIVERSITY OF CALGARY
 Derek Chapman UNIVERSITY OF CALGARY

TRACK SESSIONS PER DAY

Special Online Session - Session 202 (11:00 - 12:30) - Zoom link number 2

Chair(s): Alessia Sammara, Esha Mendiratta, Francesca Sanguineti

Paper Presentations:

1670 THE PARADOX OF MEANINGFUL WORK: WORK MEANINGFULNESS AS A MODERATOR IN THE RELATIONSHIP BETWEEN ABUSIVE SUPERVISION AND WORKPLACE OUTCOMES

Tamar Icekson PERES ACADEMIC CENTER
Avital Kaye-Tzadok RUPPIN ACADEMIC CENTER
Aya Zeiger 4COLLER SCHOOL OF MANAGEMENT, TEL AVIV UNIVERSITY

1793 LEADING WITH LEVITY: UNPACKING THE IMPACT OF LEADER HUMOR ON EMPLOYEE PROSOCIAL BEHAVIOR THROUGH IDENTIFICATION AND JUSTICE PERCEPTIONS

Zhehua HU BNU-HKBU UNITED INTERNATIONAL COLLEGE
KIHO JUN BNU-HKBU UNITED INTERNATIONAL COLLEGE
Peishan JU BNU-HKBU UNITED INTERNATIONAL COLLEGE
Zining WANG THE HONG KONG POLYTECHNIC UNIVERSITY

2097 YOU REAP WHAT YOU SOW: THE EFFECT OF HARMFUL LEADERSHIP ON SUPERVISOR-DIRECTED DEVIANCE

Xinyu Liu UNIVERSITY OF HONG KONG
Chun Hui UNIVERSITY OF HONG KONG
Simon LAM UNIVERSITY OF HONG KONG

Special Online Session - Session 203 (11:00 - 12:30) - Zoom link number 3

Chair(s): Roksana Jahan Tumpa, Andreas Nachbagauer, Ivo Hristov

Paper Presentations:

2768 ENHANCING SOCIAL RESPONSIBILITY PERFORMANCE OF BELT AND ROAD MEGAPROJECTS: BALANCING CONTRACTUAL AND RELATIONAL GOVERNANCE IN THE FACE OF HOST COUNTRY INSTITUTIONAL CHALLENGES

Mohammed Alqershy TONGJI UNIVERSITY
Qian Shi TONGJI UNIVERSITY
Diana Anbar SOUTHEAST UNIVERSITY
Kawther Mousa UNIVERSITY OF SCIENCE AND TECHNOLOGY BEIJING

2266 SIMHEURISTIC OPTIMIZATION FOR SUSTAINABLE MULTI-SITE PROJECT SCHEDULING: MINIMIZING EMISSIONS, COSTS, AND DURATION

Rahmat Rabet THE UNIVERSITY OF TEHRAN
Seyedmojtaba Sajadi ASTON UNIVERSITY
Mahshid Tootoonchy VICTORIA UNIVERSITY

TRACK SESSIONS PER DAY

Special Online Session - Session 204 (11:00 - 12:30) - Zoom link number 4

Chair(s): Anna Pistoni

Paper Presentations:

2810 DIVERSE PUBLIC VALUE CREATION THROUGH PUBLIC PRIVATE PARTNERSHIP FROM THE PERSPECTIVE OF NPOS

Hiroshi Togo KINDAI UNIVERSITY
Keiko Yokoyama KANSAI UNIVERSITY

2900 DIGITAL SIGNAGE AND ITS DUAL ROLE IN CUSTOMER EXPERIENCE: A GROUNDED THEORY APPROACH IN HOSPITAL CONTEXTS

Sanjna Korpai NETAJI SUBHAS UNIVERSITY OF TECHNOLOGY
Shiksha Kushwah NETAJI SUBHAS UNIVERSITY OF TECHNOLOGY

3510 A SYSTEMATIC EXAMINATION OF THE DYNAMIC RELATIONSHIPS BETWEEN MOTIVES AND ADJUSTMENT OF CHINESE EXPATRIATES

Yilan An UNIVERSITY OF NOTTINGHAM
Ziming Cai UNIVERSITY OF NOTTINGHAM
Ken Kamoche UNIVERSITY OF NOTTINGHAM

Special Online Session - Session 205 (11:00 - 12:30) - Zoom link number 5

Chair(s): Maria Coscia, Oskar Kosch, Wen Hua Sharpe, Tak Yan Leung

Paper Presentations:

2087 SMART CITIES, SMARTER LIVES: AI'S IMPACT ON EXPATRIATE TELEWORKERS' WORK-LIFE BALANCE

Amir Klincar RIT DUBAI
Rizwan Tahir RIT DUBAI

1566 COUNTERBALANCING HOME-COUNTRY GEOPOLITICAL RISK: THE STRATEGIC ROLE OF SUBSIDIARIES IN MULTINATIONAL ENTERPRISES

Peng Wang BNU-HKBU UNITED INTERNATIONAL COLLEGE
Chenguang Hu BNU-HKBU UNITED INTERNATIONAL COLLEGE

3076 GOVERNANCE MECHANISMS FOR MITIGATING AI CHALLENGES TO HUMAN INTELLIGENCE: A CONCEPTUAL FRAMEWORK ANALYSIS

Otacilio Moreira UNIVERSIDADE FEDERAL FLUMINENSE
Maria Carolina Rodrigues CINTURS UNIVERSIDADE DO ALGARVE
Maria Sousa INSTITUTO UNIVERSITÁRIO DE LISBOA
Américo Filho UNIVERSIDADE FEDERAL FLUMINENSE

TRACK SESSIONS PER DAY

Keynote – The Economics of Purpose Driven Management (Rebecca M. Henderson) (12:30 - 13:00) - Zoom link number 0

Special Online Session - Session 301 (13:30 - 15:00) - Zoom link number 1

Chair(s): Manuela Paolini, Christian Hoßbach, Laura Innocenti

Paper Presentations:

2832 CHANGE SYNDROME: AN INTEGRATED VIEW TO COPE WITH EXCESSIVE CHANGE

Kalpana Srinivasan XAVIER LABOUR RELATIONS INSTITUTE

3594 THE ROLE OF INTERNAL LEGITIMACY IN IMPLEMENTATION OF HR ANALYTICS

Mohammadreza Mirzaee GSME - SHARIF UNIVERSITY OF TECHNOLOGY
Atieh S. Mirfakhar GSME - SHARIF UNIVERSITY OF TECHNOLOGY
Mohammad Taghi Isaii ASSOCIATE PROFESSOR AT GSME - SHARIF UNIVERSITY OF TECHNOLOGY

1100 DUAL ROLE OF LEADERS' AI SYMBOLIZATION: BALANCING CHANGE READINESS AND PERCEIVED THREATS IN CHINESE SMES

Aqsa Tahir BUSINESS SCHOOL, HARBIN INSTITUTE OF TECHNOLOGY
Qaiser Mohi Ud Din BUSINESS SCHOOL, HARBIN INSTITUTE OF TECHNOLOGY
Li Zhang SCHOOL OF MANAGEMENT, HARBIN INSTITUTE OF TECHNOLOGY
Sultan Mohammed M Alqahtani BUSINESS SCHOOL, HARBIN INSTITUTE OF TECHNOLOGY, CHINA
Azhar Ud Din HARBIN INSTITUTE OF TECHNOLOGY

Special Online Session - Session 302 (13:30 - 15:00) - Zoom link number 2

Chair(s): Alessia Sammara, Kristel Miller, Sara De Masi

Paper Presentations:

1278 LEAVING THE ATTRACTIVE POSITION: HOW STRESS AND CAREER RESILIENCE & IDENTITY AFFECTS INTENTION TO LEAVE FOR BA-RELATED PROFESSIONALS

Xuanlun Dai COLLEGE OF BUSINESS AND PUBLIC MANAGEMENT, WENZHOU-KEAN UNIVERSITY, WENZHOU 325060, CHINA.
Kashif Ullah Khan DEPARTMENT OF MANAGEMENT, COLLEGE OF BUSINESS AND PUBLIC MANAGEMENT, WENZHOU-KEAN UNIVERSITY, WENZHOU 325060, CHINA.
Sihan Wang NINGBO UNIVERSITY OF FINANCE AND ECONOMICS

1143 KINTSUGI: THE ROLE OF FAMILY AND COMMUNITY SUPPORT IN MITIGATING THE EFFECTS OF PSYCHOLOGICAL CONTRACT BREACHES ON EARLY CAREER NURSES

Rahul Sivarajan NITK SURATHKAL
Aparna M Varma IIM KOZHIKODE

2725 TRANSFORMATIVE LEADERSHIP THEORY THROUGH THE LENS OF CRITICAL DISABILITY THEORY TO EMBRACE DIVERSITY IN THE WORKPLACE

Ruth Christina Roy UNIVERSITY OF LINCOLN

TRACK SESSIONS PER DAY

Special Online Session - Session 303 (13:30 - 15:00) - Zoom link number 3

Chair(s): Oskar Kosch, Ivo Hristov, Roksana Jahan Tumpa

Paper Presentations:

2542 KEY CAUSAL FACTORS FOR FOOD LOSS AND WASTE IN AGRICULTURAL PERISHABLE FOOD SUPPLY CHAIN (B2B PERSPECTIVE IN EMERGING RURAL ECONOMY: PLS-SEM, NCA AND FSQCA APPROACH)

Palash Ghosh

INDIAN INSTITUTE OF MANAGEMENT INDORE, INDIA

Rohit Kapoor

INDIAN INSTITUTE OF MANAGEMENT INDORE, INDIA

Narain Gupta

BIRMINGHAM CITY UNIVERSITY

2604 THE USE OF ARTIFICIAL INTELLIGENCE IN MANAGEMENT RESEARCH – A METHODOLOGICAL REVIEW

Martin Jaser

UNIVERSITY OF MÜNSTER

2760 ENTREPRENEURSHIP EDUCATION IN HIGHER EDUCATION: A LOOK THROUGH THE LENS OF TRANSFORMATIVE LEARNING

Gertrudes Dandolini

FEDERAL UNIVERSITY OF SANTA CATARINA

Mauro dos Santos Junior

UFSC

Caio Reis

FEDERAL UNIVERSITY OF SANTA CATARINA

Cristiano Cunha

UNIVERSIDADE FEDERAL DE SANTA CATARINA

Solange Silva

UNIVERSIDADE FEDERAL DE SANTA CATARINA

Special Online Session - Session 304 (13:30 - 15:00) - Zoom link number 4

Chair(s): Niccolò Innocenti, Leonardo Mazzoni, Rafaela Gjergji, Andreas Nachbagauer

Paper Presentations:

3181 DEVELOPING A TOOL FOR DIAGNOSING PURPOSE IMPLEMENTATION: AN ACTION RESEARCH PROJECT

Felipe Rivera

UNIVERSIDAD DE NAVARRA

Alvaro Lleo

UNIVERSITY OF NAVARRA

María Paula Florez-Jimenez

UNIVERSIDAD DE NAVARRA

Ignacio Pavez

PONTIFICIA UNIVERSIDAD CATÓLICA DE CHILE

2714 GROWTH, MEANINGFULNESS AND THE GREATER GOOD: A PROPOSED MODEL OF EMPLOYEE EUDAIMONIC WELLBEING

Effie Savvides

UNIVERSITY OF CYPRUS

Eleni Stavrou

UNIVERSITY OF CYPRUS

3357 PURPOSE-DRIVEN FAMILY SMES: PERCEPTIONS ON CSR PRACTICES IN AN EMERGING CONTEXT

Oumaima Quidi

ESCA ECOLE DE MANAGEMENT

Badr HABBA

ESCA ECOLE DE MANAGEMENT

Farah FARHANE

LAREGO, CADI AYYAD UNIVERSITY

TRACK SESSIONS PER DAY

Special Online Session - Session 305 (13:30 - 15:00) - Zoom link number 5

Chair(s): Eythor Ivar Jonsson, Charlotte Chappert, Anisha Varughese

Paper Presentations:

1730 CAN NONLOCAL EXECUTIVE PROMOTE THE CORPORATE GREEN INNOVATION?

| | |
|------------------|--|
| Jianci Lu | BUSINESS SCHOOL OF TIANJIN UNIVERSITY OF FINANCE AND ECONOMICS |
| Guangsheng Jiang | BUSINESS SCHOOL OF TIANJIN UNIVERSITY OF FINANCE AND ECONOMICS |
| Hui Li | CHINA GALAXY SECURITIES CO., LTD |
| Weian Li | CHINA ACADEMY OF CORPORATE GOVERNANCE OF NANKAI UNIVERSITY; BUSINESS SCHOOL OF TIANJIN UNIVERSITY OF FINANCE AND ECONOMICS |

3553 BETTING AGAINST THE UNKNOWN: HOW MARKET UNCERTAINTY SHAPES R&D INVESTMENT IN RESPONSE TO PERFORMANCE FEEDBACK

| | |
|-----------------|--------------------|
| Eldar S Saleh | SABANCI UNIVERSITY |
| Remzi Gözübüyük | SABANCI UNIVERSITY |

2175 DRIVEN TO LEAD: HOW ALGORITHMIC MANAGEMENT INADVERTENTLY PROMOTES GIG LEADERSHIP

| | |
|------------------|---|
| Maayan Sacher | TEL AVIV UNIVERSITY |
| Subhashri Sarkar | INDIAN INSTITUTE OF SCIENCE EDUCATION AND RESEARCH (IISER), MOHALI, INDIA |
| Guangyao Dou | UNIVERSITY OF PENNSYLVANIA |
| Liat Eldor | RESEARCHER |

TRACK SESSIONS PER DAY

23 June 2025, Monday

Agile, IA and digital: Navigating project complexity (11:00 - 12:30) - D5 Building - D5/110

Track: T10_04 - Transforming Project Management: Embracing Agility, Digitalization, and Artificial Intelligence

Chair(s): Julie Delisle

Discussant(s): Francesco Cellerino, Alejandro Romero-Torres

Paper Presentations:

3168 ENHANCING STAKEHOLDER MANAGEMENT IN INFRASTRUCTURE PROJECTS: LEVERAGING ARTIFICIAL INTELLIGENCE FOR EFFECTIVE COMMUNITY INVOLVEMENT AND VALUE CO-CREATION

| | |
|------------------------|---------------------------|
| Francesco Cellerino | POLITECNICO DI MILANO |
| Erik Araya Aliaga | POLITECNICO DI MILANO |
| Costanza Mariani | POLITECNICO DI MILANO |
| Francesco Di Maddaloni | UNIVERSITY COLLEGE LONDON |
| Mauro Mancini | MAURO MANCINI |

1306 WHICH PMO TYPOLOGY FOR WHICH PROJECT MANAGEMENT APPROACH? ANALYZING WATERFALL, AGILE, AND HYBRID

| | |
|-------------------------|----------------------------|
| Alejandro Romero-Torres | SCHOOL OF MANAGEMENT, UQAM |
| Rachid Baiba | BUSINESS SCIENCE INSTITUTE |

1750 PROJECT MANAGEMENT DIGITALISATION: REQUIRED SKILLS, EDUCATION AND TRAINING

| | |
|-------------------|---|
| Carl Marnewick | DEPARTMENT OF APPLIED INFORMATION SYSTEMS, UNIVERSITY OF JOHANNESBURG |
| Annlizé Marnewick | POSTGRADUATE SCHOOL OF ENGINEERING MANAGEMENT, UNIVERSITY OF JOHANNESBURG |

1-Cultural interpretation of management practices (11:00 - 12:30) - D5 Building - D5/002

Track: ST07_02 - Management and cultures: Qualitative organizational research

Chair(s): Sylvie Chevrier

Discussant(s): Sonja Sackmann, Eric Davoine

Paper Presentations:

2982 THE TRANSFER OF MANAGEMENT KNOWLEDGE ACROSS CULTURES: THE ROLE OF BOUNDARY SPANNERS' SOCIAL CAPITAL IN BRAZIL AND GERMANY

| | |
|--------------------|------------------------------------|
| Christoph Barmeyer | UNIVERSITÄT PASSAU |
| Madeleine Bausch | UNIVERSITY OF CHILE |
| Sina Grosskopf | INTERNATIONAL UNIVERSITY OF MONACO |

1798 AGILE VALUES AND BEHAVIOURS ACROSS DIFFERENT NATIONAL CULTURES: A QUALITATIVE COMPARATIVE RESEARCH BETWEEN FRANCE AND THE NETHERLANDS

| | |
|--------------------------|----------------------|
| Arnold Enklaar | UNIVERSITY OF TWENTE |
| Lara Carminati | UNIVERSITY OF TWENTE |
| Charles-David d'Artagnan | UNIVERSITY OF TWENTE |

TRACK SESSIONS PER DAY

2988 INTEGRATION OF MIGRANTS THROUGH FINANCIAL INSTITUTIONS? A CASE STUDY OF THE COOPERATIVE BANK DESJARDINS

| | |
|--------------------|----------------------|
| Elisabeth Huber | UNIVERSITY OF PASSAU |
| Christoph Barmeyer | UNIVERSITÄT PASSAU |
| Tobi Rodrigue | ESG UQAM |

Abusive Supervision & Emotional Labour (11:00 - 12:30) - C9 Building - C9/001

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Muhammad Siddiqui

Paper Presentations:

1745 ABUSIVE SUPERVISION, EMOTIONAL EXHAUSTION, AND QUIET QUITTING - A MODERATED MEDIATION MODEL IN POLITICAL SKILL

| | |
|------------------|-------------------------------|
| Nam Hoang | KYUNGPOOK NATIONAL UNIVERSITY |
| William Hunsaker | KYUNGPOOK NATIONAL UNIVERSITY |

2357 THE RELATIONSHIP BETWEEN EMOTIONAL LABOUR AND FIRM SATISFACTION: A MODERATED MEDIATION MODEL

| | |
|--------------|-----------------------------------|
| Yin Yee Wong | HANG SENG UNIVERSITY OF HONG KONG |
| Victor Lau | HANG SENG UNIVERSITY OF HONG KONG |

Academic entrepreneurship (11:00 - 12:30) - D4 Building - D4/006

Track: T03_09 - Academic Entrepreneurship and Entrepreneurial University

Chair(s): Raihan Taqui Syed

Discussant(s): Yuko Inada, Mahsa Samsami

Paper Presentations:

2770 ACADEMIC ENTREPRENEURSHIP IN THE DIGITAL AGE: PRELIMINARY RESULTS FROM A SYSTEMATIC LITERATURE REVIEW AND NARRATIVE ANALYSIS

| | |
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| Laura Castaldi | UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA LUIGI VANVITELLI |
| Francesco Notari | UNIVERSITÀ DEGLI STUDI DI SALERNO |
| Valentina Iscaro | ALABAMA A&M UNIVERSITY |
| Felice Addeo | UNIVERSITÀ DEGLI STUDI DI SALERNO |

2328 LESS IS MORE, OR NOT? SLACK RESOURCES, ACADEMIC ENTREPRENEURSHIP, AND RESEARCH INTENSITY IN PUBLIC AND PRIVATE UNIVERSITIES

| | |
|-------------------|---|
| Tung-Fei Tsai-Lin | DEPARTMENT OF BUSINESS MANAGEMENT, NATIONAL UNITED UNIVERSITY |
| Tian Liang | ZHEJIANG UNIVERSITY INTERNATIONAL BUSINESS SCHOOL |
| Yuan-Chieh Chang | INSTITUTE OF TECHNOLOGY MANAGEMENT, NATIONAL TSING HUA UNIVERSITY, TAIWAN. |
| Po-Hsuan Chen | DEPARTMENT OF BUSINESS MANAGEMENT, NATIONAL TAIPEI UNIVERSITY OF TECHNOLOGY |

TRACK SESSIONS PER DAY

2433 DRIVERS AND DYNAMICS OF ACADEMIC ENTREPRENEURSHIP IN A UNIVERSITY: EVIDENCE FROM THE UNITED ARAB EMIRATES

Urwa Tariq UNITED ARAB EMIRATES UNIVERSITY
Raihan Taqui Syed UNITED ARAB EMIRATES UNIVERSITY

3428 THE EFFECTS OF TECHNOLOGICAL AND NON-TECHNOLOGICAL CAPABILITIES ON A FIRM'S INNOVATION PERFORMANCE: WHAT DIFFERENCE DOES UNIVERSITY-INDUSTRY COLLABORATION MAKE?

Takron Opassuwan CHIANG MAI UNIVERSITY
Vadim Grinevich THE UNIVERSITY OF BRADFORD SCHOOL OF MANAGEMENT
Hang Do UNIVERSITY OF SOUTHAMPTON

AI and Organizational Dynamics (11:00 - 12:30) - D4 Building - D4/113

Track: T01_11 - From AI to digital transformation in the Human+ Era: what are the effects on business for society?

Chair(s): Francesco Laviola

Discussant(s): Giulia Nevi, Henry Orth, Annalisa Zeni

Paper Presentations:

1516 TRANSFORMATIVE TECHNOLOGIES AND LEADERSHIP: THE IMPACT OF GENERATIVE AI ON ORGANIZATIONAL DYNAMICS

Henry Orth UNIVERSITÄT MÜNSTER
Jonathan Hoke WESTFÄLISCHE WILHELMS-UNIVERSITÄT MÜNSTER

2245 FROM PRESENT TO EMERGENT: FIRM EVOLUTION IN THE AGE OF AI

Giulia Nevi MARCHE POLYTECHNIC UNIVERSITY - UNIVPM
Luca Dezi SAPIENZA UNIVERSITY
Maria Antonella Ferri UNIVERSITAS MERCATORUM - DEPARTMENT OF ECONOMICS
Maria Palazzo UNIVERSITAS MERCATORUM, P.ZZA MATTEI 10, ROME

3554 ARTIFICIAL INTELLIGENCE AND STAKEHOLDERS: A NEW FRONTIER IN THE ENGAGEMENT?

Annalisa Zeni UNIVERSITY OF PARMA
Dalila Baldini UNIVERSITY OF PARMA
Veronica Tibiletti UNIVERSITÀ DI PARMA

2930 ARTIFICIAL INTELLIGENCE FOR ADVANCING DIVERSITY, EQUITY, AND INCLUSION IN STRATEGIC MANAGEMENT

Julio Serrano UNIVERSITY OF VAASA
Aušrinė Šilenskytė UNIVERSITY OF VAASA

TRACK SESSIONS PER DAY

AI, Language Models and Textual Analysis I (11:00 - 12:30) - D4 Building - D4/115

Track: ST12_01 - Actors, Systems, and Coevolution: Methods and Perspectives for a Complex World

Chair(s): Marek Szarucki

Paper Presentations:

3229 HARNESSING EMPATHY: EXAMINING AND PREDICTING AI'S IMPACT ON USERS' CONTINUOUS USAGE INTENTION

| | |
|----------|--|
| Qin Xiao | SHANGHAI INTERNATIONAL STUDIES UNIVERSITY |
| Lian Zhu | SHANGHAI INTERNATIONAL STUDIES UNIVERSITY |
| Jia Jin | KEY LABORATORY OF BRAIN-MACHINE INTELLIGENCE FOR INFORMATION BEHAVIOR (MINISTRY OF EDUCATION AND SHANGHAI), SCHOOL OF BUSINESS AND MANAGEMENT, SHANGHAI INTERNATIONAL STUDIES UNIVERSITY |

2522 THE IMPACT OF SOCIAL MEDIA POLARITY TOWARDS VACCINES AND ITS SCIENCE ON SHARE PRICE FLUCTUATION OF COMPANIES USING INTEGRATED TEXT ANALYSIS AND VECTOR AUTOREGRESSIVE

| | |
|--------------------|----------------------|
| Junaid Ahmed | KOZMINSKI UNIVERSITY |
| Dariusz Jemielniak | KOZMINSKI UNIVERSITY |
| Leon Ciechanowski | KOZMINSKI UNIVERSITY |

1668 DIGITAL TRANSFORMATION AND INDUSTRIAL REVOLUTIONS IN THE MANUFACTURING SECTOR: TOPIC MODELING INSIGHTS

| | |
|------------------------|--|
| Teodora Rajković | UNIVERSITY OF BELGRADE, FACULTY OF ORGANIZATIONAL SCIENCES, BELGRADE, SERBIA |
| Milica Maricic | UNIVERSITY OF BELGRADE, FACULTY OF ORGANIZATIONAL SCIENCES |
| Danica Lečić-Cvetković | UNIVERSITY OF BELGRADE, FACULTY OF ORGANIZATIONAL SCIENCES, BELGRADE, SERBIA |
| Ana Kićanović | UNIVERSITY OF BELGRADE, FACULTY OF ORGANIZATIONAL SCIENCES, BELGRADE, SERBIA |

Challenges in the Voluntary Sector (11:00 - 12:30) - D5 Building - D5/113

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Lorenzo Costumato

Discussant(s): Lisa Kaum, Mahtab Morovat

Paper Presentations:

1721 EXAMINING CHARITY SHOPS: A SCOPING REVIEW AND RESEARCH AGENDA

| | |
|-----------------|---------------------------------|
| Sandra Stötzer | JOHANNES KEPLER UNIVERSITY LINZ |
| Laura Pehringer | JOHANNES KEPLER UNIVERSITY LINZ |

2212 A SYSTEMATIC REVIEW OF CHARITABLE RESPONSES TO FOOD INSECURITY AND FOOD WASTE: CHALLENGES FOR CFDO

| | |
|----------------|----------------------------------|
| Lisa Kaum | JOHANNES KEPLER UNIVERSITÄT LINZ |
| Sandra Stötzer | JOHANNES KEPLER UNIVERSITY LINZ |

TRACK SESSIONS PER DAY

2052 UNDER PRESSURE: THE BREAKDOWN OF ORGANISATIONAL CULTURE IN THE VOLUNTARY SECTOR
Mahtab Morovat UNIVERSITY OF SUNDERLAND

Challenging Gendered Norms: Rethinking Care, Equity, and Career Barriers (11:00 - 12:30) - D6 Building - D6/113
Track: ST05_01 - Women & Gender in Work, Organisation & Beyond
Chair(s): Marcia d'Angelo
Discussant(s): Lina Alsaree, AMARILDO ZANE

Paper Presentations:

1007 FRACTURED FOUNDATIONS: RETHINKING EQUITY AND CARE IN CRITICAL TIMES
Siddhartha Saxena HERIOT WATT UNIVERSITY
Kate Sang HERIOT WATT UNIVERSITY
James Richard HERIOT WATT UNIVERSITY

1035 THE PARADOX OF FEMINIST ETHICS OF CARE: WOMEN LEADERS AND GENDER PREJUDICE
Zuzanna Staniszevska KOZMINSKI UNIVERSITY
Tamer Koburtay COPENHAGEN BUSINESS SCHOOL

1219 ANOTHER LAYER OF GLASS IN THE CEILING: MENOPAUSE STEREOTYPE ACTIVATED BY PERCEIVED NEGATIVE MOOD PENALISES WOMEN'S CAREERS IN MID-LIFE
Belinda Steffan UNIVERSITY OF EDINBURGH

Coevolution and Complex System Research I (11:00 - 12:30) - D4 Building - D4/114
Track: ST12_01 - Actors, Systems, and Coevolution: Methods and Perspectives for a Complex World
Chair(s): Michael Schlaile

Paper Presentations:

1182 THEORIZING THE COEVOLUTION OF PATH DESTRUCTION AND PATH CREATION: THE CASE OF NET-ZERO TRUCKS
Johan Kask CREDS, UNIVERSITY OF INLAND NORWAY
Dermot Breslin RENNES BUSINESS SCHOOL
Sophie-Marie Ertelt ÖREBRO UNIVERSITY

2316 TRANSFORMING INCLUSIVITY OF ENTREPRENEURIAL ECOSYSTEMS: AN EVENT-BASED ANALYSIS
Virva Salmivaara AUDENCIA
Pablo Muñoz DURHAM UNIVERSITY BUSINESS SCHOOL
Ewald Kibler AALTO UNIVERSITY SCHOOL OF BUSINESS
Johanna Mair HERTIE SCHOOL

2591 ETHNOGRAPHIC AGENT-BASED MODELING: MERGING QUALITATIVE AND COMPUTATIONAL SIMULATION RESEARCH
Davide Secchi PARIS SCHOOL OF BUSINESS
Maria Festila UNIVERSITY OF SOUTHERN DENMARK

TRACK SESSIONS PER DAY

1072 RETHINKING RESEARCH ETHICS IN HIGHER EDUCATION INSTITUTIONS: PERSPECTIVES, STRATEGIES, AND RECONCEPTUALISATION

Majd Megheirkouni
Katherine Baxter

LEEDS TRINITY UNIVERSITY
LIVERPOOL HOPE UNIVERSITY

Consumers and perceptions in new product development (11:00 - 12:30) - D6 Building - D6/015

Track: T06_12 - Navigating new product development in an era of collaboration, uncertainty, and technological change

Chair(s): Hannah Altenburg

Discussant(s): Slawka Jordanow, Yuqing Cui

Paper Presentations:

3082 BEYOND LEAD USERS: INVESTIGATING THE IMPACT OF DIFFERENT CONSUMER TYPES ON CO-CREATION IN NEW PRODUCT DEVELOPMENT

Slawka Jordanow
Sven Heidenreich

SAARLAND UNIVERSITY
SAARLAND UNIVERSITY

2114 THE HIDDEN POWER OF INTERACTION COMFORT: HOW APPEARANCE AND ANTHROPOMORPHISM SHAPE SERVICE SATISFACTION IN INTELLIGENT SERVICE ROBOTS

Benlu Hai
Shuangjie Su
Jie Xiong
Yuqing Cui

HENAN NORMAL UNIVERSITY
HENAN NORMAL UNIVERSITY
ESSCA SCHOOL OF MANAGEMENT
HENAN NORMAL UNIVERSITY

3161 REGULATORY PRODUCT BANS AND CONSUMER STOCK-PILING BEHAVIOR

Lauren Mackintosh
Hannah Altenburg
Markus Kotschi
Kai-Ingo Voigt

FRIEDRICH-ALEXANDER UNIVERSITY
FRIEDRICH-ALEXANDER UNIVERSITÄT ERLANGEN-NÜRNBERG
FRIEDRICH-ALEXANDER UNIVERSITY
FRIEDRICH-ALEXANDER UNIVERSITY

Contested Infrastructures: Plural Perspectives on Social Acceptability, Governance, and Power (11:00 - 12:30) - D5 Building - D5/008

Track: ST10_02 - Project and Society

Chair(s): Giorgio Locatelli

Discussant(s): Francesco Di Maddaloni, Giacomo Dei

Paper Presentations:

1835 UNRAVELLING MEGAPROJECTS ENGAGEMENT IN TURBULENT TIMES: A POLITICAL OPPORTUNITY STRUCTURE PERSPECTIVE

Francesco Di Maddaloni
Julian Fares
Mira Thoumy

UNIVERSITY COLLEGE LONDON
LEBANESE AMERICAN UNIVERSITY
LEBANESE AMERICAN UNIVERSITY

TRACK SESSIONS PER DAY

3053 SOCIAL ACCEPTANCE AND SYMBOLIC VALUES: BEAUTY IN THE EYE OF THE BEHOLDER

| | |
|---------------------|--|
| Giacomo Dei | SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO |
| Benito Mignacca | UNIVERSITY OF CASSINO AND SOUTHERN LAZIO |
| Enrico Iaccarino | POLITECNICO DI MILANO |
| Giorgio Locatelli | SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO |
| Paolo Trucco | SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO |
| Marco Ricotti | POLITECNICO DI MILANO |
| Alessandro Paravano | SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO |

1711 SOCIAL ACCEPTABILITY DEFINITIONS IN PUBLIC INFRASTRUCTURE PROJECTS

| | |
|-----------------|--|
| Maude Brunet | HEC MONTRÉAL |
| Sofiane Baba | UNIVERSITÉ DE SHERBROOKE |
| Nathalie Drouin | ÉCOLE DES SCIENCES DE LA GESTION, UQAM |
| Pauline Faivre | HEC MONTREAL |

Corporate Governance and Diversity 1 (11:00 - 12:30) - D6 Building - D6/016

Track: ST02_03 - Corporate Governance and Diversity

Chair(s): Patricia Gabaldon

Discussant(s): Rita Goyal

Paper Presentations:

2615 BOARD DIVERSITY IN THE DIGITAL AGE: HOW YOUNG-FEMALE MEMBERS DRIVE SME PERFORMANCE THROUGH DIGITAL STRATEGY

| | |
|----------------------|---|
| Ludovica Antenzio | UNIVERSITY "G. D'ANNUNZIO" CHIETI-PESCARA |
| Daniela Di Berardino | UNIVERSITY OF CHIETI-PESCARA |
| Augusta Consorti | UNIVERSITY OF CHIETI-PESCARA |

3240 EXPLORING THE ROLE OF WOMEN ON BOARDS IN SHAPING ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) ACTIVITIES IN COMMERCIAL BANKS IN SUB-SAHARAN AFRICA

| | |
|----------------|----------------------------|
| Stefan Groschl | ESSEC BUSINESS SCHOOL |
| Maria Wachira | STRATHMORE BUSINESS SCHOOL |
| Bart Van Hoof | UNIVERSIDAD DE LOS ANDES |

3522 GOVERNANCE AND SUSTAINABLE DEVELOPMENT: HOW BOARD CHARACTERISTICS SHAPE SDG PERFORMANCE IN BANKING

| | |
|--------------------|---|
| Marco Barone | LUM LIBERA UNIVERSITÀ MEDITERRANEA - GIUSEPPE DEGENNARO |
| Candida Bussoli | LUM JEAN MONNET UNIVERSITY |
| Ilenia Fracalvieri | LUM UNIVERSITY |
| Nicola Raimo | LUM UNIVERSITY |

TRACK SESSIONS PER DAY

Corporate Governance General Track 1: Governance and the Green Transition (11:00 - 12:30) - D6 Building - D6/013

Track: GT02_00 - Corporate Governance General Track

Chair(s): Toru Yoshikawa

Discussant(s): Samrina Jafrin

Paper Presentations:

1304 EXPLORING CORPORATE GOVERNANCE'S ROLE IN THE GREEN TRANSITION

| | |
|---------------------|--------------------------------|
| DOROTA DOBIJA | KOZMINSKI UNIVERSITY |
| Łukasz Kozłowski | KOZMINSKI UNIVERSITY |
| Joanna Krasodomska | KRAKOW UNIVERSITY OF ECONOMICS |
| Grygorii Kravchenko | KOZMINSKI UNIVERSITY |
| Ewelina Zarzycka | UNIVERSITY OF LODZ |

1664 DOES THE SIZE OF THE BOARD MATTER FOR CORPORATE SUSTAINABILITY PERFORMANCE?

| | |
|---------------------|--|
| Asad Mehmood | UNIVERSITÀ G. D'ANNUNZIO DI CHIETI-PESCARA |
| Armando Della Porta | PESCARA |
| Francesco De Luca | PESCARA |

3583 DOES GREEN PAY LEAD TO GREENER PLAY? INVESTIGATING THE EVOLUTION OF ESG-LINKED EXECUTIVE COMPENSATION AND ITS EFFECTS ON CORPORATE CARBON EMISSIONS IN GERMAN FIRMS FROM 2017 TO 2023

| | |
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| Victoria Theresa Fohrer | TECHNICAL UNIVERSITY MUNICH |
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3705 INDUSTRY EXPERT BOARDS AND ENVIRONMENTAL INNOVATION IN US FIRMS

| | |
|---------------------|---------------------------------|
| Isabella Karasamani | CYPRUS UNIVERSITY OF TECHNOLOGY |
| Marina Magidou | OPEN UNIVERSITY OF CYPRUS |
| Ioanna Stylianou | STATE UNIVERSITY OF NEW YORK |
| Michael Christofi | CYPRUS UNIVERSITY OF TECHNOLOGY |
| Shlomo Tarba | UNIVERSITY OF BIRMINGHAM |

Corporate Sustainability & Innovation (11:00 - 12:30) - D6 Building - D6/006

Track: ST06_05 - Innovation for Sustainability, Circularity and Green-tech

Chair(s): Andrea Urbinati, Jouni Juntunen

Discussant(s): Ming-Chang Huang, Ying-Yu Chen

Paper Presentations:

2308 ESG STRATEGIES AS CATALYSTS FOR EXPLORATORY INNOVATION: A FIRM-LEVEL PERSPECTIVE

| | |
|---------------------------|------------------------|
| Goretti Cabaleiro Cerviño | UNIVERSIDAD DE NAVARRA |
| Pedro Mendi | UNIVERSITY OF NAVARRA |

TRACK SESSIONS PER DAY

1323 **HARNESSING CORPORATE SOCIAL RESPONSIBILITY REPORTING FOR INNOVATION: INSIGHTS FROM TECHNOLOGY FIRMS IN AN EMERGING ECONOMY**

| | |
|---------------|--|
| Ying-Yu Chen | COLLEGE OF MANAGEMENT, NATIONAL DONG HWA UNIVERSITY |
| Ru-Shiun Liou | SYKES COLLEGE OF BUSINESS, THE UNIVERSITY OF TAMPA |
| Pi-Hui Ting | DEPARTMENT AND INSTITUTE OF BUSINESS ADMINISTRATION, CHANG JUNG CHRISTIAN UNIVERSITY |

1780 **REVEALING INDUSTRY COMMITMENT TO SUSTAINABILITY-ORIENTED INNOVATION VIA PATENTS MAPPED TO THE UN SDGS**

| | |
|------------------|--|
| Susann Lüdtke | UNIVERSITY OF WÜRZBURG |
| Carsten Guderian | LEXISNEXIS INTELLECTUAL PROPERTY SOLUTIONS |

Creativity, craft, work (11:00 - 12:30) - D4 Building - D4/102

Track: ST01_08 - Arts & Philosophy for Business and Society

Chair(s): Silvio Ripetta

Discussant(s): Simone Napolitano

Paper Presentations:

1705 **THE RESURGENCE OF CRAFT THREATENED BY ENTREPRENEURIALISM. INSIGHTS FROM MICHEL HOUELLEBECQ'S WORK**

| | |
|------------------|------------------------------|
| Vincent Meyer | EM NORMANDIE BUSINESS SCHOOL |
| Jean Denis Culie | EM NORMANDIE |
| Xavier Philippe | EM NORMANDIE BUSINESS SCHOOL |
| Yoann Bazin | UNIVERSITÉ PARIS NANTERRE |

2524 **THE JUGGLING CRAFTS MAKER –THE ART OF SHAPING A RESILIENT WORK PRACTICE**

| | |
|----------------|--------------------------------------|
| Helena Hansson | UNIVERSITY OF GOTHENBURG, HDK-VALAND |
| Elena Raviola | UNIVERSITY OF GOTHENBURG |
| Ulises Aguiar | UNIVERSITY OF GOTHENBURG, HDK-VALAND |

2559 **I AM WHAT I PLAY: HOW INTERFACES INSCRIBE THE EMERGE OF PROFESSIONALITY IN ESPORTS ORGANIZATIONS**

| | |
|-------------------|----------------------------------|
| Silvio Ripetta | SCUOLA SUPERIORE MERIDIONALE |
| Elena Raviola | UNIVERSITY OF GOTHENBURG |
| Luigi Maria Sicca | UNIVERSITY OF NAPLES FEDERICO II |

TRACK SESSIONS PER DAY

Deep Learning: Critical Reflection, Virtue, and Competency Development (11:00 - 12:30) - D6 Building - D6/011
Track: T01_09 / T06_09 - Innovating Pedagogy for Future Challenges in Management Education (co-sponsored B4S / INNO SIGs)
Chair(s): Toloue Miandar

Paper Presentations:

1682 A COMPETENCE-VIRTUE NEXUS ESTABLISHING THE BASELINE FOR A METHOD TO ENABLE LEADERS TO ACT RESPONSIBLY

Romana Bates UNIVERSITY FOR CONTINUING EDUCATION KREMS

1418 CRITICAL AND CREATIVE THINKING: THE CHALLENGE OF BUSINESS STUDENT SKILL DEVELOPMENT A PROJECT-BASED SUSTAINABILITY UNIT.

Kelly Benati MONASH UNIVERSITY
 Jacqueline O'Toole MONASH UNIVERSITY
 Alison Beamish MONASH UNIVERSITY
 Merideth Guy MONASH UNIVERSITY
 Francesco Interrigi MONASH UNIVERSITY

1563 VALUE BEYOND THE CLASSROOM: E-PORTFOLIOS AS A PEDAGOGICAL TOOL TO PREPARE BUSINESS STUDENTS FOR A COMPETITIVE GRADUATE LABOUR MARKET: A HEUTAGOGICAL APPROACH

Jacqueline O'Toole MONASH UNIVERSITY
 Kelly Benati MONASH UNIVERSITY
 Andrea Fenton MONASH UNIVERSITY
 Alison Beamish MONASH UNIVERSITY
 Francesco Interrigi MONASH UNIVERSITY
 Merideth Guy MONASH UNIVERSITY

2614 EMBEDDING CRITICAL REFLECTION IN ORGANIZATIONAL BEHAVIOUR CURRICULUM

Catherine Fitzgerald OKANAGAN COLLEGE

Designing the Future / Entrepreneurship, Education and Machine Learning (11:00 - 12:30) - D4 Building - D4/101
Track: T03_11 - Designing the Future: Entrepreneurship, Life Design and AI
Chair(s): Giuseppe Bongiorno

Paper Presentations:

2051 A PHILOSOPHICAL APPROACH FOR SOCIAL ENTREPRENEURSHIP EDUCATION PROGRAMS

Mariacarmela Passarelli UNIVERSITY OF CALABRIA
 Giuseppe Bongiorno UNIVERSITY OF CATANZARO "MAGNA GRAECIA"

2729 A RECONCEPTUALIZATION OF INSPIRATION IN ENTREPRENEURSHIP

Jingqi Wang BAYES BUSINESS SCHOOL, CITY UNIVERSITY OF LONDON
 Stefania Zerbinati BAYES BUSINESS SCHOOL, CITY UNIVERSITY OF LONDON
 Riccardo Nucci BRUNEL UNIVERSITY LONDON
 Vangelis Souitaris BAYES BUSINESS SCHOOL, CITY UNIVERSITY OF LONDON

TRACK SESSIONS PER DAY

3589 WHAT KEEPS STARTUPS ALIVE? A NEW LOOK ON BOARD LEADERSHIP STRUCTURE THROUGH MACHINE LEARNING

Glenn Kristiansen
Duaa Mohamed

UNIVERSITY OF OSLO
UNIVERSITY OF OSLO

Digital Innovation - AI (session A) (11:00 - 12:30) - D6 Building - D6/005

Track: ST06_03 - Digital Innovation: Strategies, Competencies, Theories, and Practice

Chair(s): David Versailles

Discussant(s): David Versailles

Paper Presentations:

1121 ADAPTING AI LITERACY FRAMEWORKS: A MULTIDIMENSIONAL APPROACH FOR DIVERSE WORKPLACE CONTEXTS

Sukanlaya Sawang
Poh Yen Ng

EDINBURGH NAPIER UNIVERSITY
ROBERT GORDON UNIVERSITY

1162 BUILDING LEGITIMACY FOR AI PRODUCTS: HRM SOLUTIONS VENDORS' APPROACHES TO BALANCE PRAGMATIC, MORAL (RESPONSIBLE) AND COGNITIVE LEGITIMACY IN THEIR AI PRODUCT DESCRIPTIONS ACROSS DIFFERENT APPLICATIONS

Raluca Bunduchi
Aizhan Tursunbayeva

THE UNIVERSITY OF EDINBURGH
PARTHENOPE UNIVERSITY OF NAPLES

2893 INNOVATING THROUGH AI: THE CRITICAL ROLE OF DIGITAL CULTURE AND PROCESS DYNAMICS

Dejan Uršič
Tomaž Čater

SCHOOL OF ECONOMICS AND BUSINESS, UNIVERSITY OF LJUBLJANA
UNIVERSITY OF LJUBLJANA, SCHOOL OF ECONOMICS AND BUSINESS

Ecosystems of Innovation - Session A- Technology drivers (11:00 - 12:30) - D6 Building - D6/104

Track: T06_14 - Innovation ecosystems and platforms: Emergence, construction, and persistence

Chair(s): Valerie Merindol

Discussant(s): Valerie Merindol

Paper Presentations:

3590 BUILDING THE INDUSTRIAL METAVERSE: FACILITATING SECURE AND EFFICIENT DIGITAL TWIN TRANSACTIONS

Uliana Schmück
Kilian Schmück
Oliver Gassmann

UNIVERSITY OF ST.GALLEN
UNIVERSITY OF ST. GALLEN
ST. GALLEN UNIVERSITY

2153 MODELING EV ECOSYSTEM: TECHNOLOGY STRATEGY, GOVERNMENT SUBSIDY AND FOCAL FIRM PROFIT

Di Zhou
Ruilin Xu
Luoyu Feng
Cheng Huang

TONGJI UNIVERSITY
TONGJI UNIVERSITY
TONGJI UNIVERSITY
FUJIAN NORMAL UNIVERSITY

TRACK SESSIONS PER DAY

1370 COEXISTENCE OF PLATFORMS: A NICHE PERSPECTIVE

Jin Xu

ASSOCIATE PROFESSOR OF BUSINESS SCHOOL, LIAONING UNIVERSITY

Entrepreneurial Mindsets under Pressure and Uncertainty (11:00 - 12:30) - D4 Building - D4/010

Track: ST03_03 - Entrepreneurial Cognition and Behaviour

Chair(s): Leonie Baldacchino

Discussant(s): Andreea Moldovan, Simon Gries

Paper Presentations:

2463 THE ROLE OF ENTREPRENEURS' GROWTH MINDSETS IN THE CHALLENGE OF ACQUIRING INVESTMENTS

Simon Gries

TU DORTMUND

Julie Saesen

TU DORTMUND UNIVERSITY

Steffen Strese

TU DORTMUND UNIVERSITY - INNOVATION MANAGEMENT

3037 THE DOUBLE-EDGED SWORD OF ENTREPRENEUR'S WILLPOWER GROWTH MINDSETS AND THEIR REACTIONS TO DAILY TIME PRESSURES

Rai Siddhant Sinha

NEOMA BUSINESS SCHOOL

M.K. Nandakumar

INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE

1299 AI STRESSORS' APPRAISAL AND ENTREPRENEURIAL DECISION-MAKING PERFORMANCE. THE ROLE OF AI MINDFULNESS

Anna Marrucci

UNIVERSITY OF FLORENCE

Riccardo Rialti

UNIVERSITY OF SIENA

Lamberto Zollo

UNIVERSITY OF MILAN

3567 PURPOSEFUL ENTREPRENEURIAL DECISION-MAKING IN INDUSTRY 6.0: NAVIGATING UNCERTAINTY THROUGH HUMAN-AI COLLABORATION AND COGNITIVE FLEXIBILITY

Delia Deliu

WEST UNIVERSITY OF TIMIȘOARA

Andreea Moldovan

WEST UNIVERSITY OF TIMIȘOARA

ENTREPRENEURSHIP, REGIONS & REGIONAL DEVELOPMENT (11:00 - 12:30) - D4 Building - D4/004

Track: ST03_05 - Entrepreneurship, Regions & Regional Development

Chair(s): Amir Maghssudipour

Paper Presentations:

1729 HOW WOMEN'S SELF-EFFICACY INFLUENCES NASCENT, NEW AND ESTABLISHED INNOVATION-BASED ENTREPRENEURSHIP: THE MODERATING ROLE OF NATIONAL CULTURE

Nathaly Pinzon

TECNOLOGICO DE MONTERREY

Maria Cecilia Henriquez

PONTIFICIA UNIVERSIDAD JAVERIANA

Julio Zuluaga

UNIVERSIDAD ICESI

Fabian Osorio

PONTIFICIA UNIVERSIDAD JAVERIANA

TRACK SESSIONS PER DAY

1792 A SITUATED PERSPECTIVE ON FIRMS' SUSTAINABILITY: THE ROLE OF GEOGRAPHICAL LOCATION AND SUPPLY CHAIN POSITION

| | |
|--------------------|----------------------|
| Amir Maghssudipour | UNIVERSITY OF PADUA |
| Silvia Rita Sedita | UNIVERSITY OF PADOVA |
| Thomas Bassetti | UNIVERSITY OF PADUA |

2569 INTRODUCING SYSTEMIC BRICOLAGE AS A WAY TO SUSTAIN PLACE-BASED ENTREPRENEURSHIP

| | |
|--------------------|-------------------------|
| Donatienne DELORME | EXCELIA BUSINESS SCHOOL |
| Laurence LEMOINE | IDRAC BUSINESS SCHOOL |
| Mireille Héral | IDRAC BUSINESS SCHOOL |

Ethics in AI (11:00 - 12:30) - D15 Building - D15/004

Track: T14_01 - Artificial Intelligence and Human Values

Discussant(s): Valentin Wittmann, Ana Alina Tudoran

Paper Presentations:

1311 EXPLORING THE DYNAMICS OF ALGORITHMIC MANAGEMENT: TRUST, PERCEIVED JUSTICE, AND WORKER BEHAVIOR IN ONLINE-ONLY LABOR PLATFORMS

| | |
|---------------|---|
| Vibhav Singh | GREAT LAKES INSTITUTE OF MANAGEMENT, GURGAON |
| Surabhi Verma | DEPARTMENT OF ECONOMICS AND BUSINESS ECONOMICS, AARHUS UNIVERSITY |
| Saurav Kumar | AALBORG UNIVERSITY |

1768 BALANCING AI AND HUMAN VALUES: EVALUATING CONSUMER CONCERNS ON PRIVACY AND SECURITY IN THE INTERNET OF THINGS

| | |
|-------------------|--|
| Ana Alina Tudoran | DEPARTMENT OF ECONOMICS AND BUSINESS ECONOMICS, BSS, AARHUS UNIVERSITY |
|-------------------|--|

3295 HUMAN-CENTRIC AI GOVERNANCE: WHAT EU CITIZENS WANT, WHAT THEY REALLY, REALLY WANT

| | |
|-------------------|-----------------------------------|
| Valentin Wittmann | HHL GRADUATE SCHOOL OF MANAGEMENT |
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2847 BEYOND GREENWASHING: A VIRTUE ETHICS FRAMEWORK FOR GOVERNANCE OF SUSTAINABLE AI

| | |
|------------------|------------------------|
| Dulce Redin | UNIVERSIDAD DE NAVARRA |
| Ames Maria Clara | UNIVERSITY OF NAVARRA |

Female leadership and entrepreneurship in family firms (11:00 - 12:30) - D4 Building - D4/103

Track: GT04_00 - Family Business Research General Track

Chair(s): Elena Casprini

Discussant(s): Sohail Mansha, Isabella Listl, botton carole

Paper Presentations:

1611 DETERMINANTS OF PORTFOLIO ENTREPRENEURSHIP INITIATIVES BY FAMILY ENTREPRENEURS: A CONFIGURATIONAL APPROACH AT THE FAMILY AND INDIVIDUAL LEVEL

| | |
|--------------------|---------------------|
| Michela Bearzi | UNIVERSITY OF UDINE |
| Francesca Visintin | UNIVERSITY OF UDINE |
| Daniel Pittino | JIBS |

TRACK SESSIONS PER DAY

3694 **BREAKING BARRIERS: SIGNALING STRATEGIES OF FEMALE CEOS IN FAMILY FIRMS**

Isabella Listl UNIVERSITY OF THE BUNDESWEHR MUNICH
 Elisabeth Mueller UNIVERSITY OF THE BUNDESWEHR MUNICH

1378 **FROM TRADITION TO TRANSFORMATION: HOW LOCAL INSTITUTIONS SHAPE FEMALE LEADERSHIP IN ITALIAN MICRO, SMALL AND MEDIUM-SIZED ENTERPRISES**

Sohail Mansha AXES UNIT, IMT SCHOOL FOR ADVANCED STUDIES LUCCA, ITALY
 Bach Nguyen UNIVERSITY OF EXETER
 Nicola Lattanzi IMT SCHOOL FOR ADVANCED STUDIES LUCCA

3316 **SPOUSAL SUPPORT OF PASSIONATE ENTREPRENEURS**

Botton Carole EKLORE-ED SCHOOL OF MANAGEMENT

Financial Implications for the Healthcare Industry (11:00 - 12:30) - D5 Building - D5/114

Track: ST11_02 - Healthcare Management Research

Chair(s): S ROBERT HERNANDEZ

Discussant(s): Steven Howard

Paper Presentations:

2802 **EXPLORING THE IMPACT OF REGISTERED NURSE WAGES ON NURSING HOME FINANCIAL PERFORMANCE**

Rohit Pradhan TEXAS STATE UNIVERSITY
 Akbar Ghiasi ASSISTANT PROFESSOR OF HEALTH ADMINISTRATION HEB SCHOOL OF BUSINESS & ADMINISTRATION UNIVERSITY OF THE INCARNATE WORD
 Gregory Orewa UNIVERSITY OF TEXAS AT SAN ANTONIO
 Justin Lord LOUISIANA STATE UNIVERSITY AT SHREVEPORT
 Robert Weech-Maldonado UNIVERSITY OF ALABAMA AT BIRMINGHAM

3292 **SAVING HOSPITALS IN BANKRUPTCY: A RESCUE POLICY ORIENTATION**

Robert Landry JACKSONVILLE STATE UNIVERSITY
 Amy Landry UNIVERSITY OF ALABAMA AT BIRMINGHAM

1686 **COST OF IMPLEMENTING A COMPUTERIZED PATIENT DECISION AID FOR LUPUS IN U.S. OUTPATIENT VISITS**

Nathan Carroll VIRGINIA COMMONWEALTH UNIVERSITY
 Aizhan Karabukayeva UNIVERSITY OF OKLAHOMA HEALTH SCIENCES
 Larry Hearld UNIVERSITY OF ALABAMA AT BIRMINGHAM
 Diane Kamen MEDICAL UNIVERSITY OF SOUTH CAROLINA
 Alfred Kim WASHINGTON UNIVERSITY ST. LOUIS
 Sonali Narain NORTHWELL HOSPITAL
 Narender Annapureddy VANDERBILT UNIVERSITY
 Zineb Aouhab LOYOLA UNIVERSITY CHICAGO
 Maureen McMahon UNIVERSITY OF CALIFORNIA- LOS ANGELES
 Vikas Majithia UNIVERSITY OF MISSISSIPPI MEDICAL CENTER
 Cathy Lee Ching UNIVERSITY OF MISSISSIPPI MEDICAL CENTER
 Jas Singh BAYLOR COLLEGE OF MEDICINE

TRACK SESSIONS PER DAY

Gender and context (11:00 - 12:30) - D6 Building - D6/114

Track: ST05_02 - Diversity issues in cultural context

Discussant(s): Henriett Primecz

Paper Presentations:

3312 GOING ONCE, GOING TWICE, SOLD: INVESTIGATING THE GENDER EFFECTS OF EXHIBITIONS ON SALE PROBABILITY AND PRICES AT ART AUCTIONS

Laura Noll

ZURICH UNIVERSITY OF APPLIED SCIENCES

Matthias Sahli

BERN UNIVERSITY OF APPLIED SCIENCES, BUSINESS DEPARTMENT

1544 NAVIGATING CONTRADICTORY EXPECTATIONS: GENDERED CHALLENGES IN EXECUTIVE SEARCH PROCESSES IN POST-SOCIALIST EUROPE

Beáta Nagy

CORVINUS UNIVERSITY OF BUDAPEST

Henriett Primecz

JOHANNES KEPLER UNIVERSITY

3152 HOW TMT DIVERSITY DRIVES INNOVATION IN EMERGING MARKET MULTINATIONAL SUBSIDIARIES IN ADVANCED ECONOMIES

Dennis Gleissner

HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

Tobias Dauth

HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

Melanie Franke

UNIVERSITY OF REGENSBURG

General Track Session 1 (11:00 - 12:30) - D4 Building - D4/003

Track: GT03_00 - Entrepreneurship General Track

Chair(s): Damiano Petrolo

Discussant(s): Enrico Carlet, Rubina Romanello

Paper Presentations:

1284 LOCAL CULTURE, CULTURAL ATTITUDES OF ENTREPRENEURS AND MICRO-FIRM PERFORMANCE: EVIDENCE FROM PRE-PANDEMIC AND PANDEMIC PERIODS

Izabela Koładkiewicz

KOZMINSKI UNIVERSITY

Krzysztof Jackowicz

KOZMINSKI UNIVERSITY

Łukasz Kozłowski

KOZMINSKI UNIVERSITY

3679 HOW CAN SMALL FIRMS MITIGATE VULNERABILITY IN PERMACRISIS? INSIGHTS FROM A QCA ANALYSIS

Enrico Carlet

UNIVERSITY OF PADOVA

Nicola Rubino

UNIVERSITY OF TOR VERGATA

Martina Gianecchini

UNIVERSITY OF PADOVA

Massimiliano Pellegrini

UNIVERSITY OF ROME

3528 NOT JUST MONEY! THE ROLE OF PUBLIC FINANCING AGENCIES FOR SME INTERNATIONAL GROWTH

Rubina Romanello

UNIVERSITY OF TRIESTE

Johanna Raitis

Elina Pelto

UNIVERSITY OF TURKU

Josanco Floreani

UNIVERSITY OF UDINE

TRACK SESSIONS PER DAY

Global Mobility 1: JGM Best Paper Award Session (11:00 - 12:30) - D5 Building - D5/001

Track: ST07_01 - Global Mobility

Chair(s): Jan Selmer

Paper Presentations:

1569 THE FORGOTTEN PARTNER IN GLOBAL MOBILITY: THE CASE FOR SUPPORTING HOST COUNTRY NATIONALS

| | |
|--------------------|--|
| Marian van Bakel | UNIVERSITY OF SOUTHERN DENMARK |
| Anthony Fee | UNIVERSITY OF TECHNOLOGY SYDNEY |
| Snejina Michailova | DEPARTMENT OF MANAGEMENT AND INTERNATIONAL BUSINESS, UNIVERSITY OF AUCKLAND BUSINESS SCHOOL |

1532 EXPATRIATES AND CAREER ADAPTABILITY: PATHWAYS TO SUSTAINABLE CAREERS

| | |
|----------------|---------------------|
| Rodrigo Mello | UNIVERSITY OF VAASA |
| Samu Kempainen | UNIVERSITY OF VAASA |
| Vesa Suutari | UNIVERSITY OF WASA |
| Shaofang Zong | UNIVERSITY OF VAASA |
| Liisa Mäkelä | UNIVERSITY OF VAASA |

3663 ADJUSTMENT AND INTRA-INDIVIDUAL VALUE CHANGE IN MIGRANTS: THE MEDIATING ROLE OF HOST COUNTRY EMBEDDEDNESS

| | |
|--------------------------------|--|
| Audra Mockaitis | MAYNOOTH UNIVERSITY |
| Vilmantė Kumpikaitė-Valiūnienė | KAUNAS UNIVERSITY OF TECHNOLOGY, SCHOOL OF ECONOMICS AND BUSINESS |
| Jurga Duobienė | KAUNAS UNIVERSITY OF TECHNOLOGY |
| Irma Baneviciene | KAUNAS UNIVERSITY OF TECHNOLOGY |

Growing Social Enterprises in Emerging Economies (11:00 - 12:30) - D4 Building - D4/002

Track: ST03_06 - Social and Sustainable Entrepreneurship

Chair(s): Sarah Bunaya Rahman

Paper Presentations:

2960 SOCIAL BUSINESSES: DEVELOPING ENTREPRENEURIAL OPPORTUNITIES BASED ON PURPOSE

| | |
|------------------|--------------------------------|
| Emanuelle Ardigó | UNIVERSITY OF VALE DO ITAJAÍ |
| Gustavo Behling | UNIVERSITY OF VALE DO ITAJAÍ |
| Fernando Lenzi | UNIVERSIDADE DO VALE DO ITAJAI |
| Carlos Ardigó | UNIVERSITY OF VALE DO ITAJAÍ |
| Carlos Rossetto | UNIVERSIDADE DO VALE DO ITAJAI |

2887 HOW DO HYBRID SOCIAL ENTERPRISES LEVERAGE BRICOLAGE TO ADDRESS RESOURCE CONSTRAINTS?: EVIDENCE FROM AN EMERGING ECONOMY CONTEXT

| | |
|----------------------|---|
| Padmanetri Panigrahi | LM THAPAR SCHOOL OF MANAGEMENT |
| Pradeep Hota | INDIAN INSTITUTE OF MANAGEMENT UDAIPUR |
| Dr. Sandeep Goyal | LM THAPAR SCHOOL OF MANAGEMENT, DERABASSI, PUNJAB |

TRACK SESSIONS PER DAY

3424 BUILDING CAPABILITIES OF MARGINALIZED INDIVIDUALS AT THE BOTTOM-OF-THE-PYRAMID: EVIDENCE FROM A WORK INTEGRATION SOCIAL ENTERPRISE IN RURAL KENYA

Sarah Bunaya Rahman
Nicole Siebold

OTTO VON GUERICKE UNIVERSITY MAGDEBURG
AARHUS UNIVERSITY

GT2 Technology and digitalisation (11:00 - 12:30) - D6 Building - D6/118

Track: GT07_00 - International Management General Track

Chair(s): Sharneet Jagirdar

Discussant(s): Dirk Meissner, Sharneet Jagirdar

Paper Presentations:

1264 DEPLOYING DIGITAL PLATFORMS IN UNDERDEVELOPED MARKETS

David Sarpong
Karen Amisshah
Derrick Boakye
Mabel Torbor
Dirk Meissner

ASTON UNIVERSITY
ASTON UNIVERSITY
ASTON UNIVERSITY
NOTTINGHAM UNIVERSITY
HSE UNIVERSITY

2007 ALWAYS ON: THE AI PARADOX RESHAPING EXPATRIATE WORK-LIFE BALANCE

Umara Tahir
Rizwan Tahir

ROCHESTER INSTITUTE OF TECHNOLOGY DUBAI
RIT DUBAI

2754 TRENDS AND GAPS IN BANKING, FINANCIAL ENGINEERING, AND FINTECH: A BIBLIOMETRIC ANALYSIS

Sharneet Jagirdar
Pradeep Kumar Gupta

APEX INSTITUTE OF MANAGEMENT, CHANDIGARH UNIVERSITY
LM THAPAR SCHOOL OF MANAGEMENT, THAPAR INSTITUTE OF
ENGINEERING AND TECHNOLOGY, PATIALA, PUNJAB, INDIA

Pardeep Kumar
Abhilasha Jagirdar

CHANDIGARH UNIVERSITY
KANGAROO INTERNATIONAL PRESCHOOL

HRM and Working Lives (11:00 - 12:30) - C9 Building - C9/006

Track: T09_07 - Sustainable HRM and Responsible Ways of Working

Chair(s): CHRISTINA BUTLER

Paper Presentations:

1109 TOWARDS A NEW UNDERSTANDING OF INDIVIDUAL CAREER SUSTAINABILITY: THE 'AFTER-CRISIS' CAREER TURNING POINTS IN HOSPITAL HEALTHCARE PROFESSIONALS' EXPERT WORK

Christina Butler
Sarah Spence

KINGSTON UNIVERSITY
KINGSTON UNIVERSITY

1180 THEORISING LATER-CAREER AS A BASIS FOR SUSTAINABLE HRM IN EXTENDING WORKING LIVES

Russell Warhurst
Kate Black

UNIVERSITY OF NORTHUMBRIA
NEWCASTLE BUSINESS SCHOOL

TRACK SESSIONS PER DAY

1513 WORKING LESS, LIVING BETTER? UNDERSTANDING OUTCOMES OF WORK HOUR REDUCTION EXPERIENCES

Tabea Brandt

OTTO-VON-GUERICKE UNIVERSITY

Innovation and challenges in higher education (11:00 - 12:30) - D5 Building - D5/112

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Marco Contri

Discussant(s): William Reisel, Daniel Pittino

Paper Presentations:

1322 EXPLORING MENTAL HEALTH CHALLENGES IN HIGHER EDUCATION INSTITUTIONS: A SYSTEMATIC LITERATURE REVIEW

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

1640 THE IMPACT OF ACADEMIC SERVICE-LEARNING IN HIGH SCHOOL EDUCATION ON COLLEGE-LEVEL STUDENT RETENTION AND PERSISTENCE TOWARDS DEGREE COMPLETION

William Reisel

ST. JOHN'S UNIVERSITY

Sullivan Padgett

ST. JOHN'S UNIVERSITY

2310 ENHANCING PARTICIPATION IN STRATEGY-MAKING: A CRITICAL DISCOURSE ANALYSIS IN HIGHER EDUCATION INSTITUTIONS

Daniel Pittino

JIBS

Zerihun Abera

ADDIS ABEBA UNIVERSITY

Mohamad Eslami

UNIVERSITY OF MANITOBA

Innovation General Track 1: Digital Platforms, Institutional Logics and Organisational Complexity (11:00 - 12:30) - D6 Building - D6/004

Track: GT06_00 - Innovation General Track

Chair(s): Pascal Breitenmoser

Paper Presentations:

2451 NAVIGATING CONTRADICTORY LOGICS: HOW COGNITIVE SCRIPTS CONVERGE IN BUSINESS MODEL DESIGN WITHIN CORPORATE INCUBATORS

Dirk Schneckenberg

ESC RENNES SCHOOL OF BUSINESS

Vivek Velamuri

HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

Mirjam Roessler

HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

2565 AN INSTITUTIONAL LOGICS APPROACH TO ORGANIZING IN COMPLEX AND DYNAMIC WORLD OF HIGH-GROWTH DIGITAL PLATFORMS

Chandraketan Sahu

JINDAL GLOBAL BUSINESS SCHOOL

Nimruji Jammulamadaka

INDIAN INSTITUTE OF MANAGEMENT CALCUTTA

TRACK SESSIONS PER DAY

2577 INNOVATE TO GOVERN, GOVERN TO INNOVATE: A DYNAMIC ORGANIZATIONAL DANCE

| | |
|-------------------|-----------------------|
| Francesca Capella | POLITECNICO DI MILANO |
| Federico Frattini | POLITECNICO DI MILANO |
| Josip Kotlar | POLITECNICO DI MILANO |

Innovation Management in Healthcare - Session 1 (11:00 - 12:30) - D6 Building - D6/014

Track: T06_11 - Innovation Management in Healthcare: Current Challenges and Future Opportunities for Value Creation

Chair(s): Francesco Schiavone, Annaluce Mandiello

Paper Presentations:

3516 ASSESSING HEALTH KNOWLEDGE DIFFUSION QUALITY ON SOCIAL MEDIA-BASED ONLINE HEALTH PLATFORMS: AN MCGDM METHOD FROM COGNITIVE COMMUNICATION PERSPECTIVE

| | |
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| Hui Lin | TONGJI UNIVERSITY |
| Ming Xia | XINJIANG UNIVERSITY |

3546 PIONEERS OR ADOPTERS? RELOADING TECHNOLOGY ASSESSMENT IN HOSPITALS

| | |
|-------------------|-----------------------|
| Giulia Callista | POLITECNICO DI MILANO |
| Maria Pinelli | POLITECNICO DI MILANO |
| Emanuele Lettieri | POLITECNICO DI MILANO |
| Andrea Mele | INAIL |
| Patrizio Rossi | INAIL |

3404 COULD BIG DATA ANALYTICS IMPROVE PERFORMANCE MANAGEMENT SYSTEMS IN HEALTHCARE? A SURVEY ON ITALIAN HEALTHCARE ORGANIZATIONS

| | |
|-----------------|---|
| Fabrizia Sarto | UNIVERSITY OF NAPLES FEDERICO II |
| Marianna Mauro | UNIVERSITÀ DEGLI STUDI DI CATANZARO MAGNA GRAECIA |
| Anna Prenestini | UNIVERSITÀ DEGLI STUDI DI MILANO |
| Guido Noto | UNIVERSITY OF MESSINA |

Internationalizing with purpose1 (11:00 - 12:30) - D15 Building - D15/005

Track: T14_02 - Internationalizing with purpose

Discussant(s): Simone Guercini

Paper Presentations:

2346 INTERNATIONALIZATION AND UNCONVENTIONAL PURPOSES

| | |
|-------------------|--|
| Susan Freeman | UNIVERSITY OF SOUTH AUSTRALIA |
| Simone Guercini | UNIVERSITY OF FLORENCE |
| Mikael Hilmersson | UNIVERSITY OF GOTHENBURG |
| Matilde Milanesi | UNIVERSITY OF FLORENCE |
| Andrea Runfola | FULL PROFESSOR, UNIVERSITY OF PERUGIA, DEPARTMENT OF ECONOMICS |

TRACK SESSIONS PER DAY

3158 STATE OWNERSHIP AND FIRM INTERNATIONALIZATION. A META-ANALYSIS

| | |
|------------------|------------------------|
| Gabriele Galli | LUISS UNIVERSITY |
| Patricio Duran | UNIVERSITY OF RICHMOND |
| Antonio Majocchi | LUISS - GUIDO CARLI |

3176 CREATING VALUE AND GROWTH VIA FEMALE ENTREPRENEUR-LED SUSTAINABLE BRANDS: CONNECTING GLOBAL MARKET ENTRY, NETWORK BUILDING TECHNIQUES, AND PURPOSE-DRIVEN BUSINESS

| | |
|-----------------|---|
| Serena Rovai | EXCELIA BUSINESS SCHOOL, FRANCE |
| Susana Tavares | ISCTE- IUL BUSINESS SCHOOL |
| Preeti SHROFF | NORTHWESTERN UNIVERSITY - MEDILL SCHOOL |
| Sandra Loureiro | ISCTE - INSTITUTO UNIVERSITARIO DE LISBOA |

3518 THE ADVANCEMENT OF PURPOSE-DRIVEN ENTERPRISES ON A GLOBAL SCALE: A COMPREHENSIVE LITERATURE REVIEW

| | |
|------------------|---------------------|
| Simone Poledrini | UNIVERSITY OF GENOA |
|------------------|---------------------|

2476 HUMANE ENTREPRENEURSHIP AND INTERNATIONAL COMPETITIVENESS: A MULTIPLE CASE STUDY ANALYSIS

| | |
|----------------------|--|
| Maria Rosita Cagnina | UNIVERSITY OF UDINE |
| Maria Chiarvesio | UNIVERSITY OF UDINE |
| Fatima Dahbi | UNIVERSITY OF UDINE |
| Andrea Moretti | UNIVERSITY OF UDINE - DEPARTMENT OF ECONOMICS AND STATISTICS |
| Raffaella Tabacco | UNIVERSITY OF UDINE |
| Martina Tomasetig | UNIVERSITY OF UDINE |

Knowledge and Cognitive Drivers (11:00 - 12:30) - D6 Building - D6/105

Track: ST13_05 - Microfoundations of Strategy: Dynamic Capabilities, Behavioural Strategy and Knowledge Mechanisms

Chair(s): Ramon van Ingen

Discussant(s): Elvis Ngah, Faheem Uddin Syed, Ramon van Ingen

Paper Presentations:

2541 DEVELOPING DYNAMIC CAPABILITIES TO MANAGE TENSIONS IN IT OUTSOURCING RELATIONSHIPS

| | |
|----------------|------------------------------|
| Elvis Ngah | VRIJE UNIVERSITEIT AMSTERDAM |
| Valérie Duplat | VU AMSTERDAM |
| Brian Tjemkes | VRIJE UNIVERSITEIT AMSTERDAM |
| Henri Dekker | VRIJE UNIVERSITEIT AMSTERDAM |

2602 CONSTRUCTION OF SERVITIZATION ABSORPTIVE CAPACITY: AN EMPLOYEE PERSPECTIVE

| | |
|-------------------|---|
| Faheem Uddin Syed | UNIVERSITY OF PISA |
| Rodrigo Basco | SHEIKH SAOUD BIN KHALID BIN KHALID AL-QASSIMI CHAIR IN FAMILY BUSINESS, AMERICAN UNIVERSITY OF SHARJAH, SHARJAH, UNITED ARAB EMIRATES |
| Riccardo Rialti | UNIVERSITY OF SIENA |

TRACK SESSIONS PER DAY

2553 THE ROLE OF ORGANIZATIONAL PURPOSE IN BUILDING DYNAMIC CAPABILITIES FOR SUSTAINABILITY

Ramon van Ingen

NYENRODE BUSINESS UNIVERSITY

Pascale Peters

DR

Henry Robben

NYENRODE BUSINESS UNIVERSITEIT

Leadership and Governance in the AI Era (11:00 - 12:30) - D6 Building - D6/106

Track: ST13_08 - Artificial Intelligence, data and digital ecosystems

Chair(s): Cheng-Feng Cheng

Paper Presentations:

1334 LEADERSHIP IN THE DIGITAL AGE: A MULTI-LEVEL MODEL AND OUTLOOK BASED ON A SYSTEMATIC REVIEW OF ANTECEDENTS, MODERATING EFFECTS, MEDIATING EFFECTS, AND OUTCOMES

Denis Imhof

UNIVERSITÄT INNSBRUCK / FACHHOCHSCHULE NORDWESTSCHWEIZ
FHNW

2475 ADVANCING STRATEGIC CRISIS READINESS: A PROCESS FRAMEWORK AND LEADERSHIP DYNAMICS IN CYBER CONTEXT

Béatrice Vogel

ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES/SCHOOL OF
MANAGEMENT AND LAW

Albena Björck

ZURICH UNIVERSITY OF APPLIED SCIENCES

Carlo Pugnetti

INSTITUTE OF FINANCIAL SERVICES ZUG IFZ

Marco Lopez

ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES/SCHOOL OF
MANAGEMENT AND LAW

1985 NAVIGATING GOVERNANCE TRANSFORMATION: A COMPARATIVE ANALYSIS OF TEMASEK AND CHINA'S SOE MANAGEMENT MODELS

Chongsheng Yang

TSINGHUA UNIVERSITY

Yong Wang

TSINGHUA UNIVERSITY

Beichen Qin

INSTITUTE FOR INTERNATIONAL AND AREA STUDIES, TSINGHUA
UNIVERSITY

Minorities in the Workplace and Beyond (11:00 - 12:30) - D6 Building - D6/018

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

Chair(s): GIULIA FLAMINI

Discussant(s): Francesca Nepoti

Paper Presentations:

1685 THE SEXUAL LIBERATION MARKET AND THE VALUE CREATED BY LGBT+ SMES

Renaud Redien-Collot

ESCE INTERNATIONAL BUSINESS SCHOOL (OMNES EDUCATION)

2259 ACROSS FIELDS AND AGEING: A SYSTEMATIC LITERATURE REVIEW OF RESEARCH ON AGING WORKFORCES AND OLDER EMPLOYEES

Sonia Pastori

LIUC UNIVERSITY

Eliana Minelli

LIUC - UNIVERSITY CATTANEO

TRACK SESSIONS PER DAY

2119 DESIGNING AND IMPLEMENTING GENDER EQUALITY AND DIVERSITY INITIATIVES THAT ARE FIT FOR PURPOSE IN MALE DOMINATED ORGANIZATIONS

| | |
|---------------|-------------------------------------|
| Lina Alsaree | QUT |
| Erica French | QUEENSLAND UNIVERSITY OF TECHNOLOGY |
| Judy MATTHEWS | QUT |

Negative work behaviors 1 (11:00 - 12:30) - C9 Building - C9/003

Track: ST09_01 - Human Resource Management

Chair(s): Silvia Dello Russo

Paper Presentations:

1604 UNDERSTANDING QUIET QUITTING IN SMES

| | |
|-----------------------------|--|
| Clara Bouchet | IAELYON SCHOOL OF MANAGEMENT, MAGELLAN RESEARCH CENTER, UNIVERSITY OF LYON, UJML3, FRANCE |
| Virginie Gallego Roquelaure | IAELYON SCHOOL OF MANAGEMENT - CENTRE DE RECHERCHE MAGELLAN - UNIVERSITÉ JEAN MOULIN |

1980 VOLUNTARY TURNOVER IN THE PORTUGUESE ARMED FORCES: A MULTIPLE CORRESPONDENCE ANALYSIS

| | |
|--------------------|------------------------------|
| Francisco Ribeiro | UNIVERSITY OF LISBON - ISCSP |
| Sónia P. Gonçalves | UNIVERSITY OF LISBON |

2239 THE LANDSCAPE OF STRESS MANAGEMENT IN SMALL AND MEDIUM ENTERPRISES: PRACTICES, STRATEGIES, AND OUTCOMES REVIEWED

| | |
|------------------------|--|
| Dorota Molek-Winiarska | WROCLAW UNIVERSITY OF ECONOMICS AND BUSINESS |
| Jakub Drzewiecki | WROCLAW UNIVERSITY OF ECONOMICS AND BUSINESS |
| Agnes Juhasz | EÖTVÖS LORÁND UNIVERSITY |

Open Innovation and networking (11:00 - 12:30) - D6 Building - D6/007

Track: ST06_07 - Open Innovation Engaging Individuals, Communities and Networks

Discussant(s): Liliana Mitkova

Paper Presentations:

3742 PUBLIC OPEN INNOVATION IN THE GENDARMERIE NATIONALE: ENGAGING HYBRID INNOVATION NETWORKS

| | |
|------------------------|-----------------------|
| Anne Berthinier-Poncet | CNAM |
| Madina Rival | CNAM |
| Anne JACOD | GENDARMERIE NATIONALE |

1444 PROBLEM-SOLVING AND THE LIABILITY OF DUAL-BROKERAGE IN BIG SCIENCE PROJECTS

| | |
|----------------------------|----------------------|
| Fernando Sanchez Henriquez | UNIVERSIDAD DE CHILE |
| Manuel Gomez-Solorzano | TILBURG UNIVERSITY |

TRACK SESSIONS PER DAY

2283 INVENTORS NETWORK, COMPLEXITY AND BREAKTHROUGH INNOVATIONS. A STUDY OF THE LONG EVOLUTION OF INVENTION IN ITALY

| | |
|--------------------|--|
| Niccolò Innocenti | UNIVERSITY OF FLORENCE, DEPARTMENT OF ECONOMICS AND MANAGEMENT |
| Francesco Capone | UNIVERSITY OF FLORENCE |
| Luciana Lazzeretti | UNIVERSITY OF FLORENCE |

Operational Strategy in Turbulent Environment: Risk, Access & Inclusion (11:00 - 12:30) - D6 Building - D6/112

Track: T13_10 - Supply chain strategies for a sustainable business

Chair(s): Matin Mohaghegh

Paper Presentations:

2566 BALANCING RESILIENCE, COST EFFICIENCY, AND SUSTAINABILITY IN GLOBAL SUPPLY CHAINS: INSIGHTS FROM LOW-PROBABILITY, HIGH-CONSEQUENCE RISK EVENTS

| | |
|-----------------|----------------------|
| Piotr Warmbier | UNIVERSITY OF BREMEN |
| Fabian Siekmann | UNIVERSITY OF BREMEN |

1320 STRATEGIC SOURCING IN A VOLATILE GEOPOLITICAL LANDSCAPE: ENSURING ACCESS TO CRITICAL RAW MATERIALS

| | |
|-------------------|-----------------------------------|
| Tom Hunger | UNIVERSITY OF TECHNOLOGY CHEMNITZ |
| Philipp Erfurth | UNIVERSITY OF TECHNOLOGY CHEMNITZ |
| Marlen Arnold | UNIVERSITY OF TECHNOLOGY CHEMNITZ |
| Matthias Wichmann | UNIVERSITY OF TECHNOLOGY CHEMNITZ |

1811 ADVANCING DIVERSITY, EQUITY, AND INCLUSION IN OPERATIONS MANAGEMENT

| | |
|------------------------|--|
| Behzad Maleki Vishkaei | BOCCONI UNIVERSITY, MILAN, ITALY |
| Eslı Spahiu | BOCCONI UNIVERSITY |
| Pietro De Giovanni | SDA BOCCONI SCHOOL OF MANAGEMENT, MILAN, ITALY |

Pedagogies for purpose (11:00 - 12:30) - C9 Building - C9/008

Track: T14_03 - General Management and Management Learning: Science and Education for Purpose

Chair(s): Kristen Reid

Paper Presentations:

3094 EXPLORING THE EFFECTIVENESS OF RENAISSANCE BROADSHEETS AND MODERN DIGITAL ACADEMIC POSTERS IN SHAPING PURPOSEFUL EDUCATION

| | |
|----------------|------------------------------|
| Leonie Newnham | TORRENS UNIVERSITY AUSTRALIA |
| Paolo Cerotti | TORRENS UNIVERSITY AUSTRALIA |
| Fawad Zaidi | TORRENS UNIVERSITY AUSTRALIA |

1256 A FLIPPED CLASSROOM APPROACH TO TEACHING EVIDENCE-BASED MANAGEMENT IN ORGANIZATIONAL BEHAVIOUR

| | |
|--------------|--|
| Paul Balwant | THE UNIVERSITY OF THE WEST INDIES, ST. AUGUSTINE |
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TRACK SESSIONS PER DAY

2977 CHALLENGES AND OPPORTUNITIES OF TRANSPORTATION PLANNING IN THE LOGISTICS SECTOR
Ann Svensson UNIVERSITY WEST

Perception, Conflict, and Responses to Power (11:00 - 12:30) - C9 Building - C9/005
Track: T09_06 - Exploring power dynamics in modern-organizations: a multi-level approach
Chair(s): Mercy Oyet
Discussant(s): Jorge Filipe da Gomes

Paper Presentations:

2462 THE EFFECT OF POWER DISTANCE ORIENTATION ON THE ASSOCIATION BETWEEN PERCEPTIONS OF SUPERVISOR MISTREATMENT, HUMILIATION AND AVOIDANCE TENDENCIES
Caroline Manville UNIVERSITY OF TOULOUSE CAPITOLE, TSM RESEARCH (UMR CNRS 5303)
Samina Quratulain UNITED ARAB EMIRATES UNIVERSITY
Carolina Serrano-Archimi AIX-MARSEILLE UNIVERSITÉ, IAE, CERGAM
Abdul Karim Khan UNITED ARAB EMIRATES UNIVERSITY

2853 RECONCILE AFTER REMEDIAL VOICING? THE MODERATING EFFECTS OF PERCEIVED MALICE, MISTREATMENT SEVERITY, AND PERPETRATOR POWER
Mercy Oyet UNIVERSITY OF NEW BRUNSWICK SAINT JOHN

3096 HRM IN POLITICIZED CONTEXTS: EXPLORING POWER DYNAMICS THROUGH SITUATIONAL AND DISCOURSE ANALYSIS
Elham Ehsanifarid ISLAMIC AZAD UNIVERSITY
Alborz Gheitani ISLAMIC AZAD UNIVERSITY
Maryam Zahmatkesh ROYAL HOLLOWAY UNIVERSITY OF LONDON
Reza Ebrahimzadeh ISLAMIC AZAD UNIVERSITY

2256 HOW TO REACT IN THE CASE OF POWERFUL TRANSGRESSORS: KILL THEM WITH KINDNESS OR PUNISHMENT?
Petr Houdek PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS
Štěpán Bahník PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS
Marek Vranka PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS
Martin Zielina CHARLES UNIVERSITY =

Purpose & Strategy Formation (11:00 - 12:30) - D6 Building - D6/111
Track: T02_04 / T13_09 - Purpose-Driven Strategies, Transformation, Corporate Governance, and Resilience (co-sponsored COGO & SM SIGs)
Chair(s): Gianluca Gionfriddo

Paper Presentations:

1193 CORPORATE PURPOSE IN STRATEGY FORMATION
Carlos Rey UNIVERSITAT INTERNACIONAL DE CATALUNYA
Joan Enric Ricart IESE BUSINESS SCHOOL- BARCELONA CAMPUS

TRACK SESSIONS PER DAY

2090 A MANAGEMENT INNOVATION PERSPECTIVE ON THE ROLE OF EXTERNAL CHANGE AGENTS IN INTEGRATING CORPORATE PURPOSE

| | |
|-------------------|--|
| Chiara Pantalena | POLITECNICO DI MILANO |
| Luca Manelli | POLITECNICO DI MILANO |
| Henk Volberda | AMSTERDAM BUSINESS SCHOOL, UNIVERSITY OF AMSTERDAM |
| Josip Kotlar | POLITECNICO DI MILANO |
| Federico Frattini | POLITECNICO DI MILANO |

2360 THE ROLE OF PURPOSE IN SYSTEMIC CHANGE: A CONCEPTUAL EXPLORATION AND FUTURE RESEARCH AGENDA

| | |
|--------------------|---------------------------------------|
| Kristoffer Brandin | CHALMERS UNIVERSITY OF TECHNOLOGY |
| Johanna Pregmark | CHALMERS UNIVERSITY OF TECHNOLOGY |
| Albena Björck | ZURICH UNIVERSITY OF APPLIED SCIENCES |
| David Schoch | ZHAW SCHOOL OF MANAGEMENT AND LAW |

Purpose, Future Work Self & Disruptive Technologies (11:00 - 12:30) - C9 Building - C9/002

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Giulia Milani

Discussant(s): Sebin Joy

Paper Presentations:

1073 EMBRACING THE FUTURE: UNDERSTANDING THE INTERPLAY OF CHANGE RESISTANCE, TURNOVER INTENTIONS, JOB INSECURITY, AND TECHNOLOGICAL SELF-EFFICACY IN THE ERA OF DISRUPTIVE TECHNOLOGIES.

| | |
|------------|------------------------------------|
| Sebin Joy | CHRIST UNIVERSITY BANGALORE, INDIA |
| K N Rashmi | CHRIST UNIVERSITY BANGALORE, INDIA |
| Arti Kumar | CHRIST UNIVERSITY BANGALORE, INDIA |

2269 THE AFFECTIVE SIDE OF FUTURE WORK SELF: HOW POSITIVE AFFECT DRIVES CAREER PROACTIVITY

| | |
|-------------------|---|
| Giulia Milani | VENICE SCHOOL OF MANAGEMENT, CA' FOSCARI UNIVERSITY |
| Laura Cortellazzo | VENICE SCHOOL OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE |
| Sara Bonesso | DEPARTMENT OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE |
| Karoline Strauss | ESSEC BUSINESS SCHOOL |

3466 MEANINGFUL PROSPECTIVE WORK DRIVES PURPOSE IN LIFE: THE ROLE OF FUTURE WORK SELF

| | |
|-------------------|---|
| Giulia Milani | VENICE SCHOOL OF MANAGEMENT, CA' FOSCARI UNIVERSITY |
| Laura Cortellazzo | VENICE SCHOOL OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE |
| Sara Bonesso | DEPARTMENT OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE |

TRACK SESSIONS PER DAY

Reinventing HR for the AI Age(1) (11:00 - 12:30) - Hilton Garden Inn Novoli - Sala San Donato (B)
Track: T09_04 - AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management, Employment Relations and Organizational Behaviour
Chair(s): Philipp von Weinrich

Paper Presentations:

1014 MANAGING CONTRADICTIONS IN AI-ENHANCED HUMAN RESOURCE MANAGEMENT: ANALYZING THE COMPLEXITIES OF ALGORITHMIC HRM

Rayane Elidrissi IAE NICE
Kevin Sevag Kertechian ESSCA SCHOOL OF MANAGEMENT

1602 AI EVALUATION IN HRM: A CROSS-CULTURAL INVESTIGATION BETWEEN CHILE, GERMANY, AND INDIA

Dominik Zahs HEINRICH HEINE UNIVERSITY DÜSSELDORF
Josephine Moritz HEINRICH HEINE UNIVERSITY
Lynn Schmodde HEINRICH HEINE UNIVERSITY DÜSSELDORF
Marius Wehner HEINRICH-HEINE-UNIVERSITY DÜSSELDORF
Sumedh Kulkarni BML MUNJAL UNIVERSITY
Alvaro Chacon UNIVERSIDAD TÉCNICA FEDERICO SANTA MARÍA

1482 WILL A FIRE AT THE GATE BRING DISASTER TO THE FISH: THE ROLE OF EXTERNAL CORPORATE SOCIAL RESPONSIBILITY IN AGGRAVATING THE RISK OF AI-INDUCED DOWNSIZING ON JOB SEEKERS

Wang Juan NORTHWESTERN POLYTECHNICAL UNIVERSITY
Yang Liu NORTHWESTERN POLYTECHNICAL UNIVERSITY

Resilience (11:00 - 12:30) - C9 Building - C9/004

Track: ST09_01 - Human Resource Management

Chair(s): Pascal Braun

Paper Presentations:

1533 A MIXED-METHOD INVESTIGATION OF ORGANIZATIONAL RESILIENCE AND HUMAN RESOURCES POLICIES IN THE LIFE SCIENCES INDUSTRY

Federica Sacco UNIVERSITY OF PAVIA
Francesca Sanguineti UNIVERSITY OF PAVIA
Pietro Previtali UNIVERSITY OF PAVIA

3711 ENHANCING SME RESILIENCE IN SYSTEMIC CRISES: THE ROLE OF EMPLOYEE RESILIENCE AND SUPPORT PROGRAMS IN MULTIDIMENSIONAL PERFORMANCE

Asad Ali Qazi UNIVERSITY OF ROME TOR VERGATA
Massimiliano Pellegrini UNIVERSITY OF ROME
Fabrizio Collalti UNIVERSITY OF ROME TOR VERGATA

TRACK SESSIONS PER DAY

2321 COURAGE, SILENCE, AND SHADES OF ACTION: EXPLORING THIRD-PARTY RESPONSES TO WORKPLACE MISTREATMENT

Sabrina PÉRUGIEN
Marina Bourgain

IAE, UNIVERSITÉ SAVOIE MONT BLANC
GROUPE ESC-CLERMONT, CLERMA – CLERMONT RECHERCHE
MANAGEMENT

Revisiting the Past to Reimagine Management: Historical Insights on Thought, Technology, and Control (11:00 - 12:30) - D5 Building - D5/111

Track: T06_10 / T12_03 - Management History, Action Research and Tourism (co-sponsored INNO / RMRP SIGs)

Chair(s): Matteo Cristofaro

Discussant(s): Pier Luigi Giardino, Maria Cleofe Giorgino

Paper Presentations:

3586 THE FIFTH PARADIGM: REVISITING THE EVOLUTION OF MANAGEMENT THOUGHT

Balázs György Vaszkun CORVINUS UNIVERSITY OF BUDAPEST

1295 THE HISTORICAL (AND CONTROVERSIAL) JOURNEY OF ARTIFICIAL INTELLIGENCE IN MANAGEMENT AND ORGANIZATIONS

Pier Luigi Giardino
Matteo Cristofaro

UNIVERSITY OF TRENTO
UNIVERSITY OF ROME TOR VERGATA

1789 MANAGEMENT CONTROL SYSTEMS AND TRUST IN MEDIEVAL CREDIT ACTIVITY: THE CASE OF BONSIGNORI'S BANK

Maria Cleofe Giorgino
Federico Barnabe

UNIVERSITY OF SIENA
UNIVERSITY OF SIENA

Science, Industry & Academia (1/4) (11:00 - 12:30) - D6 Building - D6/102

Track: T06_13 - Bridging Academia, Science and Industry for Tomorrow's Breakthroughs

Chair(s): Ward Ooms

Paper Presentations:

1583 FROM A LINEAR TO A SYMBIOTIC APPROACH OF ACADEMIC ENTREPRENEURSHIP: THE KNOWLEDGE RELATIONSHIP BETWEEN A PARENT UNIVERSITY AND ITS DEEP-TECH UNIVERSITY SPIN-OFF

Michel Ferrary
Jérémy Orsat

GSEM, UNIVERSITY OF GENEVA; SKEMA
UNIVERSITY OF GENEVA

2291 SIGNALLING FOR SUCCESS: SUBSEQUENT GRANT SUPPORT AND FEMALE-FOUNDED UNIVERSITY SPINOUTS

Gary Chapman
Lorna Treanor

UNIVERSITY OF NOTTINGHAM
UNIVERSITY OF NOTTINGHAM

TRACK SESSIONS PER DAY

1078 KNOWLEDGE GENERATION OF SCIENCE-BASED FIRMS INVOLVED IN PUBLICLY-FOUNDED R&D PROGRAMS

| | |
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| Wei Liu | CHONGQING UNIVERSITY |
| Jinping Xiao | CHONGQING UNIVERSITY |
| Qiaoyan Zhou | CHONGQING UNIVERSITY |

Session 1: Governance and Organization in Public Infrastructure Projects (11:00 - 12:30) - D5 Building - D5/011

Track: GT10_00 - Project Organising General Track

Chair(s): Lavagnon Ika

Discussant(s): Luca Sabini, Sujuan Zhang

Paper Presentations:

3013 COMMERCIAL CAPABILITIES OF PUBLIC SECTOR OWNER ORGANIZATIONS FOR PROJECT DELIVERY: EVIDENCE FROM CHINA

| | |
|--------------|-------------------------------------|
| Sujuan Zhang | UNIVERSITY OF SYDNEY |
| Graham Winch | ALLIANCE MANCHESTER BUSINESS SCHOOL |

3084 INTENTIONS, GOVERNANCE AND CONFLICT IN PPP PROJECTS

| | |
|-----------------------------|---|
| Warren Beardall | UNIVERSITY OF LEEDS |
| Luca Sabini | LEEDS UNIVERSITY, UK AND UNIVERSITY OF JOHANNESBURG, SA |
| Christine Unterhitzenberger | UNIVERSITY OF LEEDS, UK |

2902

HOW NATIONAL AND ORGANIZATIONAL GOVERNANCE SHAPE INTERNATIONAL DEVELOPMENT PROJECT OUTCOME EVIDENCE FROM WORLD BANK

| | |
|----------------|---|
| Mengqi Wang | SCHOOL OF ECONOMICS AND MANAGEMENT, TONGJI UNIVERSITY |
| Yongkui Li | TONGJI UNIVERSITY |
| Shenyang Jiang | TONGJI UNIVERSITY |

Social Sustainability & Well-Being (11:00 - 12:30) - D4 Building - D4/001

Track: GT01_00 - Business for Society General Track

Chair(s): ANNALISA BONAVIDA

Discussant(s): Laëtitia LETHIELLEUX, Claudio Valerio

Paper Presentations:

3500 TOWARD A PROGRAMMATIC PERSPECTIVE TO SOCIAL SUSTAINABILITY – A NEGLECTED PERSPECTIVE IN BUSINESS AND MANAGEMENT SCHOLARSHIP

| | |
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| Sara Moghaddam Tabar | WU VIENNA |
| Christof Miska | WU VIENNA |

2337 OPERATIONALIZING SOCIAL SUSTAINABILITY: A SENSEMAKING APPROACH TO PROCESS LEGITIMACY IN THE ACE INDUSTRY

| | |
|--------------------------|-----------------------------------|
| Sean Elliot Wisse | CHALMERS UNIVERSITY OF TECHNOLOGY |
| Lovisa Bjugård Fagerlund | COWI |
| Daniella Troje | CHALMERS UNIVERSITY OF TECHNOLOGY |

TRACK SESSIONS PER DAY

3610 BRIDGING WORLDS: A MULTILEVEL FRAMEWORK FOR INTEGRATING SOCIETAL AND ORGANIZATIONAL WELL-BEING IN THE SUSTAINABILITY DOMAIN

| | |
|------------------------|--|
| Francesca Mochi | UNIVERSITÀ DEGLI STUDI DI MILANO |
| Alessandra Lazazzara | UNIVERSITÀ DEGLI STUDI DI MILANO |
| Franca Maino | UNIVERSITÀ DEGLI STUDI DI MILANO |
| Asia Guerreschi | UNIVERSITY OF FERRARA |
| Davide Antonioli | UNIVERSITÀ DEGLI STUDI DI FERRARA |
| Alessandro, Margherita | UNIVERSITY OF SALENTO |
| Elia Gianluca | DEPT. OF ENGINEERING FOR INNOVATION OF THE UNIVERSITY OF SALENTO |
| Professore Ndou | UNIVERSITY OF SALENTO |

Strategic decision-making (11:00 - 12:30) - D6 Building - D6/110

Track: ST13_07 - Strategic Processes and Practices

Chair(s): Zohor Kettani

Paper Presentations:

1102 INTUITION AND TMT STRATEGIC DECISION-MAKING: THE ROLE OF COGNITIVE DIVERSITY AND SOCIO-BEHAVIORAL INTEGRATION

| | |
|----------------|-----------------------|
| Andreas Strobl | LANCASTER UNIVERSITY |
| Neil Shepherd | LANCASTER UNIVERSITY |
| Bowen Lou | UNIVERSITY OF BRISTOL |

1506 STRATEGIC RESPONSES IN CORPORATE PHILANTHROPY AND R&D INVESTMENT

| | |
|---------------|---------------------------|
| Zhe Sun | JILIN UNIVERSITY |
| Liang Zhao | UNIVERSITY OF STRATHCLYDE |
| Jingjing Wang | JILIN UNIVERSITY |

2167 AI AND STRATEGIC DECISION-MAKING PRACTICES: HOW DECISION CHARACTERISTICS SHAPE HUMAN-AI COLLABORATION IN STRATEGIC DECISION MAKING

| | |
|-----------------|--------------------------------|
| Mary Skordia | THE AMERICAN COLLEGE OF GREECE |
| Antonia Lampaki | THE AMERICAN COLLEGE OF GREECE |

Sustainable Entrepreneurial Ecosystems (11:00 - 12:30) - D4 Building - D4/011

Track: T03_10 - Entrepreneurial Ecosystems

Chair(s): Christina Theodoraki

Discussant(s): Ekaterina Demiankova, Joao Gabriel Rosa

Paper Presentations:

2956 RETHINKING GROWTH: EXPLORING KEY FACTORS INFLUENCING DEGROWTH DECISIONS IN ENTREPRENEURIAL ECOSYSTEMS

| | |
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| Joao Gabriel Rosa | HEC MONTREAL |
| Jorge Humberto Mejia Morelos | HEC MONTRÉAL |
| Luis Fernando Agredano Gonzalez | HEC MONTRÉAL |
| Luis Cisneros | HEC MONTREAL |
| Dafna Kariv | HEC MONTRÉAL |

TRACK SESSIONS PER DAY

2997 FROM PRINCIPLE TO PURPOSE – INTEGRATING SUSTAINABILITY INTO ENTREPRENEURIAL ECOSYSTEMS

Vivek Velamuri

HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

Felix Toepler

HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

Dirk Schneckenberg

ESC RENNES SCHOOL OF BUSINESS

3167 TOWARD SUSTAINABILITY IN ENTREPRENEURIAL ECOSYSTEMS: TRENDS, CHALLENGES, AND RESEARCH NEEDS

Ekaterina Demiankova

TALLINN UNIVERSITY OF TECHNOLOGY

Aki Harima

TALLINN UNIVERSITY OF TECHNOLOGY

Jaime Rodriguez Joel

TALLINN UNIVERSITY OF TECHNOLOGY

Ruzlin Akter

TALLINN UNIVERSITY OF TECHNOLOGY

Sustainable practices in the mass events and fashion industries (11:00 - 12:30) - D4 Building - D4/112

Track: T01_16 - Climate Solutions and Carbon Management across Management Disciplines

Chair(s): Jennifer Leigh

Discussant(s): Stefan Guldenberg

Paper Presentations:

2019 SUSTAINABLE MANAGEMENT PRACTICES DEVELOPING IN THE MASS EVENTS INDUSTRY THROUGH THE IMPLEMENTATION OF "GLOBAL MODEL" PROTOCOLS

Márcio Marietto

UNIVERSIDADE FEDERAL RURAL DO RIO DE JANEIRO (UFRRJ)

Alessandra Cassol

UNIVERSIDADE FEDERAL RURAL DO RIO DE JANEIRO (UFRRJ)

3504 RESHORING IN THE FASHION INDUSTRY: A QUALITATIVE STUDY OF MADE IN ITALY STRATEGIES FOR INNOVATION AND SUSTAINABILITY

Kanwal Gul

UNIVERSITY OF FEDERICO II, NAPLES

Simone Luongo

UNIVERSITY OF NAPLES, FEDERICO II

Valentina Della Corte

UNIVERSITY OF NAPLES FEDERICO II

Enrico Di Taranto

UNIVERSITY OF FEDERICO II, NAPLES

2964 VALUE CREATION ARCHETYPES IN CARBON MANAGEMENT BUSINESS

Emma Nykänen

TAMPERE UNIVERSITY

Mikko Sairanen

TAMPERE UNIVERSITY

Leena Aarikka-Stenroos

TAMPERE UNIVERSITY

TRACK SESSIONS PER DAY

Sustainable, Impact and Factor Investing (11:00 - 12:30) - D4 Building - D4/105

Track: ST01_03 - Finance and Economy for Society: Financial Inclusion, Governance and Sustainability

Chair(s): Sharam Alijani

Discussant(s): Silvia Gómez-Ansón, Shann Turnbull

Paper Presentations:

2508 IMPACT INVESTING FOR WHAT? EXPLORING EXIT STRATEGIES AND ACQUIRERS FOR SUSTAINABLE VENTURES

| | |
|----------------------|---|
| Emmanuelle Dubocage | PROFESSEURE DES UNIVERSITÉS EN SCIENCES DE GESTION , IRG (INSTITUT DE RECHERCHE EN GESTION), UNIVERSITÉ PARIS-EST CRÉTEIL, IAE GUSTAVE EIFFEL |
| Juan Gonzalez | UNIVERSITÉ PARIS EST CRÉTEIL, AUDENCIA NANTES |
| Benjamin Le Pendeven | AUDENCIA BUSINESS SCHOOL |
| Anita Quas | UNIVERSITY OF MILAN |

2654 FACTOR INVESTING MEETS ESG: EVIDENCE FROM AN EMERGING MARKET

| | |
|-------------------|--|
| Ved Beloskar | DCU BUSINESS SCHOOL, DUBLIN CITY UNIVERSITY, DUBLIN, IRELAND |
| SVD Nageswara Rao | SCHOOL OF MANAGEMENT, IIT BOMBAY |

3402 HOW AI-DRIVEN CERTIFIED ENERGY MANAGEMENT SYSTEMS SHAPE SUSTAINABLE INVESTMENT

| | |
|--------------------|---|
| Yosr Ammar | UNIVERSITÉ JEAN MOULIN LYON 3 |
| Julien Cloarec | IAELYON SCHOOL OF MANAGEMENT, UNIVERSITÉ JEAN MOULIN LYON 3, MAGELLAN |
| Bertrand Valiorgue | UNIVERSITÉ CLERMONT AUVERGNE |

Transformative Approaches to Wisdom in Business and Leadership Education (11:00 - 12:30) - D4 Building - D4/107

Track: T01_12 - Wisdom, Spirituality and Purpose: Nurturing Flourishing within Organizations and Management Education

Discussant(s): Ludmila Mladkova

Paper Presentations:

1436 DEVELOPING PRACTICAL WISDOM IN TERTIARY BUSINESS EDUCATION – THE EXAMPLE FROM THE ECONOMIC UNIVERSITY

| | |
|------------------|---|
| Ludmila Mladkova | PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS |
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3664 PRACTICAL WISDOM THROUGH PLAY: A LONGITUDINAL INVESTIGATION OF GAMIFIED MANAGEMENT EDUCATION

| | |
|-----------------|---|
| Raysa Rocha | UNIVERSITY OF ESSEX |
| Florian Kragulj | VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS |
| Soumya Dutta | IIT BOMBAY |
| Ashish Pandey | IIT BOMBAY |

TRACK SESSIONS PER DAY

3538 ADVANCING LEARNING AND LEADERSHIP DEVELOPMENT THROUGH TESTIMONIES AS EVIDENCE-BASE

Elena Antonacopoulou AMERICAN UNIVERSITY OF BEIRUT, MEDITERRANEO
Paride Del Grosso UNIVERSITY OF ANTWERP
Véronica Fernández Espinosa UNIVERSIDAD FRANCISCO DE VITORIA

Transforming organizations: between legacies and innovation (11:00 - 12:30) - C9 Building - C9/009

Track: T09_05 - Addressing the interplay of organizational structures and behaviors: aligning the stars

Chair(s): Rocco Palumbo

Paper Presentations:

2284 INDUSTRIAL TRANSFORMATION IN CRAFT ACTIVITIES: MANAGING THE MAINTENANCE AND DEVELOPMENT OF SKILLS – BETWEEN KNOW-HOW AND REPAIR EXPERTISE

Justine Rayssac MINES PARIS PSL
Sophie Hooge MINES PARISTECH PSL RESEARCH UNIVERSITY - CGS
Cedric Dalmasso MINES PARIS, UNIVERSITÉ PSL
Kevin Levillain MINES PARIS, PSL UNIVERSITY

3141 AGILE WORK METHODS AND AUTONOMY AS CATALYSTS FOR INNOVATION: AN EMPIRICAL STUDY

Grazia Garlatti Costa UNIVERSITY OF TRIESTE
Chiara Marinelli UNIVERSITY OF TRIESTE

3555 ORGANIZATIONAL RESTRUCTURING FOR THE PURPOSE OF GENERATING USEFUL INSTITUTIONAL CHANGE: CASE STUDIES OF JAPANESE UNIVERSITIES PROMOTING STRATEGIES FOR INTERNATIONALISATION

Saori Obayashi OSAKA UNIVERSITY
Keith Jackson SOAS

Twin Transition, Digital Transformation and Sustainability in Family Businesses (11:00 - 12:30) - D4 Building - D4/106

Track: ST04_01 - Behavior, Performance, and Sustainability in Family Firms

Chair(s): Elisa Conz

Discussant(s): Samuel Appleton, Deanira Laze

Paper Presentations:

3299 NAVIGATING THE TWIN TRANSITION-ORGANIZATIONAL AGILITY FOR SUSTAINABILITY AND DIGITALIZATION IN THE FOOD INDUSTRY FAMILY BUSINESSES

Magdalena Marczewska UNIVERSITY OF WARSAW / IMPERIAL COLLEGE LONDON
Mansour Esmail Zaei CSRI (CENTRE FOR SOCIALLY RESPONSIBLE INNOVATIONS), FACULTY OF MANAGEMENT, UNIVERSITY OF WARSAW

3548 A SYNTHESIS REVIEW OF DIGITAL TRANSFORMATION IN FAMILY FIRMS: CURRENT DEBATES, FUTURE RESEARCH DIRECTIONS AND AN INTEGRATIVE FRAMEWORK

Samuel Appleton UNIVERSITY OF BERGAMO
Marco Mismetti STOCKHOLM SCHOOL OF ECONOMICS
Vittoria Magrelli FREE UNIVERSITY OF BOZEN-BOLZANO
Alfredo De Massis D'ANNUNZIO UNIVERSITY OF CHIETI-PESCARA AND IMD

TRACK SESSIONS PER DAY

3585 UNLOCKING POTENTIAL: A SCOPING REVIEW OF CONTEXTUAL FACTORS & PUBLIC SUPPORT MECHANISMS ENABLING THE TWIN TRANSITION IN SMES

| | |
|-------------------|---------------------------------|
| Deanira Laze | UNIVERSITÀ DEGLI STUDI ROMA TRE |
| Federico Ceschel | UNIVERSITY OF ROME TRE |
| Lucia Marchegiani | ROMA TRE UNIVERSITY |

Venture Capital (11:00 - 12:30) - D4 Building - D4/005

Track: ST03_04 - Entrepreneurial Finance

Chair(s): Alessandro Genovese

Discussant(s): Alessandro Genovese, Jingyuan Chen

Paper Presentations:

3396 GOVERNMENTAL VENTURE CAPITAL SPATIAL SPILLOVER EFFECTS IN EUROPE: FROM THE EVOLUTIONARY PERSPECTIVE

| | |
|---------------------|-------------------------|
| Jingyuan Chen | UNIVERSITY OF EDINBURGH |
| Alessandro Rosiello | UNIVERSITY OF EDINBURGH |
| Raffaella Calabrese | UNIVERSITY OF EDINBURGH |

1297 BUILDING BRIDGES: DRIVERS AND INHIBITORS OF TRUST IN POST-INVESTMENT RELATIONSHIPS BETWEEN VENTURE CAPITALISTS AND TECH-VENTURES

| | |
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| Ayna Yusubova | UIA SCHOOL OF BUSINESS AND LAW UNIVERSITY OF AGDER |
| Rotem Shneor | UNIVERSITY OF AGDER |
| Matthijs Bekkers | TILBURG UNIVERSITY |

2473 CORPORATES' PREEMPTIVE ACQUISITIONS AND THE EMERGENCE OF KILL-ZONES IN VCS INVESTMENTS

| | |
|---------------------|-----------------------------------|
| Alessandro Genovese | UNIVERSITÀ DEGLI STUDI DI PALERMO |
| Mariangela Piazza | UNIVERSITY OF PALERMO |
| Erica Mazzola | UNIVERSITY OF PALERMO |
| Giovanni Perrone | UNIVERSITY OF PALERMO |

TRACK SESSIONS PER DAY

23 June 2025, Monday

2-Boundary spanning and intercultural competence (16:00 - 17:30) - D5 Building - D5/002)

Track: ST07_02 - Management and cultures: Qualitative organizational research

Chair(s): Christoph Barmeyer

Discussant(s): Sylvie Chevrier

Paper Presentations:

2581 WHEN INDIVIDUAL CHARACTERISTICS AND MECHANISMS BUILD COLLECTIVE BOUNDARY SPANNING EFFECTIVENESS: A CASE STUDY IN THE MEDIA SECTOR

Birgit Gabriel

ARTE

Christoph Barmeyer

UNIVERSITÄT PASSAU

Eric Davoine

UNIVERSITY OF FRIBOURG

2570 ENGINEERING AND CULTURE: PROFESSIONAL KNOWLEDGE, COGNITIVE DIVERSITY AND TRANSCULTURAL LEARNING

Mette Zølner

AARHUS UNIVERSITY, DK

Jan Ifversen

AARHUS UNIVERSITY

2069 ORGANIZATIONAL INTERCULTURAL COMPETENCE: BUILDING A CONCEPT

Janaína Bueno

FEDERAL UNIVERSITY OF UBERLÂNDIA

Zorana Jerinic

UNIVERSITÉ DE VERSAILLES SAINT-QUENTIN-EN-YVELINES

Adriana Roseli Takahashi

Addressing sustainability from an organizational perspective: insights and cues (16:00 - 17:30) - C9 Building - C9/009

Track: T09_05 - Addressing the interplay of organizational structures and behaviors: aligning the stars

Chair(s): Franca Cantoni

Paper Presentations:

2313 SUSTAINABILITY MISALIGNED—THE EFFECTS OF CORPORATE SUSTAINABILITY DECOUPLING ON ORGANIZATIONAL MEMBERS

Katharina Hauptmann

FERNUNIVERSITÄT IN HAGEN

2477 SUSTAINABILITY AS A PURPOSE: THE ROLE OF SPIRITUAL LEADERSHIP AND PSYCHOLOGICAL CAPITAL

Maria Miguel Cristo

INSTITUTO SUPERIOR DE ECONOMIA E GESTÃO - UNIVERSIDADE DE LISBOA, PORTUGAL

Carla Curado

ADVANCE/CSG ISEG, UNIVERSIDADE DE LISBOA

Tiago Gonçalves

ADVANCE/ISEG RESEARCH - ISEG UNIVERSIDADE DE LISBOA

TRACK SESSIONS PER DAY

Agile and Digital: Sustainability and adaptability (16:00 - 17:30) - D5 Building - D5/011

Track: T10_04 - Transforming Project Management: Embracing Agility, Digitalization, and Artificial Intelligence

Chair(s): Alejandro Romero-Torres

Discussant(s): Benjamin Hettrich, Eleni Papadonikolaki

Paper Presentations:

3007 PROJECT ADAPTABILITY IN TIMES OF CRISIS: ANTECEDENTS AND OUTCOMES OF INNOVATION RESILIENCE BEHAVIOR

| | |
|-------------------|----------------------------------|
| Benjamin Hettrich | TECHNISCHE UNIVERSITÄT DARMSTADT |
| Léonie Lange | TU DARMSTADT |
| Alexander Kock | TU DARMSTADT |

2282 FROM TENSIONS TO SYNERGY: MANAGING PARADOXES IN THE DIGITAL AND GREEN TRANSITION

| | |
|----------------------|--------------------------------|
| Eleni Papadonikolaki | DELFT UNIVERSITY OF TECHNOLOGY |
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2838 ARTIFICIAL INTELLIGENCE IN SOCIAL SUSTAINABILITY: A SYSTEMATIC REVIEW OF APPLICATIONS, TRENDS, AND FUTURE DIRECTIONS IN CONSTRUCTION PROJECT MANAGEMENT

| | |
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| Kerui Lyu | UNIVERSITY OF SYDNEY |
| Jin Xue | UNIVERSITY OF SYDNEY |

AI and Digital Technology in and for Research (16:00 - 17:30) - D4 Building - D4/009

Track: GT12_00 - Research Methods and Research Practice General Track

Chair(s): Oskar Kosh

Paper Presentations:

1054 ADVANCING RESEARCH METHODS FOR UNDERSTANDING AI'S PARADOXICAL ROLE IN STRATEGIC DECISION-MAKING

| | |
|---------------------|--------------------------------|
| Matteo Cristofaro | UNIVERSITY OF ROME TOR VERGATA |
| Pier Luigi Giardino | UNIVERSITY OF TRENTO |
| Mie-Sophia Augier | NAVAL POSTGRADUATE SCHOOL |

1208 TOOL OR THREAT? THE ROLE OF AI IN MANAGEMENT RESEARCH

| | |
|------------------------|---|
| Carlos PLATA | TSM-RESEARCH, UNIVERSITY OF TOULOUSE CAPITOLE, CNRS |
| Carolina Cuervo-Robert | TOULOUSE SCHOOL OF MANAGEMENT |

2341 ASSESSING THE IMPACT OF DIGITAL TECHNOLOGIES IN LONG-TERM CARE ORGANIZATIONS: A SYSTEMATIC LITERATURE REVIEW

| | |
|--------------------|--|
| Marco Di Martino | UNIVERSITY OF ROME, TOR VERGATA |
| Gabriele Palozzi | UNIVERSITY OF ROME TOR VERGATA |
| Antonio Chirico | UNIVERSITY OF ROME TOR VERGATA |
| Gianluca Antonucci | G. D'ANNUNZIO UNIVERSITY OF CHIETI-PESCARA |

TRACK SESSIONS PER DAY

AI Applications in Decision-Making and Market Impact (16:00 - 17:30) - D4 Building - D4/113

Track: T01_11 - From AI to digital transformation in the Human+ Era: what are the effects on business for society?

Chair(s): Giulia Nevi

Discussant(s): Zhe zhu, Pietro Taragoni, Frederic Marimon

Paper Presentations:

2461 ARTIFICIAL INTELLIGENCE INVESTMENT ANNOUNCEMENTS AND STOCK PRICES

| | |
|-------------------|-----------------------------|
| Francesco Laviola | SAPIENZA UNIVERSITY OF ROME |
| Antonio Renzi | SAPIENZA UNIVERSITY OF ROME |
| Pietro Taragoni | SAPIENZA UNIVERSITY OF ROME |
| Gianluca Vagnani | SAPIENZA UNIVERSITY OF ROME |

3083 FROM POTENTIAL TO PRACTICE: HARNESSING GENERATIVE AI FOR ENHANCED DECISION-MAKING

| | |
|-----------------|---------------------|
| Zhe zhu | UNIVERSITY OF VAASA |
| Tero Vartiainen | UNIVERSITY OF VAASA |

2193 REDEFINING SERVICE QUALITY IN AI-DRIVEN INTERACTIONS: THE GPT-QUAL SCALE FOR GENERATIVE AI CHATBOTS

| | |
|---------------------|--|
| Anna Akhmedova | UNIVERSITAT INTERNACIONAL DE CATALUNYA (UIC) |
| Marta Mas-Machuca | UNIVERSITAT INTERNACIONAL DE CATALUNYA |
| Frederic Marimon | UNIVERSITAT INTERNACIONAL DE CATALUNYA |
| Natalia Amat-Lefort | UNIVERSITAT INTERNACIONAL DE CATALUNYA |

2975 SKILL COMPLEMENTARITY FOR AI-RELATED JOB VACANCIES IN ITALY: A NETWORK ANALYSIS

| | |
|-------------------|--------------------|
| Irene Spada | UNIVERSITÀ DI PISA |
| Vito Giordano | UNIVERSITY OF PISA |
| Antonella Martini | UNIVERSITY OF PISA |

AI, digital and virtual in culture and creativity (16:00 - 17:30) - D5 Building - D5/112

Track: ST11_03 - Management and governance of culture, heritage and tourism

Chair(s): Leticia Labaronne

Paper Presentations:

2124 FROM PHYSICAL TO DIGITAL: THE PROCESS FOR THE DIGITAL PRESERVATION OF CORPORATE HERITAGE

| | |
|--------------------|-----------------------|
| Carolina Marchesin | POLITECNICO DI MILANO |
| Eleonora Carloni | POLITECNICO DI MILANO |

2625 ANOTHER BRICK IN THE CREATIVE WALL: THE CULTURAL AND CREATIVE PRODUCTION SYSTEM FACING THE CHALLENGE OF GENERATIVE ARTIFICIAL INTELLIGENCE

| | |
|----------------------|--|
| Federica Antonaglia | EXCELIA BS |
| Giuseppe Lucio Gaeta | DEPARTMENT OF HUMAN AND SOCIAL SCIENCES, UNIVERSITY OF NAPLES L'ORIENTALE, ITALY |
| Benedetta Parenti | L'ORIENTALE |

TRACK SESSIONS PER DAY

3105 IS VIRTUAL BETTER THAN REAL? AN EXPERIMENT ON THE INFLUENCE OF VIRTUAL REALITY TOOLS ON LEARNING, SATISFACTION, MUSEUM LIKING, AND WILLINGNESS TO VISIT

| | |
|---------------------|------------------------|
| Domenico Sardanelli | UNIVERSITY OF MACERATA |
| Concetta Ferrara | UNIVERSITY OF MACERATA |
| Mara Cerquetti | UNIVERSITY OF MACERATA |

AI-Driven Digital Ecosystems: Innovation and Scalability (16:00 - 17:30) - D6 Building - D6/110

Track: ST13_08 - Artificial Intelligence, data and digital ecosystems

Chair(s): Yong Lin

Paper Presentations:

2106 SCALING HIGH AND WIDE: LEVERAGING ARTIFICIAL INTELLIGENCE FOR ECOSYSTEM SCALE-UP

| | |
|-----------------------|--|
| Wan Feng | ZHEJIANG UNIVERSITY |
| Tianxi Yang | TSINGHUA UNIVERSITY |
| Xianwei Shi | ANTAI COLLEGE OF ECONOMICS AND MANAGEMENT, SHANGHAI JIAO TONG UNIVERSITY |
| Ke Rong | TSINGHUA UNIVERSITY |
| Shahzad (Shaz) Ansari | UNIVERSITY OF CAMBRIDGE |

1325 SUPPLY CHAIN PLATFORMS: A DUAL-LAYERED FRAMEWORK FOR DIGITAL TRANSFORMATION AND ECOSYSTEM COLLABORATION

| | |
|--------------|--------------------------|
| Yong Lin | UNIVERSITY OF BIRMINGHAM |
| Jing Luo | UNIVERSITY OF GREENWICH |
| Anlan Chen | |
| Yuxing Zhang | UNIVERSITY OF BIRMINGHAM |
| Hanyan Jiang | UNIVERSITY OF BIRMINGHAM |

2375 INVESTIGATING STRATEGIC AND SUSTAINABLE AI IN ORGANIZATIONS: CHALLENGING THE 'DUALITY NORM' THROUGH EMPIRICAL EVIDENCE

| | |
|---------------------|-----------------------------|
| Daicy Vaz | NEOMA BUSINESS SCHOOL |
| Vijay Pereira | NEOMA BUSINESS SCHOOL |
| Olli-Pekka Kauppila | |
| Amandeep Dhir | UNIVERSITY OF AGDER |
| Charbel Jabbour | MONTPELLIER BUSINESS SCHOOL |

Aligning Interests in the Supply Chain: From Pricing Mechanisms to Purpose-Driven Partnerships (16:00 - 17:30) - D6 Building - D6/112

Track: T13_10 - Supply chain strategies for a sustainable business

Chair(s): Piotr Warmbier

Paper Presentations:

2794 ADAPTIVE PRICE CAPS IN DYNAMIC PRICING: BALANCING CONSUMER INTERESTS AND MARKET EFFICIENCY

| | |
|------------------|---------------------|
| Taisei Hishinuma | KANAGAWA UNIVERSITY |
| Kimitoshi Sato | KANAGAWA UNIVERSITY |

TRACK SESSIONS PER DAY

3139 INTER-ORGANIZATIONAL ACCOUNTING: THE ROLE OF BRSR IN DRIVING ACCOUNTABILITY OF PHARMACEUTICAL SUPPLY CHAIN

| | |
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| Kalicharan Sabat | RV UNIVERSITY |
| Ashu Sharma | SCHOOL OF BUSINESS MANAGEMENT NMIMS (DEEMED TO BE UNIVERSITY) |
| Anju Singh | IIM MUMBAI |

2612 FLAT GLASS INDUSTRY IN EUROPE: IMPACT OF CIRCULAR ECONOMY STRATEGIES ON SUPPLY CHAIN AND PRODUCTION PROCESSES

| | |
|----------------------|--|
| Safaa Mabroum | GEOLOGY AND SUSTAINABLE MINING INSTITUTE (GSMI), MOHAMMED VI POLYTECHNIC UNIVERSITY (UM6P), BEN GUERIR, MOROCCO; UNIVERSITY OF PISA, DESTEC, PISA, ITALY |
| Pierluigi Zerbino | UNIVERSITY OF PISA |
| Giammarco Montalbano | DEPARTMENT OF ENERGY, SYSTEMS, TERRITORY AND CONSTRUCTION ENGINEERING, LARGO LUCIO LAZZARINO 1, UNIVERSITY OF PISA, PISA, ITALY |
| Ruichang Mao | DTU SUSTAIN, DEPARTMENT OF ENVIRONMENTAL AND RESOURCE ENGINEERING, TECHNICAL UNIVERSITY OF DENMARK, KGS LYNGBY, DENMARK |
| Ana Teresa Lima | DTU SUSTAIN, DEPARTMENT OF ENVIRONMENTAL AND RESOURCE ENGINEERING, TECHNICAL UNIVERSITY OF DENMARK, KGS LYNGBY, DENMARK |
| Davide Aloini | UNIVERSITY OF PISA |

Art, tourism and urban regeneration (16:00 - 17:30) - D4 Building - D4/102

Track: ST01_08 - Arts & Philosophy for Business and Society

Chair(s): Claudio Valerio

Discussant(s): Jean Denis Culie

Paper Presentations:

2490 TOURISTS AND THE CITY: A PRECARIOUS BALANCE BETWEEN PUBLIC ART AND OVERTOURISM

| | |
|-------------------|--|
| Giuseppe Esposito | SCUOLA SUPERIORE MERIDIONALE |
| Claudio Valerio | SCUOLA SUPERIORE MERIDIONALE - LOSPD PHD |
| Fabrizia Cesarano | SCUOLA SUPERIORE MERIDIONALE |

2571 BRIDGING HERITAGE AND INNOVATION: COLLABORATIVE FUTURES FOR HISTORIC URBAN NEIGHBORHOOD THROUGH PATRIOTTA AND HIRSCH'S ART WORLD FRAMEWORK

| | |
|---------------------------|---------------------|
| Maria Antonietta Cipriano | ROMA TRE UNIVERSITY |
| Paola Demartini | ROMA TRE UNIVERSITY |

3318 CONTEMPORARY ART AND TOURISM IN TURIN

| | |
|---------------------|-----------------------|
| Simone Napolitano | UNIVERSITY OF TORINO |
| Sara Bonini Baraldi | UNIVERSITY OF TURIN |
| Francesco Grasso | POLITECNICO DI TORINO |

TRACK SESSIONS PER DAY

Board Dynamics and Effectiveness (16:00 - 17:30) - D6 Building - D6/016

Track: ST02_02 - Board of Directors, Top Management Teams and Diversity in the C-Suite

Chair(s): Silvia Cervi

Paper Presentations:

3480 THE PERFORMANCE EFFECTS OF BOARD INTERLOCKS IN FAMILY FIRMS

| | |
|---------------------|---|
| Carlotta D'Este | UNIVERSITÀ CATTOLICA DEL SACRO CUORE |
| Ilaria Galavotti | UNIVERSITÀ CATTOLICA DEL SACRO CUORE - DEPARTMENT OF ECONOMIC AND SOCIAL SCIENCES |
| Daniele Cerrato | UNIVERSITÀ CATTOLICA DEL SACRO CUORE - DEPARTMENT OF ECONOMIC AND SOCIAL SCIENCES |
| Arcangela Ricciardi | UNIVERSITÀ CATTOLICA DEL SACRO CUORE |

1448 ROLEPLAY IN THE BOARDROOM: A CALL FOR A HOLISTIC PERSPECTIVE ON BOARD INTERACTIONS

| | |
|------------------|------------------------------|
| Eryn Zander | VRIJE UNIVERSITEIT AMSTERDAM |
| Svetlana Khapova | VRIJE UNIVERSITEIT AMSTERDAM |
| Erik Van de Loo | INSEAD |

Building and managing alliances capability (16:00 - 17:30) - D6 Building - D6/106

Track: ST13_03 - CENA Coopetition, Ecosystems, Networks and Alliances

Chair(s): Audrey Rouyre

Discussant(s): Martina Pieperhoff

Paper Presentations:

1395 ALLIANCE MANAGEMENT CAPABILITY AND ITS DRIVERS: DOES HUMAN CAPITAL EDUCATION AND TRAINING MATTER?

| | |
|---------------|---------------------|
| Taekyung Park | YEUNGNAM UNIVERSITY |
| Su-Jeong Kim | YEUNGNAM UNIVERSITY |
| Junghyun Yoon | YEUNGNAM UNIVERSITY |
| Do Yun Kim | YEUNGNAM UNIVERSITY |

1975 CHALLENGES IN DEVELOPING AN ALLIANCE PORTFOLIO CAPABILITY IN THE CONTEXT OF INDUSTRIAL SERVICIZATION

| | |
|-------------------|---|
| Marie FABRE | UNIVERSITY OF MONTPELLIER |
| Paul Chiambaretto | MONTPELLIER BUSINESS SCHOOL / ECOLE POLYTECHNIQUE |

2384 CORPORATE ACCELERATORS: A STRATEGIC TOOL TO CULTIVATE DYNAMIC CAPABILITIES FOR CHANGE AND ENTREPRENEURIAL ECOSYSTEMS ACCESS.

| | |
|-----------------------|--|
| Mohamad Najib Tarhini | RENNES SCHOOL OF BUSINESS |
| Anna-Sofia Yanson | UNIVERSITY OF ITALIAN SWITZERLAND (USI LUGANO) |
| André NEMEH | RENNES SCHOOL OF BUSINESS |

TRACK SESSIONS PER DAY

Coevolution and Complex System Research II (16:00 - 17:30) - D4 Building - D4/104

Track: ST12_01 - Actors, Systems, and Coevolution: Methods and Perspectives for a Complex World

Chair(s): Johan Kask

Paper Presentations:

2782 COEVOLUTIONARITY: THE QUANTITATIVE STUDY OF COEVOLUTIONARY POTENTIAL IN ECOSYSTEM INTERACTIONS USING SOCIAL NETWORK ANALYSIS

Bradley Stone RENNES SCHOOL OF BUSINESS

2661 TOWARDS MORE RESPONSIBLE AND REGIONALLY EMBEDDED BIOECONOMIES? A QUALITATIVE MULTIPLE-CASE STUDY ON GERMAN FLAGSHIP INNOVATIONS

Michael Schlaile UNIVERSITY OF HOHENHEIM
Jonathan Friedrich LEIBNIZ CENTRE FOR AGRICULTURAL LANDSCAPE RESEARCH (ZALF)
Luise Porst LEIBNIZ CENTRE FOR AGRICULTURAL LANDSCAPE RESEARCH (ZALF)
Jana Zscheischler LEIBNIZ CENTRE FOR AGRICULTURAL LANDSCAPE RESEARCH (ZALF)

1103 MOVING FROM VARIANCE TO PROCESS THEORY IN ENTREPRENEURIAL ECOSYSTEM RESEARCH: A PRAGMATIC FRAMEWORK

Felix Toepler HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

Contextualizing Leadership With DEI (16:00 - 17:30) - D6 Building - D6/102

Track: T05_03 - Role of Diversity, Equality and Inclusion in Careers and Leadership

Chair(s): Sumita Datta

Discussant(s): Johana Sierra-Morán

Paper Presentations:

1006 THE ROLE OF AUTHENTIC LEADERSHIP ON PSYCHOLOGICAL CONDITIONING AND EMPLOYEE ENGAGEMENT IN DEI-COMMITTED ORGANIZATION

Rupak Rauniar UNIVERSITY OF HOUSTON DOWNTOWN
Cheryl Dowie UNIVERSITY OF HOUSTON- DOWNTOWN
Amaani Rauniar ALVIN ISD
Ray Cao UNIVERSITY OF HOUSTON- DOWNTOWN

1593 INCLUSION BEYOND BORDERS: A CROSS-CULTURAL INVESTIGATION OF THE RELATIONSHIP BETWEEN NEED-SUPPORTIVE INCLUSIVE LEADERSHIP AND AFFECTIVE COMMITMENT TO THE ORGANIZATION

Anna-Maria Mazurczak OTTO-VON-GUERICKE-UNIVERSITY MAGDEBURG

2244 THE ROLE OF INTERCULTURAL DIFFERENCES IN SHAPING RESPECTFUL LEADERSHIP PRACTICES AND EMPLOYEES' ENGAGEMENT

Cinzia Calluso LUISS UNIVERSITY
Valentina Iacopino UNIVERSITÀ CATTOLICA DEL SACRO CUORE, MILAN, ITALY
Anna Piazza UNIVERSITY OF GREENWICH, LONDON, UK

TRACK SESSIONS PER DAY

Corporate Governance and Diversity 2 (16:00 - 17:30) - D6 Building - D6/013

Track: ST02_03 - Corporate Governance and Diversity

Chair(s): STEFAN GROSCHL

Discussant(s): Agnieszka Wójcik-Czerniawska

Paper Presentations:

1921 FEMALE CHAIRS IN TIMES OF CRISIS: NAVIGATING THE GLASS CLIFF OR DRIVING CHANGE

| | |
|------------------|-------------------------|
| Rita Goyal | COVENTRY UNIVERSITY, UK |
| Nada Kakabadse | HENLEY BUSINESS SCHOOL |
| Andrew Kakabadse | HENLEY BUSINESS SCHOOL |

2064 EARLY EXIT OF FEMALE DIRECTORS: THE EFFECTS OF ATTRIBUTIONAL BIAS AND LEGITIMACY THREAT MITIGATION FACTORS

| | |
|----------------|---------------------|
| Toru Yoshikawa | WASEDA UNIVERSITY |
| Frank Jiang | CARLETON UNIVERSITY |
| Asli Colpan | KYOTO UNIVERSITY |

2298 FROM DIVERSITY TO INCLUSION: VIEWING WOMEN ON BOARDS BEYOND NUMBERS

| | |
|------------------------------|--|
| Sara De Masi | UNIVERSITY OF FLORENCE |
| Agnieszka Słomka-Gołębiowska | WARSAW SCHOOL OF ECONOMICS |
| Andrea Paci | UNIVERSITY OF FLORENCE |
| Simona Zambelli | UNIVERSITY OF FLORENCE, DEPARTMENT OF ECONOMICS AND MANAGEMENT (DISEI) |

Corporate Purpose Framing (16:00 - 17:30) - D6 Building - D6/111

Track: T02_04 / T13_09 - Purpose-Driven Strategies, Transformation, Corporate Governance, and Resilience (co-sponsored COGO & SM SIGs)

Chair(s): Chiara Pantalena

Paper Presentations:

2108 HOW FOR-PROFIT FIRMS FRAME CORPORATE PURPOSE: THE EVOLUTION TOWARDS SUSTAINABILITY IN FORTUNE GLOBAL 500 PURPOSE STATEMENTS

| | |
|--------------------------|---------------------------------|
| Joaquin Chico | UNIVERSIDAD PONTIFICIA COMILLAS |
| Alvaro Lleo | UNIVERSITY OF NAVARRA |
| Alberto Andreu | UNIVERSIDAD DE NAVARRA |
| José Fernández-Fernández | UNIVERSIDAD PONTIFICIA COMILLAS |
| Alejandro Rodriguez | UNIVERSIDAD PONTIFICIA COMILLAS |

2150 CORPORATE PURPOSE AUTHENTICITY: ORGANIZATIONAL DRIVERS AND IMPACT ON ORGANIZATIONAL UNITY

| | |
|------------------------|---|
| Gianluca Gionfriddo | SCUOLA SUPERIORE SANT'ANNA PISA |
| Francesca Collevocchio | SDA BOCCONI |
| Niccolò Maria Todaro | SCUOLA SUPERIORE SANT'ANNA |
| Carlos Rey | UNIVERSITAT INTERNACIONAL DE CATALUNYA |
| Andrea Piccaluga | INSTITUTE OF MANAGEMENT - SCUOLA SUPERIORE SANT'ANNA PISA |

TRACK SESSIONS PER DAY

2903 CREATING A 'COMMONS UNDERSTANDING' DEVELOPING PURPOSE IN COMMUNITY-BASED ORGANIZATIONS

Deborah Tappi
Frank Jan De Graaf

AMSTERDAM UNIVERSITY OF APPLIED SCIENCE (HVA)
AMSTERDAM UNIVERSITY OF APPLIED SCIENCES

Corporate Social Digital Responsibility and Innovation in Family Businesses (16:00 - 17:30) - D5 Building - D5/111

Track: ST04_01 - Behavior, Performance, and Sustainability in Family Firms

Chair(s): Jan-Philipp Ahrens

Discussant(s): Dhiraj Mathur, Dhiraj Mathur, Magdalena Marczevska

Paper Presentations:

1412 HOW DO FAMILY CEOS DRIVE TECHNOLOGICAL EXPLORATION? CONSIDERING THE ROLE OF FAMILY CEOS' PRIOR WORK EXPERIENCE

Dung Nguyen
Cheng-Yu Lee
Jung-Ching Lin

SOUTHERN TAIWAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
NATIONAL CHIAYI UNIVERSITY
SOUTHERN TAIWAN UNIVERSITY OF SCIENCE AND TECHNOLOGY

2296 WHEN COLLABORATIVE INNOVATION CREATES VALUE FOR FAMILY FIRMS: A META-ANALYSIS

Sophia Pauer

UNIVERSITY OF INNSBRUCK

3330 EFFECT OF CORPORATE SOCIAL DIGITAL RESPONSIBILITY ON ENVIRONMENTAL PERFORMANCE AND COMPETITIVE ADVANTAGE IN FAMILY AND NON-FAMILY FIRMS: THE MEDIATING EFFECT OF GREEN SOCIAL CAPITAL

Stephen Oduro
Rana Umar

FREE UNIVERSITY OF BOZEN-BOLZANO
UNIVERSITY OF UDINE

3441 DIGITALIZATION AND SUSTAINABILITY: HOW FAMILY FIRMS PURSUE THE TWIN TRANSFORMATION PARADIGM

Pierluigi Rippa
Simonetta Primario
Carmine Passavanti
Francesca Imbriani

UNIVERSITY OF NAPLES FEDERICO II
UNIVERSITY OF NAPLES - FEDERICO II
UNIVERSITY OF NAPLES FEDERICO II
UNIVERSITY OF NAPLES FEDERICO II

Crowdfunding (16:00 - 17:30) - D4 Building - D4/101

Track: ST03_04 - Entrepreneurial Finance

Chair(s): Vanesa Pesque-Cela

Discussant(s): Vanesa Pesque-Cela, Lukas Mueller

Paper Presentations:

2601 FACTS OR EMOTIONS? HOW TYPES OF INFORMATION LOAD INFLUENCE BACKERS' SUPPORT IN CROWDFUNDING

Kalanit Efrat
Daphne R. Raban
Rozaan Hakim

UNIVERSITY OF AGDER
UNIVERSITY OF HAIFA, ISRAEL
UNIVERSITY OF HAIFA

TRACK SESSIONS PER DAY

3194 EQUITY CROWDFUNDING: HOW INCLUSIVE AND SUSTAINABLE?

| | |
|--------------------|---|
| Vanesa Pesque-Cela | LIVERPOOL BUSINESS SCHOOL, LIVERPOOL JOHN MOORES UNIVERSITY |
| Prince Baah-Peprah | UNIVERSITY OF AGDER |
| Rotem Shneor | UNIVERSITY OF AGDER |

1517 THE IMPACT OF ACCELERATORS ON POST-SEED VENTURE FUNDING: COMPARING EQUITY AND NON-EQUITY ACCELERATOR PROGRAMS

| | |
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| Lukas Mueller | WHU - OTTO BEISHEIM SCHOOL OF MANAGEMENT |
| Dries Faems | WHU OTTO BEISHEIM SCHOOL OF MANAGEMENT |

Designing the Future / AI (16:00 - 17:30) - D4 Building - D4/115

Track: T03_11 - Designing the Future: Entrepreneurship, Life Design and AI

Chair(s): Satoshi Tomita

Paper Presentations:

1365 COMPARATIVE STUDY OF AI STARTUP ECOSYSTEMS IN JAPAN AND THE UK

| | |
|----------------|---|
| Yirui Jiang | CRANFIELD UNIVERSITY |
| Satoshi Tomita | ASIA AI INSTITUTE, MUSASHINO UNIVERSITY, TOKYO, JAPAN |
| Aaron Tokunaga | AARON IN JAPAN, LLC, SAITAMA, JAPAN |

1657 FORECASTING BUSINESS FAILURE: THE ROLE OF EXECUTIVES IN AI-DRIVEN MODELS

| | |
|-------------------------|--|
| Maurizio La Rocca | UNIVERSITY OF CALABRIA |
| Francesco Fasano | UNIVERSITA' DELLA CALABRIA |
| Grego Gianluigi | UNIVERSITÀ DELLA CALABRIA |
| Adornetto Carlo | UNIVERSITÀ DELLA CALABRIA |
| Quarta Alessandro | UNIVERSITÀ DELLA CALABRIA |
| Elvira Tiziana La Rocca | DEPARTMENT OF ECONOMICS, UNIVERSITY OF MESSINA |
| D'amico Augusto | UNIVERSITÀ DI MESSINA |

2100 AI ADOPTION AND ENTREPRENEURIAL CREATIVITY:A SYNERGISTIC APPROACH TO OPPORTUNITY RECOGNITION

| | |
|----------------|--|
| Ping-Hsun Li | RICHARD A. CHAIFETZ SCHOOL OF BUSINESS SAINT LOUIS UNIVERSITY |
| Chin-Chun Hsu | LEE BUSINESS SCHOOL UNIVERSITY OF NEVADA, LAS VEGAS |
| Hsing-Er Lin | NATIONAL SUN YAT-SEN UNIVERSITY |
| Shan-Kuei Teng | INSTITUTE OF BUSINESS MANAGEMENT, COLLEGE OF MANAGEMENT, NATIONAL SUN YAT-SEN UNIVERSITY |

TRACK SESSIONS PER DAY

Digital innovation - Digitalization and innovation management (session G) (16:00 - 17:30) - D6 Building - D6/005

Track: ST06_03 - Digital Innovation: Strategies, Competencies, Theories, and Practice

Chair(s): Valerie Merindol

Discussant(s): Valerie Merindol

Paper Presentations:

1255 ADOPTION OF DIGITAL TECHNOLOGIES IN SMES: THE ROLE OF PLANNED BEHAVIOR AND ENTREPRENEURIAL ORIENTATION

Anna-Sofia Yanson

UNIVERSITY OF ITALIAN SWITZERLAND (USI LUGANO)

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

2325 THE ACCUMULATED STOCK OF KNOWLEDGE IN I4.0 TECHNOLOGIES AND FIRMS' PERFORMANCE IN ITALY

Francesco Capone

UNIVERSITY OF FLORENCE

Niccolò Innocenti

UNIVERSITY OF FLORENCE, DEPARTMENT OF ECONOMICS AND MANAGEMENT

Leonardo Mazzoni

UNIVERSITY OF PADUA, DEPARTMENT OF ECONOMICS AND MANAGEMENT

2665 BUILDING ORGANIZATIONAL RESILIENCE IN SMES: THE KEY ROLE OF DIGITAL TECHNOLOGIES, TRANSFORMATIONAL LEADERSHIP AND INNOVATION.

Rodrigo Martin-Rojas

GRANADA UNIVERSITY

Aurora Garrido Moreno

UNIVERSITY OF MÁLAGA

Víctor García Morales

GRANADA UNIVERSITY

María Esmeralda Lardón-López

UNIVERSITY OF GRANADA

Ecosystem Perspectives on Sustainable Innovation (16:00 - 17:30) - D6 Building - D6/006

Track: ST06_05 - Innovation for Sustainability, Circularity and Green-tech

Chair(s): Julia Schmitt, Erik G. Hansen

Discussant(s): Daniel Stabler, Mikko Lampinen

Paper Presentations:

2012 DIGITAL TECHNOLOGIES AS CIRCULARITY AND INDUSTRIAL SYMBIOSIS ENABLERS: AN INVESTIGATION INTO DIGITAL VERSATILITY AND THE ENABLED SYMBIOTIC EXCHANGES

Lucrezia Sgambaro

POLITECNICO DI MILANO

Davide Chiaroni

POLITECNICO DI MILANO

3245 RELATIONAL DYNAMICS IN INDUSTRIAL ECOSYSTEMS: CIRCULAR ECONOMY TRANSITION IN BATTERY METAL INDUSTRY

Mikko Lampinen

UNIVERSITY OF EASTERN FINLAND

Nuppu Mielonen

UNIVERSITY OF EASTERN FINLAND

Hanna Lehtimäki

UNIVERSITY OF EASTERN FINLAND

TRACK SESSIONS PER DAY

1565 CONSUMER ELECTRONICS REPAIR WITHIN POLYCENTRIC MARKETS

| | |
|--------------------|---|
| Daniel Stabler | LUT BUSINESS SCHOOL |
| Henri Hakala | |
| Anne-Laure Mention | RMIT UNIVERSITY |
| Ahmad Alaassar | RMIT UNIVERSITY AND UNIVERSITY OF AGDER |

ENTREPRENEURSHIP, REGIONS AND REGIONAL DEVELOPMENT (16:00 - 17:30) - D4 Building - D4/004

Track: ST03_05 - Entrepreneurship, Regions & Regional Development

Chair(s): Michael Hudecheck

Paper Presentations:

2861 EVALUATING THE EFFECT OF RAPID CYCLE DELIBERATE PRACTICE VERSUS TRADITIONAL SIMULATION PRACTICE ON STAFF CONFIDENCE, KNOWLEDGE AND QUALITY OF CARDIOPULMONARY RESUSCITATION: A RANDOMIZED CONTROLLED TRI

| | |
|--------------------|--|
| Asma Salem | JOHNS HOPKINS ARAMCO HEALTHCARE |
| Abdullah Alhadhira | JOHNS HOPKINS ARAMCO HEALTHCARE |
| Anwar Alotaibi | JOHNS HOPKINS ARAMCO HEALTHCARE |
| Mohammad Alkeresh | JHONS HOPKINS ARAMCO HEALTHCARE (JHAH) |

3446 CHARTING NEW WATERS: THE ACCULTURATIVE MULTIPLIER EFFECT OF ROMANIAN MIGRANT ENTREPRENEURSHIP IN LONDON, UK

| | |
|-----------------------|--|
| Iuliana Chitac | UNIVERSITY OF WESTMINSTER |
| Elisabeth Michielsens | UNIVERSITY OF WESTMINSTER |
| Andrei Stefan Nestian | UNIVERSITY OF ALEXANDRU IOAN CUZA, IASI, ROMANIA |

3729 ENTREPRENEURSHIP FORMALIZATION IN SLUMS: AN URBAN ARCHITECTURE PERSPECTIVE

| | |
|-------------------|--|
| Michael Hudecheck | UNIVERSITY OF ST. GALLEN INSTITUTE OF RESPONSIBLE INNOVATION |
| Nina Zachlod | UNIVERSITY OF ST. GALLEN |
| Charlotta Siren | UNIVERSTIY OF ST.GALLEN |

Ethical Consumption: Consumer Attitudes and Responses (16:00 - 17:30) - D4 Building - D4/005

Track: GT01_00 - Business for Society General Track

Chair(s): Stéphan Pezé

Paper Presentations:

2229 SUSTAINABLE FOOD CONSUMPTION HABITS AMONG UNIVERSITY STUDENTS AGED 18 TO 26

| | |
|---------------------|---|
| Vincenza Vota | UNIVERSITÀ CATTANEO (LIUC) |
| René Pichardo | ICN CREATIVE BUSINESS SCHOOL |
| Patrizia Tettamanzi | LIUC, CATTANEO UNIVERSITY - CASTELLANZA |

TRACK SESSIONS PER DAY

3035 VICARIOUS BRAND ANIMOSITY AND ETHICAL CONSUMPTION: INSIGHTS FROM THE UKRAINE-RUSSIA CONFLICT

| | |
|-----------------|--|
| Dariusz Cichon | AGH UNIVERSITY |
| Dariusz Sala | AGH UNIVERSITY |
| Tomáš Kincl | |
| Zahid Hameed | COLLEGE OF BUSINESS ADMINISTRATION, AJMAN UNIVERSITY |
| Anshuman Sharma | DEPARTMENT OF MARKETING, COLLEGE OF BUSINESS ADMINISTRATION, AJMAN UNIVERSITY, AJMAN, UNITED ARAB EMIRATES |
| Tahir Islam | LEEDS TRINITY UNIVERSITY |
| Abdul Ghaffar | UNIVERSITY OF KARACHI |

2448 IS GREENWASHING A WINNING STRATEGY? EVIDENCE FROM A CONSUMER'S PERSPECTIVE

| | |
|------------------|--|
| Roberta Iovino | SANT'ANNA SCHOOL OF ADVANCED STUDIES OF PISA |
| Micol Batelli | SANT'ANNA PISA |
| Vinicio Di Iorio | SANT'ANNA SCHOOL OF ADVANCED STUDIES |
| Francesco Testa | |

Evolving Career Paths & Gig Work Dynamics (16:00 - 17:30) - D4 Building - D4/001

Track: GT01_00 - Business for Society General Track

Chair(s): Mauro Romanelli

Discussant(s): Silvio Ripetta

Paper Presentations:

1094 HOW JOB CRAFTING INFLUENCES WORK MEANINGFULNESS IN COWORKING SPACES

| | |
|---------------------|--|
| Elena Mazzardo | DIPARTIMENTO DI ECONOMIA E MANAGEMENT, UNIVERSITÀ DI FERRARA |
| Domenico Berdicchia | UNIVERSITÀ DI FERRARA |
| Fulvio Fortezza | UNIVERSITY OF FERRARA |
| Giovanni Masino | UNIVERSITÀ DI FERRARA |

2085 A GONZO ETHNOGRAPHY OF THE SHOPPING GIG: MANAGING GIG WORK CONTRADICTIONS

| | |
|----------------|---|
| Jerry Sheppard | SIMON FRASER UNIVERSITY |
| Jesse Young | ADLER SCHOOL OF PROFESSIONAL PSYCHOLOGY |

1141 CAREER MOBILITY AND ITS PREDICTIVE RELATIONSHIP TO SOCIAL MOBILITY

| | |
|---------------|----------------------------------|
| Haemoon Oh | UNIVERSITY OF SOUTH CAROLINA |
| Miyoung Jeong | UNIVERSITY OF SOUTH CAROLINA |
| Seonjeong Lee | PURDUE UNIVERSITY |
| Hyejo Shin | HONG KONG POLYTECHNIC UNIVERSITY |

TRACK SESSIONS PER DAY

Global Mobility 2 (16:00 - 17:30) - D5 Building - D5/001

Track: ST07_01 - Global Mobility

Chair(s): Margaret Shaffer

Paper Presentations:

1070 UNDERSTANDING EXPATRIATE PRIVILEGE: PRIVILEGE PERCEPTIONS IN CRISIS

Judit Végh DOCTORAL SCHOOL OF PSYCHOLOGY, ELTE EÖTVÖS LORÁND UNIVERSITY,
HUNGARY

Marie-Therese Claes VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS
Joyce Jenkins EXPERT HUMANS

1105 SPANISH SIES' ADJUSTMENT PROCESS CONSIDERING DIFFERENT LENGTHS OF STAY

Maria Blanco UNIVERSIDAD NEBRIJA
Mariela Golik UNIVERSIDAD NACIONAL DE SAN MARTIN
Margarita Gómez Calleja X

1338 LOCATION, LOCATION, LOCATION: FACTORS CONTRIBUTING TO THE APPEAL OF DESTINATION FOR EXPATRIATES

Jane Burmeister BAMBERG UNIVERSITY
Maike Andresen UNIVERSITY OF BAMBERG

Green Finance, Social Bonds and the ESG Logic (16:00 - 17:30) - D4 Building - D4/105

Track: ST01_03 - Finance and Economy for Society: Financial Inclusion, Governance and Sustainability

Chair(s): Sharam Alijani

Discussant(s): Yosr Ammar, Emmanuelle Dubocage

Paper Presentations:

1590 GREEN BONDS AND FIRM PERFORMANCE: A FOCUS ON CONTINGENCY FACTORS

Francesco Cappa LUISS
Raffaele Oriani LUISS GUIDO CARLI UNIVERSITY
Samuel Vigne LUISS

1838 COMPARING GREEN FINANCE TRANSITIONS: A POLICY DIFFUSION LENS ON POLAND AND UZBEKISTAN

Yulduz Alimova KOZMINSKI UNIVERSITY

2022 ESG LOGIC: A UTOPIA OR THE DECISIVE TRIGGER FOR A SUSTAINABLE TRANSITION?

Alice Martiny SCUOLA SUPERIORE SANT'ANNA
Francesco Testa
Jonathan Tagliatela POLITECNICO DI MILANO
Fabio Iraldo SCUOLA SUPERIORE SANT'ANNA

TRACK SESSIONS PER DAY

GT4 Foreign investment and divestment (16:00 - 17:30) - D6 Building - D6/113

Track: GT07_00 - International Management General Track

Chair(s): DIRK HOLTBRÜGGE

Discussant(s): Farok Contractor, Maria Cristina Sestu, DIRK HOLTBRÜGGE

Paper Presentations:

1195 HOW MULTINATIONAL DIRECT INVESTMENT INFLOWS AFFECT INCOME INEQUALITY IN HOST NATIONS

Farok Contractor RUTGERS BUSINESS SCHOOL

Kyoungseo (Emma) Hong RUTGERS BUSINESS SCHOOL

1442 UNDERSTANDING TALENT IN FOREIGN SUBSIDIARIES: A REVIEW, SYNTHESIS, AND WAY FORWARD

Ting Liu KYOTO UNIVERSITY

Tomoki Sekiguchi GRADUATE SCHOOL OF MANAGEMENT, KYOTO UNIVERSITY

Kai Chi Yam NATIONAL UNIVERSITY OF SINGAPORE

Ya Xi Shen BUSINESS SCHOOL, HUNAN UNIVERSITY, CHINA

Jiayin Qin GRADUATE SCHOOL OF ECONOMICS, KYOTO UNIVERSITY

1703 VIOLENT CONFLICTS, INSTITUTIONAL FRICTIONS AND FOREIGN DIVESTMENT. THE CASE OF MNC'S MARKET EXIT FROM RUSSIA

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

Marc Oberhauser DEPARTMENT OF INTERNATIONAL MANAGEMENT, FRIEDRICH-ALEXANDER UNIVERSITY ERLANGEN-NÜRNBERG, NÜRNBERG, GERMANY

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

1829 SHAREHOLDERS' ALIGNMENT AND JOINT VENTURE GROWTH

Maria Cristina Sestu UNIVERSITY OF GRONINGEN

Healthcare Workforce Issues (16:00 - 17:30) - D5 Building - D5/114

Track: ST11_02 - Healthcare Management Research

Chair(s): J.J. Schmidt

Paper Presentations:

2423 WHAT IS THE INFLUENCE OF MARKET CHARACTERISTICS ON THE USE OF ENABLING WORKERS IN FEDERALLY QUALIFIED HEALTH CENTERS?

Shanequa Roscoe UNIVERSITY OF ALABAMA AT BIRMINGHAM

Geoffey Silvera THE UNIVERSITY OF ALABAMA AT BIRMINGHAM

Nancy Borkowski UNIVERSITY OF ALABAMA AT BIRMINGHAM

Phil Cendoma UNIVERSITY OF ALABAMA AT BIRMINGHAM

Monica Aswani UNIVESITY OF ALABAMA AT BIRMINGHAM (UAB)

Michelle Brown UNIVERSITY OF ALABAMA AT BIRMINGHAM

Joy Deupree UNIVERSITY OF ALABAMA AT BIRMINGHAM (UAB)

TRACK SESSIONS PER DAY

2698 IMPOSTER SYNDROME AND USE OF IMPRESSION MANAGEMENT AMONG HEALTH ADMINISTRATION HEALTHCARE FACULTY

| | |
|-----------------|---|
| Reid Eagleson | THE UNIVERSITY OF ALABAMA AT BIRMINGHAM |
| Kristine Hearld | UAB |
| Tera Webb | UNIVERSITY OF ALABAMA AT BIRMINGHAM |
| Rita DiLeo | THE UNIVERSITY OF SCRANTON |

3650 TIME IS TICKING: FRENCH HEALTHCARE TEAMS AND THEIR MANAGERS NAVIGATING TIME CHALLENGES WITH THEIR COLLECTIVE COMPETENCIES

| | |
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| Samira Hanna | IAE ANGERS - UNIVERSITÉ D'ANGERS. GRANEM LABORATORY |
| Romain Lonceint | IMT ATLANTIQUE |
| Frédérique Chédotel | UNIVERSITÉ OF ANGERS |

3600 HOW KNOWLEDGE SHARING INFLUENCES PATIENT HEALTH LITERACY AND DOCTOR-PATIENT TRUST: EVIDENCE FROM CHRONIC DISEASE DOCTORS IN CHINA

| | |
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| Renjie Lu | CHANGZHOU THIRD PEOPLE'S HOSPITAL, CHANGZHOU MEDICAL CENTER, NANJING MEDICAL UNIVERSITY |
| Shaozhuang Ma | ISCTE |
| Jingjie Fan | DEPARTMENT OF PREVENTIVE HEALTHCARE, SHENZHEN MATERNITY AND CHILD HEALTHCARE HOSPITAL, SOUTHERN MEDICAL UNIVERSITY |

Innovation General Track 3: Strategic Response to Technological Change (16:00 - 17:30) - D6 Building - D6/004

Track: GT06_00 - Innovation General Track

Chair(s): Kristel Miller

Paper Presentations:

2111 TECHNOLOGICAL DIVERSIFICATION: TECHNOLOGY STRATEGIES OF FIRMS IN THE FIELD OF AUTONOMOUS DRIVING

| | |
|-----------------|-----------------------------|
| Daniel Runkel | PHILIPPS-UNIVERSITY MARBURG |
| Michael Stephan | PHILIPPS-UNIVERSITY MARBURG |

3025 INCUMBENTS' TECHNOLOGICAL RESPONSES TO THE INNOVATOR'S DILEMMA: A LONGITUDINAL APPROACH

| | |
|---------------------------|---------------------|
| Victor Dos Santos Paulino | TBS BUSINESS SCHOOL |
| Denis Lacoste | TBS BUSINESS SCHOOL |

3692 SPEEDING UP TECHNOLOGY DIFFUSION: VOLUNTARY PATENT WAIVERS AND INTERNATIONAL TREATIES

| | |
|-------------------|---------------------------------|
| Christine Oughton | SOAS UNIVERSITY OF LONDON |
| Damian Tobin | CORK UNIVERSITY BUSINESS SCHOOL |

TRACK SESSIONS PER DAY

Internationalization and purpose (16:00 - 17:30) - D15 Building - D15/005

Track: SIG 14: Conference theme, Managing with Purpose

Knowledge and Technology: Impacts on Projects and Society (16:00 - 17:30) - D5 Building - D5/008

Track: ST10_02 - Project and Society

Chair(s): Lauri Vuorinen

Discussant(s): Sana Lateef, Gloria Miller

Paper Presentations:

3684 BUILDING BRIDGES OVER TIME: KNOWLEDGE NETWORKS AND ORGANIZATIONAL LEARNING IN MEGA PROJECTS. A LONGITUDINAL LENS ON LEARNING DURING THE GAASPERDAMMERTUNNEL PROJECT

| | |
|----------------|--------------------------------|
| Sana Lateef | TECHNISCHE UNIVERSITEIT DELFT |
| Johan Ninan | TU DELFT |
| Marcel Hertogh | DELFT UNIVERSITY OF TECHNOLOGY |
| Yan Liu | NANJING UNIVERSITY |

2965 GUIDING THE RESEARCH AGENDA ON DIGITAL SUSTAINABILITY: A METAREVIEW OF INHIBITORS, DRIVERS AND IMPACTS

| | |
|---------------|---|
| Lise Tordrup | DEPARTMENT OF MANAGEMENT, AARHUS UNIVERSITY |
| Lars Hansen | AARHUS UNIVERSITY |
| Timo Leimbach | AARHUS UNIVERSITY |

Knowledge Behaviors (16:00 - 17:30) - C9 Building - C9/001

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Sarthak Kaushish

Discussant(s): Hsi-An Shih

Paper Presentations:

1099 UNDERSTANDING THE DYNAMICS OF KNOWLEDGE HIDING: AN IN-DEPTH ANALYSIS

| | |
|-------------------|--|
| Sarthak Kaushish | LM THAPAR SCHOOL OF MANAGEMENT, THAPAR INSTITUTE OF ENGINEERING AND TECHNOLOGY, PATIALA, INDIA |
| Dr. Sandeep Goyal | LM THAPAR SCHOOL OF MANAGEMENT, DERABASSI, PUNJAB |
| Amit Bhardwaj | LM THAPAR SCHOOL OF MANAGEMENT, THAPAR INSTITUTE OF ENGINEERING AND TECHNOLOGY, PATIALA, INDIA |

1605 EXPLORING THE INTERPLAY BETWEEN KNOWLEDGE SHARING AND EMPLOYEE BEHAVIOR: A COMPREHENSIVE MODEL

| | |
|--------------------|-----------------------------------|
| Susan Zeidan | ZAYED UNIVERSITY |
| Catherine Prentice | UNIVERSITY OF SOUTHERN QUEENSLAND |
| Mai Nguyen | GRIFFITH UNIVERSITY |

1738 PERCEIVED OVERQUALIFICATION AND INNOVATION: EXPLORING THE ROLE OF TERRITORIAL DYNAMICS IN SHAPING KNOWLEDGE BEHAVIORS

| | |
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| Timea David | ESSCA SCHOOL OF MANAGEMENT |
| Hsi-An Shih | NATIONAL CHENG KUNG UNIVERSITY |
| Tsai-Hsun Cheng | NATIONAL CHENG KUNG UNIVERSITY |

TRACK SESSIONS PER DAY

M&As: Value(s), CSR and Sustainability (16:00 - 17:30) - D6 Building - D6/104

Track: ST13_04 Mergers & Acquisitions and Divestitures: A Glimpse into the Future

Chair(s): Audrey Rouzies

Discussant(s): Panos Desyllas

Paper Presentations:

3197 CHALLENGING THE CURRENT UNDERSTANDING OF VALUE IN MERGERS AND ACQUISITIONS: A PROBLEMATIZING REVIEW

Taiwo Aderogba

TOULOUSE SCHOOL OF MANAGEMENT

3285 EXPLORING THE POST-M&A ESG VALUE CREATION: A CONTINGENCY APPROACH

Ilaria Galavotti

UNIVERSITÀ CATTOLICA DEL SACRO CUORE - DEPARTMENT OF ECONOMIC AND SOCIAL SCIENCES

Domenico Rocco Cambrea

UNIVERSITÀ DEGLI STUDI DI MODENA E REGGIO EMILIA

Donatella Depperu

UNIVERSITÀ CATTOLICA DEL SACRO CUORE

1658 THE IMPACT OF CSP ON EQUITY OWNERSHIP DECISIONS IN MERGERS & ACQUISITIONS

Regina Pohl

TECHNICAL UNIVERSITY OF MUNICH

Li Chengguang

TECHNICAL UNIVERSITY OF MUNICH

Microfoundations of Ambidexterity (16:00 - 17:30) - D6 Building - D6/011

Track: GT13_00 - Strategic Management General Track

Chair(s): Ke Rong

Discussant(s): Viktorija Varaniute

Paper Presentations:

1247 KNOWLEDGE SHARING AND AMBIDEXTERITY TOWARD ENVIRONMENTAL PERFORMANCE IN THE MINING SECTOR: THE MEDIATING ROLES OF PSYCHOLOGICAL EMPOWERMENT AND ENVIRONMENTAL CONSCIOUSNESS

William Limousin

RENNES SCHOOL OF BUSINESS

Laurent Scaringella

RENNES SCHOOL OF BUSINESS

Morgane Scaringella

EXCELIA BUSINESS SCHOOL

2200 A MULTILEVEL PERSPECTIVE OF THE DRIVERS AND OUTCOMES OF TEAM AMBIDEXTERITY

Konstantinos Kostopoulos

UNIVERSITY OF PIREUS

Constantinos Mammassis

UNIVERSITY OF PIRAEUS

Alexandros Papalexandris

ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

Georgios Panagopoulos

UNIVERSITY OF PIRAEUS

TRACK SESSIONS PER DAY

2513 UNPACKING THE MICROFOUNDATIONS OF MULTILEVEL AMBIDEXTERITY: HOW INDIVIDUAL BEHAVIORS, PERSONALITY TRAITS AND VALUES SHAPE EXPLORATION-EXPLOITATION BALANCE OF STUDENTS IN BUSINESS SCHOOLS

| | |
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| Szymon Wiercinski | KOZMINSKI UNIVERSITY |
| Laurent Scaringella | RENNES SCHOOL OF BUSINESS |
| Morgane Scaringella | EXCELIA BUSINESS SCHOOL |
| Piotr Wójcik | KOZMINSKI UNIVERSITY |

Mindfulness, Passion & Remote Work (16:00 - 17:30) - C9 Building - C9/002

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Aviv Kidron

Discussant(s): Togan KILIC

Paper Presentations:

1266 THE DOUBLE-EDGED SWORD: MANAGEMENT SUPPORT AND PERCEIVED PREGNANCY DISCRIMINATION IN REMOTE MATERNAL EMPLOYMENT

| | |
|--------------|--------------------------------------|
| Aviv Kidron | MAX STERN YEZREEL VALLEY COLLEGE |
| Neta Cohen | THE MAX STERN YEZREEL VALLEY COLLEGE |
| Michal Gross | THE MAX STERN YEZREEL VALLEY COLLEGE |

1340 THE TWO FACES OF WORK PASSION: LINKING AUTHENTICITY TO INTERPERSONAL DYNAMICS

| | |
|-----------------------------|---|
| Mamoona Arshad | DE MONTFORT UNIVERSITY, UK |
| Muhammad Abdur Rahman Malik | LAHORE UNIVERSITY OF MANAGEMENT SCIENCES (LUMS), PAKISTAN |

3323 ARE YOU TRULY FAIR? HOW MINDFULNESS ENABLES MANAGERS TO ASSESS THEIR REAL FAIRNESS IN REMOTE AND IN-OFFICE WORK

| | |
|-------------|-----------------------|
| Togan KILIC | KEDGE BUSINESS SCHOOL |
| Marc Ohana | KEDGE BUSINESS SCHOOL |

Open Innovation and entrepreneurship (16:00 - 17:30) - D6 Building - D6/007

Track: ST06_07 - Open Innovation Engaging Individuals, Communities and Networks

Discussant(s): Cristina Boari

Paper Presentations:

3570 ASSESSING THE INTENSITY OF UNIVERSITY COLLABORATION AMONG START UPS: EVIDENCE FROM THE UK INNOVATION SURVEY

| | |
|-----------------|----------------------------|
| Andrew Johnston | UNIVERSITY OF HUDDERSFIELD |
|-----------------|----------------------------|

2987 BROADENING HORIZONS: THE INFLUENCE OF TOP MANAGERS' CAREER VARIETY ON OPEN INNOVATION

| | |
|---------------|------------------------|
| Jonas Harbach | RWTH AACHEN UNIVERSITY |
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3604 VENTURE CLIENTING: AN OVERVIEW OF THE CURRENT STATE OF RESEARCH

| | |
|--------------------|-------------------------------------|
| Michael Jakob | BERN UNIVERSITY OF APPLIED SCIENCES |
| Bastian Widenmayer | BERN UNIVERSITY OF APPLIED SCIENCES |

TRACK SESSIONS PER DAY

Organizational Wellbeing (16:00 - 17:30) - C9 Building - C9/003

Track: ST09_01 - Human Resource Management

Chair(s): Riccardo Peccei

Paper Presentations:

- 1962 HAPPINESS, ORGANIZATIONAL SUPPORT, TRUST, AND PASSION AT WORK AMONG PHYSICIANS IN PUBLIC SERVICE**
 Michal Shamir THE MAX STERN YEZREEL VALLEY COLLEGE
 Orit Shamir Balderman THE MAX STERN YEZREEL VALLEY COLLEGE
- 2049 THE TRADEOFFS OF AN ORGANIZATIONAL STRATEGY FOR WELL-BEING. ANALYSIS OF THE COMBINATION OF A BUNDLE OF HRM PRACTICES, ORGANIZATIONAL RESOURCES, AND THE ROLES OF MANAGERS**
 Stephanie Chasserio SKEMA BUSINESS SCHOOL
- 1040 ORGANIZATIONAL TRUST AND COOPERATIVE CLIMATE AT WORK: IMPACT ON PSYCHOLOGICAL WELL-BEING THROUGH PSYCHOLOGICAL NEEDS IN THE EUROPEAN TOURISM INDUSTRY**
 Ana M. Lucia Casademunt UNIVERSITY OF MALAGA (SPAIN)
 Laura Padilla-Angulo UNIVERSIDAD LOYOLA ANDALUCÍA
 Daria Sarti UNIVERSITY OF FLORENCE (ITALY)
 Teresina Torre UNIVERSITY OF GENOA - DEPARTMENT OF ECONOMICS AND BUSINESS

Private Equity, M&As, Crisis and Sustainability in Family Businesses (16:00 - 17:30) - D6 Building - D6/114

Track: ST04_01 - Behavior, Performance, and Sustainability in Family Firms

Chair(s): Rodrigo Basco

Discussant(s): Mario Ossorio, Deanira Laze, Mario Ossorio

Paper Presentations:

- 3513 HOW ARE FAMILY FIRMS SOLD TO PRIVATE EQUITY?**
 Clara Marie Schomäcker HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT
 Benjamin Hammer LANCASTER UNIVERSITY MANAGEMENT SCHOOL
 Nihat Aktas WHU - OTTO BEISHEIM SCHOOL OF MANAGEMENT
 Douglas Cumming FLORIDA ATLANTIC UNIVERSITY
- 3644 M&AS IN THE FAMILY BUSINESS SETTING: THE ROLE OF SUSTAINABILITY**
 Mario Ossorio UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA
- 1584 FAMILY AND NON-FAMILY FIRMS' CORPORATE SOCIAL RESPONSIBILITY DURING CRISIS: THE ROLE OF ORGANIZATIONAL PSYCHOLOGICAL CAPITAL AND PREPAREDNESS**
 Philipp Ruf BERN UNIVERSITY OF APPLIED SCIENCE
 Philipp Köhn UNIVERSITY OF SIEGEN
 Sven Wolff UNIVERSITY OF SIEGEN
 Marco Mismetti STOCKHOLM SCHOOL OF ECONOMICS
 Giuseppe Strina UNIVERSITY OF SIEGEN

TRACK SESSIONS PER DAY

2168 WALKING THE PATH TOWARDS SUSTAINABILITY: ARE FAMILY FIRMS ADVANTAGED?

| | |
|--------------------------|------------------------|
| Ignacio Abardía-Tosat | UNIVERSITY OF ZARAGOZA |
| Concepción Garcés-Ayerbe | UNIVERSITY OF ZARAGOZA |
| Pilar Rivera-Torres | UNIVERSITY OF ZARAGOZA |

Project Leadership for Sustainable Purposes (16:00 - 17:30) - D5 Building - D5/110

Track: T10_05 - Project Leadership with Purpose

Chair(s): Martina Huemann

Discussant(s): Dicle Kortantamer, Ossi Pesämaa

Paper Presentations:

2008 THE NEED FOR PURPOSE IN SUSTAINABLE PROJECT CAREERS

| | |
|---------------------|--|
| Ruth Lechler | WU |
| Martina Huemann | WU VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS AND UCL |
| Hans Georg Gemünden | TU BERLIN, INSTITUT FÜR TECHNOLOGIE UND MANAGEMENT AND BI NORWEGIAN BUSINESS SCHOOL, DEPARTMENT OF LEADERSHIP AND ORGANIZATION |
| Alexander Kock | TU DARMSTADT |

2971 MOVING GOALS AND GOVERNANCE OF COMPLEX HEALTH SERVICES: A LONGITUDINAL STUDY OF THE ECOSYSTEM AROUND DEVELOPING NATURE-BASED INTERVENTIONS

| | |
|-------------------|--------------------------------|
| Ossi Pesämaa | LULEÅ UNIVERSITY OF TECHNOLOGY |
| Åsa Engström | LULEÅ UNIVERSITY OF TECHNOLOGY |
| Jeaneth Johansson | LULEÅ UNIVERSITY OF TECHNOLOGY |
| Päivi Juuso | LULEÅ UNIVERSITY OF TECHNOLOGY |

3399 UNDERSTANDING THE ROLE OF LEADERSHIP IN THE NAVIGATION OF SITUATIONS OF URGENCY IN PROJECTS

| | |
|---------------------------|-------------------------|
| Dicle Kortantamer | UNIVERSITY OF LEEDS |
| Qinghao Wang | UNIVERSITY OF LEEDS |
| Christine Unterhitzberger | UNIVERSITY OF LEEDS, UK |

Psychological Safety and Emotions (16:00 - 17:30) - C9 Building - C9/005

Track: ST09_02 - Team Performance Management

Chair(s): Monika Maslikowska

Paper Presentations:

3164 MIND THE GAP: HOW LEADER OVERESTIMATION ERODES PSYCHOLOGICAL SAFETY CLIMATE STRENGTH OVER TIME AND IMPACTS WORK ABILITY

| | |
|-----------------|--------------------------|
| Tarek Carls | UNIVERSITY OF ST. GALLEN |
| Mahshid Khademi | UNIVERSITY OF ST.GALLEN |
| Louisa Riess | UNIVERSITY OF ST.GALLEN |
| Nicola Glumann | UNIVERSITY OF ST.GALLEN |
| Stephan Böhm | UNIVERSITY OF ST.GALLEN |

TRACK SESSIONS PER DAY

2435 BUILDING COLLECTIVE COGNITION: THE ROLE OF PERSONALITY IN TEAM TRANSACTIVE MEMORY SYSTEMS

| | |
|---------------|----------------------------------|
| Kyongji Han | UNIVERSITY OF TEXAS AT TYLER |
| Eun Kyung Lee | YONSEI UNIVERSITY – MIRAE CAMPUS |
| Andrea Kim | SUNGKYUNKWAN UNIVERSITY |
| Youngsang Kim | SUNGKYUNKWAN UNIVERSITY |

1356 STUDYING PSYCHOLOGICAL SAFETY ACROSS CULTURES: A SYSTEMATIC REVIEW AND A FUTURE RESEARCH AGENDA

| | |
|---------------------|------------------------------|
| Irina Prosviriakova | VRIJE UNIVERSITY AMSTERDAM |
| Svetlana Khapova | VRIJE UNIVERSITEIT AMSTERDAM |

Recruitment & Selection (16:00 - 17:30) - C9 Building - C9/004

Track: ST09_01 - Human Resource Management

Chair(s): Kristine Tamayo-Verleene

Paper Presentations:

3641 RECRUITING THE NEXT GENERATION: INSIGHTS FROM A CORPUS STUDY OF JOB ADVERTISEMENTS TARGETING GEN Z

| | |
|----------------------|---|
| Francesca Nannetti | UNIVERSITY OF MODENA AND REGGIO EMILIA |
| Anna Chiara Scapolan | UNIVERSITY OF MODENA AND REGGIO EMILIA, DEPARTMENT OF COMMUNICATION AND ECONOMICS |

2003 THE IMPACTS OF EMPLOYER BRAND AND ORGANIZATIONAL PRESTIGE ON EMPLOYEE RETENTION AND JOB SEARCH BEHAVIOR

| | |
|----------------|--|
| Hsiao-Tien Liu | NATIONAL YANG MING CIAO TUNG UNIVERSITY |
| Jin Feng Uen | NATIONAL YANG MING CHIAO TUNG UNIVERSITY |
| Yi-An Chen | ASUSTEK COMPUTER INC |

2177 DISCRIMINATION AGAINST DISTANCE LEARNING GRADUATES IN THE JOB MARKET: AN EXAMINATION OF COGNITIVE SKILL DEVELOPMENT AND RECRUITMENT PREFERENCES

| | |
|---------------|------------------------------|
| Juliette Evon | ESSCA - SCHOOL OF MANAGEMENT |
| Jérémy Celse | ESSCA - SCHOOL OF MANAGEMENT |

2478 LEGITIMACY NARRATIVES AROUND RELATION-BASED HIRING

| | |
|-----------------------|---------------------------|
| Cyrlene Claasen | RENNES SCHOOL OF BUSINESS |
| Sarah Hudson | RENNES SCHOOL OF BUSINESS |
| Helena González-Gómez | NEOMA BUSINESS SCHOOL |

TRACK SESSIONS PER DAY

Reinventing HR for the AI Age (2) (16:00 - 17:30) - Hilton Garden Inn Novoli - Sala San Donato (B)
Track: T09_04 - AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management, Employment Relations and Organizational Behaviour
Discussant(s): Ksenia Keplinger

Paper Presentations:

- 3237 BEYOND THE BLACK BOX: HUMAN AGENCY AND ALGORITHMIC OPACITY IN HRM**
 Julius Lechner VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS
 Marco Rapp AMSTERDAM BUSINESS SCHOOL, UNIVERSITY OF AMSTERDAM
 VERENA BADER
- 3250 AUTOMATION, ARTIFICIAL INTELLIGENCE AND EMPLOYEE WELL-BEING**
 Evelyn Sam LUISS GUIDO CARLI
 Fabian Homberg LUISS UNIVERSITY
- 3403 LICENCE TO DISCRIMINATE? THE USE OF HUMAN-IN-THE-LOOP SYSTEMS IN HR SCREENING**
 Ksenia Keplinger MAX PLANCK INSTITUTE FOR INTELLIGENT SYSTEMS, STUTTGART
 Marina Chugunova MAX PLANCK INSTITUTE FOR INNOVATION AND COMPETITION
 Yulia Litvinova MAX PLANCK INSTITUTE FOR INTELLIGENT SYSTEMS

Relational Dynamics in Leadership (16:00 - 17:30) - C9 Building - C9/006

Track: ST09_03 - Leadership

Chair(s): Rytis Komicius

Discussant(s): MINA WESTMAN

Paper Presentations:

- 1518 FROM RESOURCES TO RELATIONSHIPS: PRECURSORS TO LEADER-TEAM EXCHANGE AND TEAM PROSOCIAL BEHAVIOR**
 Thao Nguyen VINUNIVERSITY
 Linh Bui THE AUSTRALIAN NATIONAL UNIVERSITY
 Dung (Jenny) Le VINUNIVERSITY
- 1766 SUPERVISOR'S HUMOR AND EMPLOYEE PERFORMANCE: ROLES OF EMOTION AND LEADER-MEMBER EXCHANGE**
 Kiho Jun BNU-HKBU UNITED INTERNATIONAL COLLEGE
 Nan SU BEIJING NORMAL - HONG KONG BAPTIST UNIVERSITY
 Meiling YU BEIJING NORMAL - HONG KONG BAPTIST UNIVERSITY
 Yichen Fan UNITED INTERNATIONAL COLLEGE
 Jiazheng Wang UNITED INTERNATIONAL COLLEGE
 Yuting Li UNITED INTERNATIONAL COLLEGE
 Yuxi Peng UNITED INTERNATIONAL COLLEGE
- 2096 DISTANCE CREATES BEAUTY: HOW LEADERS' CONSTRUAL-LEVEL MINDSET PROVIDES OPPORTUNITIES FOR OUTGROUP MINORITIES TO BENEFIT FROM EMPOWERMENT LEADERSHIP**
 Yu-Chen Chang NATIONAL CHUNG HSING UNIVERSITY
 Man-Ling Chang NATIONAL CHUNG HSING UNIVERSITY

TRACK SESSIONS PER DAY

Session 1 (16:00 - 17:30) - D5 Building - D5/003

Track: T07_03 - International Competitiveness

Chair(s): Bassem Nasri

Discussant(s): Wanlin Hu

Paper Presentations:

2135 REVISITING MULTINATIONALITY METRICS: TOWARD MORE ACCURATE ASSESSMENTS OF FIRMS' GLOBAL COMPETITIVENESS

Patrik Vanek

MENDEL UNIVERSITY IN BRNO

2596 PROPERTY RIGHTS AND ECONOMIC COMPLEXITY: UNEVEN PATHS TO DEVELOPMENT IN EMERGING ECONOMIES

Ricardo E. Buitrago R.

EGADE BUSINESS SCHOOL

Diego Finchelstein

UNIVERSIDAD DE SAN ANDRÉS

3736 LOCAL SKILLED LABOR AND INDUSTRY-UNIVERSITY IMPACTS: EVIDENCE FROM GERMAN CLUSTERS

Eleanor Doyle

UCC - UNIVERSITY COLLEGE CORK

Session 2: Institutional and Contextual Influences on Projects (16:00 - 17:30) - D5 Building - D5/010

Track: GT10_00 - Project Organising General Track

Chair(s): Ewa Sońta-Drączkowska

Discussant(s): Robert Moehler, Kablan Kacou

Paper Presentations:

1165 HOW DOES INSTITUTIONAL CONTEXT INFLUENCE CAPACITY-BUILDING PROJECT PERFORMANCE? EVIDENCE FROM A COMPARATIVE CASE STUDY

Kablan Kacou

UNIVERSITY OF OTTAWA

Lavagnon Ika

TELFER SCHOOL OF MANAGEMENT, UNIVERSITY OF OTTAWA, CANADA

1857 PMO AS KNOWLEDGE BROKER LEADING PROJECT PORTFOLIO DELIVERY READINESS IN AUSTRALIAN PUBLIC ORGANISATIONS

Chao Ren

THE UNIVERSITY OF MELBOURNE

Robert Moehler

THE UNIVERSITY OF MELBOURNE

3638 A RELATIONAL-PROCESSUAL VIEW OF GOVERNING COMPLEX INTERORGANIZATIONAL NETWORKS

Sorin Piperca

BIRKBECK, UNIVERSITY OF LONDON

Sergei Floricel

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

TRACK SESSIONS PER DAY

ST03_02#1 Personal characteristics (16:00 - 17:30) - D4 Building - D4/006

Track: ST03_02 - Entrepreneurship Processes: Leveraging innovation to start up

Chair(s): Francesca Sanguineti

Discussant(s): María-Soledad Castaño, Claus von Campenhausen

Paper Presentations:

2113 THE IMPORTANCE OF ATTENTION IN THE ENTREPRENEURIAL PITCH. THEORETICAL REFLECTIONS AND PRELIMINARY RESEARCH PROPOSITIONS

Diego Matricano DEPARTMENT OF MANAGEMENT, UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA

2238 THE IMPACT OF LEADER-EXPRESSED HUMILITY ON ORGANIZATIONAL AGILITY: THE MEDIATING ROLE OF CHARISMA

Julia Prefi RWTH AACHEN UNIVERSITY

2944 HOW DO PERSONAL VALUES IMPACT ON ENTREPRENEURIAL MINDSET? LOOKING INSIDE THE ENTREPRENEURIAL PROCESS

Nohaila Kartti UNIVERSITY OF NAPLES PARTHENOPE
Chiara Cannavale DISAQ - UNIVERSITÀ DEGLI STUDI DI NAPOLI

Strategic Agility & Capability Development (16:00 - 17:30) - D6 Building - D6/105

Track: ST13_05 - Microfoundations of Strategy: Dynamic Capabilities, Behavioural Strategy and Knowledge Mechanisms

Chair(s): Angélique VOLTAIRE

Discussant(s): Miguel Torres, Lalit Manral, Nicole Steller

Paper Presentations:

1337 THE LOGIC OF DYNAMIC STRATEGY

Lalit Manral UNIVERSITY OF CENTRAL OKLAHOMA

2670 TECHNOLOGICAL AGILITY, ORGANIZATIONAL AGILITY, BUSINESS PROCESSES AND FIRM PERFORMANCE

Ronaldo Parente FLORIDA INTERNATIONAL U.
Miguel Torres UNIVERSITY OF KENT
Diala Kabbara UNIVERSITY OF PAVIA

1849 PURPOSE-DRIVEN STRATEGIC RENEWAL: BUILDING DYNAMIC CAPABILITIES IN A CONTESTED INDUSTRY

Nicole Steller WITTEN/ HERDECKE UNIVERSITY
Albena Björck ZURICH UNIVERSITY OF APPLIED SCIENCES
Henk Volberda AMSTERDAM BUSINESS SCHOOL, UNIVERSITY OF AMSTERDAM

1417 AN EXPLORATION OF THE CAPABILITIES THAT ENABLE STRATEGIC AGILITY

Angélique Voltaire ESCP BUSINESS SCHOOL
Jérôme Couturier ESCP BUSINESS SCHOOL

TRACK SESSIONS PER DAY

Sustainability performance and firm value 1 (16:00 - 17:30) - D4 Building - D4/103

Track: ST01_02 - Performance measurement and management for sustainability

Chair(s): Lucrezia Songini

Discussant(s): Valentina Beretta

Paper Presentations:

3435 THE STAKEHOLDER EFFECT: INVESTIGATING THE DETERMINANTS OF SUSTAINABILITY PERFORMANCE IN BENEFIT CORPORATIONS

| | |
|--------------------|---|
| Vincenzo Pontrelli | UNIVERSITY LUM GIUSEPPE DEGENNARO |
| Angela Rella | UNIVERSITÀ LUM GIUSEPPE DEGENNARO |
| Lara Oliva | DEPARTMENT OF BIOSCIENCES AND TERRITORY |
| Arcangelo Marrone | UNIVERSITY LUM GIUSEPPE DEGENNARO |

1107 CORPORATE SOCIAL IRRESPONSIBILITY AND PROFITABILITY. THE VARIETIES OF CAPITALISM PERSPECTIVE

| | |
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| Maria Aluchna | WARSAW SCHOOL OF ECONOMICS |
| Maria Roszkowska-Menkes | LOURIM, UNIVERSITÉ CATHOLIQUE DE LOUVAIN |

2765 ESG AND SDGS ALIGNMENT IN CREDIT COOPERATIVES: A FRAMEWORK FOR STAKEHOLDER ENGAGEMENT AND SHARED VALUE CREATION

| | |
|-----------------|--|
| Camile Bruns | UNIVERSIDADE DO VALE DO ITAJAÍ |
| Anete Alberton | UNIVALI |
| Miguel Cordova | TECNOLOGICO DE MONTERREY |
| Danielle Santos | PONTIFÍCIA UNIVERSIDADE CATÓLICA DO PARANÁ - PUCPR |

Sustainable Corporate Governance Mechanisms: Positive and Detrimental Effects (16:00 - 17:30) - D4 Building - D4/011

Track: ST01_01 / ST02_01 - Rethinking the Responsible Corporation: Bridging Management, Law & Purpose (co-sponsored B4S & CoGo SIGs)

Chair(s): Kevin Levillain

Paper Presentations:

1490 SUSTAINABLE CORPORATE GOVERNANCE MECHANISMS: DRIVING OR DECOUPLED FROM ENVIRONMENTAL PERFORMANCE?

| | |
|---------------|--|
| Jette Knudsen | TUFTS UNIVERSITY |
| Steen Thomsen | CENTER FOR CORPORATE GOVERNANCE COPENHAGEN BUSINESS SCHOOL |

3003 SUSTAINABLE CORPORATE GOVERNANCE: ELEMENTARY MECHANISMS AND IMPLICATIONS FOR ALTERNATIVE LEGAL FORMS

| | |
|-------------------|--|
| Blanche Segrestin | MINES PARIS, UNIVERSITÉ PSL, CENTRE DE GESTION SCIENTIFIQUE (CGS), I3 UMR9217 CNRS |
| Jérémy Lévêque | MINES PARIS - PSL UNIVERSITY |
| Kevin Levillain | MINES PARIS, PSL UNIVERSITY |

TRACK SESSIONS PER DAY

1124 CORPORATE GOVERNANCE AND THE (KNOWLEDGE) COMMONS

Jeroen Veldman

NYENRODE BUSINESS UNIVERSITY

The Domain and Development of Hybrid Social Enterprises (16:00 - 17:30) - D4 Building - D4/003

Track: ST03_06 - Social and Sustainable Entrepreneurship

Chair(s): Matthias Raith

Paper Presentations:

2877 EXPLORING THE DOMAIN OF HYBRID ORGANIZATIONS: A REVIEW, SYNTHESIS, AND PATH FORWARD

Padmanetri Panigrahi

LM THAPAR SCHOOL OF MANAGEMENT

Dr. Sandeep Goyal

LM THAPAR SCHOOL OF MANAGEMENT, DERABASSI, PUNJAB

2704 ATTITUDES TOWARD GROWTH: A TYPOLOGY OF SOCIAL ENTERPRISES

Tra Tran-Thien

UNIVERSITY OF STRASBOURG

Véronique Schaeffer

UNIVERSITY OF STRASBOURG-BETA LABORATORY

2345 EFFICIENT HYBRIDS AS NEGOTIATION OUTCOMES FOR SHARED VALUE

Matthias Raith

OTTO VON GUERICKE UNIVERSITY OF MAGDEBURG

Anne Chwolka

OTTO-VON GUERICKE UNIVERSITY

The Participative Dimension in HRM (16:00 - 17:30) - C9 Building - C9/008

Track: T09_07 - Sustainable HRM and Responsible Ways of Working

Chair(s): Simon Jebsen

Paper Presentations:

1694 PARTICIPATION AS A KEY FACTOR OF SUSTAINABLE HRM IN DIGITAL TRANSFORMATION

Angela Graf

BAVARIAN RESEARCH INSTITUTE FOR DIGITAL TRANSFORMATION

Anna Kiemer

BAVARIAN RESEARCH INSTITUTE FOR DIGITAL TRANSFORMATION

Thomas Hess

INSTITUTE FOR DIGITAL MANAGEMENT AND NEW MEDIA, LMU MUNICH

2186 OPENNESS, VALUE CONGRUENCE, AND COMPLICITY WALK INTO A BAR... - A QUALITATIVE STUDY ON THE COMPLEXITIES OF EMPLOYEE VOICE

Simon Jebsen

UNIVERSITY OF SOUTHERN DENMARK

Sylvia Rohlfer

IMC UNIVERSITY OF APPLIED SCIENCES KREMS

Kayonzo Pommerenke

UNIVERSITY OF SOUTHERN DENMARK

Konstantina Tzini

CUNEF UNIVERSIDAD

2501 WORK DESIGN DIMENSIONS IN HYBRID WORK: A SOCIO-TECHNICAL PERSPECTIVE

Sara Bonesso

DEPARTMENT OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE

Laura Cortellazzo

VENICE SCHOOL OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE

Giovanna Afeltra

DEPARTMENT FOR THE PROMOTION OF HUMAN SCIENCES AND QUALITY OF LIFE - SAN RAFFAELE UNIVERSITY, ROME, ITALY

TRACK SESSIONS PER DAY

The role of municipalities in fostering sustainable development (16:00 - 17:30) - D5 Building - D5/113

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Elke Loeffler

Discussant(s): Buyan-Arvijikh Boldbaatar, Ali Farashah

Paper Presentations:

2261 MUNICIPALITIES WORKING FOR AGENDA 2030: REVIEW AND AGENDA FOR FUTURE RESEARCH

| | |
|-----------------|-----------------------|
| Ali Farashah | MÄLARDALEN UNIVERSITY |
| Silvia Bruzzone | MÄLARDALEN UNIVERSITY |
| Karin Ahlström | MÄLARDALEN UNIVERSITY |

2420 PRESERVING PUBLIC VALUE: THE ROLE OF INTERMUNICIPAL COOPERATION IN ENHANCING LOCAL GOVERNANCE

| | |
|---------------------|----------------------------|
| Simone Cifoelli | "G. D'ANNUNZIO" UNIVERSITY |
| Alessandro D'Aquino | "G. D'ANNUNZIO" UNIVERSITY |
| Marco Berardi | "G. D'ANNUNZIO" UNIVERSITY |
| Andrea Ziruolo | "G. D'ANNUNZIO" UNIVERSITY |

3140 SUSTAINABLE PUBLIC PROCUREMENT IN LOCAL GOVERNMENTS: A SYSTEMATIC QUANTITATIVE LITERATURE REVIEW AND THEMATIC ANALYSIS

| | |
|---------------------------|--|
| Buyan-Arvijikh Boldbaatar | POLITECNICO DI TORINO |
| Andrea Caragliu | POLITECNICO DI MILANO |
| Paolo Landoni | FULL PROFESSOR OF INNOVATION AND ENTREPRENEURSHIP, POLITECNICO DI TORINO UNIVERSITY |

Theorizing Entrepreneurial Ecosystems (16:00 - 17:30) - D4 Building - D4/114

Track: T03_10 - Entrepreneurial Ecosystems

Chair(s): Didier Chabaud

Discussant(s): Canio Forliano, Serena Valente

Paper Presentations:

2628 EXPLORING ENTREPRENEURIAL ECOSYSTEMS MICROFOUNDATIONS - EVIDENCE FROM A LONGITUDINAL STUDY ON THE ITALIAN TECH SCALEUP SCENARIO

| | |
|----------------|--------------------------------------|
| Serena Valente | UNIVERSITÀ DEGLI STUDI DELL'INSUBRIA |
| Alessia Pisoni | UNIVERSITY OF INSUBRIA |

3395 THE INTERPLAY BETWEEN ENTREPRENEURIAL RESILIENCE AND SELF-EFFICACY IN SHAPING SUCCESS: A COMPARATIVE STUDY OF THREE COUNTRIES WITH DIFFERING LEVELS OF FRAGILITY

| | |
|-----------------|--|
| Andrea S. Gubik | ASSOCIATE PROFESSOR, UNIVERSITY OF MISKOLC |
| Zsófia Vörös | RESEARCHER, UNIVERSITY OF PÉCS |

TRACK SESSIONS PER DAY

3645 UNDERSTANDING DIFFERENT CONTEXTS IN THE DYNAMICS OF UNIVERSITIES' BOUNDARY UNITS

| | |
|-----------------------------|---|
| Canio Forliano | DEPARTMENT OF MANAGEMENT, UNIVERSITY OF TURIN |
| Breno Valente Fontes Araujo | FEDERAL UNIVERSITY OF VIÇOSA (UFV) AND FEDERAL INSTITUTE OF MINAS GERAIS (IFMG) |
| Ana Azevedo | UNIVERSIDADE FEDERAL DE VIÇOSA |
| Paola De Bernardi | UNIVERSITY OF TURIN |

Transformative Wisdom & Mindfulness (16:00 - 17:30) - D4 Building - D4/107

Track: T01_12 - Wisdom, Spirituality and Purpose: Nurturing Flourishing within Organizations and Management Education

Chair(s): Marcia d'Angelo

Paper Presentations:

1120 MINDFULNESS-BASED HOLISTIC EDUCATION IN MANAGEMENT: FOUNDATIONS, DESIGN, EVIDENCE, AND DOCUMENTATION

| | |
|--------------|-------------------------------------|
| Eva Peters | SINGAPORE MANAGEMENT UNIVERSITY |
| Samantha Sim | NOVA SCHOOL OF BUSINESS & ECONOMICS |
| Jochen Reb | SINGAPORE MANAGEMENT UNIVERSITY |
| Hiro Saito | UNIVERSITY OF TOKYO |
| William Tov | SINGAPORE MANAGEMENT UNIVERSITY |

2843 PRACTICAL WISDOM IN MANAGEMENT EDUCATION AND PRACTICE: A SYSTEMATIC REVIEW OF PHRONESIS IN ORGANIZATIONAL STUDIES

| | |
|-----------------|---------------------------------|
| Américo Filho | UNIVERSIDADE FEDERAL FLUMINENSE |
| Dislaine Barros | UNIVERSIDADE FEDERAL FLUMINENSE |

Voices of Inclusion and Exclusion (16:00 - 17:30) - D6 Building - D6/018

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

Chair(s): Beatrice Re

Discussant(s): Stephan Böhm

Paper Presentations:

1333 RESISTANCE MODIFICATION VACILLATION: REVEALING INTERSECTIONAL RESPONSES TO IDENTITY IMPOSITION IN PROFESSIONAL WORK SETTINGS

| | |
|--------------------|--------------------------------|
| Victoria Opara | BATH SPA UNIVERSITY |
| Ruth Sealy | UNIVERSITY OF EXETER |
| Michelle Ryan | AUSTRALIAN NATIONAL UNIVERSITY |
| Christopher Begeny | UNIVERSITY OF EXETER |

1625 VOICES OF EXCLUSION: MECHANISMS OF SOCIAL CLOSURE FOR INTERSECTIONALLY VULNERABLE WORKING MOTHERS IN ITALY

| | |
|---------------------|--|
| Francesca Nepoti | UNIVERSITY OF MODENA AND REGGIO EMILIA |
| Carlotta Barra | UNIVERSITÀ DI MODENA E REGGIO EMILIA |
| Eleonora Costantini | UNIVERSITÀ DI MODENA E REGGIO EMILIA |

TRACK SESSIONS PER DAY

3056 "DID I JUST SAY, 'IF I WERE A GUY?": UNVEILING THE COMPLEXITY OF COMPLICIT MASCULINITIES IN ORGANIZATIONS. THE CASE OF CHANDLER BING IN THE TV SERIES FRIENDS

Xavier Philippe

EM NORMANDIE BUSINESS SCHOOL

Sabrina Tanquerel

ÉCOLE DE MANAGEMENT DE NORMANDIE

Aurby Mathilde

EM NORMANDIE BUSINESS SCHOOL

Walking the talk: Behaviour and Decarbonisation (16:00 - 17:30) - D4 Building - D4/112

Track: T01_16 - Climate Solutions and Carbon Management across Management Disciplines

Chair(s): Marina Schmitz

Discussant(s): Simone Luongo

Paper Presentations:

1377 FEMALE DIRECTORS, FAMILY FIRMS, CLIMATE TALK AND CLIMATE WALK: EUROPEAN EVIDENCE

Niklas Bergmann

LEUPHANA UNIVERSITY OF LÜNEBURG

Patrick Velte

LEUPHANA UNIVERSITY

Ignacio Requejo

UNIVERSITY OF SALAMANCA

1637 DECARBONIZATION, EMERGENCE AND ENERGY JUSTICE

Ralitza Nikolaeva

UNIVERSITY OF ST ANDREWS

2796 BEHAVIORAL INTERVENTIONS FOR ECO-FRIENDLY DRIVING: A SYSTEMATIC REVIEW WITH META-ANALYTIC INSIGHTS

Lena Liang

UNIVERSITY OF PRINCE EDWARD ISLAND

Xiao Chen

FACULTY OF BUSINESS, UNIVERSITY OF PRINCE EDWARD ISLAND

TRACK SESSIONS PER DAY

23 June 2025, Monday

3-Comparing cultural contexts (18:00 - 19:30) - D5 Building - D5/002

Track: ST07_02 - Management and cultures: Qualitative organizational research

Chair(s): Mette Zølner

Discussant(s): Christoph Barmeyer

Paper Presentations:

2821 SWINGING BETWEEN MODESTY AND GRANDIOSITY? COMPARING MEANING-MAKING WITHIN THE REGIONAL CULTURES OF QUÉBEC AND BAVARIA THROUGH AN INTERPRETIVE LENS

Rosanna Schropp

UNIVERSITÉ DU QUÉBEC À MONTRÉAL (UQAM)

Kerstin Kuyken

SCHOOL OF MANAGEMENT, UQAM

1687 COMPARING ACADEMIC CONTEXTS: CULTURAL SPECIFICS OF U.S., GERMAN, SWISS AND ESTONIAN ACADEMIA AND THEIR IMPLICATIONS FOR ACADEMICS' CAREERS

Sonja Sackmann

UNIVERSITÄT BW MÜNCHEN & SCHOOL OF ECONOMICS & BUS. ADMIN.,
UNIVERSITY OF TARTU

3057 CROSS-CULTURAL MANAGEMENT IN THE HEALTHCARE SECTOR – A SYSTEMATIC LITERATURE REVIEW

Martina Maletzky de García

UNIVERSITY PASSAU

Theresa Hoffmann

UNIVERSITY PASSAU

Arts, place and space (18:00 - 19:30) - D5 Building - D5/112

Track: ST11_03 - Management and governance of culture, heritage and tourism

Chair(s): YESIM TONGA

Paper Presentations:

2483 AT WHAT COST? BALANCING CULTURAL, ECONOMIC AND SOCIETAL VALUES IN GOVERNANCE OF SPACES FOR THE ARTS

Katja Lindqvist

LUND UNIVERSITY, DEPARTMENT OF SERVICE STUDIES

2916 BEYOND THE URBAN SPOTLIGHT: A CASE OF A GERMAN NON-PROFIT THEATER COOPERATIVE

Julia Beideck

UNIVERSITY OF COLOGNE

Ludger Voigt

TECHNISCHE UNIVERSITÄT BRAUNSCHWEIG

3547 "IF WE WANT THINGS TO STAY AS THEY ARE, THINGS WILL HAVE TO CHANGE". ITALIAN CULTURAL HERITAGE MANAGEMENT AT THE TEST OF PARTICIPATION.

Anna de la Torre Fornell

VENICE SCHOOL OF MANAGEMENT - CA' FOSCARI UNIVERSITY OF VENICE

TRACK SESSIONS PER DAY

Climate of DEI in the Workplace (18:00 - 19:30) - D6 Building - D6/104

Track: T05_03 - Role of Diversity, Equality and Inclusion in Careers and Leadership

Chair(s): Cinzia Calluso

Discussant(s): Erica French

Paper Presentations:

2317 GENDER INCLUSION COMPETENCE: A CONCEPTUAL UNDERSTANDING FOR DEVELOPING GENDER-INCLUSIVE WORKPLACES

Archana Thulaseedharan

IIT MADRAS

Rupashree Baral

INDIAN INSTITUTE OF TECHNOLOGY MADRAS, INDIA

3001 THE LONELY RAINBOW: EXPLORING WORKPLACE LONELINESS AMONG LGBTQIA+ EMPLOYEES

Garima Bajaj

INDIAN INSTITUTE OF TECHNOLOGY, MADRAS

Rupashree Baral

INDIAN INSTITUTE OF TECHNOLOGY MADRAS, INDIA

1414 BRIDGING THE GAP: EXPLORING THE MEDIATING ROLE OF ORGANIZATIONAL SUPPORT IN WOMEN'S CAREER ADVANCEMENT IN THE INDIAN IT SECTOR

Bharathi Ravi

SRM INSTITUTE OF SCIENCE AND TECHNOLOGY

Saithu Mohammed

SRM INSTITUTE OF SCIENCE AND TECHNOLOGY

Madhumithaa N

SRM INSTITUTE OF SCIENCE & TECHNOLOGY, KATTANKULATHUR

Collaborative multi-actor approaches to public policies (18:00 - 19:30) - D5 Building - D5/113

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Andrea Bonomi Savignon

Discussant(s): Adelia Gandolfo, Enrico Baraldi

Paper Presentations:

1756 CONVERGING AND DIVERGING VIEWS ON INTERACTING RESOURCES. DIFFERENT ACTORS' PERSPECTIVES ON A COLLABORATION PROJECT

Enrico Baraldi

UPPSALA UNIVERSITY

Sofia Wagrell

UPPSALA UNIVERSITY

2270 ENGAGING CITIZENS IN TRANSPORT POLICIES TO IMPROVE AIR QUALITY: AN EXPLORATORY STUDY OF FACEBOOK'S ROLE

Marco Contri

UNIVERSITY OF FLORENCE

Valentina Marchi

NATIONAL RESEARCH COUNCIL OF ITALY - INSTITUTE OF BIOECONOMY

Silvia Fissi

UNIVERSITY OF FLORENCE

Elena Gori

3230 CO-CREATION TO GENERATE PUBLIC VALUE: INSIGHTS FROM MILAN

Antonella Di Maso

UNIVERSITY OF MILAN-BICOCCA

TRACK SESSIONS PER DAY

Coming Out of the Storm: managing time of crisis and war (18:00 - 19:30) - D4 Building - D4/107

Track: GT04_00 - Family Business Research General Track

Chair(s): Emmadonata Carbone

Discussant(s): Soumaya EL HAYEK SFEIR, Soumaya EL HAYEK SFEIR

Paper Presentations:

3614 MANAGING THROUGH THE COVID-19 CRISIS: DYNAMIC MANAGERIAL CAPABILITIES, LEADERSHIP SUCCESSION, AND RESILIENCE IN FAMILY CONTROLLED AND MANAGED SMES

Shyh-Jer Chen

NATIONAL SUN YAT-SEN UNIVERSITY

Chiung-Wen Tsao

DEPARTMENT OF BUSINESS AND MANAGEMENT, NATIONAL UNIVERSITY OF TAINAN

Tuan-Duong Nguyen

DEPARTMENT OF BUSINESS AND MANAGEMENT, NATIONAL UNIVERSITY OF TAINAN

Chieh-Yu Lin

NATIONAL TAIWAN NORMAL UNIVERSITY

3353 NAVIGATING THE PANDEMIC: THE IMPACT OF FAMILY OWNERSHIP IN THE CONTEST OF PRIVATE FIRMS

Fabio Quarato

BOCCONI UNIVERSITY

Pasquale Latella

BOCCONI UNIVERSITY

3009 SPIRITUAL INTELLIGENCE SKILLS OF FAMILY CEOS IN TIMES OF WAR AND ADVERSITY: A PATHWAY TO RESILIENT LEADERSHIP AND SUSTAINABLE FAMILY FIRMS

Soumaya El Hayek Sfeir

EXCELIA BUSINESS SCHOOL

Corporate Governance and Diversity 3 (18:00 - 19:30) - D6 Building - D6/013

Track: ST02_03 - Corporate Governance and Diversity

Chair(s): Toru Yoshikawa

Discussant(s): Ricardo Amaya Villalobos

Paper Presentations:

1246 SUSTAINABLE LEADERSHIP IN PRACTICE: TRANSFORMING ORGANIZATIONS FOR LONG-TERM IMPACT

Agnieszka Wójcik-Czerniawska

SGH-WARSAW SCHOOL OF ECONOMICS

Zbigniew Grzymala

SGH-WARSAW SCHOOL OF ECONOMICS

2094 FROM STRATIFICATION TO SUSTAINABILITY: THE ROLE OF CASTE DIVERSITY ON CAPITAL STRUCTURE DECISIONS AND THE MODERATING ROLE OF INFORMATION ASYMMETRY

Kritadyuti Choudhary

INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE

Abhilash Nair

INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE

2692 THE FALSE DICHOTOMY OF CORPORATE GOVERNANCE RESEARCH & PRACTICE

Patricia Gabaldon

IE BUSINESS SCHOOL

Cynthia Clark

PROFESSOR

TRACK SESSIONS PER DAY

Corporate Governance General Track 2: CEO Traits and Strategic Outcomes (18:00 - 19:30) - D6 Building - D6/014

Track: GT02_00 - Corporate Governance General Track

Chair(s): Um-E-Roman Fayyaz

Discussant(s): Asad Mehmood

Paper Presentations:

1627 PLAYING IT SAFE AT WHAT (ENVIRONMENTAL) COST? CEO PREVENTION FOCUS, SHAREHOLDERISM, AND MISCONDUCT

| | |
|------------------|--------------------------------------|
| Mirjam Brandl | UNIVERSITY OF GRONINGEN |
| Michelle Weck | JOHANNES GUTENBERG-UNIVERSITÄT MAINZ |
| Björn Mitzinneck | UNIVERSITY OF GRONINGEN |
| Jana Oehmichen | JGU MAINZ |

1955 ORGANIZATIONAL CAPACITY FOR CHANGE AND FIRM PERFORMANCE: DO CEO ATTRIBUTES MAKE A DIFFERENCE?

| | |
|-----------------|----------------------|
| Till Talaulicar | UNIVERSITY OF ERFURT |
| Demian Wilhelm | UNIVERSITY OF ERFURT |

2580 WHEN STRUCTURE MEETS PERSONALITY: HOW DUALITY AND CEO SOCIAL DOMINANCE AFFECT FIRM TEMPORAL ORIENTATION

| | |
|-----------------|----------------------------------|
| Natalie Shefer | COPENHAGEN BUSINESS SCHOOL |
| Ithai Stern | INSEAD, EUROPE CAMPUS |
| Razvan Lungeanu | NORTHEASTERN UNIVERSITY |
| Deng Xin | NANYANG TECHNOLOGICAL UNIVERSITY |

2126 THE BOARDROOM BATTLEGROUND: SOCIAL NETWORKS AND CEO DISMISSAL

| | |
|---------------------|---------------------------------|
| Andreas Procopiou | OPEN UNIVERSITY OF CYPRUS |
| Andreas Petrou | CYPRUS UNIVERSITY OF TECHNOLOGY |
| Isabella Karasamani | CYPRUS UNIVERSITY OF TECHNOLOGY |

Corporate Political Activity and Sustainability Strategies (18:00 - 19:30) - D6 Building - D6/111

Track: T02_04 / T13_09 - Purpose-Driven Strategies, Transformation, Corporate Governance, and Resilience (co-sponsored COGO & SM SIGs)

Chair(s): Fabian Ahrens

Paper Presentations:

1286 BUSINESS STRATEGY AND ENVIRONMENTAL LEGITIMACY: EVIDENCE FROM CHINA'S HEAVILY POLLUTING ENTERPRISES

| | |
|---------------|---|
| Xiaohong Wang | HARBIN INSTITUTE OF TECHNOLOGY |
| Meilin Zhao | SCHOOL OF MANAGEMENT, HARBIN INSTITUTE OF TECHNOLOGY, HARBIN, CHINA |

TRACK SESSIONS PER DAY

1623 HOW CORPORATE POLITICAL ACTIVITY SHAPES ENVIRONMENTAL STRATEGY: SYSTEMATIC REVIEW & RESEARCH AGENDA

Lev Shalev UNIVERSITY OF READING
Yelena Kalyuzhnova UNIVERSITY OF READING
Irina Heim HENLEY BUSINESS SCHOOL, UNIVERSITY OF READING

2311 TALK THE WALK AND WALK THE TALK: CEO POLITICAL IDEOLOGY AND FIRM VALUE

Wen Hua Sharpe UNIVERSITY OF THE SUNSHINE COAST
Tak Yan Leung UNIVERSITY OF THE SUNSHINE COAST
Piyush Sharma CURTIN UNIVERSITY

Corporate Relationships and Engagement (18:00 - 19:30) - D4 Building - D4/113

Track: T01_10 - Toward Humanistic Management: Purpose-Driven Companies, Circular Business Models and Community-based Ecosystems

Chair(s): Hervé Corvellec

Paper Presentations:

1529 BOUND BY ORIGINS: SECOND-GENERATION IMMIGRANT FOUNDER'S CULTURAL HERITAGE AND CORPORATE SUSTAINABILITY PERFORMANCE

Zhaoyi Yan IE BUSINESS SCHOOL

1917 AN INTEGRATED FRAMEWORK FOR CORPORATE SUSTAINABILITY THROUGH MULTIPLE STAKEHOLDERS' VALUE CO-CREATION

Meryem Altaf DE MONTFORT UNIVERSITY, LEICESTER
Nosheen Khan NEWCASTLE UNIVERSITY BUSINESS SCHOOL

2205 CIRCULAR RELATIONSHIPS: PREFIGURING NON-LINEAR ORGANIZING

Hervé Corvellec LUND UNIVERSITY
Maira Babri MÄLARDALEN UNIVERSITY
Herman Stål UMEÅ UNIVERSITY
Alison Stowell LANCASTER UNIVERSITY - MANAGEMENT SCHOOL

Designing the Future / Life Design (18:00 - 19:30) - D4 Building - D4/115

Track: T03_11 - Designing the Future: Entrepreneurship, Life Design and AI

Chair(s): Bettina Maisch

Paper Presentations:

1713 EXPLORING TRANSFORMATIONAL EMPOWERMENT THROUGH THE INTERPLAY OF ENTREPRENEURIAL IDENTIFY DEVELOPMENT AND ENTREPRENEURIAL CAREER AND LIFE DESIGN IN THE ERA OF AI

Lora Louise Broady UNIVERSITY OF DENVER
Bettina Maisch MUNICH UNIVERSITY OF APPLIED SCIENCES
Barbara Wolf LUDWIG-MAXIMILIANS-UNIVERSITY MUNICH
Leslie Streissguth LE MOYNE COLLEGE
María Loreto Bezanilla Mena UNIVERSIDAD DEL DESARROLLO

TRACK SESSIONS PER DAY

1928 EVALUATING CAREER LIFE DESIGN TRAINING EFFECTS ON PSYCHOLOGICAL AND CAREER RESOURCES: A RANDOMIZED CONTROL STUDY

| | |
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| Radek Oros | NOVA SCHOOL OF BUSINESS & ECONOMICS (NOVA SBE) |
| Sebastian Kernbach | UNIVERSITY OF ST. GALLEN, STANFORD UNIVERSITY, AFRICAN DOCTORAL ACADEMY |

3221 LIFE DESIGN AS A MULTIDISCIPLINARY APPROACH: INTEGRATING LIFE DESIGN COUNSELING, DESIGN THINKING, AND POSITIVE PSYCHOLOGY

| | |
|-------------------------|---------------------------------------|
| Barbara Wolf | LUDWIG-MAXIMILIANS-UNIVERSITY MUNICH |
| Karina Cagarman | TECHNISCHE UNIVERSITÄT BERLIN |
| Bettina Maisch | MUNICH UNIVERSITY OF APPLIED SCIENCES |
| Stefan Schulte-Holthaus | MACROMEDIA UNIVERSITY |
| Cristina Garcia Arenas | TU BERLIN |

Digital innovation - Sustainability issues (session F) (18:00 - 19:30) - D6 Building - D6/005

Track: ST06_03 - Digital Innovation: Strategies, Competencies, Theories, and Practice

Chair(s): David Versailles, Sabrina Schneider

Discussant(s): Sabrina Schneider, David Versailles

Paper Presentations:

2595 DIGITAL NUDGING FOR SUSTAINABILITY: A SYSTEMATIC REVIEW OF CHALLENGES

| | |
|------------------|-----------------------|
| David Feierabend | REUTLINGEN UNIVERSITY |
| Dennis Schlegel | REUTLINGEN UNIVERSITY |
| Patrick Kraus | PFORZHEIM UNIVERSITY |
| Florian Imeraj | REUTLINGEN UNIVERSITY |

3089 WORLD CAFÉ INSIGHTS: COMBINING DIGITAL TECHNOLOGIES, SUSTAINABILITY GOALS, AND ORGANIZATIONAL CAPABILITIES FOR BUSINESS MODEL INNOVATION

| | |
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| Nadine Bachmann | UNIVERSITY OF APPLIED SCIENCES UPPER AUSTRIA / JOSEF RESSEL CENTRE FOR DATA-DRIVEN BUSINESS MODEL INNOVATION |
| Rainer Harms | UNIVERSITY OF TWENTE |
| Vincent Delke | UNIVERSITY OF TWENTE |
| Katherine Gundolf | UNIVERSITY OF APPLIED SCIENCES UPPER AUSTRIA |

2554 DRIVING SUSTAINABLE INNOVATION WITH DIGITAL TWINS: A NEW ERA OF MANUFACTURING

| | |
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| Adel Ben Youssef | UNIVERSITÉ CÔTE D'AZUR |
| Adelina Zeqiri | UNIVERSITÉ CÔTE D'AZUR |
| Nessrine Omrani | PARIS SCHOOL OF BUSINESS |

TRACK SESSIONS PER DAY

Digital Technologies, Competitive Advantage and Business Model Innovation (18:00 - 19:30) - D6 Building - D6/007
Track: ST03_01 / ST06_01/ST13_01 - Business Model - Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM SIGs)
Chair(s): Henk Volberda

Paper Presentations:

- 1680 LEVERAGING BLOCKCHAIN TECHNOLOGY FOR SUSTAINED COMPETITIVE ADVANTAGE**
Aleksandra Komorowska VRIJE UNIVERSITEIT AMSTERDAM
Andreas Alexiou UNIVERSITY OF SOUTHAMPTON
Ard-Pieter De Man VRIJE UNIVERSITEIT AMSTERDAM
Nina Telg VRIJE UNIVERSITEIT AMSTERDAM
- 2850 NAVIGATING MULTISIDED PLATFORM VALUES PROPOSITION DESIGN FOR SYSTEMIC CHALLENGES.**
Giulia Marcocchia CY ÉCOLE DE DESIGN
- 3216 DATA-DRIVEN CULTURE AND BUSINESS MODEL INNOVATION IN SMALL-SIZED PROFESSIONAL SERVICE FIRMS: THE MEDIATING ROLE OF DATA-DRIVEN DECISION MAKING PROCESS**
Bernardo Balboni UNIVERSITY OF MODENA AND REGGIO EMILIA
Linda Gabbianelli UNIVERSITY OF MODENA AND REGGIO EMILIA
Ulpiana Kocollari DIPARTIMENTO DI ECONOMIA MARCO BIAGI; UNIVERSITY OF MODENA AND REGGIO EMILIA
Federico Bertacchini UNIVERSITY OF MODENA AND REGGIO EMILIA

Digital transformation projects (18:00 - 19:30) - D5 Building - D5/011
Track: T10_04 - Transforming Project Management: Embracing Agility, Digitalization, and Artificial Intelligence
Chair(s): Timur Narbaev
Discussant(s): Yingshuang Shi, Filippo Maria Ottaviani

Paper Presentations:

- 2221 A NETWORK PERSPECTIVE OF DIGITAL TRANSFORMATION OF PROJECT ORGANISING: FROM SOCIAL TO SOCIO-TECHNICAL NETWORKS**
Yingshuang Shi UNIVERSITY OF MANCHESTER
William Collinge UNIVERSITY OF LEEDS
- 2722 A REVIEW OF CRITICAL SUCCESS AND CHALLENGE FACTORS IN DIGITAL TRANSFORMATION PROJECTS**
Filippo Maria Ottaviani POLITECNICO DI TORINO
Timur Narbaev POLITECNICO DI TORINO
Giulio Mangano POLITECNICO DI TORINO
Francesca Saba POLITECNICO DI TORINO
Vittoria Valletta POLITECNICO DI TORINO
- 3126 TOWARDS A PROJECT MANAGEMENT FRAMEWORK FOR INTERORGANIZATIONAL DIGITAL TRANSFORMATION PROJECTS**
Xavier Morin NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY

TRACK SESSIONS PER DAY

Diversity in Executive Leadership and Boards (18:00 - 19:30) - D6 Building - D6/016

Track: ST02_02 - Board of Directors, Top Management Teams and Diversity in the C-Suite

Chair(s): Eryn Zander

Paper Presentations:

- 2257 OPERATIONAL LEADERSHIP: FEMALE COOS AND THEIR IMPACT ON OPERATIONAL PERFORMANCE**
 Maximilian Gille INNOVATION UND ENTREPRENEURSHIP (RWTH AACHEN)
- 1508 THE INDIVIDUAL AND ORGANIZATIONAL DRIVERS OF WOMEN'S APPOINTMENT TO LINE AND STAFF EXECUTIVE ROLES**
 Monika Hamori IE UNIVERSITY
 Katja Dlouhy UNIVERSITY OF MANNHEIM
- 2498 STRATEGIC DECISIONS IN A POLARIZED BOARDROOM: THE IMPACT OF BOARD IDEOLOGICAL DIVERSITY ON M&A PERFORMANCE**
 Maximilien Barrault RWTH AACHEN UNIVERSITY

Diversity in the workplace: exploration, opportunities and challenges (18:00 - 19:30) - D6 Building - D6/018

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

Chair(s): Davide Trinchese

Discussant(s): Xavier Philippe

Paper Presentations:

- 2161 LEVERAGING DIVERSITY IN HEALTHCARE TEAMS: OPPORTUNITIES AND CHALLENGES**
 Davide Trinchese SCUOLA SUPERIORE SANT'ANNA
 Francesca Pennucci SCUOLA SUPERIORE SANT'ANNA
 Milena Vainieri SCUOLA SUPERIORE SANT'ANNA
- 3274 A BIBLIOMETRIC APPROACH TO THE DIVERSITY IN THE WORKPLACE. UNCOVERING THE INTELLECTUAL STRUCTURE.**
 Amarildo Zane UCLM
 Fatima Guadamillas UNIVERSITY OF CASTILLA-LA MANCHA
 Mario Donate-Manzanares UNIVERSITY OF CASTILLA LA MANCHA
 Octavio Escobar EM NORMANDIE BUSINESS SCHOOL
- 2041 DIVERSITY AND EQUAL OPPORTUNITIES IN ORGANIZATIONS: A CROSS-CULTURAL SCALE DEVELOPMENT AND VALIDATION**
 Saskia Salmen OTTO-VON-GUERICKE UNIVERSITY MAGDEBURG

TRACK SESSIONS PER DAY

Employee relations & rewards (18:00 - 19:30) - C9 Building - C9/004

Track: ST09_01 - Human Resource Management

Chair(s): Laura Innocenti

Paper Presentations:

2281 CORPORATE CULTURAL DIVERSITY AND LONG-TERM PERFORMANCE: THE ROLE OF EMPLOYEE OWNERSHIP

| | |
|---------------------------|--|
| Karel Vanherle | VLERICK BUSINESS SCHOOL |
| Sebastian Firk | UNIVERSITY OF DUISBURG-ESSEN |
| Jan Hennig | UNIVERSITY OF GRONINGEN |
| Aleksandra Klein | UNIVERSITY OF SUSTAINABILITY VIENNA - CHARLOTTE FRESENIUS PRIVATE UNIVERSITY |
| Alexandra Van den Abbeele | KU LEUVEN |

2586 EXPLORING THE FIELD OF PAY SATISFACTION: A BIBLIOMETRIC RESEARCH AND ITS IMPLICATIONS

| | |
|------------------------|------------------------|
| Sandra Montalvo-Arroyo | UNIVERSIDAD DE GRANADA |
| Alejandro Ortiz-Perez | UNIVERSIDAD DE GRANADA |
| María Vidal Salazar | UNIVERSIDAD DE GRANADA |
| José de La Torre-Ruíz | UNIVERSIDAD DE GRANADA |

3390 MANAGING CREATIVELY? A COMPARATIVE STUDY OF EMPLOYER REPRESENTATIVES' I-DEALS RESPONSES

| | |
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| Dotun Ayeni | EDINBURGH NAPIER UNIVERSITY- THE BUSINESS SCHOOL |
| Maryam Aldossari | ROYAL HOLLOWAY, UNIVERSITY OF LONDON |
| Sara Chaudhry | BIRKBECK SCHOOL OF BUSINESS, BIRKBECK, UNIVERSITY OF LONDON |

1990 TRANSFORMING RELATIONSHIPS: HOW ORGANIZATIONAL CHANGE RESHAPES NETWORKS IN HEALTHCARE

| | |
|----------------|---|
| Luca Giorgio | UNIVERSITÀ EUROPEA DI ROMA |
| Mario Masiello | UNIVERSITÀ CATTOLICA DEL SACRO CUORE - ROMA |

Entrepreneurship and SMEs: the role of personal traits and gender (18:00 - 19:30) - D4 Building - D4/101

Track: ST03_07 - Growth Strategies & Internationalization for SMEs

Discussant(s): Riccardo Rialti

Paper Presentations:

1717 IT'S HER CHOICE! EVALUATING THE CONCEPT OF LIFESTYLE ENTREPRENEURSHIP FOR FEMALES VIA A SYSTEMATIC LITERATURE REVIEW

| | |
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| Dan Huang | WHU-OTTO BEISHEIM SCHOOL OF MANAGEMENT |
| Christoph Hienerth | WHU-OTTO BEISHEIM SCHOOL OF MANAGEMENT |

TRACK SESSIONS PER DAY

1888 DARK TRIAD PERSONALITY TRAITS AND FIRMS' INTERNATIONALIZATION: THE MEDIATING EFFECT OF SEQUENTIAL AMBIDEXTERITY

Javad Nooshabadi MAYNOOTH UNIVERSITY
Audra Mockaitis MAYNOOTH UNIVERSITY
Richa Chugh VICTORIA UNIVERSITY OF WELLINGTON

Entrepreneurship, Social Legitimation & Urban Innovation (18:00 - 19:30) - D4 Building - D4/001

Track: GT01_00 - Business for Society General Track

Chair(s): Simona GRAMA-VIGOUROUX

Discussant(s): Guilherme Duch Crosta, Loris Santarelli

Paper Presentations:

3455 A 'DOUBLE LOOK' ON MIGRANTS' MICROBUSINESSES: UNVEILING ENTREPRENEURIAL JOURNEYS AND PATHWAYS TO SOCIAL LEGITIMATION.

Eleonora Costantini UNIVERSITÀ DI MODENA E REGGIO EMILIA
Giulia Tagliazucchi UNIVERSITY OF MODENA AND REGGIO EMILIA
Elisa Martinelli UNIVERSITY OF MODENA AND REGGIO EMILIA

2369 INFLUENCE OF INSTITUTIONAL PRACTICES OF SUSTAINABLE TOURISM ENTREPRENEURSHIP ON THE RESILIENCE OF ECOSYSTEMS IN PERIPHERAL REGIONS

Simona Grama-Vigouroux Y SCHOOLS TROYES, ALSACE CHAMPAGNE ARDENNE
Laëtitia Lethielleux UNIVERSITY REIMS CHAMPAGNE ARDENNE

2730 THE ATTRACTIVENESS OF URBAN FARMING: UNCOVERING COMPETITIVE AND AESTHETIC APPEAL

Guilherme Duch Crosta UNIVERSITY COLLEGE LONDON
Armando Castro UNIVERSITY COLLEGE LONDON

Global Mobility 3 (18:00 - 19:30) - D5 Building - D5/001

Track: ST07_01 - Global Mobility

Chair(s): B. Sebastian Reiche

Paper Presentations:

1830 A CONCEPTUAL SIX-LOGICAL-LEVEL FRAMEWORK FOR EXPATRIATES' WELL-BEING

Katiuscia Vaccarini UNIVERSITÀ DEGLI STUDI DI MACERATA
Ernesto Tavoletti UNIVERSITY OF MACERATA

2095 GERMANY BOUND: MIGRATION POLICY AND THE PROJECTED CAREER PROSPECTS OF GLOBAL TALENTS

Victoria Hammes UNIVERSITY OF BAMBERG
Maike Andresen UNIVERSITY OF BAMBERG

2306 NAVIGATING CAREERS: SENSEMAKING IN THE TRANSITIONS OF HIGHLY SKILLED MIGRANTS

Lynn Chahine TOULOUSE SCHOOL OF MANAGEMENT- UT CAPITOLE

TRACK SESSIONS PER DAY

Governance Structures (18:00 - 19:30) - D5 Building - D5/003

Track: ST10_01 - Multi-level Perspectives on Major and Megaprojects

Chair(s): Nathalie Drouin

Paper Presentations:

2697 MAJOR PROGRAM TRAJECTORIES: THEORIZING DYNAMIC POLARIZATION

| | |
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| Serghei Floricel | UNIVERSITÉ DU QUÉBEC À MONTRÉAL |
| Daniele Mascia | LUISS UNIVERSITY |
| Antonio Daood | LUISS UNIVERSITY |

2738 ADAPTIVE AND NOT MECHANICAL. OR THE POWER OF HARNESSING THE PARADOXICAL TENSIONS IN COLLABORATIVE GOVERNANCE IN LARGE-SCALE PUBLIC INFRASTRUCTURE PROJECTS

| | |
|-------------------|---|
| Jonathan Harvey | UNIVERSITÉ DU QUÉBEC À MONTRÉAL |
| Caroline Coulombe | SCHOOL OF BUSINESS, UNIVERSITY OF QUEBEC MONTREAL |
| Nathalie Drouin | ÉCOLE DES SCIENCES DE LA GESTION, UQAM |

3571 BALANCING BETWEEN CONTRACT AND FRIENDSHIP: PRINCIPAL-AGENT DYNAMICS IN PUBLIC SECTOR MEGAPROJECTS

| | |
|-------------------|--------------------------|
| Anna af Hällström | UNIVERSITY OF GOTHENBURG |
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GT10_00_S10 Session 10: Flexibility, governance and social licence for infrastructure projects (18:00 - 19:30) - D5 Building - D5/110

Track: GT10_00 - Project Organising General Track

Chair(s): Sorin Piperca

Discussant(s): Yongjian Ke, Ilias Krystallis

Paper Presentations:

1728 SOCIAL LICENCE FOR INFRASTRUCTURE: A CONCEPTUAL FRAMEWORK AND A SENTIMENT-BASED MEASUREMENT APPROACH

| | |
|-------------|---------------------------------|
| Yongjian Ke | UNIVERSITY OF TECHNOLOGY SYDNEY |
| Khalil Rahi | ABU DHABI UNIVERSITY |
| Jin Xue | UNIVERSITY OF SYDNEY |
| Xu Yang | UNIVERSITY OF TECHNOLOGY SYDNEY |

2656 FLEXIBILITY IN INFRASTRUCTURE PROJECTS: A MEANS-ENDS AND REAL OPTIONS REASONING FRAMEWORK

| | |
|------------------------|---------------------------|
| Ilias Krystallis | UNIVERSITY COLLEGE LONDON |
| Juan Sandoval-Perdomo | UNIVERSITY COLLEGE LONDON |
| Francesco Di Maddaloni | UNIVERSITY COLLEGE LONDON |

3537 TWIXT GOVERNMENT AND MARKET: GOVERNANCE MODELS OF MAJOR INFRASTRUCTURE PROJECTS

| | |
|---------------|--|
| Xinyue Zhang | THE UNIVERSITY OF SYDNEY, SCHOOL OF PROJECT MANAGEMENT |
| Stewart Clegg | THE UNIVERSITY OF SYDNEY |
| Yun Le | TONGJI UNIVERSITY |

TRACK SESSIONS PER DAY

GT10_00_S9 Session 9: Rethinking Project Delivery Models (18:00 - 19:30) - D5 Building - D5/010

Track: GT10_00 - Project Organising General Track

Chair(s): John Wyzalek

Discussant(s): Christine Unterhitzenberger, Leentje Volker

Paper Presentations:

1153 WHAT'S WRONG WITH PROJECT ORGANIZATION DESIGN OF SPECIAL PURPOSE VEHICLES FOR PUBLIC PRIVATE PARTNERSHIP INFRASTRUCTURE DELIVERY?

| | |
|-------------------|--------------------------|
| Lucia Xiaoyan Liu | THE UNIVERSITY OF SYDNEY |
| Stewart Clegg | THE UNIVERSITY OF SYDNEY |
| Julien Pollack | THE UNIVERSITY OF SYDNEY |

2388 BUILDING HOUSES OR HOMES: END-USER ENGAGEMENT FOR RESIDENTIAL PROJECTS

| | |
|-----------------------------|-------------------------|
| Christine Unterhitzenberger | UNIVERSITY OF LEEDS, UK |
| Kate Lawrence | UNIVERSITY OF LEEDS |

3658 VISUALIZING VALUES ACROSS STAKEHOLDERS IN INTER-ORGANIZATIONAL INNOVATION MULTI-PROJECT SETTINGS: AN EXEMPLARY CASE STUDY FROM THE INFRASTRUCTURE SECTOR

| | |
|-----------------------|----------------------|
| Gijsbert van de Waerd | UNIVERSITY OF TWENTE |
| Leentje Volker | UNIVERSITY OF TWENTE |
| Hans Voordijk | UNIVERSITY OF TWENTE |

HR Practices and Gender Equality (18:00 - 19:30) - D6 Building - D6/113

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

Chair(s): Clotilde Coron

Discussant(s): Marina Furtado, Tracy Hopkins

Paper Presentations:

3533 HEADHUNTERS AND THE PERSISTENCE OF GENDER IMBALANCE IN CEO RECRUITMENT

| | |
|-----------------------|---|
| Hrefna Guðmundsdóttir | UNIVERSITY OF ICELAND (HÁSKÓLI ÍSLANDS) |
| Thora Christiansen | UNIVERSITY OF ICELAND |
| Asta Dis Oladottir | UNIVERSITY OF ICELAND |

3556 WORK-FAMILY ROLE BLURRING, JOB ENGAGEMENT AND TAKING CHARGE OF PROFESSIONAL WOMEN: THE MODERATING ROLE OF FAMILY SUPPORTIVE SUPERVISOR BEHAVIOURS

| | |
|----------|---|
| Ying Pan | NANTONG UNIVERSITY |
| Ming Li | UNIVERSITY OF LIVERPOOL MANAGEMENT SCHOOL |
| Jie Li | XI'AN JIAOTONG-LIVERPOOL UNIVERSITY |

3690 A STRATEGIC HRM PERSPECTIVE IN PROMOTING GENDER EQUALITY: EMPIRICAL EVIDENCE FROM THE ITALIAN CONTEXT

| | |
|-------------------|--|
| Federica Bressan | VENICE SCHOOL OF MANAGEMENT - CA' FOSCARI UNIVERSITY OF VENICE |
| Sara Bonesso | DEPARTMENT OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE |
| Laura Cortellazzo | VENICE SCHOOL OF MANAGEMENT, CA' FOSCARI UNIVERSITY OF VENICE |

TRACK SESSIONS PER DAY

Judgements and Errors in Entrepreneurial Decision-Making (18:00 - 19:30) - D4 Building - D4/010

Track: ST03_03 - Entrepreneurial Cognition and Behaviour

Chair(s): Massimiliano Pellegrini

Discussant(s): Antoine Gilbert-Saad, Julian Kolbe

Paper Presentations:

3269 OVER THE TOP? LEARNING TO OVERCOME OVERCONFIDENCE

Julian Kolbe

UNIVERSITY OF ST.GALLEN

2327 ERROR-DRIVEN EMERGENCE OF OWNERSHIP COMPETENCES: EVIDENCE FROM EARLY VENTURES

Domenico Appio

POLITECNICO DI MILANO

Francesco Paolo Appio

PARIS SCHOOL OF BUSINESS (PSB)

Josip Kotlar

POLITECNICO DI MILANO

2948 ARE EVERYDAY MIND READERS MORE SUCCESSFUL? EMPATHIC ACCURACY AND ENTREPRENEURIAL SUCCESS

Antoine Gilbert-Saad

THE UNIVERSITY OF WAIKATO

Fathima Sanoon

UNIVERSITY OF WAIKATO, NEW ZEALAND

3423 TWO PATHWAYS TO INTUITIVE DECISIONS: INTEGRATING SELF-EFFICACY AND CONSERVATION OF RESOURCES THEORY

Paulina López Pérez

IPADE

Markus G Kittler

MCI MANAGEMENT CENTER INNSBRUCK

3320 ENHANCING SUPPLY CHAIN RESILIENCE AND FINANCIAL PERFORMANCE THROUGH DIGITAL TECHNOLOGY INVESTMENTS: THE ROLE OF COGNITIVE FACTORS

Marianna Lo Zoppo

SDA BOCCONI SCHOOL OF MANAGEMENT

Massimiliano Pellegrini

UNIVERSITY OF ROME

Nicola Rubino

UNIVERSITY OF TOR VERGATA

Maria Trindade

Leadership and training for purpose (18:00 - 19:30) - C9 Building - C9/008

Track: T14_03 - General Management and Management Learning: Science and Education for Purpose

Chair(s): Steffen Roth

Paper Presentations:

1336 LEADERSHIP IN TRANSFORMATION. THE PROBLEMS OF TRANSCENDENT PURPOSE ORIENTATION

Franz Krönig

TECHNISCHE HOCHSCHULE KÖLN

2587 COLLABORATIVE NETWORKS FOR SME DEVELOPMENT: A SOCIAL SYSTEMS THEORETICAL APPROACH TO THE TWIN TRANSITION

Margit Neisig

ROSKILDE UNIVERSITY, DEPARTMENT FOR SOCIAL SCIENCES AND BUSINESS

TRACK SESSIONS PER DAY

3647 CREATING A COMPASS TO GUIDE CROSS-BORDER COLLABORATION

Lars Clausen
Margit Neisig

KSU
ROSKILDE UNIVERSITY, DEPARTMENT FOR SOCIAL SCIENCES AND
BUSINESS

Leadership in Teams (18:00 - 19:30) - C9 Building - C9/006

Track: ST09_03 - Leadership

Chair(s): Dilek Uslu

Discussant(s): Ioannis Tagos

Paper Presentations:

3265 HOW WORKPLACE COMPETITION SHAPES LEADER DEVELOPMENT AND AUTHENTIC BEHAVIOR: A QUASI-EXPERIMENTAL FIELD STUDY AMONG LEADERS AND THEIR TEAM

Dilek Uslu
Brian Tjemkes
Svetlana Khapova

VRIJE UNIVERSITEIT AMSTERDAM
VRIJE UNIVERSITEIT AMSTERDAM
VRIJE UNIVERSITEIT AMSTERDAM

3531 DOES ETHICAL LEADERSHIP MAKE BUSINESS SENSE? THE IMPACT OF TEAM-FOCUSED ETHICAL LEADERSHIP ON TEAM INNOVATION AND THE MEDIATING ROLE OF TEAM ENGAGEMENT.

Britta Heidl
EDINBURGH NAPIER UNIVERSITY

Migrant Entrepreneurship (18:00 - 19:30) - D4 Building - D4/004

Track: T03_08 - Entrepreneurial Profiles

Chair(s): Matteo Opizzi

Discussant(s): Erika Branca

Paper Presentations:

1606 THE ROLE OF SOCIAL CAPITAL AND NETWORKS IN FACILITATING WAR-AFFECTED IMMIGRANT ENTREPRENEURS

Faisal Shahzad
Khuram Shahzad
Mukhammadyusuf Shaimardanov
Zeeshan Ullah

HÄME UNIVERSITY OF APPLIED SCIENCE
UNIVERSITY OF VAASA
HÄME UNIVERSITY OF APPLIED SCIENCES

1645 MULTI-LEVEL STIGMATISATION AND MINORITY ENTREPRENEURS: EXPLORING ECOSYSTEM DYNAMICS AND INDUSTRY-LEVEL EXCLUSION

Mujtaba Ahsan
Abrar Saiyed
Sondos Abdelgawad

SAN DIEGO STATE UNIVERSITY
ADAM SMITH BUSINESS SCHOOL / UNIVERSITY OF GLASGOW
IE BUSINESS SCHOOL

1832 TARGETED ENTREPRENEURSHIP EDUCATION FOR MIGRANTS' EMPOWERMENT: PERSPECTIVES FROM A SYSTEMATIC LITERATURE REVIEW

Matteo Opizzi
Ludovica Moi
Francesca Cabiddu

UNIVERSITY OF CAGLIARI
UNIVERSITÀ DEGLI STUDI DI CAGLIARI
UNIVERSITÀ DEGLI STUDI DI CAGLIARI

TRACK SESSIONS PER DAY

3259 INTERSECTING IDENTITIES: GENDER, MIGRATION, AND SOCIAL CLASS IN SHAPING ENTREPRENEURIAL SELF-EFFICACY AND BEHAVIOUR

| | |
|------------------------|--|
| Erika Branca | GHENT UNIVERSITY |
| Johanna Vanderstraeten | UNIVERSITY OF ANTWERP |
| Hendrik Slabbinck | GHENT UNIVERSITY |
| Eugenie Delzenne | UNIVERSITY OF ANTWERP & GHENT UNIVERSITY |
| Riyaad Ismail | UNIVERSITY OF ANTWERP |

Normative Underpinnings of Corporate Contribution to Common Good and Purpose (18:00 - 19:30) - D4 Building - D4/011

Track: ST01_01 / ST02_01 - Rethinking the Responsible Corporation: Bridging Management, Law & Purpose (co-sponsored B4S & CoGo SIGs)

Chair(s): Jeroen Veldman

Paper Presentations:

2623 OVERCOMING THE CHALLENGES OF NEOLIBERALISM AND SHAREHOLDER THEORY WHILE PRESERVING THEIR ADVANTAGES: DISTINGUISHING THE PARTICULAR INTEREST OF THE FIRM FROM ITS PRIMARY INTEREST

| | |
|-------------------|----------------------------------|
| Emiliano Di Carlo | UNIVERSITY OF ROME "TOR VERGATA" |
|-------------------|----------------------------------|

3219 PURPOSE(S) BEYOND WELFARE – A VALUE-LED INTERPRETATION OF PURPOSE(S) AND GOVERNANCE IN PROFIT-WITH-PURPOSE CORPORATIONS

| | |
|----------------|--------|
| Sandrine Blanc | INSEEC |
|----------------|--------|

3226 LINKING THE GOOD WITH THE BAD: A SYSTEMATIC LITERATURE REVIEW AND RESEARCH AGENDA ON THE EU TAXONOMY

| | |
|-------------------|--|
| Anne-Kathrin Seeh | UNIVERSITY OF SIEGEN |
| Andreas Dutzi | CHAIR OF MANAGEMENT, ACCOUNTING & CORPORATE GOVERNANCE, SCHOOL OF ECONOMIC DISCIPLINES, UNIVERSITY OF SIEGEN |

Organizational Authenticity (18:00 - 19:30) - C9 Building - C9/009

Track: T14_04 - Managing with Purpose through Authenticity

Paper Presentations:

1250 CORPORATE PURPOSE, LEADERSHIP, AND VALUE CO-CREATION: A CONTINGENCY THEORY APPROACH

| | |
|-----------------|--|
| Chan Hsiao | NATIONAL YANG MING CHIAO TUNG UNIVERSITY, TAIWAN |
| Hsin Jung Tseng | DEPARTMENT OF MANAGEMENT SCIENCE, NATIONAL YANG MING CHIAO TUNG UNIVERSITY |
| Yi-Hish Hsieh | NATIONAL YANG MING CHIAO TUNG UNIVERSITY, TAIWAN |

2218 INTERFACING AI WITH AUTHENTICITY IN ENTREPRENEURSHIP: A REVIEW AND RESEARCH AGENDA

| | |
|-------------------|--|
| Silvia Ranfagni | UNIVERSITY OF FLORENCE |
| Massimo Rosati | UNIVERSITY OF FLORENCE |
| Kristian Gianassi | PIN FOUNDATION |
| Leo Dana | DALHOUSIE UNIVERSITY'S ROWE SCHOOL OF BUSINESS |

TRACK SESSIONS PER DAY

2319 **MADE IN ITALY IN THE FASHION INDUSTRY: CASE STUDIES OF COMPANIES PRESERVING HERITAGE WHILE IMPLEMENTING INNOVATION**

| | |
|----------------|---|
| Lucia Pastore | INDIPENDENT RESEARCHER |
| Myriam Caratu | UNINT - UNIVERSITÀ DEGLI STUDI INTERNAZIONALI DI ROMA |
| Sanja Vlahovic | UNIVERSITA DEGLI STUDI INTERNAZIONALI DI ROMA UNINT |

2709 **A CRITICAL REALIST EXPLORATION OF THE MORAL CHARACTER OF INSIDER SOCIAL CHANGE AGENTS: NAVIGATING BETWEEN THE INVISIBLE AND VISIBLE**

| | |
|---------------|-------------------------|
| Sara Fontanet | UNIVERSITY OF ST.GALLEN |
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1923 **PURPOSE IN FOR-PROFIT COMPANIES: PURPOSE IMPLEMENTATION AND PERCEIVED PURPOSE AUTHENTICITY**

| | |
|-----------------------|--|
| Zahra Kashanizadeh | AMSTERDAM BUSINESS SCHOOL OF THE UNIVERSITY OF AMSTERDAM |
| Pushpika Vishwanathan | AMSTERDAM BUSINESS SCHOOL OF THE UNIVERSITY OF AMSTERDAM |
| Henk Volberda | AMSTERDAM BUSINESS SCHOOL, UNIVERSITY OF AMSTERDAM |
| Jatinder Sidhu | UNIVERSITY OF LEEDS |

Pushing the Research Agenda for DEI (18:00 - 19:30) - D6 Building - D6/105

Track: T05_03 - Role of Diversity, Equality and Inclusion in Careers and Leadership

Chair(s): Aidan McKearney

Discussant(s): Mary Classina Okere

Paper Presentations:

3462 **BETTER SHOT?: IMPACT OF GENDER QUOTA ON FEMALE ENTREPRENEURSHIP, EVIDENCE FROM GERMANY**

| | |
|------------------|--|
| Kyung eun Park | UNIVERSITY OF MANNHEIM |
| Baris Istipliler | UNIVERSITY OF MANNHEIM BUSINESS SCHOOL |

3612 **DEATH BY DEI A CRITICAL DISCOURSE ANALYSIS OF RIGHT-WING NARRATIVES LINKING DEI POLICIES TO CALIFORNIA WILDFIRES**

| | |
|-----------------|--|
| Vineeta Dwivedi | S P JAIN INSTITUTE OF MANAGEMENT AND RESEARCH (SPJIMR) |
|-----------------|--|

2776 **COULD COACHING BE A KEY TO MORE INCLUSIVE WORKPLACES? A SIX-MONTH INTERVENTION STUDY OF LEADER'S INCLUSIVE LEADERSHIP BEHAVIOURS, THEIR OWN SELF-CARE, AND THAT OF THEIR TEAMS.**

| | |
|--------------------|---|
| Arla Day | SAINT MARY'S UNIVERSITY |
| Catherine Loughlin | DALHOUSIE UNIVERSITY |
| Kara Arnold | BUSINESS ADMIN, MEMORIAL UNIVERSITY OF NFLD |

TRACK SESSIONS PER DAY

Research Methods in Context (18:00 - 19:30) - D4 Building - D4/009

Track: GT12_00 - Research Methods and Research Practice General Track

Chair(s): Davide Secchi

Paper Presentations:

1608 LOSS AVERSION TO UNDERSTAND CONTEMPORARY PERFORMANCE EVALUATION

| | |
|---------------------|--------------------------------|
| Riccardo Camilli | UNIVERSITY OF ROME TOR VERGATA |
| Lorenzo Coronella | UNIVERSITY OF ROME TOR VERGATA |
| Gianmarco Manzo | UNIVERSITY OF ROME TOR VERGATA |
| Alessandro Mechelli | UNIVERSITY OF ROME TOR VERGATA |

1646 THE BRAND MAGIC OF DIGITAL MARKETING: REVISITING THE IMPACTS OF SOCIAL MEDIA WOM AND ADVERTISE ATTITUDE ON BRAND LOYALTY

| | |
|------------------|--|
| Cheng-Feng Cheng | NATIONAL TAICHUNG UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Jie-Wei Lin | NATIONAL TAICHUNG UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Chien-Ming Chen | NATIONAL TAICHUNG UNIVERSITY OF SCIENCE AND TECHNOLOGY |

2040 ADDRESSING THE CSRD REQUIREMENTS THROUGH A PERFORMANCE MANAGEMENT FRAMEWORK

| | |
|------------------|---|
| Ivo Hristov | UNIVERSITY OF L'AQUILA |
| Cory Searcy | TORONTO METROPOLITAN UNIVERSITY, CANADA |
| Riccardo Camilli | UNIVERSITY OF ROME TOR VERGATA |

3652 "BEYOND TRADITION: THE EVOLUTION IN CULTURAL HERITAGE ASSESSMENT" A SCOPING REVIEW ON APPROACHES AND EVALUATION TECHNIQUES IN THE CULTURAL HERITAGE SECTOR

| | |
|-------------------|---------------------------------|
| Elena Scioscia | UNIVERSITÀ DEGLI STUDI ROMA TRE |
| Federico Ceschel | UNIVERSITY OF ROME TRE |
| Michela Marchiori | ROMA TRE UNIVERSITY |

Responsible Leadership and Social Issues (18:00 - 19:30) - D6 Building - D6/015

Track: T14_05 - The Responsibilities of Upper Echelons in Managing for Financial and Social Purpose

Paper Presentations:

1469 LEADING REGENERATION: CEO CHEMP CHARACTERISTICS (CONSCIOUSNESS, HALLMARKS, ENGAGEMENT, MORALITY, AND PREEMPTIVENESS) FOR TRANSFORMATIVE BUSINESS

| | |
|----------------|---|
| Eric Coorens | AVANS UNIVERSITY OF APPLIED SCIENCES (BREDA NL) |
| Kaj Morel | AVANS UNIVERSITY OF APPLIED SCIENCES (BREDA NL) |
| Celine Legrand | AUDENCIA BUSINESS SCHOOL |

3300 GENDER, EDUCATION, AND BOARD COMPOSITION: THE DYNAMIC ROLE OF BOARD CHARACTERISTICS IN CORPORATE PHILANTHROPY DURING CRISIS IN CHINA

| | |
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| Sookyong Lee | KEAN UNIVERSITY, WENZHOU |
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3311 MANAGERS, THE MIDLIFE CRISIS, AND SUSTAINABILITY

| | |
|--------------------|------------------------|
| Giuliana Manganaro | MANNHEIM UNIVERSITY |
| Jan-Philipp Ahrens | UNIVERSITY OF MANNHEIM |
| Kyung eun Park | UNIVERSITY OF MANNHEIM |

TRACK SESSIONS PER DAY

2940 HOW CHIEF PURPOSE OFFICERS CONSTRUCT THEIR IDENTITY AS RESPONSIBLE LEADERS

Nicola Pless

UNIVERSITY OF SOUTH AUSTRALIA

Nicole Steller

WITTEN/ HERDECKE UNIVERSITY

Responsible Work (18:00 - 19:30) - C9 Building - C9/005

Track: T09_07 - Sustainable HRM and Responsible Ways of Working

Chair(s): Pilar Mosquera

Paper Presentations:

1142 HOSPITALITY AS AN ANTHESIS TO WORKPLACE BULLYING? ESTABLISHING HOSPITALITY BULLYING AND THE CASE FOR MĀORI CULTURAL VALUES TO ADDRESS BULLYING

Candice Harris

AUCKLAND UNIVERSITY OF TECHNOLOGY

Jarrood Haar

MASSEY UNIVERSITY

David Williamson

AUCKLAND UNIVERSITY OF TECHNOLOGY

David Brougham

MASSEY UNIVERSITY

2023 THE ROLE OF HUMOUR AT WORK: BOOSTING CREATIVITY AND RETENTION

Pilar Mosquera

UNIVERSIDADE DE LISBOA - ISEG - ADVANCE

Carla Cosa

CETRAD – UNIVERSIDADE EUROPEIA

Melissa Amaro

UNIVERSIDADE DE LISBOA - ISEG - ADVANCE

2414 EFFECTIVENESS OF WORKPLACE BURNOUT PREVENTION METHODS: CURRENT STRATEGIES AND FUTURE DIRECTIONS

Enes Berk Sahin

LUISS GUIDO CARLI

Fabian Homberg

LUISS UNIVERSITY

Role Ambiguity, Individual Performance & Flourishing (18:00 - 19:30) - C9 Building - C9/002

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Aleksandra Rudawska

Paper Presentations:

1971 MANAGING EMPLOYEE ROLE AMBIGUITY: THE ROLE OF LINE MANAGERS' PRACTICAL WISDOM IN THE HYBRID WORK SETTINGS

Pranas Šmaižys

ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS

Ilona Bučiūnienė

ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS

2391 LEARNING WORK CONTEXT AND INDIVIDUAL PERFORMANCE: THE MEDIATING ROLE OF KNOWLEDGE SEEKING BEHAVIOR

Aleksandra Rudawska

UNIVERSITY OF SZCZECIN

Katarzyna Gadomska-Lila

UNIVERSITY OF SZCZECIN

Anna Pluta

UNIVERSITY OF SZCZECIN

TRACK SESSIONS PER DAY

2675 EMOTIONAL AND ETHICAL STEPS ON THE PATHWAY TO PERFORMANCE: THE MEDIATING ROLE OF EMPLOYEES FLOURISHING

| | |
|------------------------|---|
| Tiago Gonçalves | ADVANCE/ISEG RESEARCH - ISEG UNIVERSIDADE DE LISBOA |
| Mariana Coelho | ISEG, UNIVERSIDADE DE LISBOA |
| Helena Mateus Jerónimo | ISEG, UNIVERSIDADE DE LISBOA & ADVANCE/CSG |
| Paulo Henriques | ADVANCE/CSG, ISEG, UNIVERSIDADE DE LISBOA |
| Carla Curado | ADVANCE/CSG ISEG, UNIVERSIDADE DE LISBOA |

Social Purpose and Wellbeing (18:00 - 19:30) - D4 Building - D4/105

Track: ST01_03 - Finance and Economy for Society: Financial Inclusion, Governance and Sustainability

Chair(s): Sharam Alijani

Discussant(s): Yulduz Alimova, Alice Martiny

Paper Presentations:

1420 HOW MIGHT RESEARCH INTO ORGANISATIONS IMPROVE HUMAN WELLBEING?

| | |
|----------------|---|
| Shann Turnbull | INTERNATIONAL INSTITUTE FOR SELF-GOVERNANCE |
|----------------|---|

3469 THE ROLE OF INSTITUTIONS IN SHAPING NATIONAL FINANCIAL EDUCATION STRATEGIES: INSIGHTS FROM OECD

| | |
|----------------------|----------------------|
| Silvia Gómez-Ansón | UNIVERSITY OF OVIEDO |
| Irma Martinez-Garcia | UNIVERSITY OF OVIEDO |

3702 TRUST AND SOCIAL PURPOSE: THE MEDIATING ROLE OF BLOCKCHAIN TECHNOLOGY ON PHILANTHROPY AND DONNERS' BEHAVIOR

| | |
|----------------|------------------------------|
| Sharam Alijani | AMERICAN UNIVERSITY OF PARIS |
|----------------|------------------------------|

Sport Management Kick Off Session 1 (18:00 - 19:30) - D6 Building - D6/102

Track: T13_11 -Sport Management with Purpose

Chair(s): IGOR PERECHUDA

Paper Presentations:

1774 DETERMINANTS OF THE WILLINGNESS TO PAY FOR SUSTAINABLE SPORT APPAREL: A STUDY AMONG GERMAN RUNNERS

| | |
|-------------------|--|
| Viktoria Spindler | RHEINMAIN UNIVERSITY OF APPLIED SCIENCES |
| Holger Schunk | RHEINMAIN UNIVERSITY OF APPLIED SCIENCES |
| Thomas Könecke | KU LEUVEN |

1944 SPORT AND PLACE BRANDING - LEVERAGING SPORTAINMENT FOR A NATION'S SOFT POWER

| | |
|-----------------|--|
| Andre Richelieu | SCHOOL OF BUSINESS, UQAM UNIVERSITY, MONTREAL, CANADA |
| Jess Dixon | UNIVERSITY OF WINDSOR |
| Yen-Chun Lin | DEPARTMENT OF LEISURE AND SPORT MANAGEMENT AT NATIONAL TAIPEI UNIVERSITY, TAIWAN |

TRACK SESSIONS PER DAY

ST03_02#2 meso & macro (18:00 - 19:30) - D4 Building - D4/006

Track: ST03_02 - Entrepreneurship Processes: Leveraging innovation to start up

Chair(s): Besnik Avdiaj

Discussant(s): khouloud Senda Bennani, Diego Matricano

Paper Presentations:

1904 INNOVATION AND REGIONAL GROWTH IN STRATEGIC LOW TECHNOLOGY SECTORS IN THE ADVANCED ECONOMY CONTEXT: DOES ENTREPRENEURIAL INNOVATION ECOSYSTEM MATTER?

| | |
|----------------|--------------------------------|
| Marika Intenza | UNIVERSITY OF PISA |
| Esin Yoruk | COVENTRY UNIVERSITY |
| Antonio Netti | UNIVERSITY OF BARI "ALDO MORO" |
| Andrea Caputo | UNIVERSITY OF TRENTO, ITALY |

3339 THE ATYPICAL PUBLIC ENTERPRISE: EXPLORING ENTREPRENEURIAL ORIENTATION IN MUNICIPALITY ASSOCIATIONS

| | |
|---------------------|-----------------------------------|
| Francesco Calza | UNIVERSITY OF NAPLES PARTHENOPE |
| Ilaria tutore | UNIVERSITY OF NAPLES PARTHENOPE |
| Annarita Sorrentino | UNIVERSITY OF NAPLES PARTHENOPE |
| Erika Rescigno | UNIVERSITY PARTHENOPE OF NAPLES |
| Luca Venturini | UNIVERSITY OF NAPLES "PARTHENOPE" |

3693 UNVEILING THE EVOLUTIONARY DYNAMICS: NURTURING DEEP-TECH STARTUPS WITHIN ENTREPRENEURIAL ECOSYSTEMS

| | |
|-----------------|--------------------------------------|
| Radhika Agarwal | INDIAN INSTITUTE OF TECHNOLOGY DELHI |
| Debananda Misra | INDIAN INSTITUTE OF TECHNOLOGY DELHI |

Succession: management and issues (18:00 - 19:30) - D4 Building - D4/112

Track: GT04_00 - Family Business Research General Track

Chair(s): Rodrigo Basco

Discussant(s): Tobias Reif, Christian Neusser

Paper Presentations:

1989 MANAGEMENT OF SUCCESSION IN FAMILY BUSINESSES: THREE CASE STUDIES TO REFLECT ON GENERATIONAL AND GENDER TRANSITIONS IN SMES

| | |
|-------------------|----------------------------|
| Carlotta Bonandin | LIUC - UNIVERSITY CATTANEO |
| Eliana Minelli | LIUC - UNIVERSITY CATTANEO |
| Ilenia Bua | LIUC - UNIVERSITY CATTANEO |

1817 SOMEWHERE IN THE MIDDLE? CATEGORIZING SEARCH FUNDS AS FAMILY FIRM SUCCESSION MECHANISM

| | |
|-----------------|---|
| Tobias Reif | FRIEDRICH-ALEXANDER UNIVERSITÄT ERLANGEN-NÜRNBERG |
| Sebastian Junge | UNIVERSITY OF ERLANGEN-NUREMBERG |
| Dustin Bauer | UNIVERSITY OF ERLANGEN-NUREMBERG |

TRACK SESSIONS PER DAY

1505 NAVIGATING FAMILY BUSINESS SUCCESSION: BALANCING TRADITION AND CHANGE

Christian Neusser
Maksim Belitski

UNIVERSITY OF READING | HENLEY BUSINESS SCHOOL
LOYOLA UNIVERSITY NEW ORLEANS

Sustainability disclosure and reporting 2 (18:00 - 19:30) - D4 Building - D4/102

Track: ST01_02 - Performance measurement and management for sustainability

Chair(s): Anna Pistoni

Discussant(s): Oualid Mokhantar

Paper Presentations:

2550 THE DRIVERS OF SUSTAINABILITY DISCLOSURE IN EUROPEAN UNION PORTS

Vitiana L'Abate
Nicola Raimo
Filippo Vitolla

LUM UNIVERSITY
LUM UNIVERSITY
LUM JEAN MONNET UNIVERSITY

2958 EMERGING ECONOMY FIRMS AND VOLUNTARY DISCLOSURES: PAIN OR GAIN?

Gaurav Gopal Bairy
Himanshu Shekhar

IIM LUCKNOW
XLRI - XAVIER SCHOOL OF MANAGEMENT

3206 CONCEPTUALIZATION OF THE ESRS REPORTING PROCESS AND ITS POTENTIAL FOR INTEGRATION WITH PERFORMANCE MANAGEMENT

Jørgen Kjåsen Lindgren
Bjorn Andersen
Nora Johanne Klungseth

NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)

Sustainability Reporting and Succession in Family Businesses (18:00 - 19:30) - D4 Building - D4/104

Track: ST04_01 - Behavior, Performance, and Sustainability in Family Firms

Chair(s): Magdalena Marczevska

Discussant(s): Simone Philp, Simone Philp

Paper Presentations:

2157 MEDIATING ROLES OF FOUNDER-OWNER TO BUILD RELATIONSHIP BETWEEN SUCCESSOR AND EMPLOYEE DURING SUCCESSION: A SMALL FAMILY BUSINESS PERSPECTIVE

Dhiraj Mathur
Pradeep Hota
Amit Prakash Jha
Piyush Kumar

LM THAPAR SCHOOL OF MANAGEMENT
INDIAN INSTITUTE OF MANAGEMENT UDAIPUR
INDIAN INSTITUTE OF MANAGEMENT, SHILLONG
LM THAPAR SCHOOL OF MANAGEMENT

3220 DYNAMICS OF SUSTAINABILITY IN FAMILY FIRMS IN JAPAN AND AUSTRIA: A TRANSGENERATIONAL STUDY

Yoshiki Shinohara
Desiree Wieser

RITSUMEIKAN ASIA PACIFIC UNIVERSITY
ASSISTANT PROFESSOR AT MCI THE ENTREPRENEURIAL SCHOOL,
INNSBRUCK, AUSTRIA

Long Pham
Anita Zehrer
Rebecca Chunghee Kim

APU - RITSUMEIKAN ASIA PACIFIC UNIVERSITY
MCI MANAGEMENT CENTER INNSBRUCK | FAMILY BUSINESS CENTER
NAGOYA UNIVERSITY OF COMMERCE & BUSINESS

TRACK SESSIONS PER DAY

3033 BEYOND THE BALANCE SHEET: THE INFLUENCE OF FAMILY OWNERSHIP ON SUSTAINABILITY REPORTING IN DAX 40 COMPANIES

Simone Philp AALEN UNIVERSITY (UST. ID: DE153480801)
Jasmina Metzger AALEN UNIVERSITY
Patrick Ulrich AALEN UNIVERSITY

Sustainable HRM (18:00 - 19:30) - C9 Building - C9/003

Track: ST09_01 - Human Resource Management

Chair(s): Agata Austen

Paper Presentations:

1220 EXPLORING GREEN SKILLS: A LITERATURE REVIEW

Matanat Mammadzada UNEC

1891 TOWARDS A SUSTAINABLE CAREER: A SYSTEMATIC LITERATURE REVIEW AND FUTURE RESEARCH AGENDA

Shaofang Zong UNIVERSITY OF VAASA
Vesa Suutari UNIVERSITY OF WASA
Beatrice Heijden RADBOUD UNIVERSITY

2080 IS HR WORKING WITH PURPOSE OR MISSING IN ACTION?

Justine Ferrer DEAKIN UNIVERSITY
Peter Holland SWINBURNE UNIVERSITY OF TECHNOLOGY

1552 BEYOND THE OFFICE: WORKERS' PREFERENCES FOR TIME AND LOCATION FLEXIBILITY IN HYBRID WORK

Martina Gianecchini UNIVERSITY OF PADOVA
Enrico Carlet UNIVERSITY OF PADOVA

Sustainable Innovation for Mobility (18:00 - 19:30) - D6 Building - D6/006

Track: ST06_05 - Innovation for Sustainability, Circularity and Green-tech

Chair(s): Jouni Juntunen, Klaus Fichter

Discussant(s): Haruki SAWAMURA, Nazan Ozdemir Ozturk

Paper Presentations:

1790 EARLY-STAGE ADOPTION OF GREEN VEHICLES: A BEHAVIOURAL REASONING THEORY PERSPECTIVE

Vittorio Maria Garibbo SCUOLA SUPERIORE SANT'ANNA
Marina Gigliotti UNIVERSITY OF PERUGIA
Francesco Rizzi UNIVERSITÀ DI PERUGIA
Eleonora Annunziata SANT'ANNA SCHOOL OF ADVANCED STUDIES
Marco Frey SANT'ANNA SCHOOL OF ADVANCED STUDIES

TRACK SESSIONS PER DAY

3631 UNDERSTANDING THE FACTORS INFLUENCING THE ACCEPTANCE OF ELECTRIC VEHICLES IN SOCIETY

| | |
|----------------------|-------------------------------|
| Nazan Ozdemir Ozturk | VRIJE UNIVERSITEIT AMSTERDAM, |
| Sandra Hasanefendic | VRIJE UNIVERSITEIT |
| Bart Bossink | VRIJE UNIVERSITEIT AMSTERDAM |

2077 ADVANCING SUSTAINABLE MOBILITY: TOWARDS STRATEGIC POLICY MIXES AND PUBLIC-PRIVATE COLLABORATIVE INNOVATION IN JAPAN'S SUPER-AGING SUBURBS

| | |
|-------------------|--|
| Shinji TSURUSASHI | POLICY RESEARCH INSTITUTE, MINISTRY OF LAND, INFRASTRUCTURE, TRANSPORT AND TOURISM OF JAPANESE GOVERNMENT |
| Haruki SAWAMURA | POLICY RESEARCH INSTITUTE, MINISTRY OF LAND, INFRASTRUCTURE, TRANSPORT AND TOURISM OF JAPANESE GOVERNMENT |

System Structure and Adaptation in Healthcare (18:00 - 19:30) - D5 Building - D5/114

Track: ST11_02 - Healthcare Management Research

Chair(s): Rohit Pradhan

Discussant(s): Gerardine Doyle

Paper Presentations:

2747 ADAPTIVE DECISION-MAKING IN LEARNING HEALTH SYSTEMS; FUTURE DIRECTIONS

| | |
|--------------------|--|
| Mohammed Alzeen | UAB SCHOOL OF HEALTH PROFESSIONS - HSA DEPT. |
| S Robert Hernandez | UNIVERSITY OF ALABAMA AT BIRMINGHAM |

2813 HOSPITAL ADAPTATIONS TO NEW MODELS OF PRIMARY CARE

| | |
|----------------------|-------------------------------------|
| Jolynn Suko | SSM HEALTH |
| Larry Hearld | UNIVERSITY OF ALABAMA AT BIRMINGHAM |
| Nancy Borkowski | UNIVERSITY OF ALABAMA AT BIRMINGHAM |
| Christy Harris Lemak | UNIVERSITY OF ALABAMA AT BIRMINGHAM |
| Sue Feldman | UNIVERSITY OF ALABAMA AT BIRMINGHAM |

3486 DOES SYSTEM STRUCTURE AFFECT ORGANIZATIONAL APPLICATION OF PREMS: A COMPARATIVE EVALUATION OF 5 COUNTRIES

| | |
|-----------------|-------------------------------------|
| Heather Lee | UNIVERSITY OF ALABAMA AT BIRMINGHAM |
| J'Aime Jennings | UNIVERSITY OF ALABAMA AT BIRMINGHAM |
| Logan Marler | UNIVERSITY OF ALABAMA AT BIRMINGHAM |
| Amy Landry | UNIVERSITY OF ALABAMA AT BIRMINGHAM |

TRACK SESSIONS PER DAY

T01_13_Session 1_Organizational dynamics in the digital era (18:00 - 19:30) - D4 Building - D4/114

Track: T01_13 - Navigating intra/inter organizational relationships in the Digital Era: exploring collective intelligence and social identity

Chair(s): Ginevra Gravili, Mauro Gatti, Giuseppe Ceci

Paper Presentations:

1374 EXPLORING PERCEIVED EQUITY IN ORGANIZATIONAL SUPPORT: NAVIGATING WORK-LIFE BALANCE AND CAREER PROGRESSION IN THE DIGITAL ERA

| | |
|-----------------------------|---|
| Filomena Buonocore | UNIVERSITÀ DEGLI STUDI DI NAPOLI PARTHENOPE |
| Davide de Gennaro | UNIVERSITÀ DEGLI STUDI DI NAPOLI PARTHENOPE |
| Viviana Colombi Evangelista | UNIVERSITÀ DEGLI STUDI DI NAPOLI "PARTHENOPE" |
| Floriana Pollio | UNIVERSITÀ DEL SALENTO |

1542 ARE PERFORMANCE MEASUREMENT AND MANAGEMENT SYSTEMS SUITABLE FOR THE FUTURE OF ORGANIZATIONS?: A ROADMAP FOR INTEGRATING ARTIFICIAL INTELLIGENCE IN DECISION-MAKING PROCESS

| | |
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| Giuseppe Modarelli | UNIVERSITY OF TURIN |
| Enrico Sorano | UNIVERSITÀ DEGLI STUDI DI ENNA "KORE" |
| Guido Giovando | UNIVERSITY OF TURIN |
| Alberto Sardi | UNIVERSITY OF TURIN |

2350 EVOLVING MASCULINITIES AND WORK-LIFE BALANCE: COLLECTIVE INTELLIGENCE AND ORGANIZATIONAL DYNAMICS IN THE DIGITAL AGE

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|----------------------|---|
| Filomena Riemma | UNIVERSITY "PARTHENOPE" OF NAPLES |
| Davide de Gennaro | UNIVERSITÀ DEGLI STUDI DI NAPOLI PARTHENOPE |
| Filomena Buonocore | UNIVERSITÀ DEGLI STUDI DI NAPOLI PARTHENOPE |
| Maria Carmela Annosi | WAGENINGEN UNIVERSITY |

2189 WORKPLACE "RE-STYLING" TO CREATE MEANINGFUL RELATIONSHIPS IN THE POST-COVID ERA. A CASE STUDY IN THE ITALIAN ENERGY INDUSTRY

| | |
|------------------|-----------------------------|
| Mauro Gatti | SAPIENZA UNIVERSITY OF ROME |
| Michela Iannotta | SAPIENZA UNIVERSITY OF ROME |
| Giuseppe Ceci | SAPIENZA UNIVERSITY OF ROME |

Teaching Entrepreneurship (18:00 - 19:30) - D4 Building - D4/005

Track: T03_09 - Academic Entrepreneurship and Entrepreneurial University

Chair(s): PAUL JOSEPH-RICHARD

Discussant(s): Johanna Haeuser, Nina Walker

Paper Presentations:

2044 EXPLORING THE EMBEDDEDNESS OF ENTREPRENEURSHIP IN COURSE CURRICULA: A DOCUMENT ANALYSIS ACROSS DISCIPLINES

| | |
|---------------------|-------------------|
| Paul Joseph-Richard | ULSTER UNIVERSITY |
| Margaret Morgan | ULSTER UNIVERSITY |
| Aodheen McCartan | ULSTER UNIVERSITY |

TRACK SESSIONS PER DAY

2098 PROFESSIONALIZATION OF THE ROLE OF THE ENTREPRENEUR IN SPAIN

Mahsa Samsami CHEMNITZ UNIVERSITY OF TECHNOLOGY, GERMANY, STELLENBOSCH UNIVERSITY, SOUTH AFRICA, UNIVERSITY OF AGDER, NORWAY
Adriana Perez-Encinas AUTONOMOUS UNIVERSITY OF MADRID
Thomas Schøtt UNIVERSITY OF SOUTHERN DENMARK

2154 KEY FACTORS IN SUCCESSFUL TEAM DYNAMICS: THE COIL APPROACH TO ENTREPRENEURSHIP EDUCATION

Yuko Inada ST. ANDREW'S UNIVERSITY

Technological Paradoxes (18:00 - 19:30) - D15 Building - D15/004

Track: T14_01 - Artificial Intelligence and Human Values

Chair(s): Som Sekhar Bhattacharyya

Discussant(s): Alberto Varone, swamy perumandla

Paper Presentations:

2013 BEYOND ADOPTION: USER SATISFACTION AND SUSTAINED ENGAGEMENT WITH QR CODE MOBILE PAYMENT SYSTEMS AMONG MARGINALIZED WOMEN VENDORS

Swamy Perumandla INDIAN INSTITUTE OF MANGEMENT NAGPUR
SharmilaDevi R FACULTY OF MANAGEMENT, SRM INSTITUTE OF SCIENCE AND TECHNOLOGY, (RAMAPURAM CAMPUS, CHENNAI-89
Usha Thakur VIT BUSINESS SCHOOL, VIT VELLORE, VELLORE, TAMIL NADU.
Som Sekhar Bhattacharyya INDIAN INSTITUTE OF MANAGEMENT, NAGPUR

2073 UNCANNY VALLEY EFFECT: SCALE DEVELOPMENT AND VALIDATION

Som Sekhar Bhattacharyya INDIAN INSTITUTE OF MANAGEMENT, NAGPUR
Swamy Perumandla INDIAN INSTITUTE OF MANGEMENT NAGPUR
Shikha Gera JAMIA HAMDARD
Alok Singh INDIAN INSTITUTE OF MANAGEMENT NGAOUR
Kalicharan Sabat RV UNIVERSITY

3738 THE BAN PARADOX: UNINTENDED IMPACTS OF TECHNOLOGY BANS ON INNOVATION DIFFUSION

Alberto Varone UNIVERSITY OF CASSINO AND SOUTHERN LAZIO
Francesco Bolicci ORGLAB - CASSINO UNIVERSITY, ITALY

Trends in tourism research and practice (18:00 - 19:30) - D5 Building - D5/111

Track: T06_10 / T12_03 - Management History, Action Research and Tourism (co-sponsored INNO / RMRP SIGs)

Chair(s): Silvia Baiocco, Antonella Monda

Paper Presentations:

2744 HOW ONLINE COMMENTS RELATED TO GREEN PRACTICES SHAPE THE INTERNATIONAL TOURISTS' HOTEL BOOKING INTENTION IN HOCHIMINH CITY.

Phuong Dinh IAE PARIS SORBONNE, UNIVERSITÉ PARIS 1 PANTHÉON-SORBONNE

TRACK SESSIONS PER DAY

2892 DYNAMIC TRENDS IN TOURISM SKILLS: NEURAL TOPIC MODELS MEET LARGE LANGUAGE MODELS

Eddy Soria Leyva UNIVERSIDAD ROVIRA I VIRGILI
Aïda Valls Mateu UNIVERSIDAD ROVIRA I VIRGILI
Ana-Beatriz Hernández-Lara ROVIRA I VIRGILI UNIVERSITY

3715 MANAGING TOURISM DESTINATION ECOSYSTEMS FOR SUSTAINABILITY THROUGH ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING

Silvia Baiocco UNIVERSITY OF ROME TOR VERGATA
Paola M.A. Panicca UNIVERSITY OF ROME TOR VERGATA
Roberto Basili TOR VERGATA UNIVERSITY OF ROME
Danilo Croce UNIVERSITY OF ROME TOR VERGATA

Women's Leadership and Career Progression: A Context-Based Perspective (18:00 - 19:30) - D6 Building - D6/112

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

Chair(s): Zuzanna Staniszezwska

Discussant(s): Lorena Reyes, Belinda Steffan

Paper Presentations:

1187 WOMEN LEADERS LEADING WITH PURPOSE: EFFECTS OF SOCIAL CAPITAL IN THE RESOURCES SECTOR OF WESTERN AUSTRALIA

Tracy Hopkins UNIVERSITY OF NOTRE DAME AUSTRALIA
Batia Ben-Hador THE DEPT. OF ECONOMICS AND BUSINESS ADMINISTRATION, ARIEL
UNIVERSITY

3132 CAREER ADVANCEMENT TO THE EXECUTIVE LEVEL: THE ROLE OF GENDER AND FOREIGN OWNERSHIP

Sachiko Yamao KEIO UNIVERSITY
Toru Yoshikawa WASEDA UNIVERSITY
Daisuke Uchida KEIO UNIVERSITY

Work Engagement & Thriving (18:00 - 19:30) - C9 Building - C9/001

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Rafaella Kounna

Discussant(s): Alberto Ruoizzi-López

Paper Presentations:

1916 WHICH RESOURCES- INDIVIDUAL SPECIFIC, GROUP RELATED, LEADER RELATED OR ORGANIZATIONAL-SHOULD MANAGERS PRIORITIZE TO INCREASE THEIR EMPLOYEES' WORK ENGAGEMENT?

Leonidas Zampetakis DEPARTMENT OF PSYCHOLOGY- UNIVERSITY OF CRETE

2258 FROM SURVIVING TO THRIVING: THE ROLE OF SUPPORT SYSTEMS ON LGBQ EMPLOYEES JOB SATISFACTION

Rafaella Kounna UNIVERSITY OF CYPRUS
Eleni Stavrou-Costea UNIVERSITY OF CYPRUS
Christiana Ierodiakonou UNIVERSITY OF CYPRUS

TRACK SESSIONS PER DAY

2552 HOW CONFIGURATIONS OF WORK-LIFE BALANCE, THRIVING AT WORK, ANXIETY, AND DEPRESSION ARE RELATED WITH THE DISABILITIES EXPERIENCED BY EMPLOYEES WITH MENTAL DISORDERS?

Alberto Ruoizzi-López

COMPLUTENSE UNIVERSITY OF MADRID

Emilio Álvarez-Suescun

COMPLUTENSE UNIVERSITY OF MADRID

Marcello Russo

UNIVERSITY OF BOLOGNA

TRACK SESSIONS PER DAY

24 June 2025, Tuesday

4-Non-Western Perspectives in Intercultural Research (09:00 - 10:30) - D5 Building - D5/002

Track: ST07_02 - Management and cultures: Qualitative organizational research

Chair(s): Christoph Barmeyer

Discussant(s): Minyoung Choi, Rashimah Rajah

Paper Presentations:

1996 "IT WORKS FOR YOU BUT NOT FOR ME": UNDERSTANDING JOB CRAFTING IN NON-WESTERN CULTURES AND CROSS-CULTURAL RESEARCH

Rashimah Rajah

UNIVERSITY OF TWENTE

Arnold Enklaar

UNIVERSITY OF TWENTE

2919 IS THERE A MATERNALISTIC LEADERSHIP? INSIGHTS FROM LATIN AMERICAN WOMEN LEADERS IN GERMAN MNC'S

Tuzienka Chenet Ugarte

UNIVERSITY OF PASSAU

2295 THE CULTURAL DIMENSION OF QUALITATIVE RESEARCH BASED ON INTERVIEWS: METHODOLOGICAL REFLECTIONS BASED ON FRANCO-KOREAN RESEARCH

Minyoung Choi

GUSTAVE EIFFEL UNIVERSITY - PARIS

Sylvie Chevrier

UNIVERSITÉ GUSTAVE EIFFEL

Advances in Review Methods (09:00 - 10:30) - D4 Building - D4/104

Track: ST12_01 - Actors, Systems, and Coevolution: Methods and Perspectives for a Complex World

Chair(s): Davide Secchi

Paper Presentations:

1918 AI-ASSISTED REVIEW METHOD: EXPLORING ORGANIZATIONAL RESILIENCE THROUGH ONTOLOGY AND EPISTEMOLOGY

Justyna Bugaj

KRAKOW UNIVERSITY OF ECONOMICS

Oskar Kosch

KRAKOW UNIVERSITY OF ECONOMICS

2702 COMBINING TOPIC MODELING AND BIBLIOGRAPHIC COUPLING IN AN INTEGRATED LITERATURE REVIEW WORKFLOW

Ivan Zupic

GOLDSMITHS, UNIVERSITY OF LONDON

Sujata Khandai

AMITY UNIVERSITY UTTAR PRADESH

Sonia Kataria

AMITY UNIVERSITY UTTAR PRADESH

3708 INTRODUCING THE SYSTEMIC REVIEW: FINDING LEVERAGE IN COMPLEX PROBLEMS WITH BIBLIOMETRICS AND SYSTEMS THINKING.

Cameron Guthrie

TBS EDUCATION

TRACK SESSIONS PER DAY

Advancing Women Leaders: Coaching, Competition, and Cultural Constraints (09:00 - 10:30) - D6 Building - D6/114

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

Chair(s): Stephan Böhm

Discussant(s): Melissa Wheeler, Maryam Baloch

Paper Presentations:

1053 THE DEVIL WEARS NADA: FEMALE EMPLOYEES' HIDDEN TRANSCRIPTS AND PUBLIC RESPONSES TO INESSENTIAL AESTHETIC DEMANDS

Lakshmi Balachandran Nair LUISS GUIDO CARLI UNIVERSITY

1188 HARNESSING THE POWER OF EXECUTIVE COACHING FOR THE ADVANCEMENT OF FEMALE LEADERSHIP

Marina Furtado LISBON SCHOOL OF ECONOMICS AND MANAGEMENT
Paulo Henriques ADVANCE/CSG, ISEG, UNIVERSIDADE DE LISBOA

AI and humans (09:00 - 10:30) - D15 Building - D15/004

Track: T14_01 - Artificial Intelligence and Human Values

Chair(s): Kristina Jespersen

Discussant(s): Dominika Bosek-Rak, Jbid Arsenyan

Paper Presentations:

1066 MORALLY GREY: EXPLORING THE MORAL TRIGGERS OF HUMAN-VIRTUAL AGENT COEXISTENCE

Agata Mirowska NEOMA BUSINESS SCHOOL
Jbid Arsenyan RENNES SCHOOL OF BUSINESS

1785 PRIDE AND PREJUDICE TOWARDS THE NEW AI ASSISTANT ON THE JOB?

Kristina Jespersen DEPARTMENT OF ECONOMICS AND BUSINESS ECONOMICS, AARHUS
UNIVERSITY

2639 GEN AI AND JOB SATISFACTION – THE CASE OF EMPLOYEES IN THE FINANCIAL SERVICES INDUSTRY IN POLAND.

Dominika Bosek-Rak WARSAW SCHOOL OF ECONOMICS

AI, Ethics, and Accountability in the Digital Era (09:00 - 10:30) - Hilton Garden Inn Novoli - Sala San Donato (B)

Track: T09_04 - AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management, Employment Relations and Organizational Behaviour

Chair(s): Stefan Guldenberg, Uta Wilkens

Paper Presentations:

1525 ETHICS AND GENERATIVE AI IN STARTUPS: A SYSTEMATIC LITERATURE REVIEW

Marco Di Giovanni UNIVERSITY "G. D'ANNUNZIO" OF CHIETI-PESCARA
Filomena Pagnozzi UNIVERSITY G. D'ANNUNZIO
Gilda Antonelli D'ANNUNZIO UNIVERSITY CHIETI-PESCARA

TRACK SESSIONS PER DAY

2531 HUMAN-AI COLLABORATION: DRIVING WORKFORCE TRANSFORMATION FOR ETHICAL GOVERNANCE, EMPLOYEES' WELL-BEING AND SUSTAINABLE WORK ENVIRONMENT

| | |
|-----------------------|---|
| Yasir Faheem | UNIVERSITY OF MOLISE |
| Francesca Di Virgilio | UNIVERSITY OF MOLISE |
| Ayaz Ahmad | COMSATS ISLAMABAD PAKISTAN |
| Muhammad Bari | GOVERNMENT COLLEGE UNIVERSITY, FAISALABAD, PAKISTAN |

1800 BRIDGING ETHICAL CONSIDERATIONS AND MANAGERIAL BEHAVIOR FOR SUCCESSFUL AI SYSTEM ADOPTION

| | |
|-----------------|---|
| Sophie Berretta | RUHR UNIVERSITY BOCHUM, CHAIR OF WORK, ORGANIZATIONAL AND BUSINESS PSYCHOLOGY |
| Annette Kluge | RUHR UNIVERSITY BOCHUM, CHAIR OF WORK, ORGANIZATIONAL AND BUSINESS PSYCHOLOGY |

Artificial intelligence adoption (09:00 - 10:30) - D5 Building - D5/010

Track: T10_04 - Transforming Project Management: Embracing Agility, Digitalization, and Artificial Intelligence

Chair(s): Costanza Mariani

Discussant(s): Vered Holzmann, Pedro Almeida

Paper Presentations:

2422 MAPPING KEY DRIVERS OF ARTIFICIAL INTELLIGENCE-ASSISTED PROJECT MANAGEMENT: A CONCEPTUAL FRAMEWORK

| | |
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| Hila Chalutz-Ben Gal | BAR ILAN UNIVERSITY |
| Vered Holzmann | THE ACADEMIC COLLEGE OF TEL AVIV YAFFO |

3615 INTEGRATION OF ARTIFICIAL INTELLIGENCE INTO PROJECT MANAGEMENT: CRITICAL PERSPECTIVES AND STEPS FORWARD

| | |
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| Pedro Almeida | UNIVERSITY OF COIMBRA |
| Gabriela Fernandes | UNIVERSITY OF COIMBRA |
| José Santos | POLYTECHNIC UNIVERSITY OF BRAGANÇA |

2894 AI-DRIVEN QUALITY MANAGEMENT IN MELBOURNE'S PUBLIC TRANSPORT

| | |
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| Tasfin Ahmed | ROYAL MELBOURNE INSTITUTE OF TECHNOLOGY |
| Omid Haass | ROYAL MELBOURNE INSTITUTE OF TECHNOLOGY |

Between Mindsets and Workarounds: Rethinking Roles in Creative Systems (09:00 - 10:30) - D6 Building - D6/014

Track: ST06_08 - Managing Creativity for Innovation:

Chair(s): Christian Hoßbach

Paper Presentations:

1633 IT TAKES A VILLAGE: A COMPREHENSIVE MODEL OF NON-CREATOR ROLES IN CREATIVITY

| | |
|-----------------|-------------------------|
| Bart Verwaeren | AARHUS UNIVERSITY |
| Eric Rietzschel | UNIVERSITY OF GRONINGEN |
| Yan Shao | UNIVERSITY OF AMSTERDAM |

TRACK SESSIONS PER DAY

3296 INNOVATION AGAINST THE FLOW: A CONFIGURATIONAL ANALYSIS OF THE EMERGENCE OF WORKAROUNDS AND INNOVATIVE WORK BEHAVIOR

| | |
|-----------------------|----------------------|
| Talea Hellweg | PADERBORN UNIVERSITY |
| Katharina Radermacher | PADERBORN UNIVERSITY |
| Luc Sandfort | PADERBORN UNIVERSITY |
| Martin Schneider | PADERBORN UNIVERSITY |

1206 EXPLORING THE RELATIONSHIP BETWEEN PARADOX MINDSET AND EMOTIONS

| | |
|----------------------|--|
| Sotiris T. Lalaounis | UNIVERSITY OF BRISTOL BUSINESS SCHOOL |
| Ajit Nayak | SOUTHAMPTON BUSINESS SCHOOL, UNIVERSITY OF SOUTHAMPTON |

1931 FAIRNESS AT WORK: ORGANIZATIONAL JUSTICE AND ITS IMPACT ON CREATIVITY IN SAUDI ARABIA

| | |
|------------------|---------------------|
| Mahmoud Fallatah | ALFAISAL UNIVERSITY |
| Shahad Alqurashi | HAMAT HOLDING |

Business Model Innovation and Performance (09:00 - 10:30) - D6 Building - D6/007

Track: ST03_01 / ST06_01/ST13_01 - Business Model - Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM SIGs)

Chair(s): Sascha Klein

Paper Presentations:

1409 ABNORMAL RETURNS FOLLOWING BUSINESS MODEL EXTENSIONS—THE ROLE OF DEMAND RELATEDNESS

| | |
|-----------------|--|
| Thiemo Werner | WU WIEN |
| Werner Hoffmann | WU VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS |

1592 THE DYNAMICS OF CRISIS RESPONSE STRATEGIES IN SOFTWARE SMES: VARIATIONS IN THE DEGREE AND SCOPE OF BUSINESS MODEL CHANGE, AND EFFECTS ON FIRMS' FINANCIAL PERFORMANCE

| | |
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| Catalina Crisan-Mitra | BABES-BOLYAI UNIVERSITY |
| Raluca Bunduchi | THE UNIVERSITY OF EDINBURGH |

3712 THE IMPACT OF INNOVATION AND BUSINESS MODEL INNOVATION DIMENSIONS ON MUSEUM PERCEIVED PERFORMANCE

| | |
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| Polina Shalygina | ST. PETERSBURG STATE UNIVERSITY OF ECONOMICS |
| Aleksei Gorgadze | UNIVERSITY OF TARTU |
| Ivan Burkov | UNIVERSITY OF MILANO BICOCCA |

Circular Economy Perspectives (09:00 - 10:30) - D4 Building - D4/113

Track: T01_10 - Toward Humanistic Management: Purpose-Driven Companies, Circular Business Models and Community-based Ecosystems

Chair(s): FIORI ZAFEIROPOULOU

Paper Presentations:

3696 TOWARD A QUANTUM-HOLISTIC FRAMEWORK FOR CIRCULAR FASHION

| | |
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| Fiori Zafeiropoulou | ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS |
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TRACK SESSIONS PER DAY

1114 MANAGEMENT FUNCTIONS IN A CIRCULAR ECONOMY: FAYOL'S CLASSICAL MANAGEMENT THOUGHT WITHIN PLANETARY BOUNDARIES

Roberta De Angelis CARDIFF UNIVERSITY BUSINESS SCHOOL
Giancarlo Ianulardo UNIVERSITY OF EXETER

1908 ANTECEDENTS, MODERATORS, MEDIATORS, AND OUTCOMES OF CIRCULAR BUSINESS MODELS: A SYSTEMATIC LITERATURE REVIEW

Virginie Litaudon DE MONTFORT UNIVERSITY, LEICESTER
Meryem Altaf DE MONTFORT UNIVERSITY, LEICESTER
Meera Borsara DE MONTFORT UNIVERSITY

Co-production and co-creation in the public sector (09:00 - 10:30) - D5 Building - D5/113

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Elke Loeffler

Discussant(s): Angelica Zazzera

Paper Presentations:

3517 INCREASING VALUE IN HEALTHCARE SERVICE PROVISION: A CO-PRODUCTION PERSPECTIVE IN A CASE STUDY

Federico Barnabe UNIVERSITY OF SIENA
Maria Cleofe Giorgino UNIVERSITY OF SIENA
Riccardo Santoni UNIVERSITY OF SIENA

3602 CO-PRODUCTION WITH VULNERABLE PEOPLE: A SYSTEMATIC LITERATURE REVIEW

Denita Cepiku UNIVERSITY OF ROME TOR VERGATA
Angelica Zazzera SDA BOCCONI SCHOOL OF MANAGEMENT

2669 EQUITY IN COMMUNITY-BASED SANCTIONS: TEMPORARY HOUSING ASSISTANCE AND DESISTANCE FROM CRIME

Adelia Gandolfo UNIVERSITY OF ROME "TOR VERGATA"
Giacomo Campagnola UNIVERSITY OF WARWICK

Collaboration and co-competition (09:00 - 10:30) - D6 Building - D6/105

Track: ST13_03 - CENA Co-competition, Ecosystems, Networks and Alliances

Chair(s): André NEMEH

Discussant(s): Renuka Devi S Karthikeyan

Paper Presentations:

2991 DOES COLLABORATION IMPACT THE "GREENNESS" OF INNOVATIONS? DEVELOPMENT AND VALIDATION OF A COMPREHENSIVE SCALE AT THE PROJECT-LEVEL

Marie Bovis UNIVERSITY OF MONTPELLIER
Anne-Sophie Fernandez UNIVERSITY OF MONTPELLIER
Nina Telg VRIJE UNIVERSITEIT AMSTERDAM

TRACK SESSIONS PER DAY

2190 **MANAGING COLLABORATIONS WITHIN CONSORTIA FOR INNOVATION**

| | |
|-----------------------|---------------------------|
| Audrey Rouyre | MBS SCHOOL OF BUSINESS |
| Anne-Sophie Fernandez | UNIVERSITY OF MONTPELLIER |
| Aleksios Gotsopoulos | SKK GSB |

2560 **COMPETING WITH YOUR COMPETITOR'S COLLABORATIVE DYAD: EVIDENCE FROM HIGH-TECH MANUFACTURING FIRMS**

| | |
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| Jiale Zhang | ZHEJIANG UNIVERSITY |
| Ziyan Tan | ZHEJIANG UNIVERSITY |
| Bin Guo | ZHEJIANG UNIVERSITY |

3540 **CENTRALITY IN SYNDICATION NETWORKS: THE IMPORTANCE OF LOCAL AND INTERNATIONAL FIRMS FOR VENTURE CAPITAL PERFORMANCE**

| | |
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| Yuanyuan Quan | UNIVERSITY OF LEEDS |
| Emma Yan Liu | UNIVERSITY OF LEEDS |
| Frank McDonald | UNIVERSITY OF LEEDS |
| Yingqi Wei | UNIVERSITY OF LEEDS |

Collective Paths to Inclusive Entrepreneurship (09:00 - 10:30) - D4 Building - D4/004

Track: T03_08 - Entrepreneurial Profiles

Chair(s): Dhara Shah

Discussant(s): Ozlem Akekmekci

Paper Presentations:

1146 **BEYOND SOLO: ENTREPRENEURIAL TEAM SKILLS IN THE ONLINE GIG ECONOMY**

| | |
|-----------------|--------------------------------|
| Ozlem Akekmekci | RADBOUD UNIVERSITY |
| Andrea Herrmann | RADBOUD UNIVERSITY |
| Anna Nadolska | RADBOUD UNIVERSITY |
| Gresa Latifi | TECHNICAL UNIVERSITY OF MUNICH |

1341 **DEVELOPING AN ENTREPRENEURIAL MINDSET: ENTREPRENEURIAL TRAINING FOR PRECARIAT WOMEN AGED OVER 50**

| | |
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| Dhara Shah | DEAKIN UNIVERSITY |
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1653 **THE DUALITY OF EXPLOITATION FOR VULNERABLE ENTREPRENEURS**

| | |
|--------------|--------------------------|
| Nina Zachlod | UNIVERSITY OF ST. GALLEN |
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2138 **THE ROLE OF CEO CONVERSATIONAL RECEPTIVENESS IN REDUCING ESG CONTROVERSIES**

| | |
|-----------------|------------------------|
| Thomas Hufnagel | RWTH AACHEN UNIVERSITY |
| Malte Brettel | RWTH AACHEN |

TRACK SESSIONS PER DAY

Corporate Governance General Track 3: Governance Structures and Innovation (09:00 - 10:30) - D6 Building - D6/013

Track: GT02_00 - Corporate Governance General Track

Chair(s): Mirjam Brandl

Discussant(s): Elisa Del Sordo

Paper Presentations:

3283 BOARD CHARACTERISTICS AND FIRM PERFORMANCE: THE MEDIATING ROLE OF OPEN INNOVATION PRACTICES

| | |
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| Kshitij Awasthi | INDIAN INSTITUTE OF MANAGEMENT LUCKNOW |
| Arpan Mondal | IIM LUCKNOW |
| Dhirendra Shukla | INDIAN INSTITUTE OF MANAGEMENT LUCKNOW |

2959 STAKEHOLDER PERCEPTIONS OF ESG REPORTING: A REVIEW OF EXTANT INSIGHTS AND FUTURE RESEARCH OPPORTUNITIES

| | |
|-----------------|----------------------|
| Samrina Jafrin | UNIVERSITY OF ERFURT |
| Till Talaulicar | UNIVERSITY OF ERFURT |

2452 MAN IS KNOWN BY THE PREDECESSOR HE KEEPS: A CONFIGURATIONAL STUDY OF ROLE STRAIN AND CEO SUCCESSORS DISMISSAL

| | |
|--------------------|-----------------------------------|
| Elisa Del Sordo | UNIVERSITAT AUTÒNOMA DE BARCELONA |
| Alessandro Zattoni | LUISS UNIVERSITY |
| Ryan Krause | NEELEY SCHOOL OF BUSINESS (TCU) |

Digital innovation - Digital transformation (session D) (09:00 - 10:30) - D6 Building - D6/005

Track: ST06_03 - Digital Innovation: Strategies, Competencies, Theories, and Practice

Chair(s): David Versailles

Discussant(s): David Versailles, Sabrina Schneider

Paper Presentations:

2439 THE ROLE OF AFFECTIVE COMMITMENT, CREATIVE SUPPORT FOR CHANGE, AND DIGITAL ORIENTATION IN DRIVING DIGITAL TECHNOLOGY UTILIZATION: A STRUCTURATION THEORY PERSPECTIVE

| | |
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| Leonie Mueller | UNIVERSITY OF KASSEL |
| Tobias Röth | UNIVERSITY OF BREMEN |
| Patrick Spieth | UNIVERSITY OF KASSEL |

1860 THE PARADOX OF DIGITAL TRANSFORMATION IN ASSET-INTENSIVE INDUSTRIES: A SOCIOTECHNICAL SYSTEMS PERSPECTIVE

| | |
|----------------|---------------------------------|
| Risto Rajala | AALTO UNIVERSITY |
| Esko Hakanen | AALTO UNIVERSITY |
| Kalle Lyytinen | CASE WESTERN RESERVE UNIVERSITY |
| Shan Gao | VAISALA |

TRACK SESSIONS PER DAY

3203 FROM PLATFORM "AS-A-TOOL" TO "AS-AN-ORCHESTRATOR": HOW INCUMBENT HYBRID MANUFACTURERS INTEGRATE DIGITAL PLATFORMS

Valeriia Skliarenko

POLITECNICO DI MILANO

Giorgio Locatelli

SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO

Jacopo Manotti

POLYTECHNIC UNIVERSITY OF MILAN

Digital Transformation and Corporate Social Performance in Family Businesses (09:00 - 10:30) - D5 Building - D5/110

Track: ST04_01 - Behavior, Performance, and Sustainability in Family Firms

Chair(s): Elias Hadjielias

Discussant(s): Catalina Tejero Mayor, Domenico Rocco Cambrea

Paper Presentations:

1744 DIGITAL TRANSFORMATION AND ESG PERFORMANCE OF FAMILY FIRMS: EVIDENCE FROM CHINA

Henry Shi

THE UNIVERSITY OF ADELAIDE

Ruoxuan Wang

XIAMEN UNIVERSITY

Iulia Stroila

FH MÜNSTER UNIVERSITY OF APPLIED SCIENCES

2690 CORPORATE ENGAGEMENT AND CULTURAL STEWARDSHIP: FAMILY AND NON-FAMILY FIRMS' SUPPORT FOR THE THYSSEN-BORNEMISZA MUSEUM, FROM AN ORGANIZATIONAL IDENTITY PERSPECTIVE

Catalina Tejero Mayor

IE UNIVERSITY

Patricia Gabaldon

IE BUSINESS SCHOOL

3307 THE EFFECT OF CEO SUCCESSION ON CORPORATE SOCIAL PERFORMANCE OF EUROPEAN LISTED FAMILY FIRMS

Fabio Quarato

BOCCONI UNIVERSITY

Giorgia D'Allura

UNIVERSITY OF CATANIA

Domenico Rocco Cambrea

UNIVERSITÀ DEGLI STUDI DI MODENA E REGGIO EMILIA

Pasquale Latella

BOCCONI UNIVERSITY

Drivers and Determinants of Sustainability-related Entrepreneurship (09:00 - 10:30) - D4 Building - D4/101

Track: ST03_06 - Social and Sustainable Entrepreneurship

Chair(s): Mirko Hirschmann

Paper Presentations:

3619 EXPLORING GREEN ENTREPRENEURSHIP: CLARIFYING CONCEPTUAL OVERLAPS AND DISTINCTIONS WITH SUSTAINABILITY-RELATED ENTREPRENEURSHIP

Alexandra Elena Carst

KYOTO UNIVERSITY, JAPAN

Jin-ichiro Yamada

KYOTO UNIVERSITY

TRACK SESSIONS PER DAY

3730 CONNECTIONS BETWEEN HUMANE ENTREPRENEURSHIP AND SUSTAINABILITY: EVIDENCE FROM DIGITAL START-UPS IN THE TOURISM SECTOR

| | |
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| Paola M.A. Paniccia | UNIVERSITY OF ROME TOR VERGATA |
| Antonella Monda | TOR VERGATA UNIVERSITY |
| Silvia Baiocco | UNIVERSITY OF ROME TOR VERGATA |

1749 DISENTANGLING NORMATIVE PRESSURES: THE GLOBAL IMPACT OF CLIMATE POLICY, NATURAL DISASTERS, AND SUSTAINABLE MOVEMENT ORGANIZATIONS ON THE ADOPTION OF VOLUNTARY SUSTAINABILITY STANDARDS

| | |
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| Thilo Pollmeier | UNIVERSITY OF LUXEMBURG, SNT |
| Mirko Hirschmann | UNIVERSITY OF LUXEMBOURG - SNT |
| Christian Fisch | SNT – INTERDISCIPLINARY CENTRE FOR SECURITY, RELIABILITY AND TRUST, UNIVERSITY OF LUXEMBOURG |

Drivers of Environmental Innovation: Organizational Sustainability, Diversity & Inclusion (09:00 - 10:30) - D4 Building - D4/001

Track: GT01_00 - Business for Society General Track

Chair(s): Mario Tani

Discussant(s): Valerio Muto

Paper Presentations:

2417 MILLENNIAL DYNAMICS: BRIDGING SOCIOLOGICAL AND PSYCHOLOGICAL PERSPECTIVES ON ORGANIZATIONAL SUSTAINABILITY AND EMPLOYEE ACTIVISM - AN ESSAY AND RESEARCH AGENDA.

| | |
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| Annalisa Bonavita | TOULOUSE SCHOOL OF MANAGEMENT |
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2516 UNLOCKING THE POTENTIAL OF DIVERSITY AND INCLUSION PRACTICES FOR PROMOTING ENVIRONMENTAL INNOVATION

| | |
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| Francesco Gangi | UNIVERSITY OF CAMPANIA LUIGI VANVITELLI |
| Maria Coscia | UNIVERSITY OF CAMPANIA, LUIGI VANVITELLI |
| Nicola Varrone | UNIVERSITÀ TELEMATICA PEGASO |
| Lucia Michela Daniele | DEPARTMENT OF ECONOMICS, UNIVERSITY OF CAMPANIA LUIGI VANVITELLI |

3262 THE ROLE OF DIVERSITY, INCLUSION, AND INTERNATIONAL STANDARDS IN DRIVING THE CIRCULAR ECONOMY ADOPTION: EVIDENCE FROM EUROPEAN COMPANIES

| | |
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| Michele Rubino | UNIVERSITY LUM |
| Ilaria Mastrococco | UNIVERSITY LUM |
| Elisa Gerbasi | UNIVERSITÀ LUM |

TRACK SESSIONS PER DAY

1077 ELDERCARE: A NOVEL ELEMENT OF EMPLOYER BRAND?

Yvette Mucharraz y Cano IPADE BUSINESS SCHOOL
Diana Dávila Ruiz UNIVERSIDAD ANÁHUAC
Karla Cuiltly Esquivel IPADE BUSINESS SCHOOL

1185 CAREER PATHWAYS OF TERTIARY-EDUCATED UKRAINIAN MIGRANTS IN POLAND: THE INFLUENCE OF ASPIRATIONS

Sabina Kubiciel - Lodzinska OPOLE UNIVERSITY OF TECHNOLOGY
Jolanta Maj WROCLAW UNIVERSITY OF SCIENCE AND TECHNOLOGY

Emergent strategy dynamics (09:00 - 10:30) - D6 Building - D6/110

Track: ST13_07 - Strategic Processes and Practices

Chair(s): Zohor Kettani

Paper Presentations:

1224 HOW DO AGENCY AND STEWARDSHIP THEORIES EXPLAIN MIDDLE MANAGER UNINTENDED STRATEGY IMPLEMENTATION?

Annabel Christie AH CHRISTIE LEGAL LLP
Esther Tippmann UNIVERSITY OF GALWAY

3162 REVEALING THE ROLE OF SYSTEMIC AND NON-COGNITIVE ELEMENTS IN STRATEGIC RHYTHMS

Gopikrishnan P XLRI JAMSHEDPUR
Jijo Mathew INDIAN INSTITUTE OF MANAGEMENT-UDAIPUR (IIM-UDAIPUR)
Munish Thakur XLRI- XAVIER SCHOOL OF MANAGEMENT

2652 MANAGERS' EXPERIENCE OF BOREDOM: A READING THROUGH THEIR STRATEGIC ROLES

Isabelle Vandangeon-Derumez UNIVERSITÉ PARIS-SACLAY, UNIV EVRY, IMT-BS, LITEM, 91025, EVRY-COURCOURONNES, FRANCE
Alhassane Sissoko DAUPHINE UNIVERSITY
Cécile Belmondo IAE LILLE

Emotions in Entrepreneurial Decisions and Actions (09:00 - 10:30) - D4 Building - D4/010

Track: ST03_03 - Entrepreneurial Cognition and Behaviour

Chair(s): Sara Sasseti

Discussant(s): Christian Wimmer, Tatiana Zabara

Paper Presentations:

1581 DRIVERS OF THE EARLY FOUNDING TEAM STRUCTURE IN HIGH-TECH NEW VENTURES: THE ROLE OF THE LEAD FOUNDER'S PERSONALITY AND ENTREPRENEURIAL CONTEXT.

Tatiana Zabara UNIVERSITY OF ANTWERP
Christophe Boone FULL PROFESSOR AT THE DEPARTMENT OF MANAGEMENT, UNIVERSITY OF ANTWERP
Emmanuelle Fauchart UNIVERSITY OF FRIBOURG

TRACK SESSIONS PER DAY

1626 ENJOY CONFLICT: HOW EMOTIONS AFFECT CO-FOUNDER TEAM SATISFACTION AND EXIT INTENTIONS

| | |
|------------------|--------------------------------|
| Christian Wimmer | TECHNICAL UNIVERSITY MUNICH |
| Jennifer Ettner | TECHNICAL UNIVERSITY MUNICH |
| Theresa Treffers | TECHNICAL UNIVERSITY MUNICH |
| Isabell Welpé | TECHNICAL UNIVERSITY OF MUNICH |

2449 STRESS AND SUCCESS: INVESTIGATING PHYSIOLOGICAL PREDICTORS OF TEAM SATISFACTION AND EXIT INTENTIONS IN NEW VENTURE TEAMS

| | |
|---------------------|--------------------------------|
| Jennifer Ettner | TECHNICAL UNIVERSITY MUNICH |
| Johannes Lützenrath | TUM |
| Theresa Treffers | TECHNICAL UNIVERSITY MUNICH |
| Isabell Welpé | TECHNICAL UNIVERSITY OF MUNICH |

2457 THE PATH FROM EMPLOYEE'S HAPPINESS TO INTRAPRENEURSHIP: THE CRUCIAL ROLE OF CREATIVITY AND INNOVATION AT WORK

| | |
|-------------------------|---|
| Walid Nakara | MONTPELLIER BUSINESS SCHOOL |
| Rahma Laouiti Chouchane | BREST BUSINESS SCHOOL |
| Chaima Bahri | UNIVERSITY OF SOUSSE, TUNISIA |
| Slim belaid | ECOLE SUPÉRIEURE DE TECHNOLOGIE ET D'AFFAIRES |

Entrepreneurship, SMEs, and Internationalization Strategy (09:00 - 10:30) - D4 Building - D4/102

Track: ST03_07 - Growth Strategies & Internationalization for SMEs

Chair(s): Diego Marconatto

Paper Presentations:

1501 PRODUCTIVE FOREIGN ENTREPRENEURSHIP: PROCESS TRACING A DUAL LEGITIMATION STRATEGY IN A FOREIGN INSTITUTIONAL CONTEXT

| | |
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| Maximilian Scheu | UNIVERSITY OF HOHENHEIM |
| Andreas Kuckertz | UNIVERSITY OF HOHENHEIM |

1675 INNOVATION AMIDST CHAOS: THE CASE OF IBERO-AMERICAN MSMES

| | |
|-------------------|--|
| Diego Marconatto | FDC |
| Alessandra Cassol | UNIVERSIDADE FEDERAL RURAL DO RIO DE JANEIRO (UFRRJ) |
| Márcio Marietto | UNIVERSIDADE FEDERAL RURAL DO RIO DE JANEIRO (UFRRJ) |
| Douglas Wegner | FUNDAÇÃO DOM CABRAL |

2232 THE EVOLUTIONARY PROCESS OF INTERNATIONALISATION A QUALITATIVE LONGITUDINAL CASE STUDY ANALYSIS

| | |
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| Manfred Fuchs | UNIVERSITY OF GRAZ |
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2486 GROWTH STRATEGIES OF VENTURE-CAPITAL BACKED FIRMS: ORGANIC VERSUS EXTERNAL GROWTH

| | |
|--------------------------|-----------------------|
| Alessandro Lucini Paioni | POLITECNICO DI MILANO |
| Daniela Silvestri | POLITECNICO DI MILANO |
| Massimo Colombo | POLITECNICO DI MILANO |

TRACK SESSIONS PER DAY

Financial Wellbeing (09:00 - 10:30) - C9 Building - C9/003

Track: ST09_01 - Human Resource Management

Chair(s): Giulia Giunti

Paper Presentations:

3628 PERSON–JOB FIT AND SATISFACTION AND STRAIN: THE MODERATING ROLE OF PERSONAL FINANCIAL SITUATION

Qihai Huang

UNIVERSITY OF HUDDERSFIELD

Nam Mai

HUDDERSFIELD UNIVERSITY

Shanshi Liu

SCHOOL OF BUSINESS ADMINISTRATION, SOUTH CHINA UNIVERSITY OF TECHNOLOGY, GUANGZHOU, CHINA

1459 FROM FINANCIAL WELL-BEING TO TASK PERFORMANCE: PATHWAYS THROUGH PERSONAL RESOURCES

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.

3381 PROFITS OR PERILS? UNPACKING THE CULTURAL IMPACT OF COLLECTIVE PERFORMANCE PAY ON EMPLOYEE WELL-BEING IN EUROPE

Meysam Salimi

IULM MILANO

Vanessa Gemmo

IULM

Andrea Carignani

IULM MILANO

Luca Quaratino

IULM

1671 AN EXAMINATION OF THE MEDIATING ROLE OF MOTIVATION ON THE RELATION BETWEEN ORGANIZATIONAL PURPOSE AND UNIT PERFORMANCE

Cristina Simón

IE UNIVERSITY

Guillermo Alonso

IE UNIVERSITY

General Track Session 2 (09:00 - 10:30) - D4 Building - D4/003

Track: GT03_00 - Entrepreneurship General Track

Chair(s): Rachel Maritz

Discussant(s): Fyery Abreha, Nikolaus Seitz

Paper Presentations:

1549 TRADITIONING AS LEGITIMACY IN CRAFT ENTREPRENEURSHIP: THE CASE OF ARTISANAL CHAMPAGNE PRODUCERS

Olga Ivanova Ruffo

AUDENCIA BUSINESS SCHOOL, SAFTI, SHENZHEN UNIVERSITY

Evangelia Katsikea

ICN BUSINESS SCHOOL, PARIS & CEREFIGE, UNIVERSITY OF LORRAINE

Maxime Koromyslov

ICN BUSINESS SCHOOL - CEREFIGE, UNIVERSITY OF LORRAINE

TRACK SESSIONS PER DAY

1925 ENTREPRENEURIAL LEGITIMACY IN RELIGIOUS HYBRIDS AN INSTITUTIONAL LOGIC PERSPECTIVE

Fyery Abreha JONKOPING INTERNATIONAL BUSINESS SCHOOL
Ethel Brundin
Timur Uman JONKOPING UNIVERSITY

3326 NEVER CHANGE A WINNING TEAM: EXPLORING CO-FOUNDER RETENTION IN ACQUI-HIRING STRATEGIES

Nikolaus Seitz BAUHAUS-UNIVERSITÄT WEIMAR
Erik Lehmann UNIVERSITY OF AUGSBURG

Global Mobility 4 (09:00 - 10:30) - D5 Building - D5/012

Track: ST07_01 - Global Mobility

Chair(s): David Guttormsen

Paper Presentations:

2406 CHOOSING A GLOBAL CAREER: THE IMPACT OF PRE-BACHELOR INTERNATIONAL EXPERIENCES AND CULTURAL DISTANCE

Isabel de Sivatte IE UNIVERSITY
Patricia Gabaldon IE BUSINESS SCHOOL
Igor Filatotchev KING'S COLLEGE LONDON
Bernadette Bullinger IE UNIVERSITY

2530 STEPPINGSTONE OR TRAP: EMPLOYMENT RELATIONSHIP CONFIGURATIONS AND TEMPORARY WORKER VISA OUTCOMES

Reed Eaglesham CORNELL UNIVERSITY

1951 INTRA-MNE TALENT MANAGEMENT AND GLOBAL MOBILITY IMPEDED: DISCOVERING THE ROLE OF COMPETITION

David Guttormsen USN SCHOOL OF BUSINESS, UNIVERSITY OF SOUTH-EASTERN NORWAY

HRM Addressing the Green Dimension (09:00 - 10:30) - Hilton Garden Inn Novoli - Boardroom

Track: T09_07 - Sustainable HRM and Responsible Ways of Working

Chair(s): Winifred Aina

Paper Presentations:

1440 THE CHALLENGES OF GREEN HUMAN RESOURCE MANAGEMENT AND THEIR IMPACT ON EMPLOYEES' GREEN BELIEFS, ATTITUDES AND BEHAVIOURS: THE CASE OF NIGERIAN OIL AND GAS INDUSTRY

Winifred Aina BOURNEMOUTH UNIVERSITY
Sachiko Takeda BOURNEMOUTH UNIVERSITY
Yumei Yang BOURNEMOUTH UNIVERSITY

TRACK SESSIONS PER DAY

3078 **BLURRING OF THE LINES BETWEEN RANKED AND PREDATORY JOURNALS: A WAKE-UP CALL FOR GREEN HRM**

| | |
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| Stefanie Neubauer | UNIVERSITY OF ECONOMICS & BUSINESS |
| Michael Muller-Camen | WU VIENNA |
| Raik Thiele | VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS |
| Lisa Obereder | VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS |

3193 **WHEN KNOWLEDGE IS POWER: LEVERAGING GREEN INNOVATION THROUGH EMPLOYEE EDUCATION**

| | |
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| Louisa Mach | UNIVERSITY OF HOHENHEIM |
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Immersive and Augmented Experiences (09:00 - 10:30) - D4 Building - D4/115

Track: T01_11 - From AI to digital transformation in the Human+ Era: what are the effects on business for society?

Chair(s): Francesco Laviola

Discussant(s): Hua Fan, Chun-Chien Lin, Hila Chalutz-Ben Gal

Paper Presentations:

1168 **SUSTAINABLE DIGITAL FUTURES: VIRTUAL COMMUNITIES AND EQUITABLE INNOVATION IN THE POST-OMO AGE**

| | |
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| Chun-Chien Lin | NATIONAL CHIN-YI UNIVERSITY OF TECHNOLOGY |
| Wen-Chi Chen | NATIONAL CHIN-YI UNIVERSITY OF TECHNOLOGY |
| Chun-Ju Huang | NATIONAL TAICHUNG UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Ning-Shiang Chen | NATIONAL CHUNG HSING UNIVERSITY |

1345 **ADAPTING SENSE OF PRESENCE TO PRODUCT UNCERTAINTIES IN CRAFTING AUGMENTED REALITY ENHANCED EXPERIENCES**

| | |
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| Hua Fan | SHANGHAI INTERNATIONAL STUDIES UNIVERSITY |
| Bing Han | SHANGHAI UNIVERSITY OF INTERNATIONAL BUSINESS AND ECONOMICS |

1235 **THE HYBRID RECRUITMENT CONSTRUCT: A NEW FRAMEWORK FOR AI-DRIVEN SKILL-BASED HIRING IN THE HUMAN+ ERA**

| | |
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| Hila Chalutz-Ben Gal | BAR ILAN UNIVERSITY |
| Aviv Kidron | MAX STERN YEZREEL VALLEY COLLEGE |
| Clara Rispler | THE MAX STERN YEZREEL VALLEY COLLEGE ISRAEL |

1854 **HEARING THE REAL: CROSS-MODAL SENSORY COMPENSATION EFFECTS OF AUDITORY CUES ON THE AD EFFECTIVENESS OF VIRTUAL INFLUENCERS**

| | |
|--------------|--|
| Junbing Fang | KEY LABORATORY OF BRAIN-MACHINE INTELLIGENCE FOR INFORMATION BEHAVIOR (MINISTRY OF EDUCATION AND SHANGHAI), SCHOOL OF BUSINESS AND MANAGEMENT, SHANGHAI INTERNATIONAL STUDIES UNIVERSITY |
| Yu Pan | KEY LABORATORY OF BRAIN-MACHINE INTELLIGENCE FOR INFORMATION BEHAVIOR (MINISTRY OF EDUCATION AND SHANGHAI), SCHOOL OF BUSINESS AND MANAGEMENT, SHANGHAI INTERNATIONAL STUDIES UNIVERSITY |

TRACK SESSIONS PER DAY

| | |
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| Jia Jin | KEY LABORATORY OF BRAIN-MACHINE INTELLIGENCE FOR INFORMATION BEHAVIOR (MINISTRY OF EDUCATION AND SHANGHAI), SCHOOL OF BUSINESS AND MANAGEMENT, SHANGHAI INTERNATIONAL STUDIES UNIVERSITY |
| Fenghua Wang | KEY LABORATORY OF BRAIN-MACHINE INTELLIGENCE FOR INFORMATION BEHAVIOR (MINISTRY OF EDUCATION AND SHANGHAI), SCHOOL OF BUSINESS AND MANAGEMENT |

Improvement Initiatives for Better Patient Outcomes in Healthcare (09:00 - 10:30) - D5 Building - D5/114

Track: ST11_02 - Healthcare Management Research

Chair(s): Ylenia Curzi

Discussant(s): Claudia Guerrazzi-Young

Paper Presentations:

2755 UNDERSTANDING THE PROCESS AND COST OF CARE FOR PREECLAMPSIA TO INFORM INNOVATIONS IN DIAGNOSIS

| | |
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| Gerardine Doyle | UNIVERSITY COLLEGE DUBLIN |
| Kate Cullen | NATIONAL UNIVERSITY OF IRELAND MAYNOOTH |

1328 IMPROVING THE IMPLEMENTATION OF QUALITY IMPROVEMENT INITIATIVES IN HEALTHCARE ORGANIZATIONS

| | |
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| André de Waal | HPO CENTER |
| Liesbeth ten Have-Schoonhoven | HPO CENTER |
| Ruud Rutten | HPO CENTER |

1696 ORGANIZATIONAL FACTORS THAT IMPACT SEPSIS BUNDLE COMPLIANCE IN U.S. HOSPITAL EMERGENCY ROOMS

| | |
|--------------------|---|
| Jason Kimbrell | HCA HEALTHCARE |
| S Robert Hernandez | UNIVERSITY OF ALABAMA AT BIRMINGHAM |
| Allyson Hall | UNIVERSITY OF ALABAMA AT BIRMINGHAM |
| Larry Hearld | UNIVERSITY OF ALABAMA AT BIRMINGHAM |
| William Rice | AMERICAN GROUP DATA SCIENCE, HCA HEALTHCARE |

Innovation General Track 4: Data-Driven and AI-Led Innovation (09:00 - 10:30) - D6 Building - D6/004

Track: GT06_00 - Innovation General Track

Chair(s): David Sarpong

Paper Presentations:

1575 SMALL FIRMS, BIG MOVES: HOW TECH-BASED SMES GAIN A COMPETITIVE ADVANTAGE THROUGH AN AI STRATEGY BASED ON AI INNOVATION SIMILARITY

| | |
|--------------------|-------------------------------|
| Adrian Gabel | TECHNICAL UNIVERSITY DORTMUND |
| Bastian Kindermann | TECHNICAL UNIVERSITY DORTMUND |

TRACK SESSIONS PER DAY

2711 LEVERAGING SEM AND PATTERN MINING TO EXPLORE PACKAGING INNOVATION IN THE POST-PANDEMIC ERA: IMPACTS ON CONSUMER-RETAILER DYNAMICS

| | |
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| Muhammad Saeed Ashraf | SCHOOL OF MANAGEMENT, JIANGSU UNIVERSITY |
| Rana Umair Ashraf | FACULTY OF ECONOMIC SCIENCES, UNIVERSITY OF WARSAW, POLAND |
| Usama Awan | INLAND NORWAY UNIVERSITY OF APPLIED SCIENCES, NORWAY |
| Ahmed Muneeb Mehta | HAILEY COLLEGE OF BANKING & FINANCE, UNIVERSITY OF THE PUNJAB, LAHORE. |
| Bartłomiej Dessoulavy-Sliwinski | FACULTY OF ECONOMIC SCIENCES, UNIVERSITY OF WARSAW |
| Muhammad Usman | HAILEY COLLEGE OF BANKING & FINANCE, UNIVERSITY OF THE PUNJAB |

3719 FROM BLOCKS TO BOTS: HOW TOY MANUFACTURERS NAVIGATE EMERGING TECHNOLOGIES

| | |
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| Ludwig Maul | DHBW STUTTGART |
| Sabine Pur | IU INTERNATIONAL UNIVERSITY OF APPLIED SCIENCES |
| Michael Heinz | BALLUFF GMBH |

Intuition, Ambidexterity & Supervision (09:00 - 10:30) - C9 Building - C9/001

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Paulina López Pérez

Discussant(s): Leon Schneider

Paper Presentations:

1836 EXPLORING THE IMPACT OF INTUITIVE DECISIONS BY TOP MANAGERS: THE ROLE OF CONSERVATION OF RESOURCES AND SELF-EFFICACY PATHWAYS

| | |
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| Paulina López Pérez | IPADE |
| Markus G Kittler | MCI MANAGEMENT CENTER INNSBRUCK |

2536 IMPACT OF MIDDLE MANAGERS' AMBIDEXTERITY ON JOB SATISFACTION – HOW DOES ACCESS TO RESOURCES AND CLIMATE FOR TRUST MODERATE THIS RELATIONSHIP?

| | |
|----------------|------------------------|
| Leon Schneider | RWTH AACHEN UNIVERSITY |
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3321 EXPLORING INSTITUTIONAL FORCES IN THE DEVELOPMENT OF DOCTORAL SUPERVISION TRAINING PROGRAMMES

| | |
|---------------------------|------------------------------|
| Génesis Guarimata Salinas | UNIVERSITAT ROVIRA I VIRGILI |
| Joan Carvajal | UNIVERSITAT ROVIRA I VIRGILI |
| Mireia Valverde | UNIVERSITAT ROVIRA I VIRGILI |

TRACK SESSIONS PER DAY

Leading people and let people lead (09:00 - 10:30) - C9 Building - C9/009

Track: T09_05 - Addressing the interplay of organizational structures and behaviors: aligning the stars

Chair(s): Rocco Palumbo

Paper Presentations:

3349 SHAPING FLEXIBLE MINDS: HOW LEADERSHIP AND TASK DESIGN DRIVE STUDENTS' AMBIDEXTERITY THUS PREPARING THEM FOR A VUCA WORLD

| | |
|--------------------|---|
| Sabine Bergner | GRAZ UNIVERSITY |
| Aleša Sitar | UNIVERSITY OF LJUBLJANA, SCHOOL OF ECONOMICS AND BUSINESS |
| Ajda Merkuž | SCHOOL OF ECONOMICS AND BUSINESS, UNIVERISTY OF LJUBLJANA |
| Katarina Mihelic | UNIVERSITY OF LJUBLJANA SCHOOL OF ECONOMICS AND BUSINESS |
| Aljoša Valentinčič | UNIVERSITY OF LJUBLJANA, SCHOOL OF ECONOMICS & BUSINESS |
| Miha Škerlavaj | UNIVERSITY OF LJUBLJANA |
| Ajtene Avdullahi | UNIVERSITY ISA BOLETINI MITROVIČE |

1630 RETHINKING HRM: A SYSTEMATIC LITERATURE REVIEW ON THE IMPLICATIONS OF ADOPTING SELF-MANAGED ORGANISATIONAL MODELS FOR THE HR FUNCTION

| | |
|------------------------|-----------------------------|
| Claudia Díaz Leyva | ROVIRA I VIRGILI UNIVERSITY |
| Rosalía Cascón-Pereira | UNIVERSITY ROVIRA I VIRGILI |

Leading with Purpose in the Digital and Sustainable Age (09:00 - 10:30) - D15 Building - D15/005

Track: SIG 14: Conference theme, Managing with Purpose

M&As: Implemenation, innovation and reconfiguration (09:00 - 10:30) - D6 Building - D6/104

Track: ST13_04 Mergers & Acquisitions and Divestitures: A Glimpse into the Future

Chair(s): Philippe Very

Discussant(s): Duncan Angwin

Paper Presentations:

3443 EXPLORING R&D RESOURCE RECONFIGURATION INTENTIONS AFTER M&A

| | |
|-----------------|-------------------------------|
| Nour Ghaddar | TOULOUSE SCHOOL OF MANAGEMENT |
| Nicola Mirc | TOULOUSE SCHOOL OF MANAGEMENT |
| Florian Bauer | UNIVERSITY OF BRISTOL |
| Xavier Castaner | UNIVERSITY OF LAUSANNE |
| Jamal Azzam | TOULOUSE SCHOOL OF MANAGEMENT |

2707 INTEGRATE OR COLLABORATE?: OPEN INNOVATION FRICTIONS IN BIG TECH ACQUISITIONS

Nevena Isic HANKEN SCHOOL OF ECONOMICS

3699 FROM DIVERGENCE TO CONVERGENCE: EXPLORING FIRST-LINE MANAGERS' SENSEMAKING IN STRATEGY IMPLEMENTATION

Dang-Huy Cao TOULOUSE SCHOOL OF MANAGEMENT, UNIVERSITY TOULOUSE CAPITOLE

TRACK SESSIONS PER DAY

3286 IDENTITY LEADERSHIP IN CROSS-BORDER M&AS

| | |
|---------------------|-----------------------------------|
| Anna Lupina-Wegener | SCHOOL OF MANAGEMENT AND LAW ZHAW |
| Rolf Van Dick | GOETHE UNIVERSITY FRANKFURT |
| Alex Haslam | UNIVERSITY OF QUEENSLAND |

Megaproject Ecosystems (09:00 - 10:30) - D5 Building - D5/008

Track: ST10_01 - Multi-level Perspectives on Major and Megaprojects

Chair(s): Andrew Davies

Paper Presentations:

1357 UNVEILING THE INFLUENCE OF EMERGING PROJECT ECOLOGY ON MEGAPROJECT ECOSYSTEMS: A NETWORK ANALYSIS OF THE COMMERCIAL SPACE STATION CASE

| | |
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| Alessandro Paravano | SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO |
| Elisa Negrisolo | SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO |
| Sofia Morrone | SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO |
| Giorgio Locatelli | SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO |
| Paolo Trucco | SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO |

1997 UNDERSTANDING COORDINATION, COLLABORATION, AND COOPERATION IN MEGAPROJECTS AS TEMPORARY ORGANIZATIONS: A SYSTEMATIC LITERATURE REVIEW

| | |
|-----------------|--|
| Sengul Duran | UNIVERSITY COLLEGE LONDON (UCL) |
| Juliano Denicol | UNIVERSITY COLLEGE LONDON |
| Tim Broyd | UNIVERSITY COLLEGE LONDON. THE BARTLETT FACULTY OF THE BUILT ENVIRONMENT |

2202 CAUSAL MECHANISMS IN THE TRANSITION TO CONSTRUCTION ECOSYSTEMS AND IMPLICATIONS FOR THE ROLE OF INFRASTRUCTURE OWNER ORGANISATIONS

| | |
|-------------------|---------------------------------|
| Daniel Woodier | TECHNICAL UNIVERSITY OF DENMARK |
| Christian Thuesen | TECHNICAL UNIVERSITY OF DENMARK |

Museum and arts audiences (09:00 - 10:30) - D5 Building - D5/112

Track: ST11_03 - Management and governance of culture, heritage and tourism

Chair(s): Katja Lindqvist

Paper Presentations:

2444 THE IMPACT OF THE IMPACT: STAKEHOLDERS' PERCEPTIONS

| | |
|---------------------|---------------------|
| Alessandro Casali | UNIVERSITY OF PARMA |
| Clara Benfante | UNIVERSITY OF PARMA |
| Gioacchino Benfante | UNIVERSITÀ DI PARMA |
| Isabella Mozzoni | UNIVERSITY OF PARMA |
| Lorenzo Pratici | UNIVERSITY OF PARMA |

TRACK SESSIONS PER DAY

- 2906 PRICING IMPLICATIONS FROM VISITOR AND NON-VISITOR STUDIES: METHODOLOGICAL AND MANAGERIAL REFLECTIONS FROM THE CASE OF THE SWISS SCIENCE CENTER TECHNORAMA**
 Frank Hannich ZURICH UNIVERSITY OF APPLIED SCIENCES (ZHAW), SCHOOL OF MANAGEMENT & LAW, INSTITUTE FOR MARKETING MANAGEMENT
 Leticia Labaronne ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES, SCHOOL OF MANAGEMENT AND LAW, CENTER FOR ARTS MANAGEMENT
 Reto Heierli ZURICH UNIVERSITY OF APPLIED SCIENCES (ZHAW), SCHOOL OF MANAGEMENT & LAW, INSTITUTE FOR MARKETING MANAGEMENT
 Roy Schedler FORMER CMO SWISS SCIENCE CENTER TECHNORAMA, AT PRESENT INDEPENDANT CONSULTANT
 Lara Leuschen RESEARCHER

- 3682 ENHANCING VISITOR ENGAGEMENT THROUGH DIGITAL STRATEGIES**
 Alberto Monti UNIVERSITY OF GENOVA - ASK RESEARCH CENTER
 Francesca Maruca UNIVERSITÀ CATTOLICA DEL SACRO CUORE

Open Innovation and Social innovation, communities and ecosystems (09:00 - 10:30) - D6 Building - D6/011
Track: ST06_07 - Open Innovation Engaging Individuals, Communities and Networks
Discussant(s): Cristina Boari

Paper Presentations:

- 2708 THE SPECIFICITIES OF OPENNESS PARADOXES IN THE CONTEXT OF SOCIAL INNOVATION.**
 Cécile Ayerbe UCA - UNIVERSITÉ DE NICE SOPHIA ANTIPOLIS - GREDEG
 Chloé ALEXANDRE CIRAD
 Sophie Mignon UNIVERSITY OF MONTPELLIER - MRM
 Aurélie Toillier CIRAD/FAO
- 2627 BEYOND HIERARCHIES: ORCHESTRATING OPEN INNOVATION ECOSYSTEMS IN THE ENERGY SECTOR**
 Giorgio Di Fiore UNIVERSITÀ CATTOLICA DEL SACRO CUORE
 Alessia Pisoni UNIVERSITY OF INSUBRIA
 Alfredo D'Angelo UNIVERSITÀ CATTOLICA DEL SACRO CUORE MILANO
- 3497 INVESTIGATING THE EFFECTS OF PROXIMITY DIMENSIONS ON COOPETITIVE TENSIONS WITHIN ONLINE COMMUNITY-BASED INNOVATION CONTESTS (OCICS)**
 Sara Galehbakhtiari UNIVERSITY OF NOTTINGHAM BUSINESS SCHOOL
 Zsofia Toth DURHAM BUSINESS SCHOOL
 Nahid Yazdani UNIVERSITY OF NOTTINGHAM
 Sally McKechnie UNIVERSITY OF NOTTINGHAM

TRACK SESSIONS PER DAY

Political and global issues for business ethics (09:00 - 10:30) - D4 Building - D4/105

Track: ST01_05 - Philosophy for business ethics

Chair(s): Roberta Sferrazzo

Paper Presentations:

2651 AN ONTOLOGICAL DECOLONIZATION OF THE GLOBAL INNOVATION DISCOURSE: A NEO-GRAMSCIAN PERSPECTIVE

Simone Corsi

LANCASTER UNIVERSITY MANAGEMENT SCHOOL

Lara Bianchi

NOTTINGHAM UNIVERSITY BUSINESS SCHOOL

2695 DISCURSIVE STRATEGIZING IN LOBBYING ACTIVITY. LEVERAGING MEDIA FRAMES FOR POLITICAL INFLUENCE

Edoardo Mollona

UNIVERSITY OF BOLOGNA

Martin Molder

UNIVERSITY OF TARTU

2963 NAVIGATING THE ETHICAL TENSIONS OF WOMEN'S ENTREPRENEURSHIP IN THE INDIGENOUS CONTEXT: THE CASE OF A MAASAI COMMUNITY IN KENYA

Sandrine Frémeaux

AUDENCIA BUSINESS SCHOOL

Roberta Sferrazzo

AUDENCIA BUSINESS SCHOOL

Clara Letierce

BURGUNDY SCHOOL OF BUSINESS

William Murithi

STRATHMORE UNIVERSITY

Project Leadership, Temporality and Roles (09:00 - 10:30) - D5 Building - D5/001

Track: T10_05 - Project Leadership with Purpose

Chair(s): Stewart Clegg

Discussant(s): Anne Vaagaasar, Marion Karppi

Paper Presentations:

1947 THE DEVELOPMENT OF SHARED LEADERSHIP: RELATIONS WITH ROLE CLARITY AND KNOWLEDGE SHARING IN PROJECT TEAMS

Marion Karppi

TURKU UNIVERSITY OF APPLIED SCIENCES

3046 PROJECTS AND DIS/CONNECTIONS: REVISITING THE NATURE OF REMOTE PROJECT WORK AND ITS IMPLICATIONS FOR LEADERSHIP AND TEMPORARY ORGANISING

Guy Lubitsh

HULT ASHRIDGE EXECUTIVE CENTRE

Carina Paine Schofield

HULT INTERNATIONAL BUSINESS SCHOOL

Dicle Kortantamer

UNIVERSITY OF LEEDS

2102 THE TEMPORALITY OF TEAMING IN TEMPORARY EVENT ORGANIZATIONS

Emmanuel Josserand

UNIVERSITY OF TECHNOLOGY SYDNEY

Anne Vaagaasar

BI NORWEGIAN BUSINESS SCHOOL

Stewart Clegg

THE UNIVERSITY OF SYDNEY

TRACK SESSIONS PER DAY

Purpose-driven Decision-Making & Entrepreneurship (09:00 - 10:30) - D4 Building - D4/107

Track: T01_12 - Wisdom, Spirituality and Purpose: Nurturing Flourishing within Organizations and Management Education

Chair(s): Prof. Dr. Désirée Ladwig

Paper Presentations:

1909 HOW TO MANAGE CORPORATE PURPOSE: A CROSS-BOUNDARY AMBIDEXTERITY APPROACH

| | |
|---------------------|----------------------|
| Rosamartina Schena | LUM UNIVERISTY |
| Angeloantonio Russo | LUM UNIVERSITY |
| Clodia Vurro | UNIVERSITY OF MILANO |

2033 FROM BURDEN TO OPPORTUNITY: REFRAMING THE MANAGING WITH PURPOSE IN MANAGERIAL DECISION MAKING

| | |
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| Ozlem Araci | UNIVERSITY OF PORTSMOUTH |
| Daniel Sunghwan Cho | UNIVERISTY OF SURREY |

2037 "SPIRITUALITY, WISDOM, AND RESILIENCE: HOW ARAB WOMEN ENTREPRENEURS ARE SHAPING MODERN BUSINESSES WITH CULTURALLY ROOTED APPROACHES"

| | |
|--------------------------|------------------------------|
| Ola Gamil | HELWAN UNIVERSITY |
| Prof. Dr. Désirée Ladwig | TECHNISCHE HOCHSCHULE LÜBECK |
| Michel Domsch Domsch | TECHNISCHE HOCHSCHULE LÜBECK |

Rethinking Succession: emotions, intention and self-reflection (09:00 - 10:30) - D5 Building - D5/011

Track: GT04_00 - Family Business Research General Track

Chair(s): Sandra Fiedler

Discussant(s): Rodrigo Basco, Rosalie Schwörer

Paper Presentations:

1058 THE ROLE OF EMOTIONAL ATTACHMENT IN FAMILY FIRM SUCCESSION

| | |
|------------------|--|
| Rosalie Schwörer | VRIJE UNIVERSITEIT AMSTERDAM |
| Janina Klein | VRIJE UNIVERSITEIT AMSTERDAM |
| Elco Van Burg | VRIJE UNIVERSITEIT AMSTERDAM |
| Joerg Bueechl | ESB BUSINESS SCHOOL, REUTLINGEN UNIVERSITY |

3109 CAREER COMMITMENT OF THE FAMILY BUSINESS POTENTIAL SUCCESSORS: A SELF-REFLEXIVE APPROACH

| | |
|-----------------|-----------------------|
| Yingzhu Lin | ZHEJIANG UNIVERSITY |
| Samuel Appleton | UNIVERSITY OF BERGAMO |

3018 FAMILY SUCCESSOR INTENTION. A MICROFOUNDATION OF INSTITUTIONAL LOGICS PERSPECTIVE

| | |
|------------------------------|--------------------------------|
| Rodrigo Basco | AMERICAN UNIVERSITY OF SHARJAH |
| Maria Jose Parada Balderrama | ESADE BUSINESS SCHOOL |
| Georges Samara | AMERICAN UNIVERSITY OF BEIRUT |

TRACK SESSIONS PER DAY

Session 2 (09:00 - 10:30) - D6 Building - D6/016

Track: T07_03 - International Competitiveness

Chair(s): Tonatiuh Najera Ruiz

Discussant(s): Ricardo E. Buitrago R.

Paper Presentations:

2228 TECHNOLOGY FORESIGHT TO ENHANCE INNOVATION AND COMPETITIVENESS: INSIGHTS FROM EUROPEAN ENTERPRISES

Marzenna Weresa

SGH WARSAW SCHOOL OF ECONOMICS

Arkadiusz Kowalski

SGH WARSAW SCHOOL OF ECONOMICS

Małgorzata Lewandowska

WARSAW SCHOOL OF ECONOMICS

2732 CONSTRUCTING COMMUNITY WELL-BEING INDEX USING ADMINISTRATIVE DATA AND ITS IMPLICATIONS ON LABOUR PRODUCTIVITY

Saite Lu

EMMANUEL COLLEGE, UNIVERSITY OF CAMBRIDGE

2742 ORGANIZED CRIME AND ITS IMPACT ON FOREIGN DIRECT INVESTMENT - THE CASE OF MEXICO

Ivone Juarez

TECNOLOGICO DE MONTERREY, BUSINESS SCHOOL

Tonatiuh Najera Ruiz

INSTITUTO TECNOLOGICO Y DE ESTUDIOS SUPERIORES DE MONTERREY

3328 THE NEXT CATCH: SPOTTING SURGING ENTREPRENEURIAL ECOSYSTEMS

Federica Belfanti

LIUC - UNIVERSITÀ CATTANEO

Massimo Riva

LIUC - UNIVERSITÀ CATTANEO

Fernando Alberti

INSTITUTE FOR ENTREPRENEURSHIP AND COMPETITIVENESS - LIUC

Session 3: Front-End Project Shaping and Urban Development (09:00 - 10:30) - D5 Building - D5/003

Track: GT10_00 - Project Organising General Track

Chair(s): TUOMAS AHOLA

Discussant(s): Matias Stähle, MIIA MARTINSUO

Paper Presentations:

1571 SHAPING THE SUSTAINABILITY MISSION AT THE FRONT END OF SUSTAINABILITY DEVELOPMENT PROJECTS

Miia Martinsuo

UNIVERSITY OF TURKU

Lauri Vuorinen

UNIVERSITY OF TURKU

2130 SPECIAL PURPOSE VEHICLE AS THE PROMOTER OF COORDINATION IN THE FRONT-END OF URBAN DEVELOPMENT PROJECTS

Matias Stähle

TAMPERE UNIVERSITY

Matias Rokio

TAMPERE UNIVERSITY

Tuomas Ahola

TRACK SESSIONS PER DAY

3156 EMPIRICAL INSIGHTS INTO CONTRIBUTING FACTORS OF DESIGN FLEXIBILITY FOR MANAGING INFRASTRUCTURE PROJECTS

Kubra Atli UNIVERSITY COLLEGE LONDON
Ilias Krystallis UNIVERSITY COLLEGE LONDON

Shared and Inclusive Leadership in Action (09:00 - 10:30) - C9 Building - C9/006

Track: ST09_03 - Leadership

Chair(s): Ioannis Tagos

Paper Presentations:

1707 CONSTRUCTING A NOMOLOGICAL NETWORK OF SHARED LEADERSHIP: INSIGHTS FROM A META-ANALYTICAL REVIEW

Ioannis Tagos UNIVERSITY OF KONSTANZ
Sabine Boerner UNIVERSITY OF KONSTANZ

2514 FOSTERING TEAM INNOVATION IN A CROSS-CULTURAL CONTEXT: THE ROLE OF INCLUSIVE LEADERSHIP

Hilla Peretz BRAUDE ACADEMIC COLLEGE OF ENGINEERING
Sven Horak ST. JOHN'S UNIVERSITY
Bindu Arya UNIVERSITY OF MISSOURI-ST. LOUIS
Jong Gyu Park COLLEGE OF STATEN ISLAND, CITY UNIVERSITY OF NEW YORK
Verner Worm COPENHAGEN BUSINESS SCHOOL
Michael Jakobsen

2746 UNLOCKING POTENTIAL: A SYSTEMATIC SCOPING REVIEW OF SHARED LEADERSHIP IN FOR-PROFIT ORGANIZATIONS

Paraskevi Psoni ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
Ilias Kapoutsis ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

Sport Management Session 2 (09:00 - 10:30) - D6 Building - D6/102

Track: T13_11 -Sport Management with Purpose

Chair(s): Zsolt Havran

Paper Presentations:

1714 STRATEGIC RIVALRY UNVEILED: HOW MULTIMARKET CONTACT, STATUS, AND NETWORK POSITION SHAPE COMPETITIVE REACTIONS

Fernando Campayo-Sánchez UNIVERSITY OF ALICANTE/ MARKETING DEPARTMENT
Francisco Mas-Ruiz UNIVERSITY OF ALICANTE
Juan Luis Nicolau VIRGINIA TECH UNIVERSITY

1999 UNDERSTANDING PRO-ENVIRONMENTAL BEHAVIORS IN SPORTS: THE ROLE OF AWARENESS, INTERDEPENDENCE, AND GREEN ROLE CLARITY IN THE DECK PROJECT

Luca Marrucci SCUOLA SUPERIORE SANT'ANNA
Niccolò Maria Todaro SCUOLA SUPERIORE SANT'ANNA
Tiberio Daddi INSTITUTE OF MANAGEMENT, S.ANNA SCHOOL OF ADVANCED STUDIES

TRACK SESSIONS PER DAY

3289 HOW TO TRANSFER MYTHS TO THE BRAND OF A FOOTBALL CLUB? - A QUANTITATIVE ANALYSIS OF THE INFLUENCE ON FAN LOYALTY.

| | |
|-------------------|------------------------|
| Sören Bär | UNIVERSITY OF BAYREUTH |
| Luka Marquardt | UNIVERSITÄT BAYREUTH |
| Markus Kurscheidt | UNIVERSITY OF BAYREUTH |

Strategy, Identity, and Power Structures (09:00 - 10:30) - C9 Building - C9/008

Track: T09_06 - Exploring power dynamics in modern-organizations: a multi-level approach

Chair(s): Zlatko Nedelko

Discussant(s): Caroline Manville

Paper Presentations:

1889 BALANCING VIRTUE AND VULNERABILITY: PUBLIC SERVICE MOTIVATION AND ITS ROLE IN ORGANIZATIONAL POWER DYNAMICS

| | |
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| Nicola Capolupo | SAN RAFFAELE ROMA UNIVERSITY |
| Rocco Palumbo | UNIVERSITY "TOR VERGATA" OF ROME |
| Davide Giacomini | UNIVERSITY OF BRESCIA |

2371 ORGANIZATIONAL PURPOSE: A MIXED-METHOD APPROACH TO CONCEPTUALIZATION CATEGORIZATION, AND EXPLORATION

| | |
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| Jorge Filipe da Gomes | LISBON SCHOOL OF ECONOMICS AND MANAGEMENT |
| Leigh Ann Jones Khosla | ISEG, UNIVERSITY OF LISBON |
| Luca Leonardini | PURPOSE-DRIVEN ACADEMY |
| Susana Spinola | SIEMENS |

2918 THE WORKING RELATIONSHIPS OF GENERATION Z: BETWEEN CULTURAL DIFFERENCES AND GENERATIONAL SIMILARITIES

| | |
|-------------------|--|
| Zlatko Nedelko | UNIVERSITY OF MARIBOR, FACULTY OF ECONOMICS AND BUSINESS |
| Arlei Fachinello | DEPARTAMENTO DE ECONOMIA E RELAÇÕES INTERNACIONAIS. UNIVERSIDADE FEDERAL DE SANTA CATARINA, FLORIANÓPOLIS, BRAZIL |
| Francis Petterini | DEPARTAMENTO DE ECONOMIA E RELAÇÕES INTERNACIONAIS. UNIVERSIDADE FEDERAL DE SANTA CATARINA, FLORIANÓPOLIS, BRAZIL |
| Sandro Schindwein | DEPARTAMENTO DE ENGENHARIA RURAL. UNIVERSIDADE FEDERAL DE SANTA CATARINA, FLORIANÓPOLIS, BRAZIL |
| Vojko Potocan | UNIVERSITY OF MARIBOR |

3187 RESISTING OPENNESS: POLITICAL MANEUVERS AROUND AND WITHIN OPEN-STRATEGY INITIATIVES AND THEIR CONSEQUENCES FOR LOWER-LEVELS ORGANIZATIONAL MEMBERS' INCLUSION

| | |
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| Cécile Belmondo | IAE LILLE |
| Isabelle Vandangeon-Derumez | UNIVERSITÉ PARIS-SACLAY, UNIV EVRY, IMT-BS, LITEM, 91025, EVRY- COURCOURONNES, FRANCE |

TRACK SESSIONS PER DAY

Sustainability and sustainable business models (09:00 - 10:30) - D6 Building - D6/106

Track: GT13_00 - Strategic Management General Track

Chair(s): Martin Pit

Discussant(s): Laurent Scaringella

Paper Presentations:

1500 MANAGING SUSTAINABILITY TENSIONS IN CIRCULAR INTERIOR REFURBISHMENT OF LUXURY CRUISE SHIPS

Viktorija Varaniute

KAUNAS UNIVERSITY OF TECHNOLOGY

Lina Dagilienė

KAUNAS UNIVERSITY OF TECHNOLOGY

Jurgita Bruneckiene

KAUNAS UNIVERSITY OF TECHNOLOGY

Sustainability performance and firm value 2 (09:00 - 10:30) - D4 Building - D4/103

Track: ST01_02 - Performance measurement and management for sustainability

Chair(s): Lucrezia Songini

Discussant(s): Maria Aluchna

Paper Presentations:

3601 HOW THE PACE OF CSR INFLUENCES FIRM PERFORMANCE: EXPLORING THE ROLES OF REPUTATION AND RELIGIOUS CULTURE

Chenghua Guan

BEIJING NORMAL UNIVERSITY

Xin Huang

BEIJING NORMAL UNIVERSITY

Qihai Huang

UNIVERSITY OF HUDDERSFIELD

3728 STOCK VALUE AND CORPORATE SOCIAL SUSTAINABILITY: INTEL'S \$1.2 BILLION RE-INVESTMENT IN COSTA RICA

Outi Blackburn

ANGLIA RUSKIN UNIVERSITY

3639 CSR REPORTING AND ENTERPRISE VALUE: THE MODERATING ROLE OF REGULATORY QUALITY IN THE EUROPEAN CONTEXT

Mauro Romano

Antonio Corvino

DEPARTMENT OF ECONOMICS, MANAGEMENT AND TERRITORY -
UNIVERSITY OF FOGGIA, FOGGIA

Christian Favino

UNIVERSITY OF FOGGIA

Chiara Pia Saraò

UNIVERSITY OF FOGGIA

Antonietta Trecca

UNIVERSITY OF FOGGIA

TRACK SESSIONS PER DAY

Sustainable Product Innovation (09:00 - 10:30) - D6 Building - D6/006

Track: ST06_05 - Innovation for Sustainability, Circularity and Green-tech

Chair(s): Erik G. Hansen, Maryse Chappin

Discussant(s): Jouni Juntunen, Franziska Janz

Paper Presentations:

2089 ENVIRONMENTALLY SUSTAINABLE PRODUCT INNOVATION IN SMES: A CONFIGURATIONAL PERSPECTIVE

Jouni Juntunen

UNIVERSITY OF VAASA, SCHOOL OF TECHNOLOGY AND INNOVATIONS
KHURAM SHAHZAD

2583 OVERCOMING MANNERISM IN SUSTAINABILITY: TOWARDS A PARADIGM OF TRANSFORMATIVE INNOVATION

Veronica Chiodo

POLITECNICO DI MILANO

Edoardo Cortesi

POLITECNICO DI MILANO

Mario Calderini

POLITECNICO DI MILANO

3511 WASTE NO OPPERTUNITY: INVESTIGATING THE IMPACT OF CIRCULAR PRODUCT DESIGN ON CONSUMER ACCEPTANCE

Franziska Janz

SAARLAND UNIVERSITY

Slawka Jordanow

SAARLAND UNIVERSITY

Sven Heidenreich

SAARLAND UNIVERSITY

T01_13_Session 2_AI-driven challenges in organizations (09:00 - 10:30) - D4 Building - D4/114

Track: T01_13 - Navigating intra/inter organizational relationships in the Digital Era: exploring collective intelligence and social identity

Chair(s): Ginevra Gravili, Giuseppe Ceci, Mauro Gatti

Paper Presentations:

2046 AI AND THE PUBLIC SECTOR: EXAMINING ADOPTION FACTORS THROUGH THE UTAUT FRAMEWORK

Federico Canfora

CECCHI GORI PICTURES

Giuseppe Ceci

SAPIENZA UNIVERSITY OF ROME

Cristiano Silvestrini

SILVESTRINI TAX ACCOUNTING FIRM

Andrea Desantis

QUALIVALUE DMCC

2233 UNLOCKING AI IMPLEMENTATION: KEY PRACTICES FOR EFFECTIVE CHANGE MANAGEMENT

Simona Russo

ENGINEERING INGEGNERIA INFORMATICA S.P.A.

Giuseppe Ceci

SAPIENZA UNIVERSITY OF ROME

3062 STREAMLINING THE MANAGEMENT OF FREEDOM OF INFORMATION REQUESTS WITH AI

Aliai Eusebi

OPSMORPH AND UCL

Graham Hesketh

OPSMORPH

TRACK SESSIONS PER DAY

Talent Management (09:00 - 10:30) - C9 Building - C9/004

Track: ST09_01 - Human Resource Management

Chair(s): Malgorzata Rozkwitalska-Welenc

Paper Presentations:

1225 ARE TEMPORARY WORKPLACE CLOSURES DISRUPTIVE? A TALENT MANAGEMENT OUTLOOK IN SMALL AND MEDIUM ENTERPRISES

| | |
|--------------------------------|---------------------------|
| Victor Haines | UNIVERSITY OF MONTREAL |
| Lumina Albert | COLORADO STATE UNIVERSITY |
| Jean Frantz Ricardeau Registre | UNIVERSITY OF MONTREAL |

1548 FORGOTTEN LESSONS: NAVIGATING TALENT RETENTION PARADOXES IN SPANISH HOSPITALITY INDUSTRY

| | |
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| Lourdes Susaeta Erburu | UNIVERSITY COMPLUTENSE OF MADRID |
| Esperanza Suarez-Ruz | UNIVERSIDAD POLITÉCNICA DE VALENCIA |
| Frank Babinger | COMPLUTENSE UNIVERSITY OD MADRID |

3637 CATCH ME IF YOU CAN: HOW SELF-PERCEPTION AND COMPETENCIES HELP RETAINING TALENT INTO THE WORKPLACE

| | |
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| Youssef SOUAK | INSEEC BORDEAUX |
| Warda El Fardi | IRGO BORDEAUX |
| Khalil AIT SAID | ISM-IAE, UVSQ, PARIS SACLAY |
| Younès EL MANZANI | PARIS-SACLAY UNVERISTY, UVSQ, LAREQUOI, VERSAILLES, FRANCE |

2576 NAVIGATING INSTITUTIONAL LOGICS IN TALENT MANAGEMENT: EVIDENCE FROM A MULTIPLE CASE STUDY OF SMES

| | |
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| Franca Cantoni | UNIVERSITÀ CATTOLICA DEL SACRO CUORE |
| Caterina Muzzi | UNIVERSITY OF BRESCIA |
| Maddalena Sorrentino | UNIVERSITY OF MILAN |

Team Performance (09:00 - 10:30) - C9 Building - C9/005

Track: ST09_02 - Team Performance Management

Chair(s): Monika Maslikowska

Paper Presentations:

1742 IS GOOD NEWS ALWAYS BENEFICIAL? THE DOUBLE-EDGED SWORD OF HIGH PERFORMERS' BEHAVIOR AND ITS IMPACT ON PEER PERFORMANCE THROUGH SOCIAL COMPARISON

| | |
|----------------|--|
| Chia-Chen Tu | NATIONAL TAICHUNG UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Man-Ling Chang | NATIONAL CHUNG HSING UNIVERSITY |
| Yu-Ching Chiao | DEPARTMENT OF BUSINESS ADMINISTRATION, NATIONAL CHUNG HSING UNIVERSITY |

1930 REACHING OUT, BURNING OUT: TEAMWORK AS A FACET OF ORGANIZATIONAL CULTURE AND ITS IMPACT ON EMPLOYEE PERFORMANCE AND WELLBEING

| | |
|----------------|-----------------------------------|
| Roy Smollan | AUCKLAND UNIVERSITY OF TECHNOLOGY |
| Shelagh Mooney | AUCKLAND UNIVERSITY OF TECHNOLOGY |

TRACK SESSIONS PER DAY

1995 FROM CORE TO PERIPHERY: EXPLORING JOB TENURE, FAMILIARITY AND PERFORMANCE IN FLUID TEAMS

| | |
|------------------|-----------------------------------|
| Leila Ahmad Pour | LUISS UNIVERSITY |
| Alberto Leardini | IRCCS ISTITUTO ORTOPEDICO RIZZOLI |
| Riccardo Fini | UNIVERSITY OF BOLOGNA |
| Daniele Mascia | LUISS UNIVERSITY |

The Building of Corporate Purpose : History and Present Stories (09:00 - 10:30) - D4 Building - D4/011

Track: ST01_01 / ST02_01 - Rethinking the Responsible Corporation: Bridging Management, Law & Purpose (co-sponsored B4S & CoGo SIGs)

Chair(s): Blanche Segrestin

Paper Presentations:

2648 REFRAMING CORPORATE PURPOSE: A HISTORICAL PERSPECTIVE

| | |
|-------------|-------------------------|
| Fatjon Kaja | UNIVERSITY OF AMSTERDAM |
|-------------|-------------------------|

3146 BEYOND PROFIT: A COMPANY'S JOURNEY TO MEANINGFUL PURPOSE

| | |
|---------------------|--------------------------------------|
| Nesrine Ben Hamouda | ESSEC OF TUNIS |
| Hazem Ben Aissa | UNIVERSITÉ PARIS SACLAY, EA7360 RITM |
| Jérémy Lévêque | MINES PARIS - PSL UNIVERSITY |

1118 CROWDING IN OR CROWDING OUT? THE IMPACT OF EMERGING REGULATION ON MANAGERIAL MOTIVATION AND CORPORATE PURPOSE REALIZATION

| | |
|------------------|----------------------------------|
| Markus Beckmann | UNIVERSITY OF ERLANGEN-NUREMBERG |
| Vittorio Cerulli | UNIVERSITY OF ERLANGEN-NUREMBERG |
| Manon Filler | UNIVERSITY OF ERLANGEN-NUREMBERG |

Tourism, Sustainability, and Smart Systems: Rethinking Travelers and Territories (09:00 - 10:30) - D5 Building - D5/111

Track: T06_10 / T12_03 - Management History, Action Research and Tourism (co-sponsored INNO / RMRP SIGs)

Chair(s): Silvia Baiocco

Paper Presentations:

1232 ARE TAXES GOOD FOR SHAPING SUSTAINABLE TOURISM? INSIGHTS FROM THE MIXED METHOD APPROACH

| | |
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| Supreet Kaur | UNIVERSITY OF DELHI |
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1493 ENHANCING URBAN SUSTAINABILITY THROUGH TOURISM DATA IN SMART CITY STRATEGIES: A SYSTEMIC PERSPECTIVE

| | |
|-------------------------|----------------------------------|
| Stefania Denise Escobar | FREE UNIVERSITY OF BOZEN-BOLZANO |
| Linda Osti | BANGOR UNIVERSITY |

TRACK SESSIONS PER DAY

3725 DARING ROUTINE: EXAMINING THE TOURISTS' RISK PERCEPTION ATTITUDES THROUGH THE CHARACTERISTICS OF TRAVEL FREQUENCY AND REVISIT FREQUENCY

László Kökény

CORVINUS UNIVERSITY OF BUDAPEST

Zoltán Birkner

UNIVERSITY OF PANNONIA, HUNGARY

Gábor Michalkó

HUN-REN CSFK GEOGRAPHICAL INSTITUTE, UNIVERSITY OF PANNONIA

Transformation of sectors and societies: the drivers and obstacles (09:00 - 10:30) - D4 Building - D4/112

Track: T01_16 - Climate Solutions and Carbon Management across Management Disciplines

Chair(s): Petra Molthan-Hill

Discussant(s): Jennifer Leigh

Paper Presentations:

3136 DO OIL AND GAS MAJORS INVESTING IN RENEWABLE ENERGY BECOME SUSTAINABLE? CLIMATE ACTION DEFINITION TACTICS AS CORPORATE RESPONSE TO THE ENVIRONMENTAL CRISIS

Claire-Lise Speisser

CNAM PARIS - HEC LAUSANNE

1240 FROM TARGET TO IMPLEMENTATION: A SYSTEMATIC EVALUATION OF GREEN POLICIES IN ELECTRICITY GENERATION

Linghui Tang

THE COLLEGE OF NEW JERSEY

Kate Siedelhofer

THE COLLEGE OF NEW JERSEY

1723 THIRD-PARTY ASSURANCE OF SUSTAINABILITY REPORTS AND GHG EMISSIONS – A GLOBAL STUDY

Rizwan Mushtaq

EDC PARIS BUSINESS SCHOOL

Ammar Ali Gull

LÉONARD DE VINCI PÔLE UNIVERSITAIRE, RESEARCH CENTER, 92916 PARIS LA DÉFENSE, FRANCE

Irfan Shakri

RMIT INTERNATIONAL UNIVERSITY

Faizul Haque

CENTRE OF RESEARCH IN ACCOUNTING, ACCOUNTABILITY AND GOVERNANCE, SOUTHAMPTON BUSINESS SCHOOL, UNIVERSITY OF SOUTHAMPTON, SOUTHAMPTON

Well-being in the Age of Workplace Technology (09:00 - 10:30) - Hilton Garden Inn Novoli - Sala San Donato (A)

Track: T09_04 - AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management,

Employment Relations and Organizational Behaviour

Paper Presentations:

2390 EMPLOYEE REACTIONS TOWARDS ARTIFICIAL INTELLIGENCE: FROM DISTRUST IN THE "BLACK BOX" TO ADDICTION

Ilona Bučiūnienė

ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS

Rūta Kazlauskaitė

ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS, LITHUANIA

Tugce Yerlitas

ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS

Ieva Augutytė-Kvedaravičienė

ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS

Martin Aubel

ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS

Smiltė Nosytė

ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS

TRACK SESSIONS PER DAY

1075 TECHNOLOGICAL WELL-BEING: A MODEL OF WELL-BEING IN A TECHNOLOGICALLY EVOLVING WORKPLACE

Agata Mirowska

NEOMA BUSINESS SCHOOL

1452 THE ROLE OF TECHNOSTRESS IN EXPLAINING IT PROFESSIONALS' CONSTRUCTIVE PROCESS DEVIANCE AND COMPLIANCE

Matthias Bertram

UNIVERSITY OF APPLIED SCIENCES BONN-RHEIN-SIEG

Mario Schaarschmidt

UNIVERSITY OF DUISBURG-ESSEN

Sonja Christ-Brendemühl

BONN-RHEIN-SIEG UNIVERSITY OF APPLIED SCIENCES

Gianfranco Walsh

UNIVERSITY OF HANNOVER

Harald von Korflesch

UNIVERSITY OF KOBLENZ-LANDAU

Work-Family Dynamics (09:00 - 10:30) - C9 Building - C9/002

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Zeynep Yalabik

Discussant(s): Sophie Schepp

Paper Presentations:

1598 BREAK IT 'TIL YOU MAKE IT? THE ROLE OF EFFECTIVENESS RULE-BREAKING FOR THE CAREER SUCCESS OF WORKING PARENTS FACING FAMILY-WORK CONFLICT

Sophie Schepp

UNIVERSITY OF ST. GALLEN

Louisa Riess

UNIVERSITY OF ST.GALLEN

Stephan Böhm

UNIVERSITY OF ST.GALLEN

1726 WORK FLEXIBILITY ALLEVIATING WORK-FAMILY CONFLICT IN A CROSS-CULTURAL CONTEXT: THE ROLES OF PSYCHOLOGICAL DETACHMENT AND WORK-FAMILY CENTRALITY

Danni Yan

HIROSHIMA UNIVERSITY

Yoshi Takahashi

HIROSHIMA UNIVERSITY

2262 CHILDCARE RESPONSIBILITIES AND WORK ENGAGEMENT: HOW DO WORKING MOTHERS JUGGLE IT ALL?

Zeynep Yalabik

UNIVERSITY OF BATH

CEYDA MADEN EYIUSTA

OZYEGIN UNIVERSITY

Nergiz Cetin Kilic

OZYEGIN UNIVERSITY

TRACK SESSIONS PER DAY

24 June 2025, Tuesday

Building & Governing Data Ecosystems (11:00 - 12:30) - D4 Building - D4/001

Track: GT01_00 - Business for Society General Track

Chair(s): Iliaria Tutore

Discussant(s): Lorenzo Turriziani

Paper Presentations:

3369 DATA GOVERNANCE IN PRACTICE: LESSON FROM SME-LARGE ORGANIZATION COLLABORATION

Niloofar Kazemargi

UNIVERSITY G.D'ANNUNZIO AND LUISS UNIVERSITY

Federica Ceci

UNIVERSITY G.D'ANNUNZIO

1900 SME AND DATA ECOSYSTEM: A BIBLIOMETRIC ANALYSIS

Filippo Ferrarini

UNIVERSITY OF MODENA AND REGGIO EMILIA

Simona Leonelli

DIPARTIMENTO DI ECONOMIA MARCO BIAGI - UNIVERSITÀ DI MODENA E REGGIO EMILIA

2366 DATA VALUE CHAIN CONFIGURATION: EXPLORING CHALLENGES ALONG THE PATH

Loris Santarelli

UNIVERSITY G.D'ANNUNZIO

Federica Ceci

UNIVERSITY G.D'ANNUNZIO

2020 RULES AND ROLES IN SMART CITY GOVERNANCE: EXPLORING THE ARCHITECTURE OF DATA VALUE CHAIN

Filippo Marchesani

DEPARTMENT OF MANAGEMENT AND BUSINESS ADMINISTRATION - UNIVERSITY "G. D'ANNUNZIO" CHIETI-PESCARA

Federica Ceci

UNIVERSITY G.D'ANNUNZIO

Accounting and Governance (11:00 - 12:30) - D5 Building - D5/011

Track: GT04_00 - Family Business Research General Track

Chair(s): Domenico Rocco Cambrea

Discussant(s): Emmadonata Carbone, Tonatiuh Najera Ruiz, Tonatiuh Najera Ruiz

Paper Presentations:

2909 THE EFFECTS OF SENDERS' AND RECEIVERS' FAMILY OWNERSHIP ON CORPORATE ANNOUNCEMENT EVALUATION

Laura Bergmann

UNIVERSITY OF ERFURT

Miriam Zschoche

UNIVERSITY OF ERFURT

Sebastian Fourné

UNIVERSITY OF NORTH FLORIDA

2643 CONTROL-ENHANCING MECHANISMS IN FAMILY FIRM IPOS: SHORT-TERM COSTS AND LONG-TERM GAINS

Ziad Guedri

UNIVERSITÉ DU QUÉBEC À MONTRÉAL

Asma Fattoum-Guedri

CONCORDIA UNIVERSITY - JOHN MOLSON SCHOOL OF BUSINESS

TRACK SESSIONS PER DAY

2519 CAN ACCOUNTING SOPHISTICATION DRIVE EFFICIENCY IN LATIN AMERICAN MICRO FAMILY BUSINESSES? EVIDENCE FROM COLOMBIA

Tonatiuh Najera Ruiz
Pablo Collazzo

INSTITUTO TECNOLOGICO Y DE ESTUDIOS SUPERIORES DE MONTERREY
ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS

1981 CEO CAREER HORIZON IN ITALIAN FAMILY BUSINESSES: ITS IMPACT ON STRATEGIC DISCLOSURE

Emmadonata Carbone

FAMILY BUSINESS LAB ON ACCOUNTING AND GOVERNANCE (FLAG) -
UNIVERSITY OF NAPLES "FEDERICO II"

Sara Saggese

UNIVERSITY OF NAPLES FEDERICO II

Fabrizia Sarto

UNIVERSITY OF NAPLES FEDERICO II

Achieving organizational impact by managing attitudes and behaviors (11:00 - 12:30) - C9 Building - C9/009

Track: T09_05 - Addressing the interplay of organizational structures and behaviors: aligning the stars

Chair(s): Nicola Capolupo

Paper Presentations:

1315 WHICH STAR SHOULD I COOPERATE WITH? THE INFLUENCE OF STARS ON NON-STAR'S COOPERATION BEHAVIOR

Zhengda Xu

BEIJING TECHNOLOGY AND BUSINESS UNIVERSITY

3276 ENGAGING PUBLIC EMPLOYEES BY UNVEILING SOCIAL IMPACT: AN INVESTIGATION OF INTER-DEPARTMENTAL COMMUNICATION AS A SOURCE OF MEANING AT WORK

Giorgio Giacomelli

SDA BOCCONI SCHOOL OF MANAGEMENT

Francesco Vidè

SDA BOCCONI SCHOOL OF MANAGEMENT

Lavinia Lenzi

SDA BOCCONI SCHOOL OF MANAGEMENT

Giovanni Valotti

BOCCONI UNIVERSITY

3649 EFFECTS OF RETURN TO OFFICE POLICIES ON EMPLOYEE ATTITUDES AND BEHAVIORS

Jennifer Miles

UNIVERSITY OF SAN DIEGO

Richard Clarke

UNIVERSITY OF SAN DIEGO

Adaptive and Innovative Decision-Making in Entrepreneurial Contexts (11:00 - 12:30) - D4 Building - D4/010

Track: ST03_03 - Entrepreneurial Cognition and Behaviour

Chair(s): Leonie Baldacchino

Discussant(s): Li Xiao, Giovanni Orlando

Paper Presentations:

1197 DISRUPTION STRANDS AND THE GROWTH INTENTIONS OF SMES: DO DYNAMIC CAPABILITIES MATTER IN TIMES OF CRISIS

Li Xiao

UNIVERSITY OF LEICESTER SCHOOL OF BUSINESS

Ruoying Zhou

UNIVERSITY OF LEICESTER SCHOOL OF BUSINESS

TRACK SESSIONS PER DAY

3502 CONVERTING BAD TIMES INTO GOOD TIMES: THE ROLE OF ENTREPRENEURS' AMBIGUITY TOLERANCE IN DRIVING VENTURE PERFORMANCE IN TURBULENT MARKETS

| | |
|--------------------------|--|
| Giovanni Orlando | VRIJE UNIVERSITEIT AMSTERDAM |
| Joeri van Hugten | VRIJE UNIVERSITEIT AMSTERDAM |
| Wouter Stam | VU AMSTERDAM |
| Arjen van Witteloostuijn | VRIJE UNIVERSITEIT AMSTERDAM, THE NETHERLANDS; UNIVERSITY OF ANTWERP, BELGIUM; ANTWERP MANAGEMENT SCHOOL, BELGIUM; |

2415 EXPLORING NEGOTIATION IN ENTREPRENEURSHIP: KEY FINDINGS AND FUTURE OPPORTUNITIES

| | |
|----------------|---|
| Ghazal Layeghi | UNIVERSITY OF TRENTO / FREE UNIVERSITY OF BOLZANO |
| Andrea Caputo | UNIVERSITY OF TRENTO, ITALY |

3061 NEGOTIATION AND ARTIFICIAL INTELLIGENCE, A LITERATURE REVIEW

| | |
|-----------------|-----------------------------|
| Raffaele Albani | UNIVERSITY OF PISA |
| Andrea Caputo | UNIVERSITY OF TRENTO, ITALY |
| Riccardo Rialti | UNIVERSITY OF SIENA |

1692 ORGANIZATIONAL CLIMATE SHAPING ENTREPRENEURIAL INTENTIONS: THE MEDIATING ROLE OF INNOVATIVE WORK BEHAVIOR

| | |
|-----------------|-------------------------|
| Gentrit Berisha | UNIVERSITY OF PRISHTINA |
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Alternative and traditional finance (11:00 - 12:30) - D4 Building - D4/005

Track: ST03_04 - Entrepreneurial Finance

Chair(s): Benedetta Montanaro

Discussant(s): Gintarė Leckė, João Maria Jorge

Paper Presentations:

3421 THE ROLE OF COMPETENCE-BASED TRUST IN THE FINANCING OF TOKEN-BASED NEW VENTURES

| | |
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| João Maria Jorge | LUND UNIVERSITY |
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2339 HOW PREPARED ARE SMES FOR MARKET DISTURBANCES? A DYNAMIC APPROACH TO SMES FINANCIAL RESILIENCE

| | |
|------------------|----------------------------|
| Renata Legenzova | VYTAUTAS MAGNUS UNIVERSITY |
| Gintarė Leckė | VYTAUTAS MAGNUS UNIVERSITY |

3338 ANGELS IN THE CROWD: EXPLORING BUSINESS ANGELS' IMPACT ON VENTURES INVESTED VIA EQUITY CROWDFUNDING

| | |
|---------------------|--|
| Vincenzo Capizzi | UNIVERSITÀ DEL PIEMONTE ORIENTALE |
| Lars Hornuf | TECHNISCHE UNIVERSITÄT DRESDEN |
| Benedetta Montanaro | POLITECNICO DI MILANO |
| Francesca Tenca | UNIVERSITY OF EASTERN PIEDMONT, DEPARTMENT OF BUSINESS AND ECONOMICS |

TRACK SESSIONS PER DAY

Beyond Metrics & Markets: Spiritual Dimensions Revolutionizing Organizations (11:00 - 12:30) - D4 Building - D4/107

Track: T01_12 - Wisdom, Spirituality and Purpose: Nurturing Flourishing within Organizations and Management Education

Chair(s): Chiara Signore

Paper Presentations:

1884 COLLECTIVE SPIRITUALITY IN ORGANIZATIONAL SETTINGS: A SCOPING REVIEW

| | |
|---------------------|---|
| Vanessa Englert | VRIJE UNIVERSITEIT AMSTERDAM, FACULTY OF RELIGION AND THEOLOGY |
| Welmoed van Hoogen | |
| Raysa Rocha | UNIVERSITY OF ESSEX |
| Sharda Nandram | NYENRODE BUSINESS UNIVERSITEIT |
| Puneet Bindlish | VRIJE UNIVERSITEIT AMSTERDAM, FACULTY OF RELIGION AND THEOLOGY |
| Vineetha Karuveetil | DEPARTMENT OF PUBLIC HEALTH DENTISTRY AMRITA SCHOOL OF DENTISTRY, AMRIT VISHWA VIDYAPEETHAM |
| Hans Ket | VRIJE UNIVERSITEIT AMSTERDAM, MEDICAL LIBRARY |

2399 A PARADIGM SHIFT IN RECRUITMENT: PRACTICAL WISDOM, WORKPLACE SPIRITUALITY, AND FIT THEORIES IN DIGITAL JOB PLATFORMS

| | |
|----------------|-----------------------|
| Chiara Signore | UNIVERSITY OF SALERNO |
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2267 ANIMIST MANAGEMENT: ORGANIZATIONAL SOLUTIONS IN THE ANTHROPOCENE

| | |
|----------------|------------------------------|
| Graziano Mazza | UNIVERSITY OF PARIS NANTERRE |
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Board of Directors and Monitoring Effectiveness (11:00 - 12:30) - D6 Building - D6/016

Track: ST02_02 - Board of Directors, Top Management Teams and Diversity in the C-Suite

Chair(s): Thomas Straub

Paper Presentations:

1429 BOARD CO-OPTION AND EXCESS CASH HOLDINGS

| | |
|---------------------|---|
| Aitzaz Ahsan Sarang | SCHOOL OF BUSINESS STUDIES, INSTITUTE OF BUSINESS ADMINISTRATION (IBA) KARACHI, KARACHI, PAKISTAN |
| Asad Rind | SOUTH CHAMPAGNE BUSINESS SCHOOL, Y SCHOOLS, TROYES, FRANCE. |
| Marc Goergen | IE BUSINESS SCHOOL |
| Viet Dang | ALLIANCE MANCHESTER BUSINESS SCHOOL |

2302 THE BOARD OF DIRECTORS' ROLE IN ETHICAL GOVERNANCE: CAN CORPORATE POLITICAL CONNECTIONS PREVENT ORGANIZATIONAL MISCONDUCT?

| | |
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| Marco Winter | RWTH AACHEN |
| Sebastian Kruse | RWTH AACHEN UNIVERSITY |

TRACK SESSIONS PER DAY

2288 GUARDIANS, CATALYSTS, NAVIGATORS OR PAWNS: THE BOARD'S TRANSFORMATIVE ROLE IN A CRISIS'S CONTEXT

Verena Lubos
Achim Schmitt

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

Thomas Straub
Nicole Rosenkranz

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

Bodies, gender, species (11:00 - 12:30) - D4 Building - D4/102

Track: ST01_08 - Arts & Philosophy for Business and Society

Chair(s): Amalia Ranieri

Discussant(s): Shirin Yazgulieva

Paper Presentations:

2322 COMPLEX PROJECT ORGANIZING AND THE ADAPTIVE SYSTEM PERSPECTIVE. REVISITING FRAMEWORKS OF PERFORMANCE IN-BETWEEN PERFORMANCE STUDIES AND THE POST-HUMAN NEOMATERIALIST ONTOLOGICAL CATEGORIES

Vittoria Biasiucci
Maria Patrizia Vittoria

UNIVERSITÀ DI ROMA -
CONSIGLIO NAZIONALE DELLE RICERCHE (CNR), ISTITUTO RICERCA INNOVAZIONE E SERVIZI PER LO SVILUPPO (IRISS)

Alessandro Piero Mario
Pontremoli

UNIVERSITÀ DEGLI STUDI DI TORINO

2385 SPECIES OF SPACES: EXPLORING THE SLAUGHTERHOUSE AS AN AFFECTIVE SPACE

Amalia Ranieri
Daniela Pianezzi
Luigi Maria Sicca

SCUOLA SUPERIORE MERIDIONALE
UNIVERSITY OF VERONA
UNIVERSITY OF NAPLES FEDERICO II

2678 DOING GENDER THROUGH JURIDICAL DISCOURSE: AN INTERDISCIPLINARY APPROACH

Serena Federica Scorzoni
Francesca De Vincenzo
Maria Eugenia Mazzarella
Fabrizia Cesarano
Barbara Salvatore

SCUOLA SUPERIORE MERIDIONALE
SCUOLA SUPERIORE MERIDIONALE
SCUOLA SUPERIORE MERIDIONALE
SCUOLA SUPERIORE MERIDIONALE
UNIVERSITY OF NAPLES FEDERICO II, SCUOLA SUPERIORE MERIDIONALE

1899 THE EMOTIONAL DIMENSION OF THE LAWYER ASSISTING THE PERSON WITH A DISABILITY: A METHODOLOGY DIFFERENTLY TO UNDERSTAND THE VIRTUOUS LINK OF THE LEGAL PROFESSION WITH THE DEMANDS OF CARE

Luca Orlando
Domenico Napolitano
Luigi Maria Sicca

SCUOLA SUPERIORE MERIDIONALE
SCUOLA SUPERIORE MERIDIONALE, NAPLES, ITALY
UNIVERSITY OF NAPLES FEDERICO II

TRACK SESSIONS PER DAY

Business Model Innovation: Drivers and Consequences (11:00 - 12:30) - D6 Building - D6/014

Track: ST03_01 / ST06_01/ST13_01 - Business Model - Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM SIGs)

Chair(s): Sascha Klein

Paper Presentations:

2637 MAKING SENSE OF BUSINESS MODEL PIVOTS: A LITERATURE REVIEW ON IMPACTS, TYPOLOGY AND TRIGGERS

Ronja Stoffregen
Dries Faems

WHU
WHU OTTO BEISHEIM SCHOOL OF MANAGEMENT

2911 ALIGNING FOR INNOVATION: THE MODERATING EFFECT OF PERSON-ORGANIZATION FIT ON THE ANTECEDENTS AND CONSEQUENCES OF BUSINESS MODEL INNOVATION

Matthias Menter
Lutz Göcke
Max Schülting

FRIEDRICH SCHILLER UNIVERSITY JENA
HS NORDHAUSEN
FRIEDRICH SCHILLER UNIVERSITY JENA

3019 THE IMPACT OF TOP MANAGEMENT TEAM DYNAMICS ON BUSINESS MODEL INNOVATION: A LONGITUDINAL ANALYSIS OF TURNOVER, TENURE, AND DIVERSITY

Matthias Menter
Lutz Göcke
Max Schülting

FRIEDRICH SCHILLER UNIVERSITY JENA
HS NORDHAUSEN
FRIEDRICH SCHILLER UNIVERSITY JENA

Career & Development (11:00 - 12:30) - C9 Building - C9/004

Track: ST09_01 - Human Resource Management

Chair(s): Caterina Muzzi

Paper Presentations:

1813 EMPLOYEE DEVELOPMENT – A SCOPING REVIEW OF CONCEPTS AND MEASURES

Malgorzata Rozkwitalska-Welenc
Beata Basinska

WSB MERITO UNIVERSITY IN GDANSK (NIP 5842785435)
GDANSK UNIVERSITY OF TECHNOLOGY

2287 THE LINE MANAGER FACTOR: ANALYZING ANTECEDENTS OF EMPLOYEE PERCEPTIONS OF T&D EFFECTIVENESS

Kristine Tamayo-Verleene
Antonio Giangreco
Johan Maes

IESEG SCHOOL OF MANAGEMENT
IESEG SCHOOL OF MANAGEMENT
IESEG SCHOOL OF MANAGEMENT, UNIV. LILLE, CNRS, UMR 9221 - LEM - LILLE ECONOMIE MANAGEMENT

Sophie De Winne
Luc Sels

KU LEUVEN
KU LEUVEN

3476 WHEN DOES LEADERSHIP QUALITY MATTER MOST? SUPERVISOR'S PERFORMANCE RATINGS AND TALENT TURNOVER ACROSS CAREER STAGES

Ellen Tüllmann

PADERBORN UNIVERSITY

TRACK SESSIONS PER DAY

Challenges and Failures in Social Entrepreneurship (11:00 - 12:30) - D4 Building - D4/101

Track: ST03_06 - Social and Sustainable Entrepreneurship

Chair(s): Caroline Lindlar

Paper Presentations:

1362 TIME-CONTINUUM DYNAMICS OF MISSIONS IN SOCIAL ENTERPRISES

| | |
|----------------------|-----------------------------------|
| Christina Polychroni | STEVENS INSTITUTE OF TECHNOLOGY |
| Thomas Lechler | STEVENS INSTITUTITE OF TECHNOLOGY |
| Sven Horak | ST. JOHN'S UNIVERSITY |

1020 BECOMING A FIRST-TIME ENTREPRENEUR IN 40S AND OLDER: LESSONS FROM SURVIVAL ANALYSIS

| | |
|---------------------------|---|
| Ondrej Dvoulety | DEPARTMENT OF ENTREPRENEURSHIP, PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS |
| Ivana Svobodová | FACULTY OF BUSINESS ADMINISTRATION, PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS |
| Nina Bočková | FACULTY OF BUSINESS ADMINISTRATION, PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS |
| Jarmila Duháček Šebestová | SILESIAN UNIVERSITY IN OPAVA, SCHOOL OF BUSINESS ADMINISTRATION IN KARVINA |

2118 FAILURE IN IMPACT ENTREPRENEURSHIP - AN INTEGRATIVE LITERATURE REVIEW

| | |
|------------------|----------------------------|
| Caroline Lindlar | HEINRICH HEINE UNIVERSITÄT |
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Data-Driven Decision-Making and Organization Capabilities (11:00 - 12:30) - D6 Building - D6/112

Track: ST13_08 - Artificial Intelligence, data and digital ecosystems

Chair(s): Jesús Arteaga-Ortiz

Paper Presentations:

1280 LOVE-HATE TANGO: EXPLORING THE EFFICACY OF HUMAN-MACHINE INTERACTION IN SERVICE ROBOTS

| | |
|------------------|--|
| Cheng-Feng Cheng | NATIONAL TAICHUNG UNIVERSITY OF SCIENCE AND TECHNOLOGY |
|------------------|--|

2128 THE DATA REVOLUTION IN SOCCER: LESSONS FOR STRATEGIC MANAGEMENT

| | |
|-------------------|----------------------------------|
| Simone Santamaria | NATIONAL UNIVERSITY OF SINGAPORE |
|-------------------|----------------------------------|

1267 NAVIGATING CHALLENGES IN PRODUCT PORTFOLIO MANAGEMENT: HARNESSING RETRIEVAL-AUGMENTED GENERATION SYSTEMS IN THE AEROSPACE AND DEFENSE INDUSTRY

| | |
|--------------|--------------------------------|
| Nicolas Leyh | TECHNICAL UNIVERSITY OF MUNICH |
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TRACK SESSIONS PER DAY

Digital innovation - AI (session B) (11:00 - 12:30) - D6 Building - D6/005

Track: ST06_03 - Digital Innovation: Strategies, Competencies, Theories, and Practice

Chair(s): David Versailles

Discussant(s): David Versailles

Paper Presentations:

1523 EXPLORING THE IMPACT OF GENERATIVE AI ON R&D ACTIVITIES AND ORGANIZATIONAL INNOVATION CAPACITY

Stefanie Steinhauser

TECHNICAL UNIVERSITY OF APPLIED SCIENCES AMBERG-WEIDEN

Paulina Heid

TECHNICAL UNIVERSITY OF APPLIED SCIENCES AMBERG-WEIDEN

1831 IDENTITY THREAT OR OPPORTUNITY? THREE UNIVERSITIES IN FACE OF GENERATIVE AI

Ilaria Falvo

UNIVERSITÀ DELLA SVIZZERA ITALIANA

Benedetto Lepori

UNIVERSITÀ DELLA SVIZZERA ITALIANA

3157 ARE CONSUMERS EFFICIENT AND EFFECTIVE USERS OF GENERATIVE AI? MIXED-METHODS INSIGHTS INTO CONSUMER DECISION-MAKING

Jakob Kaiser

NUREMBERG INSTITUTE FOR MARKET DECISIONS

Carolin Kaiser

NUREMBERG INSTITUTE FOR MARKET DECISIONS

René Schallner

NUREMBERG INSTITUTE FOR MARKET DECISIONS

Sabrina Schneider

FHV – VORARLBERG UNIVERSITY OF APPLIED SCIENCES

Ecosystems, platforms and networks (11:00 - 12:30) - D6 Building - D6/105

Track: ST13_03 - CENA Coopetition, Ecosystems, Networks and Alliances

Chair(s): André NEMEH

Discussant(s): Jiale Zhang

Paper Presentations:

2362 THE EMERGENCE OF A GREEN INNOVATION ECOSYSTEM: ACTORS, ROLES AND COLLABORATIONS

Charlotte Chappert

UNIVERSITY OF MONTPELLIER

Anne-Sophie Fernandez

UNIVERSITY OF MONTPELLIER

Dante I. Leyva-de La Hiz

CUNEF UNIVERSIDAD

2137 PROFITING FROM ECOSYSTEMS: EXAMINING INCUMBENTS' DYNAMIC CAPABILITIES

Theresa Maria Seehofer

UNIVERSITY OF ST. GALLEN

3416 DERIVING MATCHING STRATEGIES FROM USER SEARCH HETEROGENEITY: THE CASE OF META-PLATFORMS

Dora Maric

UNIVERSITY OF ST.GALLEN

2432 IMPACT-DRIVEN COLLABORATIVE NETWORKS: THE ROLE OF MICRO-GOVERNANCE IN ADVANCING RACIAL EQUITY

Andreza Machado

FUNDAÇÃO DOM CABRAL

Douglas Wegner

FUNDAÇÃO DOM CABRAL

Ana Azevedo

UNIVERSIDADE FEDERAL DE VIÇOSA

TRACK SESSIONS PER DAY

Employee voice and communication at work: Lessons to enable inclusive workplace (11:00 - 12:30) - D6 Building - D6/018

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

Chair(s): Itziar Ramirez

Discussant(s): Anthony Rafferty

Paper Presentations:

1769 INCLUDE ME: THE ROLE OF DISABILITY VOICE FOR THE SELF-INCLUSION OF PEOPLE WITH (IN)VISIBLE DISABILITIES AT WORK

| | |
|---------------|--------------------------|
| Louisa Riess | UNIVERSITY OF ST.GALLEN |
| Sophie Schepp | UNIVERSITY OF ST. GALLEN |
| Stephan Böhm | UNIVERSITY OF ST.GALLEN |

1953 HOW TO COMMUNICATE AT WORK: THE RELATIONSHIP BETWEEN COMMUNICATION MEDIA, TEAM RULES, AND INCLUSION

| | |
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| Magdalena Schertler | UNIVERSITY OF ST.GALLEN |
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2762 EMPLOYEE WELLBEING AND CONTRIBUTIVE JUSTICE: THE MEDIATING ROLE OF EMPLOYEE VOICE IN DISCRIMINATION

| | |
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| Anthony Rafferty | ALLIANCE MANCHESTER BUSINESS SCHOOL, UNIVERSITY OF MANCHESTER |
| David Holman | AMBS UNIVERSITY OF MANCHESTER |

Entrepreneurial & Institutional Perspectives on Sustainable Innovation (11:00 - 12:30) - D6 Building - D6/006

Track: ST06_05 - Innovation for Sustainability, Circularity and Green-tech

Chair(s): Erik G. Hansen, Andrea Urbinati

Discussant(s): Grégory De Boe, Klaus Fichter

Paper Presentations:

3148 RESILIENCE-RELATED OPPORTUNITIES IN SUSTAINABLE ENTREPRENEURSHIP

| | |
|--------------------|----------------------------------|
| Klaus Fichter | UNIVERSITY OF OLDENBURG, GERMANY |
| Karsten Hurrelmann | IU INTERNATIONALE HOCHSCHULE |

2938 INSTITUTIONAL PERSPECTIVES FOR AN INCLUSIVE CIRCULAR PLASTICS ECONOMY: EVIDENCE FROM AN INNOVATIVE CIRCULAR ENTERPRISE

| | |
|------------------------|--|
| Subhanjan Sengupta | BUSINESS SCHOOL, UNIVERSITY OF EASTERN FINLAND |
| Ville-Veikko Piispanen | UNIVERSITY OF EASTERN FINLAND |
| Hanna Lehtimäki | UNIVERSITY OF EASTERN FINLAND |

3069 DRIVING PLASTIC CIRCULARITY WITHIN THE FOOD PACKAGING INDUSTRY: BARRIERS, DRIVERS, AND THE ROLE OF PLASTIC PACKAGING TAXES

| | |
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| Grégory De Boe | UCLouvain Lourim |
| Valérie Swaen | UCLouvain, LRIM |
| Marie Lamensch | UCLouvain Lourim |

TRACK SESSIONS PER DAY

ENTREPRENEURSHIP, REGIONS & REGIONAL DEVELOPMENT (11:00 - 12:30) - D4 Building - D4/003

Track: ST03_05 - Entrepreneurship, Regions & Regional Development

Chair(s): Elena Sarti

Paper Presentations:

- 3456 INDIVIDUAL INVESTORS' BIASES IN KINGDOM OF SAUDI ARABIA: A SEGMENTATION ANALYSIS**
 Abdulaziz Aljamiah DEPARTMENT OF ACCOUNTING AND FINANCE, COLLEGE OF BUSINESS ADMINISTRATION, PRINCE MOHAMMAD BIN FAHD UNIVERSITY, AL KHOBAR
 Shaili Vadera DEPARTMENT OF ACCOUNTING AND FINANCE, COLLEGE OF BUSINESS ADMINISTRATION, PRINCE MOHAMMAD BIN FAHD UNIVERSITY, AL KHOBAR, KINGDOM OF SAUDI ARABIA
- 3732 MONEY TALKS – EXPLORING WHY MICRO-SMES ARE SLOW TO ADOPT MOBILE PAYMENT SERVICES IN KENYA**
 Gillian Moran MAYNOOTH UNIVERSITY
 Irene Mwangi MAYNOOTH UNIVERSITY
- 1572 COLLECTIVE ENTREPRENEURSHIP AS PRACTICE: CONTEXT AND REALITIES OF A COLLECTIVE OF SOCIAL BUSINESS ENTREPRENEURS**
 Lucia de Oliveira STATE UNIVERSITY OF MARANHÃO (UEMA)
 Gustavo Behling UNIVERSITY OF VALE DO ITAJAÍ
 Fernando Lenzi UNIVERSIDADE DO VALE DO ITAJAÍ
 Sidnei Marinho UNIVERSIDADE DO VALE DO ITAJAÍ
 Ludmilla Montenegro FEDERAL UNIVERSITY OF SERGIPE
- 2779 INTERFIELD POWER DYNAMICS IN ETHNIC ENCLAVE FORMATION AND TRANSFORMATION: DIRECT AND INDIRECT INFLUENCE OF DOMINANCE AND DISCIPLINE ARTIFACTS**
 Artemis Chang SCHOOL OF MANAGEMENT, QUT BUSINESS SCHOOL & AUSTRALIAN CENTRE FOR ENTREPRENEURSHIP RESEARCH, QUEENSLAND UNIVERSITY OF TECHNOLOGY
 Joelle Hawa UNIVERSITY OF ADELAIDE
 Paul Steffens UNIVERSITY OF ADELAIDE
- 3031 IDENTITY TENSIONS IN LIFESTYLE ENTREPRENEURSHIP**
 Yosr Ben Tahar PARIS SCHOOL OF BUSINESS
 Sarah Mussol UNIVERSITY OF MONTPELLIER
- 1373 FROM SOCIAL IMPACT TO SUSTAINABILITY: MOTIVATIONAL SHIFTS AMONG WOMEN ENTREPRENEURS IN COLOMBIA**
 Friederike Storch FRIEDRICH ALEXANDER UNIVERSITÄT ERLANGEN-NÜRNBERG
 Peter Bican UNIVERSITÄT BREMEN
 Frederik Riar UNIVERSITY OF BERN

TRACK SESSIONS PER DAY

3288 BUSINESS ECONOMIC PERFORMANCE AFTER EXOGENOUS SHOCKS: THE ROLE OF DYNAMIC CAPABILITIES AND RESILIENCE IN COMPARING DIFFERENT TERRITORIES

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

Entrepreneurship, SMEs, and Sustainability (11:00 - 12:30) - D4 Building - D4/104

Track: ST03_07 - Growth Strategies & Internationalization for SMEs

Chair(s): Francesco Mutignani

Paper Presentations:

1809 NAVIGATING IPOs WITH A SUSTAINABILITY ORIENTATION: HOW FOUNDER CEOs AND VENTURE CAPITAL BACKING SHAPE INVESTOR PERCEPTIONS

Niklas Winterberg TECHNICAL UNIVERSITY DORTMUND
Corinna Schmidt TU DORTMUND
Steffen Strese TU DORTMUND UNIVERSITY - INNOVATION MANAGEMENT

2016 A PARADOX PERSPECTIVE ON INTERNATIONAL ECO-ENTREPRENEURSHIP: BALANCING SUSTAINABLE ENGAGEMENT AND INTERNATIONAL DEVELOPMENT THROUGH THE EXPLORATION OF PARADOX SOURCES AND ITS MANAGEMENT STRATEGIES

Malgorzata Faget IAE BORDEAUX
Johannes Schaaper IAE, UNIVERSITY OF BORDEAUX

3681 THE IMPACT OF ENVIRONMENTAL SUSTAINABILITY ON GVCs: A SYSTEMATIC LITERATURE REVIEW

Francesco Mutignani UNIVERSITY OF PAVIA
Giovanna Magnani UNIVERSITY OF PAVIA
Federica Sacco UNIVERSITY OF PAVIA

2917 EXPLORING THE LINK BETWEEN CUSTOMER ORIENTATION AND INNOVATION TO SUSTAIN COMPETITIVENESS: HOW SMALL INDEPENDENT RETAILERS SURVIVE IN AN EVER-CHANGING MARKET

Sandro Castaldo BOCCONI UNIVERSITY
Alice Mantovani UNIVERSITY OF GENOA
Lara Penco UNIVERSITY OF GENOA

Female Entrepreneurship (11:00 - 12:30) - D4 Building - D4/009

Track: T03_08 - Entrepreneurial Profiles

Chair(s): Anastassia Zannoni

Discussant(s): Begonya Ebot

Paper Presentations:

2545 OBSERVING THE GENDER GAP IN UNICORNS: A STUDY ON VENTURE CAPITALISTS' INVESTMENT DECISIONS

Anastassia Zannoni UNIVERSITY OF ROME TOR VERGATA

TRACK SESSIONS PER DAY

3223 NETWORK AND FLOURISH: EMPOWERING BLACK WOMEN ENTREPRENEURS IN THE WEST MIDLANDS, UNITED KINGDOM (UK)

Begonya Ebot

UNIVERSITY OF WOLVERHAMPTON

1881 SELF-ENGAGEMENT ON SOCIAL MEDIA AS A COPING RESPONSE TO STRESS: EVIDENCE FROM INDIAN WOMEN ENTREPRENEURS

Viral Nagori

MICA

2751 ENTREPRENEURIAL WELL-BEING AND NARCISSISM

Richa Chugh

VICTORIA UNIVERSITY OF WELLINGTON

Audra Mockaitis

MAYNOOTH UNIVERSITY

Javad Nooshabadi

MAYNOOTH UNIVERSITY

From Men's Domination to Inclusion (11:00 - 12:30) - D6 Building - D6/114

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

Chair(s): Muhammad Mohsin Hakeem

Discussant(s): Clotilde Coron, GIULIA FLAMINI

Paper Presentations:

1216 MALE-FAVORING GENDER BIAS AROUND THE GLOBE: INSIGHTS FROM THE WORLD VALUES SURVEY

Jane Terpstra-Tong

MONASH UNIVERSITY MALAYSIA

Jinxin Jiang

MONASH UNIVERSITY MALAYSIA

Michael Bond

HONG KONG POLYTECHNIC UNIVERSITY

2502 WORKING DADS: THE OVERLOOKED YET NECESSARY PARENTAL PERSPECTIVE TO IMPROVE EQUAL OPPORTUNITIES

Carina Paine Schofield

HULT INTERNATIONAL BUSINESS SCHOOL

Alison Green

WORK, ME AND THE BABY (WOMBA)

Lee Waller

HULT INTERNATIONAL BUSINESS SCHOOL

Helen Sachdev

WORK, ME AND THE BABY (WOMBA)

Gender and Ecosystem Inclusion (11:00 - 12:30) - D4 Building - D4/106

Track: T03_10 - Entrepreneurial Ecosystems

Chair(s): Christina Theodoraki

Discussant(s): Michelle Keefe, Veronika Kneip

Paper Presentations:

1524 WOMEN ENTREPRENEURSHIP THROUGH THE LENSES OF TRANSITION RESEARCH: THE ROLE OF REGIMES, NICHEs, AND LANDSCAPES IN "FEMINIZING" STARTUP ECOSYSTEMS

Veronika Kneip

FRANKFURT UNIVERSITY OF APPLIED SCIENCES

Melanie Slavici

FRANKFURT UNIVERSITY OF APPLIED SCIENCES

TRACK SESSIONS PER DAY

2214 SUPERWOMEN UNVEILED: FRAMING TECHNOLOGY'S ROLE IN INCLUSIVE GROWTH OF ENTREPRENEURIAL ECOSYSTEM THROUGH ASSEMBLAGE THEORY

Ritu Raj INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
Rajesh Chandwani FACULTY OF HUMAN RESOURCES, INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD, INDIA
Arun Sreekumar IIM AHMEDABAD

2081 ENABLING WOMEN IN TECHNOLOGY ENTREPRENEURSHIP: A MULTI-LEVEL SYSTEMATIC LITERATURE REVIEW

Michelle Keeffe QUEENSLAND UNIVERSITY OF TECHNOLOGY (QUT)
Artemis Chang SCHOOL OF MANAGEMENT, QUT BUSINESS SCHOOL & AUSTRALIAN CENTRE FOR ENTREPRENEURSHIP RESEARCH, QUEENSLAND UNIVERSITY OF TECHNOLOGY
Wasana Bandara QUEENSLAND UNIVERSITY OF TECHNOLOGY (QUT)
Jenine Beekhuizen GRIFFITH UNIVERSITY

General Track Session 3 (11:00 - 12:30) - D4 Building - D4/004

Track: GT03_00 - Entrepreneurship General Track

Chair(s): Giorgio Cantino

Discussant(s): Timo Eckhardt, Rachel Maritz

Paper Presentations:

1510 HOW DOES CHILDHOOD PARENTING EXPERIENCE INFLUENCE LATE-CAREER ENTREPRENEURSHIP?

Xu Wang DERBY UNIVERSITY
Shuangfa Huang SHEFFIELD UNIVERSITY

2045 ENTREPRENEURIAL EXPERIENTIAL LEARNING: A SYSTEMATIC LITERATURE REVIEW

Timo Eckhardt UNIVERSITY OF EDINBURGH
Jasper Brinkerink UNIVERSITY OF EDINBURGH BUSINESS SCHOOL
Francis Greene UNIVERSITY OF EDINBURGH BUSINESS SCHOOL

3034 ENTREPRENEURIAL COMPETENCIES AS THE NEW IMPERATIVE FOR MASTER OF BUSINESS ADMINISTRATION (MBA) CONTENT AND PEDAGOGY DEVELOPMENT: A GLOBAL SOUTH CONTEXT

Rachel Maritz AKADEMIA
Melodi Botha UNIVERSITY OF PRETORIA

Humanistic Perspectives of Purpose (11:00 - 12:30) - D4 Building - D4/113

Track: T01_10 - Toward Humanistic Management: Purpose-Driven Companies, Circular Business Models and Community-based Ecosystems

Chair(s): Domènec Melé

Paper Presentations:

3592 THE CORPORATE PURPOSE. A PERSONALIST HUMANISM APPROACH

Domènec Melé IESE BUSINESS SCHOOL, UNIVERSITY OF NAVARRA, SPAIN

TRACK SESSIONS PER DAY

2109 EXPLORING THE IMPACT OF COGNITIVE AND AFFECTIVE TRUST ON CUSTOMER SELLING STRATEGY

Lin Ching HSU

MASTER PROGRAM IN ENTREPRENEURIAL MANAGEMENT, NATIONAL YUNLIN UNIVERSITY OF SCIENCE AND TECHNOLOGY, TAIWAN

Pei Chi Hsu

DEPARTMENT OF BUSINESS ADMINISTRATION, NATIONAL YUNLIN UNIVERSITY OF SCIENCE AND TECHNOLOGY, TAIWAN

1573 ORIGIN AND PROCESS OF BIO-BASED INNOVATIONS: A CONSUMER PERSPECTIVE

Hannah Altenburg

FRIEDRICH-ALEXANDER UNIVERSITÄT ERLANGEN-NÜRNBERG

Lauren Mackintosh

FRIEDRICH-ALEXANDER UNIVERSITY

Christian Baccarella

UNIVERSITÄT DER BUNDESWEHR MÜNCHEN

Kai-Ingo Voigt

FRIEDRICH-ALEXANDER-UNIVERSITY OF ERLANGEN-NÜRNBERG

Innovation General Track 5: Knowledge, Capability and Organisational Learning (11:00 - 12:30) - D6 Building - D6/004

Track: GT06_00 - Innovation General Track

Chair(s): Kristel Miller

Paper Presentations:

2663 TECHNOLOGICAL ABSORPTIVE CAPACITY AND ESG PRACTICES: HOW THEY CONTRIBUTE TO PRODUCT AND PROCESS INNOVATION IN ENTREPRENEURIAL FIRMS

Jawad Abbas

FACULTY OF MANAGEMENT SCIENCES, UNIVERSITY OF CENTRAL PUNJAB, PAKISTAN

Marina Dabic

UNIVERSITY OF LJUBLJANA, SCHOOL OF ECONOMICS AND BUSINESS

3030 MANAGING KNOWLEDGE INTEGRATION FOR INNOVATION IN FINANCIAL SERVICES: KNOWLEDGE AMBIDEXTERITY

Jian-Hang Wang

COLLEGE OF MANAGEMENT/ NATIONAL TAICHUNG UNIVERSITY OF EDUCATION

Hsien-Chen Lo

INTERNATIONAL MASTER OF BUSINESS ADMINISTRATION/ NATIONAL TAICHUNG UNIVERSITY OF EDUCATION

Pin-Jhuo Huang

MASTER PROGRAM IN BUSINESS ADMINISTRATION/ NATIONAL TAICHUNG UNIVERSITY OF EDUCATION

Cheng-Yuan Chen

DEPARTMENT OF RISK MANAGEMENT AND INSURANCE/ FENG CHIA UNIVERSITY

3081 HOW TO INDUCE EXPLORATORY AND EXPLOITATIVE INNOVATION? THE COMPREHENSIVE ANALYSES OF INTERNAL ANTECEDENTS OF INNOVATION

Patryk Dziurski

WARSAW SCHOOL OF ECONOMICS

Wioletta Mierzejewska

WARSAW SCHOOL OF ECONOMICS

TRACK SESSIONS PER DAY

Intangibles, Media & Behavior (11:00 - 12:30) - D6 Building - D6/110

Track: ST13_05 - Microfoundations of Strategy: Dynamic Capabilities, Behavioural Strategy and Knowledge Mechanisms

Chair(s): Torsten Wulf

Paper Presentations:

2110 POWER OF SOCIAL MEDIA: HOW TRENDING TOPICS AND CORPORATE RESPONSE MAKE EFFECT TO INVESTORS? EVIDENCE FROM CHINA

| | |
|--------------|---------------------|
| Kun Kong | UNIVERSITY OF MACAU |
| Lin Yuan | UNIVERSITY OF MACAU |
| Jing Xie | UNIVERSITY OF MACAU |
| Xiaoyun Chen | UNIVERSITY OF MACAU |

3477 INVESTMENT IN INTANGIBLE ASSETS WITHIN THE EUROPEAN CONTEXT

| | |
|---------------------|--------------------|
| Tatiana Grishchenko | UNIVERSITY OF VIGO |
| Elena Shakina | UNIVERSITY OF VIGO |

2809 AN ANALYSIS OF ORGANIZATIONAL PATH DEPENDENCE AND AGENTIC HYSTERESIS

| | |
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| Shamsud Chowdhury | DALHOUSIE UNIVERSITY |
| Binod Sundararajan | |

1591 BEHAVIORAL INTEGRATION AND ORGANIZATIONAL DYNAMIC CAPABILITIES: THE MEDIATING ROLE OF JOB DEMANDS

| | |
|----------------|-----------------------------|
| Philip Mundlos | UNIVERSITY OF MARBURG |
| Torsten Wulf | UNIVERSITY OF MARBURG |
| Fabian Mueller | PHILIPPS-UNIVERSITY MARBURG |

Leading with Purpose in the Digital and Sustainable Age (11:00 - 12:30) - D15 Building - D15/005

Track: GT14_00 - General Track - Managing with Purpose

Chair(s): Martin Leipziger

Discussant(s): Anna Litvinenko, Rosana Silveira Reis

Paper Presentations:

1546 DECODING CORPORATE TWIN TRANSFORMATION: A CONFIGURATIONAL ANALYSIS

| | |
|------------------------|---|
| Julia Roppelt | HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT |
| Martin Leipziger | HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT |
| Rutuja Lanjewar Haindl | HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT |
| Dominik Kanbach | HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT |

1406 LEADERSHIP IN THE DIGITAL AGE THROUGH THE LENS OF ADORNO'S ANALYSIS OF MASS CULTURE

| | |
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| Anderson Sant'Anna | FGV-EAESP |
| Rosana Silveira Reis | INSTITUT SUPÉRIEUR DE GESTION |

TRACK SESSIONS PER DAY

2578 REVIEW OF ARTIFICIAL INTELLIGENCE IN ORGANIZATIONAL LEARNING AND KNOWLEDGE MANAGEMENT: NAVIGATING OPPORTUNITIES AND CHALLENGES FOR DECISION-MAKING
Anna Litvinenko TALLINN UNIVERSITY OF TECHNOLOGY. REGISTRY CODE (FOR INVOICE):
74000323

3365 SUSTAINABILITY 4.0: THE ROLE OF INDUSTRY 4.0 TECHNOLOGIES FOR ENVIRONMENTAL SUSTAINABILITY
Chiara Ravetti POLITECNICO DI TORINO
Carmen Sirignano POLITECNICO DI TORINO

M&A: Data and Analysts (11:00 - 12:30) - D6 Building - D6/104

Track: ST13_04 Mergers & Acquisitions and Divestitures: A Glimpse into the Future

Chair(s): David Kroon

Discussant(s): Nicola Mirc

Paper Presentations:

1449 "NICE JOB, GUYS!" – THE INFLUENCE OF SECURITY ANALYSTS' TONE ON INVESTOR RESPONSE TO ACQUISITION ANNOUNCEMENTS
Matthias Brauer UNIVERSITY OF MANNHEIM
Constantin Wespatat UNIVERSITY OF MANNHEIM

3723 BIG DATA ANALYTICS AND M&A COMPLETION LIKELIHOOD: AN EMPIRICAL STUDY FROM CHINESE FIRMS
Si Li SCHOOL OF MANAGEMENT, UNIVERSITY OF BATH
Panos Desyllas UNIVERSITY OF BATH
Michael Mayer CHEMNITZ UNIVERSITY OF TECHNOLOGY

3027 THE ROLE OF IP IN M&AS: A REVIEW AND A RESEARCH AGENDA
Lydia Binek VU AMSTERDAM
Valentina Fani VRIJE UNIVERSITEIT AMSTERDAM
David Kroon VRIJE UNIVERSITEIT AMSTERDAM
Brian Tjemkes VRIJE UNIVERSITEIT AMSTERDAM

M&As and Ecosystems (11:00 - 12:30) - D6 Building - D6/118

Track: ST13_04 Mergers & Acquisitions and Divestitures: A Glimpse into the Future

Chair(s): Duncan Angwin

Discussant(s): Audrey Rouzies

Paper Presentations:

1383 CORPORATE STRATEGY IN MOTION: CORPORATE DEVELOPMENT SEQUENCES AND ECOSYSTEM EVOLUTION
Alexandre Azoulay MINES PARIS – PSL-UNIVERSITY
Oleksandra Kochura ESSCA SCHOOL OF MANAGEMENT

TRACK SESSIONS PER DAY

1797 ACQUISITIVE MORPHING: UNVEILING THE ROLE OF ACQUISITIONS IN ACTIVITY SYSTEMS EVOLUTION
Panos Desyllas UNIVERSITY OF BATH
Tomi Laamanen UNIVERSITY OF ST.GALLEN

3361 THEORISING ECOSYSTEM INTERDEPENDENCY CHAIN REACTIONS: THE MERGER CASE
Christina Öberg LINNAEUS UNIVERSITY

Moral Dimensions of Algorithmic and AI-Driven Decisions (11:00 - 12:30) - Hilton Garden Inn Novoli - Sala San Donato (B)

Track: T09_04 - AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management, Employment Relations and Organizational Behaviour

Chair(s): Stefan Guldenberg, Tom Stoneham

Paper Presentations:

1344 WHEN AND HOW CAN MANAGERIAL MORAL VALUES OVERRIDE THE DRAWBACKS OF AI BIAS?
Kwadwo Asante TOMAS BATA UNIVERSITY, ZLIN

3566 AI GOVERNANCE IN DAX40: A TYPOLOGY OF ORGANIZATIONAL GUIDELINES FOR SELF-REGULATION
Daniel Lupp RUHR UNIVERSITY BOCHUM
Niklas Obermann RUHR-UNIVERSITY BOCHUM
Uta Wilkens RUHR-UNIVERSITAET BOCHUM

3691 BRIDGING THE GAP: INTEGRATING KNOWLEDGE ON ANTECEDENTS OF RESPONSIBLE LEADERSHIP AND MICRO-LEVEL CSR
Alice Rickert UNIVERSITY OF ST.GALLEN (HSG)

Organizational performance and leadership (11:00 - 12:30) - D6 Building - D6/106

Track: GT13_00 - Strategic Management General Track

Chair(s): Roberto Mario De Stefano

Discussant(s): Ke Rong

Paper Presentations:

1468 WHEN AND HOW DOES PERFORMANCE FEEDBACK INCONSISTENCY AFFECT CEO REPLACEMENT: A STUDY FROM BEHAVIORAL THEORY OF THE FIRM PERSPECTIVE
Quang-Anh Le NATIONAL UNIVERSITY OF KAOHSIUNG
Cheng-Yu Lee NATIONAL CHIAYI UNIVERSITY

3573 GENERALIST VS SPECIALIST: A SYSTEMATIC REVIEW OF CEO MANAGERIAL ABILITY
Luliia Zheldak UNIVERSITY OF INNSBRUCK, AUSTRIA

TRACK SESSIONS PER DAY

3210 ASSESSING THE RELATIONSHIPS BETWEEN U.S. HOSPITALS' PARTICIPATION WITH ACOS AND HEALTHCARE QUALITY

| | |
|------------------------|-------------------------------------|
| Josue Patien Epane | LOMA LINDA UNIVERSITY |
| Zo Ramamonjiarivelo | TEXAS STATE UNIVERSITY |
| Iwimbong Ghabowen Kum | OXFORD POLICY MANAGEMENT |
| Luceta McRoy | SOUTHERN ADVENTIST UNIVERSITY |
| Ferhat Zengul | UNIVERSITY OF ALABAMA AT BIRMINGHAM |
| Robert Weech-Maldonado | UNIVERSITY OF ALABAMA AT BIRMINGHAM |

Public-Private Synergies: Collaborations, Privatization, and Audit (11:00 - 12:30) - D5 Building - D5/113

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Lorenzo Mizzau

Discussant(s): MARIT KRINGLEN, Selina Lorenz

Paper Presentations:

1063 BUILDING BRIDGES ACROSS SHIFTING FAULTLINES: GOVERNING PUBLIC-PRIVATE COLLABORATIONS TO ADDRESS GRAND CHALLENGES

| | |
|-------------------|--------------------------------|
| Maximilian Palmié | UNIVERSITY OF ST. GALLEN |
| Selina Lorenz | UNIVERSITY OF ST. GALLEN |
| Vinit Parida | LULEÅ UNIVERSITY OF TECHNOLOGY |

1277 STALLED PRIVATIZATION: INSTITUTIONAL LOGICS THROUGH THE PRIVATIZATION OF A STATE-OWNED ENTERPRISE

| | |
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| Hitoshi Iwashita | WENZHOU-KEAN UNIVERSITY & BUSINESS BREAKTHROUGH UNIVERSITY |
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2278 THE ROLE OF AUDIT IN HYBRID ORGANISATIONS' DONATION ATTAINMENT: EVIDENCE FROM THE MICROFINANCE INDUSTRY

| | |
|----------------|---------------------|
| Marit Kringlen | UNIVERSITY OF AGDER |
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Putting Sustainability at the Core: From ESG Commitment to Climate-Driven Supply Chain Strategy (11:00 - 12:30) - D6 Building - D6/111

Track: T13_10 - Supply chain strategies for a sustainable business

Chair(s): Ilenia Confente

Paper Presentations:

3072 PROMOTING ESG PRACTICES IN THE AUTOMOTIVE INDUSTRY: A CASE STUDY ON BUYER-SUPPLIER RELATIONSHIPS

| | |
|-----------------|---|
| Ashu Sharma | SCHOOL OF BUSINESS MANAGEMENT NMIMS (DEEMED TO BE UNIVERSITY) |
| Shruti Rana | TERI SCHOOL OF ADVANCED STUDIES |
| Prashant Mishra | IIM CALCUTTA |

TRACK SESSIONS PER DAY

3110 CLIMATE CHANGE MITIGATION IN SUPPLY CHAIN MANAGEMENT: A SYSTEMATIC REVIEW AND RESEARCH AGENDA

| | |
|-----------------------|--------------------------------------|
| Giorgia Condomitti | SCUOLA SUPERIORE SANT'ANNA DI PISA |
| Maria Rosa De Giacomo | SCUOLA SUPERIORE SANT'ANNA |
| Marco Frey | SANT'ANNA SCHOOL OF ADVANCED STUDIES |

3660 FROM PERIPHERAL TO CORE: THE JOURNEY OF SUSTAINABILITY PRACTICES

| | |
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| Sina Behzadifard | STOCKHOLM SCHOOL OF ECONOMICS |
| Matin Mohaghegh | STOCKHOLM SCHOOL OF ECONOMICS |
| Pär Ahlström | STOCKHOLM SCHOOL OF ECONOMICS |

2914 DRIVING SUSTAINABILITY FORWARD: HOW BIG DATA, AI, BLOCKCHAIN, AND IIOT REVOLUTIONIZE GREEN SUPPLY CHAIN PERFORMANCE

| | |
|------------------------|--|
| Khalid Mehmood | HUBEI ENGINEERING UNIVERSITY |
| Alejandra Rosales-Soto | UNIVERSIDAD DE GUADALAJARA |
| Fauzia Jabeen | ABU DHABI UNIVERSITY |
| Rana Umair Ashraf | FACULTY OF ECONOMIC SCIENCES, UNIVERSITY OF WARSAW, POLAND |
| Hina Rehman | NATIONAL UNIVERSITY OF MODERN LANGUAGES, ISLAMABAD |
| Aamir Suhail | TECNOLOGICO DE MONTERREY (TEC), MEXICO. |
| Nazia Shehzad | LIWA COLLEGE OF TECHNOLOGY, ABU DHABI, UAE |
| Mohammad Rashid | INDIAN INSTITUTE OF TECHNOLOGY KHARAGPUR |

Reporting and Describing Research Process and Findings (11:00 - 12:30) - D5 Building - D5/112

Track: GT12_00 - Research Methods and Research Practice General Track

Chair(s): David Sarpong

Paper Presentations:

1215 HUSSERL'S PHENOMENOLOGY: A DISCOURSE ABOUT DESCRIPTION AND ITS INTERPRETATIVE NUANCES

| | |
|-------------------|---------------------------------------|
| Hamid Kazeroony | WALDEN U., USA/NWU, S. AFRICA |
| Yvonne Du Plessis | NORTH-WEST UNIVERSITY BUSINESS SCHOOL |

1443 USING A SERIALISATION SHEET FOR BRACKETING TO DEMONSTRATE TRANSPARENCY, RIGOUR AND REFLEXIVITY IN EMERGENT CASE STUDIES: AN EXPLANATION AND ILLUSTRATION

| | |
|---------------|--|
| Marc Stierand | EHL HOSPITALITY BUSINESS SCHOOL, HES-SO, UNIVERSITY OF APPLIED SCIENCES AND ARTS WESTERN SWITZERLAND |
| Bill Lee | UNIVERSITY OF SHEFFIELD, UK |

2856 GOOD REPORTING OF INTER-METHODOLOGY MIXED RESEARCH DESIGNS

| | |
|----------------|------------------------------|
| Roslyn Cameron | TORRENS UNIVERSITY AUSTRALIA |
| Heinz Herrmann | TORRENS UNIVERSITY AUSTRALIA |

TRACK SESSIONS PER DAY

Roles and Rights of Shareholders in Advancing Sustainability (11:00 - 12:30) - D4 Building - D4/011

Track: ST01_01 / ST02_01 - Rethinking the Responsible Corporation: Bridging Management, Law & Purpose (co-sponsored B4S & CoGo SIGs)

Chair(s): Rosemary Sainty

Paper Presentations:

1318 A STAKEHOLDER THEORY OF SHAREHOLDER ACTIVISM

| | |
|-----------------------------|-------------------------------|
| Maria Ruiz Castillo | UNIVERSITY OF GRANADA (SPAIN) |
| Ruth Aguilera | NORTHEASTER UNIVERSITY |
| Alberto Aragon-Correa | UNIVERSITY OF GRANADA |
| Nuria Esther Hurtado-Torres | UNIVERSIDAD DE GRANADA |

1628 THE RELATIVITY LEGITIMACY OF SHAREHOLDER RIGHTS

| | |
|------------------|---|
| Lyndsey Zhang | HENLEY BUSINESS SCHOOL, UNIVERSITY OF READING |
| Andrew Kakabadse | HENLEY BUSINESS SCHOOL |
| Nadeem Khan | HENLEY BUSINESS SCHOOL, UNIVERSITY OF READING |

2396 ALIGNING CORPORATE OWNERSHIP AND GOVERNANCE WITH PURPOSE: THE CASE OF SOCIÉTÉS À MISSION IN FRANCE

| | |
|------------------------|--------------------------|
| Jennifer Goodman | AUDENCIA BUSINESS SCHOOL |
| Carine Girard-Guerraud | AUDENCIA BUSINESS SCHOOL |

Sabotage, Risk Assessment & Decision Making (11:00 - 12:30) - C9 Building - C9/001

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Lisa Pütz

Discussant(s): Robin Bodenberger

Paper Presentations:

2970 OMISSION AND COMMISSION IN TOURNAMENTS: TESTING THREE MECHANISMS TO REDUCE SABOTAGE

| | |
|--------------------|------------------------|
| Lisa Pütz | RWTH AACHEN UNIVERSITY |
| Christine Harbring | RWTH AACHEN UNIVERSITY |
| Jan Wilhelm | RWTH AACHEN UNIVERSITY |

2355 WORDS OR NUMBERS? HOW FRAMING UNCERTAINTIES AFFECTS RISK ASSESSMENT AND DECISION-MAKING

| | |
|-------------------|---|
| Robin Bodenberger | PADERBORN UNIVERSITY |
| Kirsten Thommes | PROF. DR. AND CHAIR OF ORGANIZATIONAL BEHAVIOR, UNIVERSITY OF PADERBORN |

2429 AN EXPERIMENTAL STUDY TO INVESTIGATE THE IMPACT OF MOODS AND NUDGES ON FAKE NEWS

| | |
|---------------|---|
| Snehal Shah | SPJIMR, MUMBAI |
| Ashish JHA | TRINITY BUSINESS SCHOOL, TRINITY COLLEGE DUBLIN, UNIVERSITY OF DUBLIN |
| Rohit Nishant | QUEENS UNIVERSITY, BELFAST |

TRACK SESSIONS PER DAY

Servant Leadership and Humility (11:00 - 12:30) - C9 Building - C9/006

Track: ST09_03 - Leadership

Chair(s): Anthony Perrier

Discussant(s): Abira Reizer

Paper Presentations:

3134 "WHO'S CARING FOR THE CARERS?" INVESTIGATING THE MODERATING EFFECT OF SERVANT LEADERSHIP ON THE RELATIONSHIP BETWEEN CITIZEN INCIVILITY AND RISK-TAKING BEHAVIOR

Anthony Perrier

TBS BUSINESS SCHOOL

Assâad El Akremi

UNIVERSITY OF TOULOUSE CAPITOLE, TSM RESEARCH (UMR CNRS 5303)

Mathieu Molines

ESCE INTERNATIONAL BUSINESS SCHOOL

Sarah Boujendar

TOULOUSE 1 CAPITOLE UNIVERSITY

3364 LEADER HUMILITY AND EMPLOYEE KNOWLEDGE HOARDING: A THEORY OF PLANNED BEHAVIOR PERSPECTIVE

Tuyet Nguyen

NATIONAL CHENG KUNG UNIVERSITY

Vy Nguyen

NATIONAL TAIWAN UNIVERSITY OF SCIENCE AND TECHNOLOGY

An Shih

NATIONAL CHENG KUNG UNIVERSITY

Session 4: Stakeholders, Value, and User Engagement (11:00 - 12:30) - D5 Building - D5/003

Track: GT10_00 - Project Organising General Track

Chair(s): Monique Aubry

Discussant(s): Ewa Sońta-Drażkowska, John Wyzalek, Jing Xu

Paper Presentations:

1803 MANAGING RISKS OF USER VALUE CO-CREATION: PROJECT-BASED PERSPECTIVE.

Ewa Sońta-Drażkowska

WARSAW SCHOOL OF ECONOMICS

Marzenna Cichosz

WARSAW SCHOOL OF ECONOMICS

Tomasz Pilewicz

WARSAW SCHOOL OF ECONOMICS

3159 RESIDENT WELLBEING IN HOME ENERGY RETROFIT PROGRAMMES: A REALIST REVIEW ON THE ROLE OF PROJECT AND PROGRAMME ORGANISING

Jing Xu

UNIVERSITY COLLEGE LONDON

Hedley Smyth

UNIVERSITY COLLEGE LONDON

1116 REDUCING TRANSFORMATION FRICTION: THE ROLE OF BOARDS AND EXECUTIVES IN IMPROVING DIGITAL TRANSFORMATION OUTCOMES

Natalie Smith

TRACK SESSIONS PER DAY

Sport Management Session 3 (11:00 - 12:30) - D6 Building - D6/102

Track: T13_11 -Sport Management with Purpose

Chair(s): ANDRE RICHELIEU

Paper Presentations:

2592 MOTIVATIONAL DRIVERS OF SATELLITE FANDOM: A QUALITATIVE INVESTIGATION OF HUNGARIAN NFL SUPPORTERS

Attila Kajos

CORVINUS UNIVERSITY OF BUDAPEST

3115 PURPOSE IS ON FIRE: EXPLORING THE ROLE OF CORPORATE GOVERNANCE THROUGH QUALITATIVE COMPARATIVE ANALYSIS IN EUROPEAN LISTED FOOTBALL CLUBS

Raffaella Montera

PEGASO TELEMATIC UNIVERSITY

Nicola Cucari

SAPIENZA UNIVERSITY OF ROME

Fernando Camastra Camastra

SAPIENZA UNIVERSITÀ DI ROMA

Annabella Conturso

UNIVERSITAS MERCATORUM

3145 CORPORATE SOCIAL RESPONSIBILITY AND LEGITIMACY MANAGEMENT IN MAJOR LEAGUE SOCCER CLUBS AND THEIR CHARITABLE SPORT FOUNDATIONS

Ronnie Rith

UNIVERSITY OF GENOA (IT)

Gareth Jones

TEMPLE UNIVERSITY (USA)

Bradley Baker

TEMPLE UNIVERSITY (USA)

Riccardo Spinelli

UNIVERSITY OF GENOA

ST03_02#3 on the way (11:00 - 12:30) - D4 Building - D4/006

Track: ST03_02 - Entrepreneurship Processes: Leveraging innovation to start up

Chair(s): Diego Matricano

Discussant(s): Besnik Avdiaj, Marika Intenza

Paper Presentations:

1695 BUILDING DYNAMIC CAPABILITIES THROUGH INTRAPRENEURIAL ACTION: EXPLORING EQUIFINAL PATHWAYS FROM A MULTI-LEVEL FSQCA STUDY

Benedikt Unger

FREE UNIVERSITY OF BOZEN-BOLZANO

Francesca Sanguineti

UNIVERSITY OF PAVIA

Giuliano Sansone

UNIVERSITY COLLEGE DUBLIN

Melissa Vasi

DEUTSCHE HOCHSCHULE FÜR ANGEWANDTE WISSENSCHAFTEN (DHAW)

2397 FOUNDING FAST OR FOUNDING SLOW? THE ROLE OF TIME TO VENTURE CREATION FOR VENTURE SUCCESS

Isabel Tretow

TECHNICAL UNIVERSITY OF MUNICH

3332 HACKING THE ENTREPRENEURIAL VISION: AN EXPLORATORY ANALYSIS

Annaluce Mandiello

UNIVERSITÀ DEGLI STUDI DI NAPOLI PARTHENOPE

Claudia Perillo

UNIVERSITÀ DEGLI STUDI DI TERAMO

Francesco Schiavone

UNIVERSITÀ DEGLI STUDI DI NAPOLI PARTHENOPE

TRACK SESSIONS PER DAY

Strategic HRM (11:00 - 12:30) - C9 Building - C9/003

Track: ST09_01 - Human Resource Management

Chair(s): Luigi Stirpe

Paper Presentations:

- 1574 PUTTING THE "STRATEGIC HUMAN RESOURCE MANAGEMENT" BACK IN LINE MANAGERS' HUMAN RESOURCE ROLE: MANAGER'S HUMAN RESOURCE ORCHESTRATION**
Huikun Chang HANYANG UNIVERSITY ERICA
Jongwook Pak THE UNIVERSITY OF AUCKLAND BUSINESS SCHOOL
Andrea Kim SUNGKYUNKWAN UNIVERSITY
- 2487 UNLOCKING THE POWER OF TOP MANAGERS: A PATHWAY TO ENHANCED HRM EFFECTIVENESS AND FIRM SUCCESS**
Agata Austen UNIVERSITY OF ECONOMICS IN KATOWICE
Magdalena Majowska UNIVERSITY OF ECONOMICS IN KATOWICE
- 3209 ARE HR DIGITAL TRANSFORMATION AND INTELLIGENT TECHNOLOGIES A BLESSING OR A CURSE FOR HR PROFESSIONALS? UNPACKING THE ROLE OF JOB DESIGN**
Barbara Imperatori UNIVERSITÀ CATTOLICA
Daniela Aliberti UNIVERSITÀ CATTOLICA DEL SACRO CUORE (MILANO)
Rita Bissola UNIVERSITÀ CATTOLICA DEL SACRO CUORE

Strategizing in practice (11:00 - 12:30) - D6 Building - D6/113

Track: ST13_07 - Strategic Processes and Practices

Chair(s): Zohor Kettani

Paper Presentations:

- 2495 INTEGRATION AND DECOUPLING: STRATEGIC OUTCOMES THROUGH BALANCED SCORECARD PRACTICES AND PRAXIS**
Felipe Mello FUNDACAO DOM CABRAL
Maria-Elisa Bernardes FUNDAÇÃO DOM CABRAL (FDC)
Eduardo Villar IFSC
- 3012 FROM BIRTH TILL POST-MORTEM PHASE: STRATEGIC DYNAMISM WITHIN IDENTITY PLURALISM**
Salam Sami EDHEC BUSINESS SCHOOL
- 2289 A GAME IN THE MIDDLE: HOW SUSTAINABILITY MANAGERS GAIN VOICE WITHOUT RESOURCES**
Gustavo Birollo UNIVERSITY OF LAVAL QUEBEC
Susana Esper IESEG SCHOOL OF BUSINESS
Maria Castillo IESEG SCHOOL OF BUSINESS

TRACK SESSIONS PER DAY

Supply Chain and Value Creation (11:00 - 12:30) - D4 Building - D4/112

Track: T01_16 - Climate Solutions and Carbon Management across Management Disciplines

Chair(s): Ralitza Nikolaeva

Discussant(s): Valentina Della Corte

Paper Presentations:

3472 NET ZERO TOOL TO SUPPORT REDUCTION OF CARBON EMISSIONS IN THE SUPPLY CHAIN: A CASE STUDY FROM THE UK HIGHER EDUCATION SECTOR

| | |
|--------------------|-----------------------------|
| Petra Molthan-Hill | NOTTINGHAM BUSINESS SCHOOL |
| Claire Davies | NOTTINGHAM TRENT UNIVERSITY |
| Charlotte Wood | NOTTINGHAM TRENT UNIVERSITY |
| Antuela Tako | NOTTINGHAM TRENT UNIVERSITY |
| Muhammad Mazhar | NOTTINGHAM TRENT UNIVERSITY |
| Yun He | NOTTINGHAM TRENT UNIVERSITY |
| Lynn Oxborrow | NOTTINGHAM TRENT UNIVERSITY |

3178 PATHWAY FOR MANAGING FOOD LOSS AND CLIMATE CHANGE RESILIENCE: AN INSTITUTIONAL THEORY PERSPECTIVE ON THE PRESSURES SHAPING FARMERS' DECISIONS IN MALAWI MAIZE SUPPLY CHAINS

| | |
|--------------------|-----------------------------|
| Taonga Mhango | NOTTINGHAM TRENT UNIVERSITY |
| Petra Molthan-Hill | NOTTINGHAM BUSINESS SCHOOL |
| Weixi Han | NOTTINGHAM TRENT UNIVERSITY |

Sustainability disclosure and reporting 1 (11:00 - 12:30) - D4 Building - D4/103

Track: ST01_02 - Performance measurement and management for sustainability

Chair(s): Lucrezia Songini

Discussant(s): Camila Wainer Bustamante

Paper Presentations:

1520 SUSTAINABILITY REPORTING: A COMPUTATIONAL LINGUISTICS APPROACH

| | |
|------------------|----------------------|
| Oualid Mokhantar | ESCP BUSINESS SCHOOL |
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2446 EXPLORING THE DETERMINANTS OF SUSTAINABILITY DISCLOSURE VIA SOCIAL MEDIA IN HEALTHCARE. A QUALITATIVE COMPARATIVE ANALYSIS APPROACH.

| | |
|--------------------|-------------------------|
| Giuseppe Nicolò | UNIVERSITY OF SALERNO |
| Diana Ferullo | UNIVERSITY OF SALERNO |
| Gabriella Bosco | UNIVERSITY OF SALERNO |
| Gianluca Zanellato | BABEŞ-BOLYAI UNIVERSITY |

2535 DECARBONIZATION TARGETS AND PRACTICES IN EUROPEAN TRANSPORT AND LOGISTICS: AN EXPLORATORY ANALYSIS OF CORPORATE SUSTAINABILITY DISCLOSURES

| | |
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| Laura Dell'Agostino | POLITECNICO DI MILANO |
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TRACK SESSIONS PER DAY

Sustainability and Digital Transformation (11:00 - 12:30) - D4 Building - D4/115

Track: T01_11 - From AI to digital transformation in the Human+ Era: what are the effects on business for society?

Chair(s): Nicola Cucari

Discussant(s): Denis Lescop, Daniel Kaszyński, Mario Tani

Paper Presentations:

1108 DOES SUSTAINABILITY CONTRIBUTE TO DIGITAL TRANSFORMATION? EVIDENCE FROM AN EXECUTIVE SURVEY

| | |
|--------------------|---|
| Bogumił Kamiński | SGH SCHOOL OF ECONOMICS, WARSAW, POLAND |
| Maria Aluchna | WARSAW SCHOOL OF ECONOMICS |
| Dominika Bosek-Rak | WARSAW SCHOOL OF ECONOMICS |
| Daniel Kaszyński | SGH WARSAW SCHOOL OF ECONOMICS |
| Benson Honig | MCMASTER UNIVERSITY |

1776 ALIGNING DIGITAL TRANSFORMATION SPEEDS: A DYNAMIC PATH TO SUSTAINABLE ENVIRONMENTAL PERFORMANCE

| | |
|------------------|--|
| Elitsa Banalieva | INTERNATIONAL BUSINESS & STRATEGY GROUP D'AMORE-MCKIM SCHOOL OF BUSINESS NORTHEASTERN UNIVERSITY |
| Denis Lescop | MBS SCHOOL OF BUSINESS |
| Christian Keen | UNIVERSITÉ LAVAL |

2920 ARTIFICIAL INTELLIGENCE AND SUSTAINABILITY IN MANAGEMENT STUDIES. THE EFFECT OF THE NEW WAVE OF LLMS

| | |
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| Gianpaolo Basile | UNIVERSITÀ TELEMATICA UNIVERSITAS MERCATORUM |
| Maria Antonella Ferri | UNIVERSITAS MERCATORUM - DEPARTMENT OF ECONOMICS |
| Mario Tani | UNIVERSITY OF NAPLES FEDERICO II |

1600 HIGHLIGHTING THE WATER FOOTPRINT OF CHATGPT AND ITS IMPACT ON USAGE INTENTION

| | |
|---------------|--------------------------------------|
| Lynn Schmodde | HEINRICH HEINE UNIVERSITY DÜSSELDORF |
| Marius Wehner | HEINRICH-HEINE-UNIVERSITY DÜSSELDORF |
| Erik Schmeiß | HEINRICH-HEINE-UNIVERSITY DÜSSELDORF |

Sustainable HRM and its Implications (11:00 - 12:30) - Hilton Garden Inn Novoli - Boardroom

Track: T09_07 - Sustainable HRM and Responsible Ways of Working

Chair(s): Klarissa Lueg

Paper Presentations:

1204 STRUCTURAL IMPLEMENTATION OF MICROINTERVENTION KNOWLEDGE: HOW SUSTAINABLE HUMAN RESOURCE MANAGEMENT CAN HELP PREVENT AND COUNTER MICROAGGRESSIONS AT WORK

| | |
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| Klarissa Lueg | UNIVERSITY OF SOUTHERN DENMARK, DEPARTMENT OF DESIGN, MEDIA AND EDUCATIONAL SCIENCE |
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TRACK SESSIONS PER DAY

3520 WHO CARES AND WHO DOESN'T? SUSTAINABLE HRM AS A WAY TO ENHANCE WORK MEANINGFULNESS AND PERSON-ORGANIZATION FIT

| | |
|------------------|---------------------|
| Maria Järlström | UNIVERSITY OF VAASA |
| Majja Viitasaari | UNIVERSITY OF VAASA |
| Essi Saru | UNIVERSITY OF TURKU |

T01_13_Session 3_Exploring the effects of digitalization (11:00 - 12:30) - D4 Building - D4/114

Track: T01_13 - Navigating intra/inter organizational relationships in the Digital Era: exploring collective intelligence and social identity

Chair(s): Ginevra Gravili, Mauro Gatti, Giuseppe Ceci

Paper Presentations:

2389 IDENTIFYING KEY ENABLERS OF CASHLESS TRANSACTION USAGE: A TISM APPROACH IN THE CONTEXT OF DEVELOPING COUNTRIES

| | |
|-----------------------|----------------------------------|
| Nandhini prithvirajan | THIAGARAJAR SCHOOL OF MANAGEMENT |
| Gouthamraj M P | THIAGARAJAR SCHOOL OF MANAGEMENT |
| Manjula Nagarajan | THIAGARAJAR SCHOOL OF MANAGEMENT |

2605 THE INFLUENCE OF CUSTOMIZATION ON PSYCHOLOGICAL OWNERSHIP OF CONSUMERS OF DIGITAL FASHION IN VIRTUAL REALITY

| | |
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| Richard Martina | ZUYD UNIVERSITY OF APPLIED SCIENCE |
| Mike Russell | AMSTERDAM UNIVERSITY OF APPLIED SCIENCES |
| Menno Bakker | ZUYD UNIVERSITY OF APPLIED SCIENCES |
| Burcu Kör | UTRECHT UNIVERSITY OF APPLIED SCIENCES |

2630 DEFINING THE CONCEPT OF MASSIVE COLLECTIVE INTELLIGENCE DEVICES (MCID) – INSIGHTS FROM THE FIELD

| | |
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| Eline Vivet-Maladry | LITEM - PARIS SACLAY UNIVERSITY |
| Rémi Jardat | LITEM - UNIVERSITÉ EVRY-PARIS-SACLAY |

3580 UNPACKING COLLABORATION AMONG SMES: LESSONS LEARNED FROM A CSR FOCUSED PLATFORM

| | |
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| Lasma Rabaud | LABEX ENTREPRENDRE, UNIVERSITY OF MONTPELLIER |
| Anne-Sophie Fernandez | UNIVERSITY OF MONTPELLIER |
| Jean-Marie Courrent | UNIVERSITY OF MONTPELLIER / LABEX ENTREPRENDRE |

TRACK SESSIONS PER DAY

Tackling Grand Challenges in Projects and through Projects: From Management to Purpose (11:00 - 12:30) - D5 Building - D5/008

Track: ST10_02 - Project and Society

Chair(s): FRANCESCO DI MADDALONI

Discussant(s): Ambi Ambituuni, Ning Sun

Paper Presentations:

1076 TOWARD PARTICIPATORY GRAND CHALLENGE PROJECTS: INSIGHTS ON STAKEHOLDER AGENCY IN FORCED DISPLACEMENT CONTEXT

| | |
|--------------------------|--|
| Ambi Ambituuni | BIRMINGHAM BUSINESS SCHOOL. UNIVERSITY OF BIRMINGHAM, BIRMINGHAM, UK |
| Nugun Jellason | TEESSIDE UNIVERSITY INTERNATIONAL BUSINESS SCHOOL |
| Hannan Amoozad Mahdiraji | UNIVERSITY OF BIRMINGHAM |
| Kate Davis | CRANFIELD UNIVERSITY |

2766 PARADOXES IN GRAND CHALLENGE PROJECTS: ARE WE PLAYING WHAC-A-MOLE?

| | |
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| Ning Sun | UNIVERSITY COLLEGE LONDON |
| Jing Xu | UNIVERSITY COLLEGE LONDON |
| Martina Huemann | WU VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS AND UCL |
| Yadi Li | EAST CHINA UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Yan Ning | NANJING UNIVERSITY |

1050 MANAGEMENT WITHOUT AUTHORITY: THE ROLE OF EXTERNAL AND INTRAORGANIZATIONAL SOCIAL CAPITAL IN PROMOTING INTRAPRENEURIAL ACTIVITIES AMONG PROJECT MANAGERS

| | |
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| Galit Klein | ARIEL UNIVERSITY |
| Batia Ben-Hador | THE DEPT. OF ECONOMICS AND BUSINESS ADMINISTRATION, ARIEL UNIVERSITY |
| Tristano Sainati | BI-NORWEGIAN BUSINESS SCHOOL |

Talent Development, Diversity & Mental Health (11:00 - 12:30) - C9 Building - C9/002

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Karine Revet

Discussant(s): Sumita Datta

Paper Presentations:

2207 THE ROLE OF ORGANIZATIONAL COMMUNICATION AND DIVERSITY POLICIES IN REDUCING ETHNIC-BASED VIOLENCE AGAINST HOSPITAL EMPLOYEES

| | |
|-------------|--------------------------------------|
| Amit Gur | THE MAX STERN YEZREEL VALLEY COLLEGE |
| Liron Inchi | THE MAX STERN YEZREEL VALLEY COLLEGE |

3014 DEVELOPING A SCALE FOR MANAGERIAL TALENT DEVELOPMENT MINDSET: ESTABLISHING PREDICTIVE UTILITY FOR INNOVATION

| | |
|---------------------|--|
| Sumita Datta | ISEG, ULISBOA |
| Shivganesh Bhargava | SRM FACULTY OF MANAGEMENT |
| Seema Das | INDIAN INSTITUTE OF MANAGEMENT, MUMBAI |

TRACK SESSIONS PER DAY

3415 FROM HYBRID LEARNING TO HYBRID WORK? UNDERSTANDING THE IMPACT OF MENTAL HEALTH ON GEN Z'S WORKPLACE ASPIRATIONS

| | |
|-----------------|--|
| Karine Revet | CEREN EA 7477, BURGUNDY SCHOOL OF BUSINESS, UNIVERSITÉ BOURGOGNE FRANCHE-COMTÉ, LYON, FRANCE |
| Sumayya SHAIKH | GRENOBLE ECOLE DE MANAGEMENT |
| Malak El Halabi | RENNES BUSINESS SCHOOL |
| Xingming Yang | NEOMA BUSINESS SCHOOL |

Theory and philosophy in management studies (11:00 - 12:30) - D5 Building - D5/111

Track: T06_10 / T12_03 - Management History, Action Research and Tourism (co-sponsored INNO / RMRP SIGs)

Chair(s): Augusto Sales

Paper Presentations:

1701 ADVANCING ORGANIZATIONAL FAILURE THEORY THROUGH HISTORY-BASED STUDIES

| | |
|-----------------|---|
| Denise L. Fleck | COPPEAD GRADUATE SCHOOL OF BUSINESS/ UFRJ |
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3242 LOGICAL-EMPIRICIST ROOTS OF THE VALUES/FACTS DISTINCTION IN HERBERT SIMON'S ACCOUNT OF ORGANIZATIONAL DECISION-MAKING

| | |
|-------------------|-----------------------|
| Rouslan Koumakhov | NEOMA BUSINESS SCHOOL |
|-------------------|-----------------------|

1994 SUSTAINABLE HEALTHCARE SUPPLY NETWORKS OF NORTHERN CANADIAN COMMUNITIES: A LONGITUDINAL INVESTIGATION

| | |
|---------------|-----------------------------------|
| Julie Ricard | MCGILL UNIVERSITY |
| Martin Bader | MCGILL UNIVERSITY |
| Hamid Etemad | MCGILL UNIVERSITY |
| Veldon Coburn | MCGILL UNIVERSITY |
| Hamed Motaghi | UNIVERSITY OF QUÉBEC IN OUTAOUAIS |

Transformative Drives in the Public Sector (11:00 - 12:30) - D5 Building - D5/012

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Laura Berardi

Discussant(s): EFTYCHIA KESSOPOULOU, Jesper Tække

Paper Presentations:

1352 LUHMANN AND ORGANIZATION CULTURE – A SYSTEMS THEORETICAL ANALYTICAL STRATEGY

| | |
|--------------|---|
| Jesper Tække | ASSOCIATE PROFESSOR, PHD. SCHOOL OF COMMUNICATION AND CULTURE AARHUS UNIVERSITY |
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2348 REINVENTING BUREAUCRACY: A CASE STUDY OF A LARGE-SCALE AGILE TRANSFORMATION IN THE PUBLIC SECTOR

| | |
|-----------------------|----------------------------------|
| Ruvaredu Jan Mbonjani | VRIJE UNIVERSITEIT AMSTERDAM |
| Elco Van Burg | VRIJE UNIVERSITEIT AMSTERDAM |
| Ard-Pieter De Man | VRIJE UNIVERSITEIT AMSTERDAM |
| Anna Plotnikova | LEEDS UNIVERSITY BUSINESS SCHOOL |

TRACK SESSIONS PER DAY

3355 PURPOSE-DRIVEN BENCHMARKING: A CRITICAL REALIST FRAMEWORK FOR PUBLIC SECTOR TRANSFORMATION

Eftychia Kessopoulou

UNIVERSITY OF MACEDONIA

Styliani Xanthopoulou

UNIVERSITY OF MACEDONIA

Unpacking agile realities (11:00 - 12:30) - D5 Building - D5/010

Track: T10_04 - Transforming Project Management: Embracing Agility, Digitalization, and Artificial Intelligence

Chair(s): Alexander Kock

Discussant(s): Julie Delisle, Sigrid Bjerre

Paper Presentations:

1223 UNCOVERING CONTRADICTIONS IN AGILE PROJECT MANAGEMENT: INSIGHTS FROM WORKERS' EXPERIENCES

Julie Delisle

ESG UQAM

Thibaut Coulon

ESG-UQAM

3309 THREE FACES OF AUTONOMY: EXPLORING CONFIGURATIONS OF HIGH AUTONOMY IN SOFTWARE PROJECT TEAMS

Sigrid Bjerre

AARHUS UNIVERSITY

Timo Leimbach

AARHUS UNIVERSITY

Oliver Krancher

IT UNIVERSITY OF COPENHAGEN

3346 AGILITY OR AGILISM: A CRITICAL ANALYSIS OF MANAGERS MOTIVATION FOR AGILE ADOPTION

Olivier Simha

ESCP BUSINESS SCHOOL

Violence and negative issues for business ethics (11:00 - 12:30) - D4 Building - D4/105

Track: ST01_05 - Philosophy for business ethics

Chair(s): Guglielmo Faldetta

Paper Presentations:

3329 A REFLECTION ON WORKPLACE VIOLENCE: LOOKING FOR THE CONDITIONS FOR A NON-VIOLENT ORGANIZATION

Guglielmo Faldetta

KORE UNIVERSITY OF ENNA

1655 THE PHILOCTETES' WOUND: HEALING WORKPLACE OSTRACISM AND LONELINESS THROUGH MUTUAL RECOGNITION

Deborah Gervasi

UNIVERSITY "KORE" OF ENNA

3640 CAN A BAD PERSON BE A GOOD HUMAN RESOURCES MANAGER?

Lisa Grover

UNIVERSITY OF EXETER

TRACK SESSIONS PER DAY

24 June 2025, Tuesday

(Dis)organizing for a purpose: perspectives for humanization (16:00 - 17:30) - C9 Building - C9/009

Track: T09_05 - Addressing the interplay of organizational structures and behaviors: aligning the stars

Chair(s): Davide Secchi, Caterina Muzzi

Paper Presentations:

1596 FROM ACTIVISM TO ANTHROPOMORPHISM: HOW CORPORATE STANCES HUMANIZE ORGANIZATIONS

| | |
|-------------------|--------------------------------|
| Laila S. Bahloul | GERMAN UNIVERSITY IN CAIRO |
| Dalia Abdelwahab | GERMAN UNIVERSITY OF CAIRO |
| Raghda El Ebrashi | THE GERMAN UNIVERSITY IN CAIRO |

1825 PURPOSE MATTERS: THE IMPACT OF PERCEIVED ORGANIZATIONAL PURPOSE ON EMPLOYEES

| | |
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| Leigh Ann Jones Khosla | ISEG, UNIVERSITY OF LISBON |
| Jorge Filipe da Gomes | LISBON SCHOOL OF ECONOMICS AND MANAGEMENT |

2247 TOWARDS DISORGANIZATION MANAGEMENT IN ORGANIZATIONS

| | |
|------------------|----------------------------|
| Dr Dinuka Herath | UNIVERSITY OF HUDDERSFIELD |
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Action research (16:00 - 17:30) - D5 Building - D5/111

Track: T06_10 / T12_03 - Management History, Action Research and Tourism (co-sponsored INNO / RMRP SIGs)

Chair(s): Miriana Ferrara

Paper Presentations:

2657 LEVERAGING INSIDER ACTION RESEARCH TO INVESTIGATE OPERATIONAL SYNERGY IN NETWORKED CAPITAL GROUPS

| | |
|------------------------|---------------------------------|
| Sylwia Sysko-Romanczuk | WARSAW UNIVERSITY OF TECHNOLOGY |
| Mateusz Rafalik | WARSAW UNIVERSITY OF TECHNOLOGY |

2683 MASSIVE TRANSFORMATIVE PURPOSE AND NUANCES OF CORPORATE PURPOSE AS LEVERAGE FOR VALUE RE-GENERATION: REPLANET CASE STUDY

| | |
|--------------------------|-----------------------|
| Kevin Prattico' | REPLANET ENERGY SRL |
| Francesco Derchi | LES ROCHES |
| Roberto Mario De Stefano | UNIVERSITY OF FERRARA |

1988 PROCESS THEORY: CRITICAL ANALYSIS AND APPLICABILITY FOR THE STUDIES OF INNOVATIVE PHENOMENA

| | |
|--------------------|--|
| Maria Soeldner | FRIEDRICH-ALEXANDER UNIVERSITY, INSTITUTE OF INFORMATION SYSTEMS, NUREMBERG, GERMANY |
| Albrecht Fritzsche | IEDC - BLEED SCHOOL OF MANAGEMENT |

TRACK SESSIONS PER DAY

Agile adoption (16:00 - 17:30) - D4 Building - D4/009

Track: T10_04 - Transforming Project Management: Embracing Agility, Digitalization, and Artificial Intelligence

Chair(s): Eleni Papadonikolaki

Discussant(s): Mark Ebers, Charlotta Linse

Paper Presentations:

3376 AGILE PROJECTS IN TRADITIONALLY ORGANIZED CONTEXTS: HOW THEY MANAGE COORDINATION AT THE INTERFACES

Mark Ebers UNIVERSITY OF COLOGNE
Christine Herter UNIVERSITY OF COLOGNE

3442 REACHING FOR THE STARS OR GRASPING FOR STRAWS? EXPLORING REASONS FOR ADOPTING AGILE METHODS IN DEVELOPMENT OF COMPLEX MECHATRONIC PRODUCTS

Charlotta Linse KTH, THE ROYAL INSTITUTE OF TECHNOLOGY
Joakim Lilliesköld THE ROYAL INSTITUTE OF TECHNOLOGY

3613 TRANSFORMING PROJECT MANAGEMENT BY EMBRACING AGILITY IN BIOPHARMA COMPANIES: PERCEIVED ADDED VALUE, CHALLENGES AND RISKS

Kamil MROZ HEC ULIEGE
Olivier Lisein UNIVERSITY OF LIEGE, HEC MANAGEMENT SCHOOL
Dr. Samed Heng LOUVAIN SCHOOL OF MANAGEMENT, UCLouvain
Gregorian Jerahmeel UNIVERSITÀ DI PAVIA, ITALY
Luca Cavone UNIVERSITÀ DI PAVIA

AI, Learning Technologies, and the Future of Work (16:00 - 17:30) - D6 Building - D6/015

Track: T01_09 / T06_09 - Innovating Pedagogy for Future Challenges in Management Education (co-sponsored B4S / INNO SIGs)

Chair(s): Maria Pietrzak

Paper Presentations:

2405 INNOVATING PEDAGOGY FOR AN AI-DRIVEN WORLD: DEVELOPING AI COMPETENCIES AND FUTURE WORK IDENTITIES IN MANAGEMENT EDUCATION

Mandana York UNIVERSITY OF ST.GALLEN
Sabine Seufert

1697 GENERATIVE AI-POWERED CHATBOTS AND STUDENT LEARNING – THE MEDIATING ROLE OF FLOW EXPERIENCE

Thorben Plucas PHILLIPPS-UNIVERSITY OF MARBURG
Katharina Wieser PHILLIPPS-UNIVERSITY OF MARBURG
Torsten Wulf UNIVERSITY OF MARBURG

TRACK SESSIONS PER DAY

1536 GENERATIVE AI IN GLOBAL VIRTUAL TEAMS: A TASK-TECHNOLOGY FIT APPROACH

| | |
|--------------------|--|
| Wendy Farrell | MCI THE ENTREPRENEURIAL SCHOOL® |
| Jennifer Leigh | NAZARETH UNIVERSITY IN ROCHESTER, NY |
| Dhruv Pratap SINGH | NEOMA BUSINESS SCHOOL |
| Ernesto Tavoletti | UNIVERSITY OF MACERATA |
| Vasyl Taras | UNIVERSITY OF NORTH CAROLINA AT GREENSBORO |

Appraisal & Feedback (16:00 - 17:30) - C9 Building - C9/003

Track: ST09_01 - Human Resource Management

Chair(s): Federica Sacco

Paper Presentations:

1363 RETHINKING PERFORMANCE APPRAISAL FOR HYBRID AND REMOTE WORK: A SYSTEMATIC LITERATURE REVIEW

| | |
|---------------------|--------------------|
| Sara Sassetti | UNIVERSITY OF PISA |
| Marta Giannaccari | UNIVERSITY OF PISA |
| Mariacristina Bonti | UNIVERSITY OF PISA |

1393 SUPERVISORS' NEGATIVE FEEDBACK-SEEKING: IMPACT OF SUBORDINATE EXPERTISE, ACCEPTANCE, AND HOSTILITY

| | |
|---------------------------|---|
| Li-Chun Fang | NATIONAL KAOHSIUNG UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Chen-Ling Lai | NATIONAL SUN YAT-SEN UNIVERSITY |
| Widya Oky Kurniawan Putra | NATIONAL KAOHSIUNG UNIVERSITY OF SCIENCE AND TECHNOLOGY |

1514 HOW DO COMPANIES REACT TO EMPLOYEES' CRITICISMS IN ASSESSMENT TRIALS: THE CASE OF ASSESSMENT-CENTERS FOR EMPLOYEES INVALIDATED AS HIGH-POTENTIALS

| | |
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| Pascal Braun | ECOLE POLYTECHNIQUE |
|--------------|---------------------|

Assessing Performance in Social and Sustainable Entrepreneurship (16:00 - 17:30) - D4 Building - D4/101

Track: ST03_06 - Social and Sustainable Entrepreneurship

Chair(s): Simon Rudat

Paper Presentations:

2898 DUAL NETWORKS, DUAL BENEFITS: THE COMPLEMENTARY ROLES OF SOCIAL ENTREPRENEUR NETWORKS AND OUTSIDE DIRECTORS IN EXTERNAL FUNDING OF SOCIAL ENTERPRISES

| | |
|------------------|-------------------|
| Sanghee Han | SOGANG UNIVERSITY |
| Young Kyun Chang | SOGANG UNIVERSITY |

2334 PRACTICE WHAT YOU PREACH? ENTREPRENEURS' POLITICAL IDEOLOGY AND PERFORMANCE OUTCOMES

| | |
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| Lea Raemy | UNIVERSITY OF BERN |
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2377 SCALABILITY IN SUSTAINABLE ENTREPRENEURSHIP: A REVIEW AND RESEARCH AGENDA

| | |
|-------------|--|
| Simon Rudat | WHU OTTO BEISHEIM SCHOOL OF MANAGEMENT |
| Dries Faems | WHU OTTO BEISHEIM SCHOOL OF MANAGEMENT |

TRACK SESSIONS PER DAY

Collaboration for Sustainable Innovation (16:00 - 17:30) - D6 Building - D6/006

Track: ST06_05 - Innovation for Sustainability, Circularity and Green-tech

Chair(s): Maryse Chappin, Klaus Fichter

Discussant(s): Laura Prieto-San-Blas, Ekaterina Turkina

Paper Presentations:

1489 REVIEWING INTER-ORGANISATIONAL TENSIONS FOR SUSTAINABLE AND CIRCULAR COLLABORATION

| | |
|---------------------|---------------------------------|
| Lina Dagilienė | KAUNAS UNIVERSITY OF TECHNOLOGY |
| Viktorija Varaniute | KAUNAS UNIVERSITY OF TECHNOLOGY |
| Jurgita Bruneckiene | KAUNAS UNIVERSITY OF TECHNOLOGY |

2816 THE TRANSITION OF CANADIAN REGIONS TOWARDS SUSTAINABILITY: THE EFFECT OF CO-INVENTOR NETWORKS

| | |
|-------------------|--------------|
| Ekaterina Turkina | HEC MONTREAL |
| Boris Oreshkin | AMAZON |

1843 UNVEILING THE NEXUS BETWEEN ESG ORIENTATION, CORPORATE COOPERATION, AND INNOVATION: EMPIRICAL EVIDENCE FROM SPANISH FIRMS

| | |
|------------------------|--------------------------|
| Laura Prieto-San-Blas | UNIVERSITY OF SALAMANCA |
| Ignacio Requejo | UNIVERSITY OF SALAMANCA |
| Óscar González- Benito | UNIVERSIDAD DE SALAMANCA |

Complex Emotions & Job Crafting (16:00 - 17:30) - C9 Building - C9/002

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): ANTONIO ABRANTES

Paper Presentations:

1759 SAUDADE: NAVIGATING PARADOXICAL TENSIONS THROUGH COMPLEX EMOTIONS

| | |
|--------------------|-------------------------------------|
| Antonio Abrantes | |
| Miguel Cunha | NOVA SCHOOL OF BUSINESS & ECONOMICS |
| Aristides Ferreira | |
| Stewart Clegg | THE UNIVERSITY OF SYDNEY |

1808 HOW GOAL ORIENTATION RELATES TO JOB CRAFTING THROUGH STRENGTHS USE AND DEFECT CORRECTION BEHAVIOR

| | |
|-----------------|------------------------------|
| Jia-Chi Huang | NATIONAL CHENGCHI UNIVERSITY |
| Peter Bo-Yu Pan | NATIONAL CHENGCHI UNIVERSITY |
| Han-Ni Kuan | NATIONAL CHENGCHI UNIVERSITY |

1885 EXAMINING COMPLEX MECHANISMS OF TELEWORKER JOB CRAFTING ON HELPING BEHAVIOR: HOW TELEWORK FREQUENCY EFFECT THE RELATIONSHIPS

| | |
|---------------|-----------------------|
| Masaki HOSOMI | KANSAI UNIVERSITY |
| Megumi IKEDA | UNIVERSITY OF TSUKUBA |

TRACK SESSIONS PER DAY

Corporate Strategies & Sustainability: ESG Integration, Policy Instruments, and Market Dynamics (16:00 - 17:30) - D4 Building - D4/005

Track: GT01_00 - Business for Society General Track

Chair(s): Filippo Marchesani

Discussant(s): Abderaouf Bouguerra

Paper Presentations:

1164 DO M&A TRANSACTIONS PARTICULARLY ENCOURAGE THE DUAL PURPOSE OF COMPANIES?

| | |
|------------------------|---------------------------------|
| Enrico Cotta Ramusino | PAVIA UNIVERSITY |
| Valentina Beretta | UNIVERSITY OF PAVIA |
| Maria Chiara Demartini | UNIVERSITÀ DEGLI STUDI DI PAVIA |
| Emanuel Bagna | UNIVERSITY OF PAVIA |

1279 ESG PERFORMANCE UNDER A POLICY MIX: THE ROLES OF GREEN PROCUREMENT AND GREEN SUBSIDY

| | |
|---------------|--------------------------------|
| Xiaohong Wang | HARBIN INSTITUTE OF TECHNOLOGY |
| Lei Cheng | HARBIN INSTITUTE OF TECHNOLOGY |

1609 PROSPECTS FOR BUSINESS SUSTAINABILITY STRATEGIES? AN SDG-BASED ASSESSMENT TOOL FOR THE STEEL INDUSTRY

| | |
|-------------------|--------------------------------------|
| Ilenia Ceglia | SANT'ANNA SCHOOL OF ADVANCED STUDIES |
| Massimo Battaglia | LA SAPIENZA - UNIVERSITY OF ROMA |
| Nora Annesi | IULM MILAN |

3389 MARKET DYNAMICS OF SHARE BUYBACKS DURING COVID-19: EVIDENCE FROM INDIA

| | |
|--------------|--|
| Aafreen Khan | INDIAN INSTITUTE OF TECHNOLOGY ROORKEE |
| Ashu Khanna | INDIAN INSTITUTE OF TECHNOLOGY ROORKEE |

Creativity, Psychological Ownership & Locus of Control (16:00 - 17:30) - C9 Building - C9/001

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Margaret Shaffer

Paper Presentations:

1214 BRIDGING CULTURES, FOSTERING CREATIVITY: THE ROLE OF MULTICULTURAL EXPERIENCE IN CULTIVATING TASK AND RELATIONAL CREATIVITY

| | |
|------------------|-----------------------------------|
| Margaret Shaffer | UNIVERSITY OF OKLAHOMA |
| Hong Ren | UNIVERSITY OF WISCONSIN MILWAUKEE |
| Sally Cheung | HANG SENG MANAGEMENT UNIVERSITY |
| Dilek Yunlu | NORTHEASTERN ILLINOIS UNIVERSITY |
| Olivier Wurtz | ESCP |
| Sarah Henry | UNIVERSITY OF SOUTH FLORIDA |
| Akram Al Ariss | TBS EDUCATION |

TRACK SESSIONS PER DAY

2151 RESOLVING THE PUZZLE: HOW DOES EMPLOYEE PSYCHOLOGICAL OWNERSHIP OVER THE ORGANISATION MATTER?

| | |
|-------------------|---|
| Elisavet Kousina | ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS |
| Ioanna Deligianni | ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS |
| Irini Voudouris | ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS |
| Eleanna Galanaki | ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS |

2879 A DAILY DIARY STUDY OF SLEEP QUALITY, STRESS APPRAISAL, AND EMPLOYEE ENERGY: THE MODERATED MEDIATION EFFECT OF LOCUS OF CONTROL

| | |
|---------------|---|
| Feng-Lung Kou | NATIONAL CHENG KUNG UNIVERSITY |
| Li-Fang Chou | DEPARTMENT OF PSYCHOLOGY, NATIONAL CHENG KUNG UNIVERSITY |
| Ming Yen Lee | ASSISTANT PROFESSOR, DEPARTMENT OF BUSINESS ADMINISTRATION, CHUNG YUAN CHRISTIAN UNIVERSITY |

Digital innovation - Digital transformation (session E) (16:00 - 17:30) - D6 Building - D6/005

Track: ST06_03 - Digital Innovation: Strategies, Competencies, Theories, and Practice

Chair(s): Agustí CANALS

Discussant(s): Agustí CANALS

Paper Presentations:

1577 ENTERPRISE SOCIAL MEDIA AND INNOVATION: THE INTERPLAY OF TRUST, VOICE, AND SOCIABILITY

| | |
|-------------------|---------------------|
| S. Kubra Canhilal | ISG BUSINESS SCHOOL |
| Antonio Abrantes | |
| Tuba Bakici | EDHEC |

2679 HARNESSING EXTERNAL KNOWLEDGE FOR SME DIGITAL TRANSFORMATION: A FRAMEWORK AND FUTURE DIRECTIONS

| | |
|------------------------|-----------------------------|
| Shahid Hafeez | UNIVERSITY OF VAASA FINLAND |
| Khuram Shahzad | UNIVERSITY OF VAASA |
| Petri Helo | |
| Muhammad Faraz Mubarak | DALHOUSIE UNIVERSITY |

2928 ANALYZING KEY DIMENSIONS FOR ESTABLISHING A DATA-DRIVEN-ORGANIZATION: A MIXED-METHOD APPROACH

| | |
|---------------------|---|
| Vinzenz Krause | BIBERACH UNIVERSITY OF APPLIED SCIENCES |
| Stefan Niggel | BIBERACH UNIVERSITY OF APPLIED SCIENCES |
| Alexander Nedelchev | BIBERACH UNIVERSITY OF APPLIED SCIENCES |
| Sebastian Smerat | THYSSENKRUPP MATERIALS SERVICES GMBH |

TRACK SESSIONS PER DAY

Disruption in cultural heritage? (16:00 - 17:30) - D4 Building - D4/102

Track: ST01_08 - Arts & Philosophy for Business and Society

Chair(s): Mauro Romanelli

Discussant(s): Francesca Leonardi

Paper Presentations:

1612 TOMORROW'S PAST: HOW ARTISANS BALANCE TRADITION AND NOVELTY THROUGH SOCIAL ENGAGEMENT

| | |
|---------------------|-----------------------|
| Adelina Tordiglione | ESCP BUSINESS SCHOOL |
| Chiara Succi | ESCP BUSINESS SCHOOL |
| Mara Brumana | UNIVERSITY OF BERGAMO |

3588 RETHINKING CREATIVE CITIES FOR URBAN INNOVATION AND FUTURE

| | |
|-----------------|---------------------------------|
| Mauro Romanelli | PARTHENOPE UNIVERSITY OF NAPLES |
| Maria Ferrara | PARTHENOPE UNIVERSITY OF NAPLES |

1905 FROM VULNERABILITY TO THE PROPOSAL OF THE NEW ORGANISATIONAL CONCEPT OF THE SO-CALLED 'DISABLED' PERSON: THE CASE OF CONTRACTUAL RELATIONSHIPS OF DURATION DURING PERIODIC PANDEMIC EVENTS

| | |
|----------------------------------|----------------------------------|
| Luca Orlando | SCUOLA SUPERIORE MERIDIONALE |
| Sarah Otera | UNIVERSITÀ DEGLI STUDI DI TRENTO |
| Caterina Maria Francesca Gregori | SCUOLA SUPERIORE MERIDIONALE |
| Luigi Maria Sicca | UNIVERSITY OF NAPLES FEDERICO II |

Diversity in Teams (16:00 - 17:30) - C9 Building - C9/005

Track: ST09_02 - Team Performance Management

Chair(s): Monika Maslikowska

Paper Presentations:

3675 DIVERSITY IN SMT: WHAT DO WE KNOW AND WHERE DO WE GO FROM HERE

| | |
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| Helene Le Moing | VRIJE UNIVERSITEIT AMSTERDAM |
| Svetlana Khapova | VRIJE UNIVERSITEIT AMSTERDAM |

1248 THE ROLE OF TEAM MEMBERS IN WORKPLACE INTEGRATION: INSIGHTS FROM AUTISTIC EMPLOYEES

| | |
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| Jacob Fridchay | ARIEL UNIVERSITY |
| Abira Reizer | ARIEL UNIVERSITY |

1810 LEVERAGING COGNITIVE DIVERSITY FOR TEAM INNOVATION: THE MEDIATING ROLE OF REFLEXIVITY AND THE IMPACT OF OUTCOME INTERDEPENDENCE

| | |
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| Meltem Ceri Booms | KU LEUVEN |
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1957 NEURODIVERGENT TEAM MENTAL MODEL: COMPONENTS AND DETERMINANTS

| | |
|------------------|--|
| Michał Tomczak | GDANSK UNIVERSITY OF TECHNOLOGY, FACULTY OF MANAGEMENT AND ECONOMICS |
| Pawel Ziemianski | GDANSK UNIVERSITY OF TECHNOLOGY, FACULTY OF MANAGEMENT AND ECONOMICS |

TRACK SESSIONS PER DAY

Ecosystem Support Mechanisms (16:00 - 17:30) - D4 Building - D4/002

Track: T03_10 - Entrepreneurial Ecosystems

Chair(s): Christina Theodoraki

Discussant(s): Viktor Koritarov, Radhika Agarwal, Alessandro Lucini Paioni

Paper Presentations:

2226 UNDERSTANDING ALLYSHIP IN ENTREPRENEURIAL ECOSYSTEMS

Julia de Groot

UNIVERSITY OF WUPPERTAL

Pisitta Vongswasdi

WHU - OTTO BEISHEIM SCHOOL OF MANAGEMENT

2984 SOCIAL CAPITAL, THE KNOWLEDGE FILTER AND INNOVATIVE START-UPS: THE ITALIAN EVIDENCE

Matteo Tubiana

POLYTECHNIC OF TORINO

Alessandra Colombelli

POLITECNICO DI TORINO

3088 SPACE ENTREPRENEURSHIP: THE ROLE OF ENTREPRENEURIAL SUPPORT ORGANIZATIONS FOR STARTUP GROWTH

Angelo Cavallo

POLITECNICO DI MILANO

Christina Theodoraki

IAE AIX-MARSEILLE GRADUATE SCHOOL OF MANAGEMENT

Alessandro Lucini Paioni

POLITECNICO DI MILANO

Ecosystems of Innovation - Session B- Actors drivers (16:00 - 17:30) - D6 Building - D6/104

Track: T06_14 - Innovation ecosystems and platforms: Emergence, construction, and persistence

Chair(s): Valerie Merindol

Discussant(s): Valerie Merindol

Paper Presentations:

2338 INCUMBENT'S NICHE INNOVATION PROCESS: BASED ON A TOP-DOWN INNOVATION ECOSYSTEM EVOLUTION MODEL

Yiling Chen

HENAN NORMAL UNIVERSITY

Zhigang Zhang

HENAN NORMAL UNIVERSITY

Junjie Hao

HENNAN NORMAL UNIVERSITY

Shuangjie Su

HENAN NORMAL UNIVERSITY

1799 TENSIONS AMONG DECISION-MAKING TRAJECTORIES IN ORGANIZING FOR ECOSYSTEM EMERGENCE: A PARADOX LENS

Pia Adibe

LUT UNIVERSITY, LUT BUSINESS SCHOOL

Argyro Almpantopoulou

LUT UNIVERSITY

Satu Vesin (Korhonen)

LUT UNIVERSITY

Kirsimarja Blomqvist

LUT UNIVERSITY BUSINESS SCHOOL

3478 DIGITAL PLATFORMS AS CATALYSTS FOR SUSTAINABILITY TRANSITIONS: INCENTIVIZING SOCIALLY SUSTAINABLE USER BEHAVIORS

Noopoor Misal

LUT UNIVERSITY, RMIT UNIVERSITY

Hardik Bhimani

RMIT UNIVERSITY

Juha Väättä

Anne-Laure Mention

RMIT UNIVERSITY

TRACK SESSIONS PER DAY

3417 UNCOVERING THE HIDDEN COGNITIVE MECHANISMS FOR GENERATIVE CO-DESIGN: A CK BASED SENSEMAKING APPROACH

| | |
|-------------------|------------------------------|
| Malik Terfous | MINES PARIS, PSL |
| Alexandre Azoulay | MINES PARIS – PSL-UNIVERSITY |
| Pascal Le Masson | MINES PARIS PSL |
| Benoît Weil | MINES PARISTECH |

Emerging trends in public management (16:00 - 17:30) - D5 Building - D5/113

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Jesper Tække

Discussant(s): Anchal Patil, Tribikram Budhathoki

Paper Presentations:

1317 HUMANITARIAN SUPPLY CHAIN COORDINATION POLICY DESIGNS BY INTEGRATING LARGE LANGUAGE MODELS WITH SIMULATION

| | |
|--------------|--|
| Anchal Patil | INTERNATIONAL MANAGEMENT INSTITUTE NEW DELHI, NEW DELHI, INDIA |
|--------------|--|

2445 TETRALEMMAS OF SUSTAINABILITY: COMMENSURATION AND INCOMMENSURABILITY IN ESG REPORTING

| | |
|----------------------|-------------------------------------|
| Steffen Roth | EXCELIA BUSINESS SCHOOL LA ROCHELLE |
| Vladislav Valentinov | UNIVERSITY OF HALLE |

2874 TOWARD A FRAMEWORK OF PRACADEMIC TRANSITION TO ACADEMIC ROLES

| | |
|----------------------|---------------------------------|
| Tribikram Budhathoki | QUEEN MARY UNIVERSITY OF LONDON |
| Raisa Yakimova | DEAKIN UNIVERSITY |

Employee attitude towards AI (16:00 - 17:30) - Hilton Garden Inn Novoli - Sala San Donato (A)

Track: T09_04 - AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management, Employment Relations and Organizational Behaviour

Chair(s): Dominik Zahs

Paper Presentations:

1667 EFFECTS OF STARA AWARENESS ON TURNOVER INTENTION IN BANKING EMPLOYEES: A CHAIN MEDIATING MODEL

| | |
|-------------|--|
| Yuechao Du | POSTDOCTORAL RESEARCH STATION, CHINA ORIENT ASSET MANAGEMENT CO., LTD. |
| Jia Bao | CITY UNIVERSITY OF MACAU |
| Bowen Dong | CITY UNIVERSITY OF MACAU |
| Bangxing Yu | CITY UNIVERSITY OF MACAU |

1427 "I BELIEVE IN AI": EXPLORING EMPLOYEE ACCEPTANCE OF AI THROUGH A RELIGIOUS LENS

| | |
|-------------------|----------------------|
| Sophie GENESTE | ESCP BUSINESS SCHOOL |
| Geraldine Galindo | ESCP BUSINESS SCHOOL |

TRACK SESSIONS PER DAY

1773 ADOPTION OF ARTIFICIAL INTELLIGENCE IN SMES: EVIDENCE FROM ITALY

| | |
|---------------------|--------------------------------------|
| Stefano Di Lauro | UNIVERSITAS MERCATORUM |
| Aizhan Tursunbayeva | PARTHENOPE UNIVERSITY OF NAPLES |
| Gilda Antonelli | D'ANNUNZIO UNIVERSITY CHIETI-PESCARA |
| Luigi Moschera | PARTHENOPE UNIVERSITY OF NAPLES |
| Davide Massidda | KODE S.R.L. |

Employee Voice (16:00 - 17:30) - C9 Building - C9/006

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Martina Mori

Discussant(s): Elaine Doyle

Paper Presentations:

1330 CONTRIBUTE OR CHALLENGE: A CROSS-DISCIPLINARY EXAMINATION OF THE EMPLOYEE VOICE DECISION IN BIG 4 TAX PRACTICE

| | |
|---------------------|---------------------------------|
| Elaine Doyle | UNIVERSITY OF LIMERICK, IRELAND |
| Brendan McCarthy | UNIVERSITY OF LIMERICK |
| Joan Ballantine | UNIVERSITY OF ULSTER |
| Michelle O'Sullivan | UNIVERSITY |

1691 THE DYNAMICS OF EMPLOYEE VOICE AND EXIT IN SERVICE ORGANISATIONS: A HIRSCHMAN EVL PERSPECTIVE

| | |
|--------------------|------------------------|
| Martina Mori | ECAMPUS UNIVERSITY |
| Vincenzo Cavaliere | UNIVERSITY OF FLORENCE |

Entrepreneurship education (16:00 - 17:30) - D4 Building - D4/004

Track: T03_09 - Academic Entrepreneurship and Entrepreneurial University

Chair(s): Gracyanne Araujo

Discussant(s): Matteo Cervini, sina Sabet Mobarhantalab

Paper Presentations:

3579 EUROPEAN UNIVERSITY ALLIANCES AND THEIR INNOVATION & ENTREPRENEURSHIP ECOSYSTEMS: ONE VISION - TEN IMPLEMENTATIONS: A STATUS QUO ANALYSIS OF EELISA

| | |
|-------------|--|
| Nina Walker | ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES |
| Petra Moog | ZURICH UNIVERSITY OF APPLIED SCIENCES |

2644 THE RELEVANCE OF ENTREPRENEURIAL IMAGINATIVENESS IN ASSESSING MULTIDISCIPLINARY ENTREPRENEURSHIP EDUCATION

| | |
|-----------------|--|
| Johanna Haeuser | PADERBORN UNIVERSITY |
| Bernhard Wach | HM HOCHSCHULE MÜNCHEN UNIVERSITY OF APPLIED SCIENCES |
| Slawa Tomin | PADERBORN UNIVERSITY |
| Rüdiger Kabst | PADERBORN UNIVERSITY |

TRACK SESSIONS PER DAY

2677 ENTREPRENEURSHIP EDUCATION DRIVEN BY CREATIVE EXPERIENCE

Gracyanne Araujo
Eduardo Davel

FEDERAL UNIVERSITY OF SERGIPE
FEDERAL UNIVERSITY OF BAHIA, SCHOOL OF MANAGEMENT

2548 BALANCING RIGOR AND RELEVANCE FOR RESPONSIBLE ENTREPRENEURSHIP RESEARCH

Sebastian Planck
Michael Breum Ramsgaard
Bernhard Wach
Bettina Maisch

STRASCHEG CENTER FOR ENTREPRENEURSHIP
VIA UNIVERSITY COLLEGE
HM HOCHSCHULE MÜNCHEN UNIVERSITY OF APPLIED SCIENCES
MUNICH UNIVERSITY OF APPLIED SCIENCES

ESG in Action: Strengthening Project Sustainability Through Responsible Principles (16:00 - 17:30) - D4 Building - D4/006

Track: ST10_02 - Project and Society

Chair(s): Ambi Ambituuni

Discussant(s): Lynn Crawford, Christian Thuesen

Paper Presentations:

1887 PROJECTS AND SOCIETY: ENHANCING THE SUSTAINABILITY OF PUBLIC HEALTH INTERVENTIONS THROUGH PROJECT MANAGEMENT - A NARRATIVE REVIEW WITH DIRECTIONS FOR FUTURE RESEARCH

Waner Zhangguan
Lynn Crawford
Andrew Milat

UNIVERSITY OF SYDNEY
THE UNIVERSITY OF SYDNEY
UNIVERSITY OF SYDNEY

2706 ENGINEERING SDGS - ARE WE DOING THE RIGHT PROJECTS?

Christian Thuesen
Monika Skadborg

TECHNICAL UNIVERSITY OF DENMARK
TECHNICAL UNIVERSITY OF DENMARK

2926 HOW EXTERNAL REGULATIONS DRIVE ENVIRONMENTAL, SOCIAL, AND GOVERNANCE INTEGRATION IN CONSTRUCTION FIRMS? MEDIATING ROLE OF MANAGERIAL COGNITION

Yaqi Zhao
Shengyue Hao
Giorgio Locatelli
Zilun Wang

BEIJING JIAOTONG UNIVERSITY
BEIJING JIAOTONG UNIVERSITY
SCHOOL OF MANAGEMENT - POLITECNICO DI MILANO
SUZHOU UNIVERSITY OF SCIENCE AND TECHNOLOGY

Gender Diversity in Leadership (16:00 - 17:30) - D5 Building - D5/003

Track: T05_03 - Role of Diversity, Equality and Inclusion in Careers and Leadership

Chair(s): Sumita Datta, Snehal Shah

Paper Presentations:

3308 FACING THE GLASS CLIFF: ANALYZING WOMEN'S EMPOWERMENT IN LEADERSHIP

Erica Poma

UNIVERSITY OF MODENA AND REGGIO EMILIA, MARCO BIAGI
DEPARTMENT OF ECONOMICS

Barbara Pistoresi

UNIMORE- UNIVERSITÀ DEGLI STUDI DI MODENA E REGGIO EMILIA

TRACK SESSIONS PER DAY

1564 UNMASKING GENDER BIAS: SUBJECTIVITY IN PERFORMANCE REVIEWS AND THE LEADERSHIP GENDER GAP

| | |
|---------------|--|
| Ranjita Islam | QUEENSLAND UNIVERSITY OF TECHNOLOGY, AUSTRALIA |
| Erica French | QUEENSLAND UNIVERSITY OF TECHNOLOGY |
| Muhammad Ali | QUEENSLAND UNIVERSITY OF TECHNOLOGY |

3097 HEADWINDS AND TAILWINDS: FEMALE LEADERSHIP AND THE LEAKY PIPELINE

| | |
|------------------------|------------------------------------|
| Aidan McKearney | HULT INTERNATIONAL BUSINESS SCHOOL |
| Carina Paine Schofield | HULT INTERNATIONAL BUSINESS SCHOOL |
| Nadine Page | HULT INTERNATIONAL BUSINESS SCHOOL |

Gendered Perspectives on Leadership (16:00 - 17:30) - C9 Building - C9/008

Track: ST09_03 - Leadership

Chair(s): Chan Hsiao

Discussant(s): Lucia Marchegiani

Paper Presentations:

2065 THE AUTHENTICITY OF FEMALE LEADERSHIP IN SAUDI ARABIA: A CONTEXTUAL EXPLORATION

| | |
|------------------|------------------------|
| Aisha Alsagofi | HENLEY BUSINESS SCHOOL |
| Andrew Kakabadse | HENLEY BUSINESS SCHOOL |
| Nada Kakabadse | HENLEY BUSINESS SCHOOL |

3002 THE DUAL PATHWAYS OF MOTHERHOOD AND LEADERSHIP: A QUALITATIVE INQUIRY INTO DEVELOPMENTAL MECHANISMS

| | |
|------------|--|
| Chan Hsiao | NATIONAL YANG MING CHIAO TUNG UNIVERSITY, TAIWAN |
|------------|--|

2112 HOW CEO CELEBRITY INFLUENCES THE TONE OF CORPORATE ANNUAL REPORTS: AN IMPRESSION MANAGEMENT PERSPECTIVE

| | |
|-----------|----------------------------|
| Benlu Hai | HENAN NORMAL UNIVERSITY |
| Xin Ding | HENAN NORMAL UNIVERSITY |
| Jie Xiong | ESSCA SCHOOL OF MANAGEMENT |
| Yang Yang | HENAN NORMAL UNIVERSITY |

Global Mobility 5 (16:00 - 17:30) - D5 Building - D5/010

Track: ST07_01 - Global Mobility

Chair(s): Vesa Suutari

Paper Presentations:

2827 EXPATRIATE SPOUSES: WHERE TO NEXT?

| | |
|---------------|------------------------|
| Joanne Mutter | UNIVERSITY OF AUCKLAND |
| Kaye Thorn | MASSEY UNIVERSITY |

TRACK SESSIONS PER DAY

2434 A MULTIDISCIPLINARY META-NARRATIVE LITERATURE REVIEW ON E-RECRUITMENT: THEORETICAL AND PRACTICAL INSIGHTS FROM PRIVATE AND PUBLIC MANAGEMENT

| | |
|------------------------|----------------------------------|
| Lorenzo Costumato | UNIVERSITY OF ROME TOR VERGATA |
| Andrea Bonomi Savignon | UNIVERSITY OF ROME TOR VERGATA |
| Federica Testa | TOR VERGATA - UNIVERSITY OF ROME |

2442 EXPLORING EMPLOYEE RESILIENCE AS A PROCESS: WHAT EMPLOYEES EXPERIENCE AND HOW THEY RESPOND TO ADVERSITY

| | |
|----------------------|---------------------------------|
| Živilė Stankevičiūtė | KAUNAS UNIVERSITY OF TECHNOLOGY |
| Eglė Staniškienė | KAUNAS UNIVERSITY OF TECHNOLOGY |
| Asta Daunorienė | KAUNAS UNIVERSITY OF TECHNOLOGY |
| Joana Ramanauskaitė | KAUNAS UNIVERSITY OF TECHNOLOGY |

Human resources, employees and purpose (16:00 - 17:30) - D15 Building - D15/005

Track: GT14_00 - General Track - Managing with Purpose

Chair(s): Monica RIVIERE

Discussant(s): RUHONG ZHANG, María Paula Florez-Jimenez

Paper Presentations:

1430 EXAMINING EMPLOYEE COMMITMENT TO MISSION-DRIVEN COMPANIES IN FRANCE

| | |
|----------------|----------------|
| Monica RIVIERE | INSEEC BORDEAX |
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2354 FROM STRONG TO SHARED ORGANIZATIONAL PURPOSE

| | |
|----------------------------|------------------------|
| Alvaro Lleo | UNIVERSITY OF NAVARRA |
| María Paula Florez-Jimenez | UNIVERSIDAD DE NAVARRA |
| Eileen McNeely | HARVARD UNIVERSITY |
| Hannah Weisman | HARVARD UNIVERSITY |

3071 A FIRST STUDY ON EMPLOYEES' GOAL ALIGNMENT IN HUMANE ENTREPRENEURIAL ORIENTED ORGANISATIONS

| | |
|-----------------------|-----------------------|
| Chiara Marinelli | UNIVERSITY OF TRIESTE |
| Grazia Garlatti Costa | UNIVERSITY OF TRIESTE |
| Guido Bortoluzzi | UNIVERSITY OF TRIESTE |

2303 DO DIFFERENT WORDS REALLY MEAN DIFFERENT THINGS? A LITERATURE REVIEW ON GOALS, MISSION, AND PURPOSE

| | |
|----------------|-------------------|
| Ruhong Zhang | WASEDA UNIVERSITY |
| Mami Taniguchi | WASEDA UNIVERSITY |

TRACK SESSIONS PER DAY

Innovation General Track 6: Circular Economy and Sustainable Innovation (16:00 - 17:30) - D6 Building - D6/004

Track: GT06_00 - Innovation General Track

Chair(s): Lauren Mackintosh

Paper Presentations:

- 1863 CIRCULAR PLASTIC ECOSYSTEMS - COLLABORATION DYNAMICS AND STRATEGIC SPECIALIZATION**
 Ville-Veikko Piispanen UNIVERSITY OF EASTERN FINLAND
 Kristina Leppala
 Hanna Lehtimäki UNIVERSITY OF EASTERN FINLAND
- 2280 SUPPLY CHAIN MANAGEMENT IN CIRCULAR BUSINESS MODELS – THE CASE OF A VIRTUAL CLOSED LOOP IN THE COPPER CABLE INDUSTRY**
 Stephan Speith UNIVERSITY OF KASSEL
 Carmen Rosenkranz COLIBRI CARBON PARTNER
- 2854 FINED BUT NOT FINISHED: THREAT, SUSTAINABILITY ORIENTATION, AND EARLY INNOVATION FOR LEGITIMACY REPAIR**
 Hieu Nguyen UNIVERSITY OF AMSTERDAM
 Tatjana Schneidmuller LUISS BUSINESS SCHOOL
 Taghi Zadeh AMSTERDAM BUSINESS SCHOOL, UNIVERSITY OF AMSTERDAM
 Henk Volberda AMSTERDAM BUSINESS SCHOOL, UNIVERSITY OF AMSTERDAM

Innovation Management in Healthcare - Session 2 (16:00 - 17:30) - D6 Building - D6/018

Track: T06_11 - Innovation Management in Healthcare: Current Challenges and Future Opportunities for Value Creation

Chair(s): Andrea Sestino

Paper Presentations:

- 1132 EXAMINING THE ROLE OF STANDARDS AND CONFORMITY FOR EMR ADOPTION IN INDIA'S HEALTHCARE**
 Alka Nand MONASH UNIVERSITY
 Preeti Goyal INDIAN INSTITUTE OF MANAGEMENT, NAGPUR, INDIA
 Amrik Sohal
- 1620 THE ROLE OF INNOVATION INVESTMENTS IN ENHANCING PRIMARY CARE OUTCOMES: EVIDENCE FROM ITALY**
 Marianna Mauro UNIVERSITÀ DEGLI STUDI DI CATANZARO MAGNA GRAECIA
 Monica Giancotti UNIVERSITÀ DEGLI STUDI DI CATANZARO MAGNA GRAECIA
 Giorgia Rotundo UNIVERSITÀ DEGLI STUDI DI CATANZARO MAGNA GRAECIA
 Giulia Cattafi UNIVERSITÀ DEGLI STUDI DI CATANZARO MAGNA GRAECIA
- 2620 THE VALUE OF ARTIFICIAL INTELLIGENCE USED FOR MANAGEMENT FUNCTIONS IN HEALTHCARE: A SYSTEMATIC LITERATURE REVIEW**
 Earle Du Plooy UNIVERSITÀ DEGLI STUDI DI MILANO
 Anna Prenestini UNIVERSITÀ DEGLI STUDI DI MILANO

TRACK SESSIONS PER DAY

Intersectionalities and inequalities (16:00 - 17:30) - D5 Building - D5/002

Track: ST05_02 - Diversity issues in cultural context

Discussant(s): Henriett Primecz

Paper Presentations:

1009 INTERSECTIONALITY AND DIVERSITY MANAGEMENT IN THE MENA REGION: A CONTEXT SPECIFIC PERSPECTIVE OF SAUDI ARABIA

Claudia Eger COPENHAGEN BUSINESS SCHOOL

Tamer Koburtay COPENHAGEN BUSINESS SCHOOL

1137 REBUILDING THE BROKEN PIPELINE: ADDRESSING INEQUITIES IN DOCTORAL EDUCATION

Ifedapo Awolowo SHEFFIELD HALLAM UNIVERSITY

Femi Olawoyin SHEFFIELD HALLAM UNIVERSITY

Oluwatoyin Dosumu UNIVERSITY OF MANCHESTER

Adenike Abidoye SHEFFIELD HALLAM UNIVERSITY

Oluwaseun Ajao MANCHESTER METROPOLITAN UNIVERSITY

2797 INDIGENOUS VOICES IN HIGHER EDUCATION: A PROPOSED INTEGRATIVE MODEL

Sharon O'Sullivan TELFER SCHOOL OF MANAGEMENT, UNIVERSITY OF OTTAWA

Rickjit Jhander TELFER SCHOOL OF MANAGEMENT, UNIVERSITY OF OTTAWA

Managing change in new product development (16:00 - 17:30) - D6 Building - D6/102

Track: T06_12 - Navigating new product development in an era of collaboration, uncertainty, and technological change

Chair(s): Sascha Klein

Discussant(s): Marie-Alix Deval, Sascha Klein

Paper Presentations:

1432 UNLOCKING ENGINEERING EXPERTISE FROZEN BY GRAND CHALLENGES: DEALING WITH TRANSITIONS' UNKNOWN

Marie-Alix Deval ISTECH - MINES -PSL

Sophie Hooge MINES PARISTECH PSL RESEARCH UNIVERSITY - CGS

Benoît Weil MINES PARISTECH

1676 INCUMBENTS' ADAPTATION TO TECHNOLOGICAL CHANGE: TEMPORAL FOCUS AND STRATEGIC FLEXIBILITY

Sascha Klein UNIVERSITY OF VECHTA

Tobias Röth UNIVERSITY OF BREMEN

Patrick Spieth UNIVERSITY OF KASSEL

1057 UNDERSTANDING MAVERICK TALENT: LEVERAGING UNIQUE POTENTIAL FOR PURPOSEFUL ORGANISATIONAL CHANGE

Ree Jordan THE UNIVERSITY OF QUEENSLAND BUSINESS SCHOOL

Terrance Fitzsimmons UNIVERSITY OF QUEENSLAND BUSINESS SCHOOL

Victor Callan THE UNIVERSITY OF QUEENSLAND

TRACK SESSIONS PER DAY

Multi-Stakeholder Partnerships for Sustainable Development (16:00 - 17:30) - D4 Building - D4/001

Track: GT01_00 - Business for Society General Track

Chair(s): Niloofar Kazemargi

Paper Presentations:

1973 MULTI-STAKEHOLDER PARTNERSHIPS FOR SUSTAINABLE DEVELOPMENT: MANAGING LEGITIMACY TENSIONS IN CLIMATE ADVISORY BODIES

Merle Frederike Rautenberg AARHUS UNIVERSITY

2378 COMBINING OUTSIDE-IN AND INSIDE-OUT: CONSULTANTS AS CHANGE AGENTS FOR SUSTAINABILITY

Stéphan Pezé UNIVERSITÉ TOULOUSE 1 CAPITOLE, TSM-RESEARCH, CNRS

Christelle Théron UNIVERSITÉ TOULOUSE 1 CAPITOLE, TSM-RESEARCH, CNRS

Navigating Gendered Power Structures: Networks, Leadership, and Ethical Tensions (16:00 - 17:30) - D5 Building - D5/001

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

Chair(s): Xavier Philippe

Discussant(s): Francesca Nepoti, Victoria Opara

Paper Presentations:

1643 FOR THE SAKE OF THE VENTURE: CO-FOUNDERS CONFLICT, GENDER, AND UNETHICAL PRO-VENTURE BEHAVIOR

Michelle Hong

NORTH DAKOTA STATE UNIVERSITY

Hsing-Er Lin

NATIONAL SUN YAT-SEN UNIVERSITY

Liang-Chih Huang

NATIONAL CHUNG CHENG UNIVERSITY

Shan-Kuei Teng

INSTITUTE OF BUSINESS MANAGEMENT, COLLEGE OF MANAGEMENT,
NATIONAL SUN YAT-SEN UNIVERSITY

2053 'HIS POWER', HER CONSEQUENCE: THE MODERATING ROLE OF LEADER GENDER ON FOLLOWER FELT OBLIGATION

Karryna Madison

AUSTRALIAN NATIONAL UNIVERSITY

Helen De Cieri

MONASH UNIVERSITY

2696 THE NETWORKING LADDER: BRIDGING GENDER GAPS IN PROFESSIONAL ADVANCEMENT

Ruth Mateos de Cabo

UNIVERSIDAD CEU SAN PABLO

Miryam Martínez

CEU SAN PABLO UNIVERSITY

Gabriela Contreras

RADBOUD UNIVERSITY

Ricardo Gimeno

BANCO DE ESPAÑA

TRACK SESSIONS PER DAY

Neurodivergent Individuals in the workplace and Beyond (16:00 - 17:30) - D6 Building - D6/118

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

Chair(s): Saskia Salmen

Discussant(s): Davide Trinchese

Paper Presentations:

1677 INCLUSIVE HOSPITALITY: REDEFINING EXPERIENCES FOR FAMILIES WITH CHILDREN ON THE AUTISM SPECTRUM THROUGH PURPOSE AND CARE

| | |
|---------------------------|--------------------------------|
| Itziar Ramirez | IQS |
| Daniela Freund de Klumbis | IQS SCHOOL OF MANAGEMENT (URL) |
| Gilda Hernandez Maskivker | IQS |

1353 SPARKING HR INNOVATION BY ENHANCING RELATIONSHIPS IN THE WORKPLACE: THE PERSPECTIVE OF INDIVIDUALS WITH ADHD

| | |
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| Beatrice Re | UNIVERSITY OF PAVIA |
| Cinzia Calluso | LUISS UNIVERSITY |
| Pietro Previtali | UNIVERSITY OF PAVIA |

2251 MISFIT PERCEPTIONS AND WORKPLACE VULNERABILITY AMONG NEURODIVERGENT INDIVIDUALS.

| | |
|----------------------|---------------------------------|
| Joanna Szulc | GDAŃSK UNIVERSITY OF TECHNOLOGY |
| Zuzanna Staniszevska | KOZMINSKI UNIVERSITY |
| Elizabeth Follmer | UW BOTHELL SCHOOL OF BUSINESS |

New forms of work & HR (16:00 - 17:30) - C9 Building - C9/004

Track: ST09_01 - Human Resource Management

Chair(s): Manuela Paolini

Paper Presentations:

1399 NEW WORK: FROM AN IDEALIZED WORK CONCEPT TO A CONCEPTUAL FRAMEWORK

| | |
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| David Fischer | TECHNICAL UNIVERSITY OF MUNICH (TUM) TUM SCHOOL OF MANAGEMENT |
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2059 ENGAGING THE GIG ECONOMY WORKERS: OPTIMIZING HRM FOR FREELANCER SUCCESS

| | |
|----------------------|--------------------------|
| Edna Rabenu | TEL HAI ACADEMIC COLLEGE |
| Yonaten Shertzer | PERES ACADEMIC CENTER |
| Aharon Tziner | TEL HAI ACADEMIC COLLEGE |
| Daphna Shwarts-Asher | TEL HAI ACADEMIC COLLEGE |
| Yahel Kurlander | TEL HAI ACADEMIC COLLEGE |
| Sari Ehrlich | TEL HAI ACADEMIC COLLEGE |
| Yossef Tobol | TEL HAI ACADEMIC COLLEGE |

2363 QUESTIONING HUMAN RESOURCE MANAGEMENT SYSTEM IN PROJECT-BASED ORGANIZATIONS: A SYSTEMATIC REVIEW AND RESEARCH AGENDA

| | |
|-------------------|---------------------------------------|
| Sabrina Loufrani | UNIVERSITÉ CÔTE D'AZUR, IAE NICE, GRM |
| Sophie d'Armagnac | TBS BUSINESS SCHOOL |

TRACK SESSIONS PER DAY

3706 E-HRM MATURITY AT ORGANIZATIONS IN NORDIC REGION
Nazneen Rony UNIVERSITY OF GOTHENBURG

Open Innovation and value creation (16:00 - 17:30) - D6 Building - D6/011
Track: ST06_07 - Open Innovation Engaging Individuals, Communities and Networks
Chair(s): Luis Martínez-Cháfer

Paper Presentations:

1511 HOW OPEN INNOVATION DRIVES BUSINESS MODEL INNOVATION: A DYNAMIC CAPABILITIES PERSPECTIVE

Nguyen Duc Anh UNIVERSITY OF ÉVRY PARIS-SACLAY
Liliana Mitkova UNIVERSITY EVRY PARIS SACLAY

2418 EXPLORING TECHNOLOGICAL INNOVATION AND ENERGY EFFICIENCY IN TRANSITION ECONOMIES

Chiara Burlina UNIVERSITY OF PADOVA
Antonella Biscione CATHOLIC UNIVERSITY OUR LADY OF GOOD COUNSEL
Angela Bergantino UNIVERSITY OF BARI

2551 OPEN HARDWARE ADOPTION: INSIGHTS FROM COMMUNITY VOICES AND STRATEGIES FOR OVERCOMING COMPLEXITIES

Seckin Celik UNIVERSITY OF TRENTO
Erica Santini UNIVERSITY OF TRENTO

Organizing Creativity: Between Strategy and Serendipity (16:00 - 17:30) - D6 Building - D6/014

Track: ST06_08 - Managing Creativity for Innovation:

Chair(s): Stefano Cirella

Paper Presentations:

1607 FORMATS BY FORTUNE? MANAGING THE PARADOX OF SERENDIPITY IN CREATIVE MEDIA ORGANIZATIONS

Mathias Boëne UTRECHT UNIVERSITY
Joris Ebbers LUISS BUSINESS SCHOOL
Sabrina Sauer RIJKSUNIVERSITEIT GRONINGEN

3304 COOPERATE AND DIE? HOW TO BALANCE CLOSENESS AND DISTANCE OF A CORPORATE VENTURE UNIT WITH ITS PARENT COMPANY – LONGITUDINAL INSIGHTS FROM A HIDDEN CHAMPION IN GERMANY

Christian Schaller DHBW (BADEN-WUERTTEMBERG COOPERATIVE STATE UNIVERSITY) STUTTGART
Elena Krause-Söhner DHBW KARLSRUHE (BADEN-WUERTTEMBERG COOPERATIVE STATE UNIVERSITY KARLSRUHE)
Leontin Grafmüller HIMA PAUL HILDEBRANDT GMBH

2671 SUSTAINING CREATIVITY FROM A TALENT-CENTRIC TO A COLLABORATIVE ORGANIZATION – THE TRANSFORMATION OF THE FASHION COMPANY MAISON JEAN PAUL GAULTIER

Thomas PARIS GREG HEC/CNRS AND I3-CRG/ECOLE POLYTECHNIQUE
Elisabeth Dumortier HEC PARIS

TRACK SESSIONS PER DAY

Power, ESG Practices and Value Creation in Family Businesses (16:00 - 17:30) - D5 Building - D5/110

Track: ST04_01 - Behavior, Performance, and Sustainability in Family Firms

Chair(s): Emanuele Gabriel Margherita

Discussant(s): botton carole, botton carole

Paper Presentations:

1241 POWER IN THE BUSINESS FAMILY

Pedro Vazquez IAE BUSINESS SCHOOL, UNIVERSIDAD AUSTRAL
Salvatore Tomaselli UNIVERSITÀ DI PALERMO

3257 A MULTI-FACETED STEWARDSHIP PERSPECTIVE OF THE MOTIVES AND MECHANISMS OF SUSTAINABLE VALUE CREATION IN FAMILY BUSINESSES

Giovanna Afeltra DEPARTMENT FOR THE PROMOTION OF HUMAN SCIENCES AND QUALITY OF LIFE - SAN RAFFAELE UNIVERSITY, ROME, ITALY
Elias Hadjielias CYPRUS UNIVERSITY OF TECHNOLOGY
Emanuele Margherita LINK CAMPUS UNIVERSITY

2590 DRIVERS AND OUTCOMES OF ESG PRACTICES IN FAMILY FIRMS

Rafaela Gjergji UNIVERSITÀ CATTANEO - LIUC
Sofia Brunelli LIUC UNIVERSITY
Andrea Sanseverino FAMILY BUSINESS LAB ON ACCOUNTING AND GOVERNANCE (FLAG) - DEPARTMENT OF ECONOMICS, MANAGEMENT, INSTITUTIONS, UNIVERSITY OF NAPLES FEDERICO II, NAPLES, ITALY
Salvatore Sciascia LIUC UNIVERSITÀ CATTANEO
Valentina Lazzarotti UNIVERSITÀ CATTANEO - LIUC

3015 NAVIGATING THE SUSTAINABILITY DILEMMA: SOCIOEMOTIONAL WEALTH, PERFORMANCE FEEDBACK, AND UNCERTAINTY IN FAMILY FIRMS

Andrea Calabrò IPAG BUSINESS SCHOOL
Stefano Elia
Lucia Piscitello
Alfredo Valentino ESCE BUSINESS SCHOOL

Psychological Safety and Ethical Leadership in Healthcare: Building Better Teams (16:00 - 17:30) - D5 Building - D5/114

Track: ST11_02 - Healthcare Management Research

Chair(s): Francesca Ferrè

Paper Presentations:

1597 WHY EMPLOYEES RECOMMEND THEIR EMPLOYER: KEY FACTORS DRIVING JOB SATISFACTION AT A PUBLIC UNIVERSITY HOSPITAL

David Giauque UNIVERSITY OF LAUSANNE
Samuel Pacht SWISS GRADUATE SCHOOL OF PUBLIC ADMINISTRATION - UNIVERSITY OF LAUSANNE
Frédéric Cornu SWISS GRADUATE SCHOOL OF PUBLIC ADMINISTRATION (IDHEAP), UNIVERSITY OF LAUSANNE

TRACK SESSIONS PER DAY

1617 PSYCHOLOGICAL NEEDS, MOTIVATION, AND COST MANAGEMENT PRACTICES AMONGST HEALTHCARE MANAGERS

Maura Leusder

ERASMUS SCHOOL OF HEALTH POLICY AND MANAGEMENT, ERASMUS UNIVERSITY ROTTERDAM

Hilco van Elten

VU AMSTERDAM

3718 EVOLVING UNDERSTANDINGS OF PSYCHOLOGICAL SAFETY IN HEALTHCARE: TRENDS, GAPS, AND FUTURE DIRECTIONS

Tera Webb

UNIVERSITY OF ALABAMA AT BIRMINGHAM

Anthony C. Hood

FIRST HORIZON BANK

1710 ETHICALLY HIDING? LINEAR AND NON-LINEAR APPROACHES TO THE EFFECTS OF ETHICAL LEADERSHIP ON KNOWLEDGE BEHAVIORS AND TASK CONFLICT IN HEALTHCARE

Tiago Gonçalves

ADVANCE/ISEG RESEARCH - ISEG UNIVERSIDADE DE LISBOA

Carla Curado

ADVANCE/CSG ISEG, UNIVERSIDADE DE LISBOA

Purpose & Resilience (16:00 - 17:30) - D6 Building - D6/111

Track: T02_04 / T13_09 - Purpose-Driven Strategies, Transformation, Corporate Governance, and Resilience (co-sponsored COGO & SM SIGs)

Chair(s): Nicole Steller

Paper Presentations:

2066 PRODUCT DIVERSIFICATION, OPERATIONAL EFFICIENCY, AND ORGANIZATIONAL RESILIENCE TO EXTERNAL SHOCKS

Xuehong Li

HARBIN INSTITUTE OF TECHNOLOGY

Yang Yang

HARBIN INSTITUTE OF TECHNOLOGY

3244 DOES CORPORATE PURPOSE ENHANCE THE CAPACITY FOR RESILIENCE OF COMPANIES? AN EMPIRICAL INVESTIGATION

Martina Tafuro

SANT'ANNA SCHOOL OF ADVANCED STUDIES

Valentina Cucino

LUMSA UNIVERSITY

Andrea Piccaluga

INSTITUTE OF MANAGEMENT - SCUOLA SUPERIORE SANT'ANNA PISA

3534 WHAT DRIVES ORGANIZATIONAL RESILIENCE? STRATEGIC PATHWAYS TO ADAPTABILITY IN EMERGING ECONOMIES

Md Rashed

INTERNATIONAL UNIVERSITY OF BUSINESS AGRICULTURE AND TECHNOLOGY

Mohammad Fakhru Islam

HUNGARIAN UNIVERSITY OF AGRICULTURE AND LIFE SCIENCES (MATE), GÖDÖLLŐ, HUNGARY

AKM Mohsin

UNIVERSITY OF APPLIED SCIENCES UPPER AUSTRIA

Md. Kamal Uddin

ULAB SCHOOL OF BUSINESS, UNIVERSITY OF LIBERAL ARTS

Subrata Kumar

DEPARTMENT OF BUSINESS ADMINISTRATION CENTRAL WOMEN'S UNIVERSITY

Siddiqur Rahman

FACULTY OF BUSINESS & ENTREPRENEURSHIP, DAFFODIL INTERNATIONAL UNIVERSITY

Jewel Rana

SCHOOL OF BUSINESS, INTERNATIONAL AMERICAN UNIVERSITY

TRACK SESSIONS PER DAY

Redesigning the Chain: Strategic Transitions Toward Circular and Digital Supply Networks (16:00 - 17:30) - D6 Building - D6/113

Track: T13_10 - Supply chain strategies for a sustainable business

Chair(s): Ivan Russo

Paper Presentations:

2208 DISCLOSING INFORMATION ABOUT CLOSED-LOOP SUPPLY CHAIN STRATEGY: THE IMPACT ON CONSUMERS' VALUE PERCEPTION OF CIRCULAR PRODUCTS AND ON CLOSING LOOP BEHAVIORS.

| | |
|-----------------|---------------------------------|
| Bridget Nichols | UNIVERSITY OF NORTHERN KENTUCKY |
| Ilenia Confente | UNIVERSITY OF VERONA |
| Ivan Russo | UNIVERSITY OF VERONA |

3123 SYSTEMIC BARRIERS AND STRATEGIC OPPORTUNITIES IN THE TRANSITION TO CIRCULAR TEXTILE WASTE MANAGEMENT IN THE EU

| | |
|-------------------|---|
| Alice Guzzetti | UNIVERSITÀ CATTOLICA DEL SACRO CUORE |
| Valeria Belvedere | UNIVERSITÀ CATTOLICA DEL SACRO CUORE, MILAN |

1588 INDUSTRY 4.0 TECHNOLOGIES AND LEAN: A CONFIGURATIONAL APPROACH

| | |
|------------------------|----------------------|
| Mercedes Auqui-Caceres | UNIVERSITY OF PADOVA |
| Andrea Furlan | UNIVERSITY OF PADOVA |

3207 SOCIOEMOTIONAL WEALTH IN SUPPLY CHAIN RELATIONSHIPS: A QUALITATIVE STUDY OF FAMILY FIRMS AMIDST ADVERSITIES

| | |
|--------------------|---|
| Claudia Pongelli | UNIVERSITÀ DEGLI STUDI LINK |
| Emanuela Delbufalo | EUROPEAN UNIVERSITY OF ROME |
| Alfredo De Massis | D'ANNUNZIO UNIVERSITY OF CHIETI-PESCARA AND IMD |

Remote work environments (16:00 - 17:30) - D4 Building - D4/003

Track: T09_07 - Sustainable HRM and Responsible Ways of Working

Chair(s): Bertrand Audrin

Paper Presentations:

2125 THE RESILIENCE OF COMPANIES TO MOBILITY SHOCKS AND ITS IMPLICATIONS FOR REMOTE WORKING

| | |
|-------------------|--|
| Valentina Pieroni | IMT SCHOOL FOR ADVANCED STUDIES LUCCA |
| Angelo Facchini | IMT SCHOOL FOR ADVANCED STUDIES, LUCCA |
| Massimo Riccaboni | IMT SCHOOL FOR ADVANCED STUDIES, LUCCA |

2260 MANAGERIAL INSIGHTS ON TRUST, CONTROL, AND PERFORMANCE IN REMOTE WORK ENVIRONMENTS

| | |
|------------------------|---------------------|
| Prince Baah-Peprah | UNIVERSITY OF AGDER |
| Bjørn-Tore Flåten | |
| Øystein Tønnessen | UNIVERSITY OF AGDER |
| Thomas Bjørnson Larsen | UNIVERSITY OF AGDER |

TRACK SESSIONS PER DAY

2798 BACK TO THE OFFICE, OR NOT? LEGITIMIZING RETURN TO OFFICE VERSUS WORK FROM ANYWHERE INITIATIVES

| | |
|--------------------|--|
| Bertrand Audrin | EHL HOSPITALITY BUSINESS SCHOOL, HES-SO, UNIVERSITY OF APPLIED SCIENCES AND ARTS WESTERN SWITZERLAND |
| Stefan Guldenberg | EHL HOSPITALITY BUSINESS SCHOOL |
| Julneth Rogenhofer | EHL HOSPITALITY BUSINESS SCHOOL |

Responsible Working (16:00 - 17:30) - Hilton Garden Inn Novoli - Boardroom

Track: T09_07 - Sustainable HRM and Responsible Ways of Working

Chair(s): Seung Whan (SW) Ryu

Paper Presentations:

1415 THE PROACTIVE HR FRAMEWORK IN MULTI-STAGE PROCESS OF CORPORATE SUSTAINABILITY

| | |
|--------------------------|-------------------------|
| Seung Whan (SW) Ryu | SACRED HEART UNIVERSITY |
| Bora Kwon | SACRED HEART UNIVERSITY |
| Chongyang (William) Zhou | SACRED HEART UNIVERSITY |
| Andres Felipe Cortes | SACRED HEART UNIVERSITY |

3024 IS IT SUSTAINABLE WORK? SCALE DEVELOPMENT AND VALIDATION RESULTS

| | |
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| Marzena Fryczynska | SGH WARSAW SCHOOL OF ECONOMICS |
|--------------------|--------------------------------|

3251 FROM MULTIPLE IDENTITIES TO LOCAL COMMUNITY DEVELOPMENT: A CASE STUDY TOWARD COMMON GOOD EMPLOYER BRANDING

| | |
|---------------------------|-------------------------------------|
| Ludger Voigt | TECHNISCHE UNIVERSITÄT BRAUNSCHWEIG |
| Dietrich von der Oelsnitz | TECHNISCHE UNIVERSITÄT BRAUNSCHWEIG |

1211 EXPLORING THE HRM PRACTICES ACROSS THE SUSTAINABILITY DIMENSIONS

| | |
|---------------------|--------------------|
| Silvia Barghini | UNIVERSITY OF PISA |
| Sara Sassetti | UNIVERSITY OF PISA |
| Mariacristina Bonti | UNIVERSITY OF PISA |

Science, Industry & Academia (2/4) (16:00 - 17:30) - D6 Building - D6/016

Track: T06_13 - Bridging Academia, Science and Industry for Tomorrow's Breakthroughs

Chair(s): Marianne Steinmo

Paper Presentations:

1660 BEYOND THE MATCH: FACILITATING RESEARCH-BASED INNOVATION IN ASYMMETRIC INTERORGANIZATIONAL SETTINGS

| | |
|-----------------|---|
| Elie Saad | UMEÅ UNIVERSITY |
| Medhanie Gaim | UMEÅ SCHOOL OF BUSINESS, ECONOMICS AND STATISTICS, SWEDEN |
| Tomas Blomquist | UMEÅ UNIVERSITY |

TRACK SESSIONS PER DAY

1984 GENERATING INTERNAL VALUE IN RESEARCH AND TECHNOLOGY ORGANIZATIONS THROUGH COLLABORATIVE INNOVATION

| | |
|-------------------------|--|
| Prince Gilbert Fialor | UNIVERSITÉ TOULOUSE CAPITOLE - TOULOUSE SCHOOL OF MANAGEMENT |
| Eric Michaël Laviolette | TOULOUSE BUSINESS SCHOOL |
| Amadou Lo | TOULOUSE BUSINESS SCHOOL |

3429 ONE STEP BEYOND: AN EXPLORATION OF SKILLS OF U-I INTERMEDIARY PROFESSIONALS

| | |
|------------|---|
| Sarah Tung | EINDHOVEN UNIVERSITY OF TECHNOLOGY, DEPARTMENT OF INDUSTRIAL ENGINEERING AND INNOVATION SCIENCES, INNOVATION TECHNOLOGY ENTREPRENEURSHIP & MARKETING GROUP (ITEM) |
|------------|---|

Session 5: Sustainability, ESG, and Long-Term Impact (16:00 - 17:30) - D4 Building - D4/105

Track: GT10_00 - Project Organising General Track

Chair(s): Annlizé Marnewick

Discussant(s): Nathalie Drouin, BENEDIKT PIETSCH

Paper Presentations:

1727 TWENTY YEARS OF ESG IN MANAGEMENT: A SYSTEMATIC LITERATURE REVIEW AND HEURISTICS FOR THE STUDY OF PROJECT MANAGEMENT

| | |
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| Nathalie Drouin | ÉCOLE DES SCIENCES DE LA GESTION, UQAM |
| Marie-Andrée Caron | UNIVERSITÉ DU QUÉBEC À MONTRÉAL |
| Xuemei Liu | UQAM |

3485 TOWARDS A TAXONOMY OF UNINTENDED, LONG-TERM BENEFITS OF LARGE PROJECTS

| | |
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| Benedikt Pietsch | BIRKBECK UNIVERSITY OF LONDON |
| Sorin Piperca | BIRKBECK , UNIVERSITY OF LONDON |

3418 DEVELOPING A TAILORED MONITORING SYSTEM FOR THE NRRP PROJECT PORTFOLIO IN PIEMONTE REGION

| | |
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| Francesca Saba | POLITECNICO DI TORINO |
| Massimo Rebuglio | POLITECNICO DI TORINO |
| Filippo Maria Ottaviani | POLITECNICO DI TORINO |
| Giovanni Zenezini | POLITECNICO DI TORINO |
| Giulio Mangano | POLITECNICO DI TORINO |
| Alberto De Marco | POLITECNICO DI TORINO |
| Chiara Muzzolon | REGIONE PIEMONTE |

TRACK SESSIONS PER DAY

Signals, Resilience & Feedback (16:00 - 17:30) - D6 Building - D6/110

Track: ST13_05 - Microfoundations of Strategy: Dynamic Capabilities, Behavioural Strategy and Knowledge Mechanisms

Chair(s): Jorge Villagrasa

Discussant(s): David Versailles, Anna Menozzi

Paper Presentations:

3010 BE AHEAD, BE READY: AN ATTENTION-BASED VIEW OF SMES' MANAGEMENT OF EARLY WARNING SIGNALS (EWS)

| | |
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| David Versailles | PARIS SCHOOL OF BUSINESS & LUXEMBOURG SCHOOL OF BUSINESS |
| Dino Dogan | LUXEMBOURG SCHOOL OF BUSINESS |
| Matteo Forgiarini | LUXEMBOURG SCHOOL OF BUSINESS |
| Valerie Merindol | PARIS SCHOOL OF BUSINESS |

3275 BUILDING RESILIENCE: THE IMPACT OF MANAGERIAL TRAINING ON ORGANIZATIONAL ADAPTATION DURING CRISIS

| | |
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| Oksana Tokarchuk | UNIVERSITY OF TRENTO, SCHOOL OF INNOVATION |
| Roberto Gabriele | UNIVERSITY OF TRENTO |
| Anna Menozzi | UNIVERSITY OF PIEMONTE ORIENTALE |

3498 SAVOR THE CLIMB BUT PREPARE FOR THE FALL: A CONTINGENCY PERSPECTIVE ON POSITIVE ATTAINMENT DISCREPANCY IN CROSS-BORDER ACQUISITIONS

| | |
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| Jorge Villagrasa | EDEM BUSINESS SCHOOL |
| Ilaria Galavotti | UNIVERSITÀ CATTOLICA DEL SACRO CUORE - DEPARTMENT OF ECONOMIC AND SOCIAL SCIENCES |

Sport Management Session 4 (16:00 - 17:30) - D6 Building - D6/114

Track: T13_11 -Sport Management with Purpose

Chair(s): Anna Gerke

Paper Presentations:

2300 DETERMINANTS OF PROFESSIONAL FOOTBALLERS' GLOBAL MOBILITY: A SPECIAL FOCUS ON CULTURAL DISTANCE

| | |
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| Zsolt Havran | CORVINUS UNIVERSITY OF BUDAPEST |
| Diána Fűrész | UNIVERSITY OF PÉCS, HUNGARY |
| Ákos Jarjabka | UNIVERSITY OF PÉCS, HUNGARY |

2693 LAW-WASHING SPORTS STADIUMS

| | |
|---------------|---|
| John Holden | KELLEY SCHOOL OF BUSINESS - INDIANA UNIVERSITY |
| Marc Edelman | CITY UNIVERSITY OF NEW YORK, BARUCH COLLEGE, ZICKLIN SCHOOL OF BUSINESS |
| Dionne Koller | UNIVERSITY OF BALTIMORE - SCHOOL OF LAW |

TRACK SESSIONS PER DAY

2985 **SPORT STRATEGIES USED BY PROFESSIONAL FOOTBALL CLUBS IN CENTRAL AND EASTERN EUROPE: AN EXPLORATORY STUDY**

Dariusz Drewniak
Karolina Nessel

JAGIELLONIAN UNIVERSITY
JAGIELLONIAN UNIVERSITY IN KRAKÓW

Strategic AI adoption and Future Implication (16:00 - 17:30) - D6 Building - D6/112

Track: ST13_08 - Artificial Intelligence, data and digital ecosystems

Chair(s): Ida-Anna Thiele

Paper Presentations:

3005 **STRATEGIC CHOICES TO BUILD AI-LEVERAGING LOOPS AND INCORPORATE AI: AN ORGANIZATIONAL LEARNING PERSPECTIVE**

David Wagner

UNIVERSITY OF ST.GALLEN (HSG)

3525 **AI IN PROFESSIONAL SERVICE FIRMS: A LITERATURE-BACKED RESOURCE BASED DIVE INTO GAMECHANGING KEY RESOURCES AND EMERGING RESEARCH AVENUES**

Christian Pfaff
Vinzenz Krause
Adrian Schadl
Philipp Martin

WFI INGOLSTADT SCHOOL OF MANAGEMENT
HOCHSCHULE BIBERACH
CATHOLIC UNIVERSITY EICHSTAETT-INGOLSTADT
KU-EICHSTÄTT INGOLSTADT

2271 **AI WORKS MORE WONDERS FOR THE MORE SKILLED: HOW AIGC SHAPES INNOVATION IN OPEN-SOURCE COMMUNITY?**

Ruoming Lyu
Huiyi Litan
Ke Rong

TSINGHUA UNIVERSITY
STOCKHOLM SCHOOL OF ECONOMICS
TSINGHUA UNIVERSITY

Studies of Social Aggregation (16:00 - 17:30) - D5 Building - D5/112

Track: GT12_00 - Research Methods and Research Practice General Track

Chair(s): David Yates

Paper Presentations:

1150 **THEORIZING MICROSTORIA: TELLING THE STORIES OF 'LITTLE PEOPLE'**

David Sarpong
Derrick Boakye

ASTON UNIVERSITY
ASTON UNIVERSITY

1158 **RETHINKING VULNERABILITY OF DIALOGICAL INTERACTIONS IN AN ORGANIZATIONAL MERGER THROUGH EMBODIED METAPHORS: A METHODOLOGICAL STUDY**

Suvi Satama
Eeva Nummi

TURKU SCHOOL OF ECONOMICS, UNIVERSITY OF TURKU, FINLAND

1689 **INTER-ORGANIZATIONAL COLLABORATIONS: A REVIEW OF QUANTITATIVE MEASUREMENT**

Claudia Percossi
Domenico Salvatore

UNIVERSITÀ SUOR ORSOLA BENINCASA
UNIVERSITY "SUOR ORSOLA BENINCASA

TRACK SESSIONS PER DAY

Sustainability and impact measurement (16:00 - 17:30) - D4 Building - D4/103

Track: ST01_02 - Performance measurement and management for sustainability

Chair(s): Jørgen Kjosen Lindgren

Discussant(s): Vincenzo Pontrelli

Paper Presentations:

1922 STAKEHOLDER INFLUENCES IN SUSTAINABILITY PERFORMANCE MEASUREMENT AND MANAGEMENT: A SYSTEMATIC LITERATURE REVIEW

| | |
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| Alvin Karkun | CRANFIELD UNIVERSITY |
| Rosina Watson | CRANFIELD SCHOOL OF MANAGEMENT |
| Michael Bourne | CRANFIELD UNIVERSITY |
| Miyang Yang | CRANFIELD UNIVERSITY |

2737 NAVIGATING CORPORATE ESG RATING DIVERGENCE: A LITERATURE REVIEW AND RESEARCH AGENDA

| | |
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| Karolina Ludzinska | UNIVERSITY OF WARSAW |
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2689 EXPLORING AND DEFINING "IMPACTS AND MEASUREMENT" IN BUSINESS AND MANAGEMENT: A SYSTEMATIC LITERATURE REVIEW

| | |
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| Lucrezia Songini | EASTERN PIEDMONT UNIVERSITY |
| Anna Pistoni | UNIVERSITY OF INSUBRIA |
| Camila Wainer Bustamante | UNIVERSITÀ DEGLI STUDI DI TORINO |

Sustainable performance and innovation (16:00 - 17:30) - D6 Building - D6/106

Track: GT13_00 - Strategic Management General Track

Chair(s): Viktorija Varaniute

Discussant(s): Iuliia Zheldak

Paper Presentations:

3686 ENVIRONMENTAL DISCLOSURE AND CORPORATE STOCK VOLATILITY: THE INFLUENCE OF INVESTOR ATTENTION

| | |
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| Juan Valbuena Hernandez | UNIVERSITY OF GRANADA |
| Inmaculada Martin-Tapia | UNIVERSITY OF GRANADA |
| Natalia Ortiz-De-Mandojana | UNIVERSITY OF GRANADA |

1958 MULTI-LEVEL AMBIDEXTERITY AND GREEN INNOVATION: THE ROLE OF DIGITAL CAPABILITIES AND GREEN BEHAVIOR

| | |
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| Puong Thao Quynh Le | RENNES SCHOOL OF BUSINESS & INLAND NORWAY UNIVERSITY OF APPLIED SCIENCES |
| Laurent Scaringella | RENNES SCHOOL OF BUSINESS |
| Bard Tronvoll | CENTER FOR RESEARCH ON DIGITALIZATION AND SUSTAINABILITY |

TRACK SESSIONS PER DAY

3434 FROM SUSTAINABILITY TO REGENERATION: AN EXPLORATIVE STUDY OF DRIVERS FOR REGENERATIVE COMPANIES

Roberto Mario De Stefano UNIVERSITY OF FERRARA
Daniel Alonso Martínez UNIVERSITY OF LEON
Fulvio Fortezza UNIVERSITY OF FERRARA

Theoretical perspectives and construct reformulation in family firms (16:00 - 17:30) - D5 Building - D5/011

Track: GT04_00 - Family Business Research General Track

Chair(s): Allan Discua Cruz

Discussant(s): Eva Dötschel, Michela Bearzi

Paper Presentations:

2083 A SYSTEMATIC REVIEW OF ENTREPRENEURSHIP EDUCATION: CONNECTING HIGH SCHOOL AND UNIVERSITY FROM THE PERSPECTIVE OF REGIONAL COLLABORATION AND FAMILY ENTREPRENEURSHIP

Toshio Araki PROFESSIONAL COLLEGE OF ARTS AND TOURISM

2057 MANAGING GENERATIONAL TENSIONS IN THE DECISION TO ENTER FAMILY FIRMS: AN INSTITUTIONAL PERSPECTIVE

Chenjun Huang UNIVERSITY OF EDINBURGH
Sarah Cooper UNIVERSITY OF EDINBURGH
Ling Liu UNIVERSITY OF EDINBURGH

1535 SOCIOEMOTIONAL WEALTH UNFOLDED: A SYSTEMATIC REVIEW ON ITS DIMENSIONS AND FUTURE RESEARCH DIRECTIONS BEYOND FAMILY BUSINESS BOUNDARIES

Eva Dötschel POST-DOC RESEARCHER AT FRIEDRICH-ALEXANDER UNIVERSITÄT
ERLANGEN-NÜRNBERG, CHAIR OF STRATEGIC MANAGEMENT

Towards Sound Dialogic Mechanisms in Sustainable Corporate Governance to Meet Conflicting Demands (16:00 - 17:30) - D4 Building - D4/011

Track: ST01_01 / ST02_01 - Rethinking the Responsible Corporation: Bridging Management, Law & Purpose (co-sponsored B4S & CoGo SIGs)

Chair(s): Lyndsey Zhang

Paper Presentations:

3685 INHERENT TENSIONS AND MULTIPLE INSTITUTIONAL DEMANDS AT THE INTERFACE OF CORPORATE GOVERNANCE AND CORPORATE SOCIAL RESPONSIBILITY

Rosemary Sainty UNIVERSITY OF TECHNOLOGY SYDNEY

1343 CHALLENGES TO CORPORATE TRANSPARENCY ON HUMAN RIGHTS: INTERRELATED COMMUNICATIVE DISTORTIONS

Oliver Schneider RESEARCH ASSOCIATE, CHAIR FOR MANAGEMENT, ACCOUNTING &
CORPORATE GOVERNANCE, SCHOOL OF ECONOMIC DISCIPLINES,
UNIVERSITY OF SIEGEN
Andreas Dutzi CHAIR OF MANAGEMENT, ACCOUNTING & CORPORATE GOVERNANCE,
SCHOOL OF ECONOMIC DISCIPLINES, UNIVERSITY OF SIEGEN

TRACK SESSIONS PER DAY

3133 (RE)IMAGINING CORPORATE GOVERNANCE CODES: A CRITICAL DIALOGIC ACCOUNTING AND ACCOUNTABILITY APPROACH

| | |
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| Daniel Yar | UNIVERSITY OF BORÅS |
| Wafa Khlif | TOULOUSE BUSINESS SCHOOL BARCELONA |
| Matthew Sorola | TOULOUSE BUSINESS SCHOOL |

Understanding the Multilevel Influence of AI on Organizational Dynamics (16:00 - 17:30) - Hilton Garden Inn Novoli - Sala San Donato (B)

Track: T09_04 - AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management, Employment Relations and Organizational Behaviour

Chair(s): Fabian Homberg

Paper Presentations:

2459 DYNAMIC INTERLOCKS BETWEEN INTRA-ORGANIZATIONAL TIES, KNOWLEDGE TRANSFER AT DATA TRANSFER POINTS, AND REALIZED ABSORPTIVE CAPABILITY IN BIG DATA CHAINS FOR ENHANCED DECISION-MAKING QUALITY

| | |
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| Saqib Shamim | QUEEN MARRY UNIVERSITY OF LONDON |
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2993 "EFFICIENCY" AND "WARMTH" OF AI: THE "DOUBLE-EDGED SWORD" EFFECT OF AI MONITORING ON EMPLOYEE BEHAVIOR

| | |
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| Junjiang Li | NORTHWEST POLYTECHNICAL UNIVERSITY |
| Juan Wang | NORTHWESTERN POLYTECHNICAL UNIVERSITY |
| Zhang Zhe | XI'AN JIAOTONG UNIVERSITY |
| Yumeng Tang | NORTHWESTERN POLYTECHNICAL UNIVERSITY |

3607 EMERGING PATTERNS IN GROUP PROMPTING: EXPLORING COLLABORATIVE PROMPTING WITH GENERATIVE AI

| | |
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| Daniel Zaglmann | UNIVERSITY OF PASSAU |
| Stefan Faltermaier | UNIVERSITY OF PASSAU |
| Kim Strunk | UNIVERSITY OF PASSAU |
| Marina Fiedler | UNIVERSITY OF PASSAU - CHAIR OF MANAGEMENT, PEOPLE AND INFORMATION |

TRACK SESSIONS PER DAY

Well-being and Ill-being in Entrepreneurial Decision-Making (16:00 - 17:30) - D4 Building - D4/010

Track: ST03_03 - Entrepreneurial Cognition and Behaviour

Chair(s): Laetitia Gabay-Mariani

Discussant(s): Sandro Sant Anna, Sepideh Ghahremani

Paper Presentations:

1547 RISKING HEALTH FOR WEALTH? - A SYSTEMATIC LITERATURE REVIEW OF ILL-BEING AMONG ENTREPRENEURS

| | |
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| Sepideh Ghahremani | UNIVERSITY OF SIEGEN |
| Arndt Werner | UNIVERSITY SIEGEN |
| Meike Stephan | UNIVERSITY OF SIEGEN |

1502 MEANINGFUL WORK IN ENTREPRENEURSHIP: A DYNAMIC PERSPECTIVE

| | |
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| Martin Schwarz | UNIVERSITY OF STUTTGART (INSTITUTE OF ENTREPRENEURSHIP AND INNOVATION SCIENCE) |
| Alexandra Jussli | UNIVERSITY OF THE ARMED FORCES MUNICH |
| Andreana Drencheva | KING'S COLLEGE LONDON |

1943 THE PSYCHOLOGICAL PROCESS OF OBSESSIVE ENTREPRENEURIAL PASSION: A BLESSING OR A CURSE FOR WELL-BEING?

| | |
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| Fathima Sanoon | UNIVERSITY OF WAIKATO, NEW ZEALAND |
| Jenny Gibb | THE UNIVERSITY OF WAIKATO |
| Antoine Gilbert-Saad | THE UNIVERSITY OF WAIKATO |

3550 FINDING PURPOSE IN LATER LIFE: MOTIVATIONS AND INTENTIONS IN SENIOR ENTREPRENEURSHIP

| | |
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| Sandro Sant Anna | THE EDWARD DE BONO INSTITUTE - UNIVERSITY OF MALTA |
| Leonie Baldacchino | THE EDWARD DE BONO INSTITUTE, UNIVERSITY OF MALTA |

1724 EXPLORING THE DARK SIDE: A META-ANALYTICAL STUDY OF THE DARK TRIAD AND (SOCIAL) ENTREPRENEURIAL INTENTIONS

| | |
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| Yannick Amend | JUSTUS-LIEBIG UNIVERSITY GIESSEN |
| Anna-Maria Klein | JUSTUS-LIEBIG UNIVERSITY GIESSEN |
| Monika Schuhmacher | JUSTUS-LIEBIG-UNIVERSITY GIESSEN |

TRACK SESSIONS PER DAY

25 June 2025, Wednesday

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

Chair(s): VICTORIA BROWNING

Discussant(s): Victoria Opara

Paper Presentations:

2004 A MULTI-LEVEL PERSPECTIVE ON ANTECEDENTS AND OUTCOMES OF RELIGIOUS DIVERSITY MANAGEMENT AT WORK: A SYSTEMATIC REVIEW AND FUTURE DIRECTIONS

Mehr Farhan

LAHORE UNIVERSITY OF MANAGEMENT SCIENCES

Jawad Syed

SULEMAN DAWOOD SCHOOL OF BUSINESS, LUMS

1475 A LITERATURE REVIEW ON THE ROLE OF BOARD DIVERSITY IN ESG DISCLOSURES: FOCUS ON CHINESE PUBLICLY LISTED COMPANIES

Linruiyuan Tan

HENLEY BUSINESS SCHOOL, UNIVERSITY OF READING

Nada Kakabadse

HENLEY BUSINESS SCHOOL

Nadeem Khan

HENLEY BUSINESS SCHOOL, UNIVERSITY OF READING

2717 HUMAN RESOURCE MANAGEMENT PRACTICES AND DISABILITY MANAGEMENT: ANALYZING THE PAST AND PREPARING FOR THE FUTURE

Giulia Flamini

Enrico Cori

DEPARTMENT OF MANAGEMENT, UNIVERSITÀ POLITECNICA DELLE MARCHE

Open Innovation in public sector (09:00 - 10:30) - D6 Building - D6/011

Track: ST06_07 - Open Innovation Engaging Individuals, Communities and Networks

Discussant(s): Liliana Mitkova

Paper Presentations:

1706 OPENNESS IN THE VOLUNTARY STANDARDS EMERGENCE AND DIFFUSION; THE STANDARD-TAKERS AND THE STANDARD-MAKERS' STRATEGIES IN THE BANANA MARKET

Anne Mione

UNIVERSITY OF MONTPELLIER

Sophie Mignon

UNIVERSITY OF MONTPELLIER - MRM

Denis Loeillet

CIRAD (FRENCH AGRICULTURAL RESEARCH CENTER FOR INTERNATIONAL DEVELOPMENT), GECO (AGROECOLOGICAL RESEARCH GROUP ON BANANAS AND PINEAPPLES), MONTPELLIER

Annaïg Blouin

CIRAD (FRENCH AGRICULTURAL RESEARCH CENTER FOR INTERNATIONAL DEVELOPMENT), GECO (AGROECOLOGICAL RESEARCH GROUP ON BANANAS AND PINEAPPLES), MONTPELLIER.

TRACK SESSIONS PER DAY

2277 THE EFFECTIVENESS AND MECHANISM OF GOVERNMENT NETWORK INTERVENTION IN INNOVATION NETWORK: A MEDIATED MODERATION MODEL

| | |
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| Yiling Chen | HENAN NORMAL UNIVERSITY |
| Zhigang Zhang | HENAN NORMAL UNIVERSITY |
| Ang Ma | HENAN NORMAL UNIVERSITY |
| Xin Ding | HENAN NORMAL UNIVERSITY |

5-Language-Sensitive Cross-Cultural Research (09:00 - 10:30) - D6 Building - D6/110

Track: ST07_02 - Management and cultures: Qualitative organizational research

Chair(s): Sylvie Chevrier

Discussant(s): Mette Zølner

Paper Presentations:

2953 THE INFLUENCE OF EMOTIONAL CONTROL ON LANGUAGE ADAPTATION: THE CASE OF FRENCH-SPEAKING CALL CENTERS IN EGYPT

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| Dina Elsousy | UNIVERSITY OF STRASBOURG, EM STRASBOURG BUSINESS SCHOOL, LABORATOIRE HUMANIS « HUMANS AND MANAGEMENT IN SOCIETY » |
| Sebastien Point | EM STRASBOURG BUSINESS SCHOOL |
| Hélène Langinier | ECOLE DE MANAGEMENT DE STRASBOURG - HUMANIS |

2891 "SHE TURNED AROUND AND WENT BACK TO SPEAKING POLISH": THE USE OF LANGUAGE BY EXPATS AS AN EMBODIED SPACE IN INTERCULTURAL CONTEXTS

| | |
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| Claudia Cavallari | UNIVERSITÀ DEGLI STUDI DI MILANO - BICOCCA |
| Simone Pulcher | UNIVERSITÀ DEGLI STUDI DI BERGAMO |
| Lia Tirabeni | UNIVERSITY OF MILANO BICOCCA |

2036 WHEN MEANING OF WORDS COUNTS: THE HISTORICAL CASE OF FAYOL TRANSLATIONS INTO ENGLISH

| | |
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| Jean-Francois Chanlat | DRM UMR 7088, UNIVERSITY PARIS DAUPHINE |
| Eric Davoine | UNIVERSITY OF FRIBOURG |

Action research 2 (09:00 - 10:30) - D5 Building - D5/111

Track: T06_10 / T12_03 - Management History, Action Research and Tourism (co-sponsored INNO / RMRP SIGs)

Chair(s): Sylwia Sysko-Romanczuk

Paper Presentations:

2383 DEVELOPMENT OF A GAME-BASED EXPERIENTIAL LEARNING TOOL THROUGH RESEARCH-PRACTICE CO-CREATION IN THE FIELD OF HEALTH, SAFETY, AND ENVIRONMENT.

| | |
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| Niccolò Maria Todaro | SCUOLA SUPERIORE SANT'ANNA |
| Emilia Filippi | SANT'ANNA SCHOOL OF ADVANCED STUDIES |
| Andrea Pontiggia | |
| Francesco Testa | |

TRACK SESSIONS PER DAY

1787 EMPOWERING PARTICIPATION IN ACTION RESEARCH: A LEAN MANAGEMENT APPROACH FOR HEALTHCARE ORGANIZATIONS

Maria Ciasullo SALERNO UNIVERSITY
Nicola Capolupo SAN RAFFAELE ROMA UNIVERSITY
Miriana Ferrara UNIVERSITY OF SALERNO

2079 REDESIGNING A CORPORATE ACCELERATOR TO ALIGN WITH ITS PARENT FIRM'S STRATEGIES: AN INTERVENTION USING ACTION RESEARCH

Ferhat Demir PRAGUE UNIVERSITY OF ECONOMICS AND BUSINESS

AI Meets Creativity: New Capabilities and Innovation Pathways (09:00 - 10:30) - D6 Building - D6/014

Track: ST06_08 - Managing Creativity for Innovation:

Chair(s): Bart Verwaeren

Paper Presentations:

1740 NOVEL SOLUTIONS, NARROW KNOWLEDGE: THE EFFECTS OF GENERATIVE AI ON COLLECTIVE PROBLEM-SOLVING

Edgar Brea THE UNIVERSITY OF QUEENSLAND

2158 INSIGHTS ON THE CONDITIONS OF HUMAN-AI COLLABORATION: AN EMPIRICAL EXPLORATION

Marta Morais-Storz NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)
Jessica Steppe NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)
Nhien Nguyen NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)
Terje Lauglo TRIFID / NTNU

1093 EFFECTUATION AND TECHNOLOGY-RELATED DYNAMIC CAPABILITIES: UNVEILING THEIR IMPACT ON MANAGEMENT INNOVATION AT INDIVIDUAL MANAGER LEVEL

Jingjing Ge VRIJE UNIVERSITEIT AMSTERDAM
Sandra Hasanefendic VRIJE UNIVERSITEIT
Claire Teunenbroek UNIVERSITY OF TWENTE
Bart Bossink VRIJE UNIVERSITEIT AMSTERDAM

Aligning Governance And Decision-Making Processes For Strong Sustainability (09:00 - 10:30) - D4 Building - D4/011

Track: ST01_01 / ST02_01 - Rethinking the Responsible Corporation: Bridging Management, Law & Purpose (co-sponsored B4S & CoGo SIGs)

Chair(s): Laura Muro

Paper Presentations:

2403 BOARD GENDER DIVERSITY AND SUSTAINABLE VALUE CREATION: THE MODERATING ROLE OF NATIONAL INSTITUTIONAL ENVIRONMENTS

Youngbin Joo LEEDS UNIVERSITY BUSINESS SCHOOL, UNIVERSITY OF LEEDS
Jatinder Sidhu UNIVERSITY OF LEEDS

TRACK SESSIONS PER DAY

3172 **DECISION-MAKING PROCESSES FOR SUSTAINABILITY IN SMES: A NEW THEORETICAL FRAMEWORK**

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| Flavia Cau | UNIVERSITÀ CATTOLICA DEL SACRO CUORE |
| Marco Minciullo | UNIVERSITÀ CATTOLICA DEL SACRO CUORE |
| Vittorio Capitani | UNIVERSITÀ CATTOLICA DEL SACRO CUORE |

2335 **STRONG SUSTAINABILITY CHALLENGES: INTERRELATION BETWEEN DESIGN PROCESS AND USER'S BEHAVIOUR AND IMPACT OF REBOUND EFFECTS. PROPOSAL OF A THEORETICAL FRAMEWORK.**

| | |
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| Laure Lavorata | UNIVERSITY OF PARIS NANTERRE |
| Mélissa Escobar | MINES ST ETIENNE |
| Luis Miguel Lopez Santiago | UTT |
| Tatiana Reyes | UTT |
| Valérie Laforest | MINES ST ETIENNE |

Artificial intelligence in projects (09:00 - 10:30) - D4 Building - D4/107

Track: T10_04 - Transforming Project Management: Embracing Agility, Digitalization, and Artificial Intelligence

Chair(s): Hila Chalutz-Ben Gal

Discussant(s): Amin Tabassi, Rizwan Ahmad

Paper Presentations:

2686 **LEVERAGING ARTIFICIAL INTELLIGENCE FOR ENHANCED DECISION-MAKING IN PROJECT MANAGEMENT: BALANCING EFFICIENCY, ETHICS, AND HUMAN JUDGEMENT**

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| Amin Akhavan Tabassi | FACULTY OF BUSINESS AND LAW, MANCHESTER METROPOLITAN UNIVERSITY |
| Seyed Alireza Mousavi | MANCHESTER METROPOLITAN UNIVERSITY |
| Ambi Ambituuni | BIRMINGHAM BUSINESS SCHOOL. UNIVERSITY OF BIRMINGHAM, BIRMINGHAM, UK |

3325 **GENERATIVE AI AND INNOVATION: THE ROLE OF ORGANIZATIONAL LEARNING, CREATIVITY, AND ABSORPTIVE CAPACITY IN PROJECT PERFORMANCE**

| | |
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| Rizwan Ahmad | CA' FOSCARI UNIVERSITY OF VENICE, ITALY |
| Shazia Nauman | RIPHAH INTERNATIONAL UNIVERSITY |
| Roksana Jahan Tumpa | CQUNIVERSITY AUSTRALIA |

2496 **ARTIFICIAL INTELLIGENCE ADOPTION AND IMPACT IN PROJECT MANAGEMENT: DOMAIN-SPECIFIC VARIATIONS AND INSIGHTS FROM KAZAKHSTAN**

| | |
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| Diana Serikbay | KAZAKH-BRITISH TECHNICAL UNIVERSITY |
| Assel Kozhakhmetova | KAZAKH-BRITISH TECHNICAL UNIVERSITY |
| Assel Jumasseitova | KAZAKH-BRITISH TECHNICAL UNIVERSITY |

TRACK SESSIONS PER DAY

Business Model Innovation and Social Impact (09:00 - 10:30) - D6 Building - D6/007

Track: ST03_01 / ST06_01/ST13_01 - Business Model - Strategy, Innovation, and Entrepreneurial Venturing (co-sponsored ENT / INNO / SM SIGs)

Chair(s): Kristel Miller

Paper Presentations:

1403 LEVERAGING BUSINESS MODEL INNOVATION TO EMPOWER RURAL FEMALE ENTREPRENEURS

| | |
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| Eileen Lara | UNIVERSITY OF WUPPERTAL |
| Tonny Kukeera | THE UNIVERSITY OF MANCHESTER |

2127 RECONFIGURING UNIVERSITY BUSINESS MODELS: A CONTINGENCY PERSPECTIVE ON SOCIAL IMPACT

| | |
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| James Cunningham | NEWCASTLE UNIVERSITY |
| Erik Lehmann | UNIVERSITY OF AUGSBURG |
| Matthias Menter | FRIEDRICH SCHILLER UNIVERSITY JENA |
| Emilie Neye | FRIEDRICH SCHILLER UNIVERSITY |
| Richard Nyuur | |
| Felix Starke | FRIEDRICH-SCHILLER-UNIVERSITÄT JENA |

3243 THE ROLE OF ACTIVE INNOVATION RESISTANCE IN BUSINESS MODEL INNOVATION ADOPTION: A SCENARIO-BASED EXPERIMENT

| | |
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| Pascal Breitenmoser | UNIVERSITY OF KASSEL |
| Leonie Mueller | UNIVERSITY OF KASSEL |
| Patrick Spieth | UNIVERSITY OF KASSEL |

2076 A CONTEXTUAL VIEW OF MORAL LEGITIMATING DISRUPTIVE INNOVATION: A QUALITATIVE META-ANALYSIS

| | |
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| Meiju Fei | THE UNIVERSITY OF WESTERN AUSTRALIA |
| Daniel Schepis | UWA |
| Sebastian van Doorn | THE UNIVERSITY OF WESTERN AUSTRALIA |

Circular Transition & Policy Innovations (09:00 - 10:30) - D6 Building - D6/006

Track: ST06_05 - Innovation for Sustainability, Circularity and Green-tech

Chair(s): Maryse Chappin, Klaus Fichter

Discussant(s): Robert Burkhardt, Léa Barbaut

Paper Presentations:

2676 THE ROLE OF SHAREHOLDER OWNERSHIP AND CLIMATE GOVERNANCE IN ADVANCING ENVIRONMENTAL INNOVATION

| | |
|-------------------|---------------------------------|
| Kathrin Bärnklaue | RWTH AACHEN UNIVERSITY, GERMANY |
| Andrea Greven | RWTH AACHEN UNIVERSITY |

2924 THE IMPACT OF THE GERMAN PACKAGING ACT ON PACKAGING-AS-A-SERVICE SYSTEMS: A FIELD DATA ANALYSIS

| | |
|------------------|--------------------------------|
| Robert Burkhardt | TECHNICAL UNIVERSITY OF MUNICH |
| Alwine Mohnen | TECHNICAL UNIVERSITY OF MUNICH |

TRACK SESSIONS PER DAY

3348 **TRANSITIONING TOWARDS SUSTAINABILITY: THE EMERGENCE AND TRANSFORMATION OF BUSINESS MODELS IN FRANCE'S PLASTIC PACKAGING INDUSTRY**

| | |
|------------------------|---|
| Léa Barbaut | IAELYON SCHOOL OF MANAGEMENT LABORATOIRE DE RECHERCHE MAGELLAN UNIVERSITÉ JEAN MOULIN LYON 3 |
| Valerie Revest-Arliaud | IAELYON SCHOOL OF MANAGEMENT MAGELLAN RESEARCH LABORATORY JEAN MOULIN UNIVERSITY LYON 3 |
| Hervé Goy | IAELYON SCHOOL OF MANAGEMENT MAGELLAN RESEARCH LABORATORY JEAN MOULIN UNIVERSITY LYON 3 |

Connecting, Engaging and Empowering Leaders (09:00 - 10:30) - C9 Building - C9/009

Track: ST09_03 - Leadership

Chair(s): Martin Senderovitz

Paper Presentations:

1381 **ENGAGING LEADERSHIP AND PHYSICIANS' WELL-BEING: A MODERATED-MEDIATION MODEL**

| | |
|------------------------|-------------------------|
| Andres Salas-Vallina | UNIVERSITAT DE VALÈNCIA |
| Alma Rodríguez-Sánchez | UNIVERSITAT JAUME I |
| Juani Swart | UNIVERSITY OF BATH |

1615 **EMPOWERING LEADERSHIP AND MIDDLE MANAGERS: DRIVING SUSTAINABLE INNOVATION**

| | |
|--------------------|---|
| Sylvia Rohlfer | IMC UNIVERSITY OF APPLIED SCIENCES KREMS |
| Abderrahman Hassi | AL AKHAWAYN UNIVERSITY |
| Simon Jebsen | UNIVERSITY OF SOUTHERN DENMARK |
| Martin Senderovitz | ZEALAND, ACADEMY OF TECHNOLOGIES AND BUSINESS |

2642 **TWIN TRANSITIONS, ONE SOLUTION: THE RISE OF CONNECTIVE LEADERSHIP TO NAVIGATE STRATEGIC CHANGE**

| | |
|-------------------|------------------------------|
| Federico Ceschel | UNIVERSITY OF ROME TRE |
| Chiara Bartoli | LUISS GUIDO CARLI UNIVERSITY |
| Lorenza Gerardi | LUISS GUIDO CARLI UNIVERSITY |
| Lucia Marchegiani | ROMA TRE UNIVERSITY |
| Federica Brunetta | LUISS GUIDO CARLI UNIVERSITY |

Consumer Behavior (09:00 - 10:30) - D6 Building - D6/106

Track: GT13_00 - Strategic Management General Track

Chair(s): Robert Weech-Maldonado

Discussant(s): Mariachiara Colucci

Paper Presentations:

3544 **EVOLVING TRENDS IN ORGANIC FOOD CONSUMPTION: A PRISMA-BASED ANALYSIS OF TRENDS AND FUTURE DIRECTIONS**

| | |
|---------------------|---|
| Perna Arora | LM THAPAR SCHOOL OF MANAGEMENT, DERABASSI, PUNJAB |
| Manjot Singh Bhatia | THAPAR INSTITUTE OF ENGINEERING AND TECHNOLOGY, LM THAPAR SCHOOL OF MANAGEMENT, PUNJAB |
| Dr. Sandeep Goyal | LM THAPAR SCHOOL OF MANAGEMENT, DERABASSI, PUNJAB |

TRACK SESSIONS PER DAY

3151 THE TASTE OF CHOICE: UNPACKING ITALIAN CONSUMERS' PREFERENCES FOR TABLE GRAPES

| | |
|--------------------|---|
| Annunziata Tarulli | LUM - LIBERA UNIVERSITÀ MEDITERRANEA |
| Chiara Colamartino | LUM LIBERA UNIVERSITÀ MEDITERRANEA - GIUSEPPE DEGENNARO |
| Domenico Morrone | LUM U. |
| Raffaele Silvestri | UNIVERSITY OF FOGGIA |

3179 REDEFINING COMPETITIVE LANDSCAPES- A SYSTEMIC COMPETITION VIEW FROM THE ICT INDUSTRY

| | |
|-------------|-----------------------------------|
| Ke Rong | TSINGHUA UNIVERSITY |
| Xinwei Shi | DURHAM UNIVERSITY BUSINESS SCHOOL |
| Victor Cui | UNIVERSITY OF WATERLOO |
| Wenwei Chen | UNIVERSITY OF GLASGOW |

Corporate Misconduct, Irresponsibility, and Reputation (09:00 - 10:30) - D4 Building - D4/104

Track: GT01_00 - Business for Society General Track

Chair(s): Lucia Michela Daniele

Discussant(s): Tomáš Kincl

Paper Presentations:

1819 CSR IN THE FACE OF CRISIS: EXAMINING THE ROLE OF CSR ACTIVITIES FOR REPUTATIONAL REPAIR

| | |
|-------------------|---|
| Jule Holmer | FRIEDRICH-ALEXANDER-UNIVERSITÄT ERLANGEN-NÜRNBERG |
| Verena Hossnofsky | UNIVERSITY OF ERLANGEN-NUREMBERG |
| Sebastian Junge | UNIVERSITY OF ERLANGEN-NUREMBERG |

2532 EXPLORING ESG CONTROVERSIES: THE ROLE OF CORPORATE GOVERNANCE MECHANISM, ECONOMIC PERFORMANCE, AND LEGAL SYSTEMS.

| | |
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| Salvatore Esposito De Falco | SAPIENZA UNIVERSITY OF ROME |
| Nicola Cucari | SAPIENZA UNIVERSITY OF ROME |
| Estelina Dalipi | LA SAPIENZA - DEPARTMENT OF MANAGEMENT |
| Giacinto Coniglio | LA SAPIENZA - DEPARTMENT OF MANAGEMENT |

2333 ARE YOUNG FIRMS USING CORRUPTION TO PAVE THEIR WAY INTO INTERNATIONAL MARKETS?

| | |
|------------------|---|
| Ramona Stampfli | UNIVERSITY OF APPLIED SCIENCES OF THE GRISONS |
| Christian Hauser | SWISS MANAGEMENT CENTRE |

Culture measurement (09:00 - 10:30) - D5 Building - D5/012

Track: ST11_03 - Management and governance of culture, heritage and tourism

Chair(s): Lorenzo Mizzau

Paper Presentations:

2453 MISSION (IM-)POSSIBLE? EMPIRICAL EVIDENCE ON THE SUSTAINABILITY ORIENTATION OF SWISS MUSEUMS

| | |
|-------------------|--|
| Marie Hanke | ZHAW |
| Pascal Horni | ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES, SCHOOL OF MANAGEMENT AND LAW |
| Fabienne Schmidli | CENTER FOR ARTS MANAGEMENT, ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES |

TRACK SESSIONS PER DAY

2240 IN SEARCH OF A SECTOR-SPECIFIC SUSTAINABILITY STANDARD FOR CULTURAL ORGANIZATIONS: A DIFFRACTIVE ANALYSIS AND SENSE-MAKING APPROACH

Malgorzata Cwikla ZHAW
Leticia Labaronne ZHAW ZURICH UNIVERSITY OF APPLIED SCIENCES, SCHOOL OF
MANAGEMENT AND LAW, CENTER FOR ARTS MANAGEMENT

2197 MEASURING TOURISM SUSTAINABILITY IN ITALIAN CAPITALS OF CULTURE: A PILOT STUDY

Michela Magliacani UNIVERSITÀ DEGLI STUDI DI PAVIA
Valentina Toscano UNIVERSITY OF MILANO-BICOCCA

Digital innovation - AI (session C) (09:00 - 10:30) - D6 Building - D6/005

Track: ST06_03 - Digital Innovation: Strategies, Competencies, Theories, and Practice

Chair(s): David Versailles

Discussant(s): David Versailles

Paper Presentations:

1820 AI CASES' IMPLICATIONS FOR THE TALENT MANAGEMENT OF DIGITAL LEADERS

Nicole Böhmer OSNABRÜCK UNIVERSITY OF APPLIED SCIENCES
Heike Schinnenburg OSNABRÜCK UNIVERSITY OF APPLIED SCIENCES

2117 RADICAL INNOVATION IN THE DIGITAL AGE: UNVEILING THE INVERTED U-SHAPE IN DIGITIZATION USING A NEURAL NETWORK APPROACH

Thorsten Schlüter LEIBNIZ UNIVERSITÄT HANNOVER
Thomas Schäper UNIVERSITY OF MÜNSTER
Johann Nils Foege LEIBNIZ UNIVERSITY HANNOVER

2741 BARRIERS AND ENABLERS TO IMPLEMENTING AI IN ORGANIZATIONS: A SYSTEMATIC LITERATURE REVIEW

Alae Ajraoui NTNU
Nhien Nguyen NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU)
Alf Steinar Sætre NTNU
Patrick Mikalef NTNU

Diversity and performance (09:00 - 10:30) - D5 Building - D5/002

Track: ST05_02 - Diversity issues in cultural context

Discussant(s): Henriett Primecz

Paper Presentations:

1422 NAVIGATING CONTEXTUAL DIFFERENCES: COMMUNICATION ADAPTATION AND ITS IMPACT IN WORKPLACE PERFORMANCE

Shanshan Liu STANFORD UNIVERSITY
Carla Colina STANFORD UNIVERSITY

TRACK SESSIONS PER DAY

Ecosystems of Innovation - Session C - Thematic and sectoral focus (09:00 - 10:30) - D6 Building - D6/104

Track: T06_14 - Innovation ecosystems and platforms: Emergence, construction, and persistence

Chair(s): Valerie Merindol

Discussant(s): Valerie Merindol

Paper Presentations:

3599 CAVEAT EMPTOR: COST SURGE IN THE DEFENSE INDUSTRIES – A QUESTION OF ECOSYSTEM ALIGNMENT AS A PROCESS?

Paul Coupet

SKEMA BUSINESS SCHOOL / EUROGROUP CONSULTING

Ludovic Dibiaggio

SKEMA BUSINESS SCHOOL

2440 SUSTAINABLE URBAN FUTURES: CURRENT EMPIRICAL EVIDENCE ON URBAN PRODUCTION ECOSYSTEMS

Erik Treppo

POLITECNICO DI MILANO

Filomena Canterino

POLITECNICO DI MILANO

Raffaella Cagliano

DIP. ING. GESTIONALE POLITECNICO DI MILANO

3359 INNOVATION ECOSYSTEMS TO TACKLE GRAND CHALLENGES: A CONFIGURATIONAL ANALYSIS OF MULTIDIMENSIONAL VALUE CREATION

Luca Vadacca

UNIVERSITY OF TWENTE

Marc van den Berg

UNIVERSITY OF TWENTE

Leentje Volker

UNIVERSITY OF TWENTE

Entrepreneurship and Founders (09:00 - 10:30) - D4 Building - D4/005

Track: ST03_04 - Entrepreneurial Finance

Chair(s): Patrick-Peter Herold

Discussant(s): Patrick-Peter Herold, Joao Cotter Salvado

Paper Presentations:

1537 THE POWER OF NAMES: ANTECEDENTS AND CONSEQUENCES OF EPONYMY IN NECESSITY ENTREPRENEURIAL FUNDING

Joao Cotter Salvado

CATOLICA LISBON SCHOOL OF BUSINESS AND ECONOMICS

1864 INVESTOR'S BIAS IN THE FUNDING OF WOMEN VENTURES – A QUALITATIVE NARRATIVE ENQUIRY USING LIWC

Kashika Sud

MASTERS' UNION SCHOOL OF BUSINESS

Neharika Vohra

INDIAN INSTITUTE OF MANAGEMENT, AHMEDABAD

2685 THE SPECIAL ONES? HOW NARCISSISTIC FOUNDERS INFLUENCE SERIES A FUNDING OUTCOMES

Patrick-Peter Herold

FRIEDRICH-ALEXANDER-UNIVERSITÄT ERLANGEN-NÜRNBERG

Verena Hossnofsky

UNIVERSITY OF ERLANGEN-NUREMBERG

Franziska Schlichte

FRIEDRICH-ALEXANDER-UNIVERSITY ERLANGEN-NUREMBERG

Sebastian Junge

UNIVERSITY OF ERLANGEN-NUREMBERG

TRACK SESSIONS PER DAY

Entrepreneurship and social purpose (09:00 - 10:30) - D4 Building - D4/113

Track: T01_10 - Toward Humanistic Management: Purpose-Driven Companies, Circular Business Models and Community-based Ecosystems

Chair(s): Marcus Ho

Paper Presentations:

2712 EXPLORING THE DEVELOPMENT OF ENTREPRENEURIAL COMPETENCIES IN SOCIAL ENTERPRISES
Faisal Aljuhani UNIVERSITY OF NOTTINGHAM

1133 WHO WILL TAKE CARE OF YOU AS YOU AGE? CARING HRM IN NEW ZEALAND EXPORT MANUFACTURING.
Marcus Ho AUCKLAND UNIVERSITY OF TECHNOLOGY
Peter McGhee AUCKLAND UNIVERSITY OF TECHNOLOGY
Estelle Curd AUCKLAND UNIVERSITY OF TECHNOLOGY

1098 THE FIVE DIMENSIONS OF ENTREPRENEURIAL AUTHENTICITY AND ITS IMPACT ON SME VALUE CREATION
Rinat Burg ARIEL UNIVERSITY
Galit Klein ARIEL UNIVERSITY
Shalom Levy ARIEL UNIVERSITY

Environment and Organizational Factors Impacting the Delivery of Healthcare (09:00 - 10:30) - D5 Building - D5/114

Track: ST11_02 - Healthcare Management Research

Chair(s): Syrielle Zouakh

Paper Presentations:

1479 THE ASSOCIATION OF ENVIRONMENT AND ORGANIZATIONAL FACTORS AND COMMUNITY COLLABORATION TO ADDRESS SOCIAL DETERMINANTS OF HEALTH
Ishwari Venkataraman THE UNIVERSITY OF ALABAMA AT BIRMINGHAM
Kristine Hearld UAB
Allyson Hall UNIVERSITY OF ALABAMA AT BIRMINGHAM
Christy Harris Lemak UNIVERSITY OF ALABAMA AT BIRMINGHAM
Nancy Borkowski UNIVERSITY OF ALABAMA AT BIRMINGHAM

2978 INTERNAL AND EXTERNAL PERFORMANCE DRIVERS IN ONCOLOGY NETWORKS
Denita Cepiku UNIVERSITY OF ROME TOR VERGATA
Marco Mastrodascio LUMSA UNIVERSITY
Angelica Zazzera SDA BOCCONI SCHOOL OF MANAGEMENT
Giorgia Zappia UNIVERSITY OF ROME TOR VERGATA

TRACK SESSIONS PER DAY

1868 MACRO, MESO, AND MICRO INFLUENCES OF PRESCRIPTION PRACTICES: A SYSTEMATIC REVIEW AND META-ANALYSIS
 Giaele Moretti LABORATORIO MANAGEMENT E SANITÀ, SCUOLA SUPERIORE SANT'ANNA
 Francesca Ferrè UNIVERSITÀ DEGLI STUDI DI MILANO
 Alma Martelli UNIVERSITY OF PISA
 Paola Cantarelli SCUOLA SUPERIORE SANT'ANNA

1283 THE DUALITY OF CONNECTEDNESS: THE ROLE OF COMMUNITY CONNECTEDNESS IN RECOVERING FROM COLLECTIVE TRAUMA
 Galy Binyamin ARIEL UNIVERSITY
 Inbal Slapak THE SCHOOL OF PUBLIC HEALTH FACULTY OF MEDICINE TEL-AVIV UNIVERSITY

Environmental Performance: Organizational risk, culture & dynamic capabilities (09:00 - 10:30) - D4 Building - D4/001

Track: GT01_00 - Business for Society General Track

Chair(s): Nicola Varrone

Discussant(s): LUCIANA VIEIRA, Maria Coscia

Paper Presentations:

1268 PRUDENCE RISK CULTURE: DOES IT INFLUENCE EFFECTIVE ENVIRONMENTAL SUSTAINABILITY STRATEGIES?
 Max Chipulu EDINBURGH NAPIER UNIVERSITY
 Udi Ojiako UNIVERSITY OF STRATHCLYDE, UNITED KINGDOM
 Nicholas Vasilakos UNIVERSITY OF EAST ANGLIA
 Tony Abdoush BOURNEMOUTH UNIVERSITY

1778 OPERATIONAL AGILITY AND ENVIRONMENTAL SUSTAINABILITY IN SUPPLY CHAINS: COMPARING SUBSIDIARIES OF DEVELOPED COUNTRY MNES, EMERGING COUNTRY MNES, AND INDIGENOUS FIRMS IN TURKEY
 Abderaouf Bouguerra UNIVERSITY OF SURREY
 Sun Lee UNIVERSITY OF SURREY
 Ekrem Tatoglu GULF UNIVERSITY FOR SCIENCE & TECHNOLOGY

2753 ARE DYNAMIC CAPABILITIES A SOURCE OF GREEN COMPETITIVE ADVANTAGE? EXPLORING THE ROLE OF MANAGERIAL COMMITMENT AND GREEN SHARED VISION IN ENERGY SECTOR SMES
 Anna Chwiłkowska-Kubala POZNAŃ UNIVERSITY OF ECONOMICS AND BUSINESS
 Szymon Cyfert POZNAŃ UNIVERSTIY OF ECONOMICS AND BUSINESS
 Kamila Malewska POZNAŃ UNIVERSITY OF ECONOMICS AND BUSINESS
 Michał Chomicki POZNAŃ UNIVERSITY OF ECONOMICS AND BUSINESS

TRACK SESSIONS PER DAY

Gender and (In)equalities in the Workplace (09:00 - 10:30) - D6 Building - D6/018

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

Chair(s): Victoria Opara

Discussant(s): VICTORIA BROWNING

Paper Presentations:

1387 THE IMPACT OF WOMEN IN LEADERSHIP ON GENDER EQUALITY INITIATIVES: THE MODERATING EFFECT OF CEO GENDER

| | |
|-----------------|--|
| Muhammad Ali | QUEENSLAND UNIVERSITY OF TECHNOLOGY |
| Marzena Baker | AUSTRALIAN CATHOLIC UNIVERSITY |
| Mirit Grabarski | LAKEHEAD UNIVERSITY |
| Alison Konrad | IVEY BUSINESS SCHOOL AT WESTERN UNIVERSITY |

1388 THE IMPACT OF LEADERSHIP GENDER DIVERSITY ON PAY EQUITY PRACTICES AND FINANCIAL PERFORMANCE

| | |
|-----------------|--|
| Muhammad Ali | QUEENSLAND UNIVERSITY OF TECHNOLOGY |
| Marzena Baker | AUSTRALIAN CATHOLIC UNIVERSITY |
| Mirit Grabarski | LAKEHEAD UNIVERSITY |
| Alison Konrad | IVEY BUSINESS SCHOOL AT WESTERN UNIVERSITY |

3103 SILENT BARRIERS TO GENDER EQUALITY IN PAKISTAN'S DEVELOPMENT SECTOR: A CASE STUDY OF WORKING WOMEN IN PESHAWAR

| | |
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| Hamza Khan | LAHORE UNIVERSITY OF MANAGEMENT SCIENCES |
| Faiza Ali | LAHORE UNIVERSITY OF MANAGEMENT SCIENCES |

1080 BEYOND THE BINARY: UNVEILING WORKPLACE INEQUALITIES FOR NON-BINARY INDIVIDUALS

| | |
|----------------|-------------------------|
| Clotilde Coron | UNIVERSITY PARIS SACLAY |
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Gender in the Evolving Workplace: Feedback, Flexibility, and Digital Transformation (09:00 - 10:30) - D6 Building - D6/114

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

Chair(s): Beatrice Re

Discussant(s): Anthony Rafferty, Itziar Ramirez

Paper Presentations:

2074 MANAGERS' EVALUATIONS OF FLEXIBLE WORK IDIOSYNCRATIC DEALS: THE IMPACT OF REQUEST TYPE AND REQUESTER GENDER

| | |
|-------------------|---|
| Melissa Wheeler | RMIT UNIVERSITY |
| Asanka Gunasekara | ROYAL MELBOURNE INSTITUTE OF TECHNOLOGY |
| Lindsie Arthur | THE UNIVERSITY OF MELBOURNE |
| Anne Bardeel | SWINBURNE UNIVERSITY OF TECHNOLOGY |

2093 THE EFFECTS OF WORKPLACE DIGITALIZATION ON GENDER EQUALITY – A SYSTEMATIC LITERATURE REVIEW

| | |
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| Tran Duyen Phu Nguyen | IAE PARIS-SORBONNE, UNIVERSITÉ PARIS 1 PANTHÉON-SORBONNE |
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TRACK SESSIONS PER DAY

3578 FEEDBACK FREQUENCY AND CREATIVITY: THE ROLE OF GENDER

| | |
|---------------------|-------------------|
| Paula Nicole Kudwin | KASSEL UNIVERSITY |
| Diana Bedrinana | KASSEL UNIVERSITY |
| Pascal Nevries | KASSEL UNIVERSITY |

General Track Session 4 (09:00 - 10:30) - D4 Building - D4/004

Track: GT03_00 - Entrepreneurship General Track

Chair(s): Damiano Petrolo

Discussant(s): Lucrezia Songini, Francesco Russo

Paper Presentations:

1480 THE NICHE MARKET LEADER VISIBILITY INDEX: WHO ARE THE NON-HIDDEN CHAMPIONS?

| | |
|----------------------|---|
| Erik Lehmann | UNIVERSITY OF AUGSBURG |
| Julian Schenkenhofer | WHU - OTTO BEISHEIM SCHOOL OF MANAGEMENT |
| Silvio Vismara | UNIVERSITY OF BERGAMO AND UNIVERSITY OF GHENT |

3143 CORPORATE PURPOSE: DOES FAMILY BUSINESS MATTER?

| | |
|------------------|-----------------------------------|
| Paola Vola | UNIVERSITY OF EASTERN PIEDMONT |
| Tooleni Gosbert | UNIVERSITÀ DEL PIEMONTE ORIENTALE |
| Lucrezia Songini | EASTERN PIEDMONT UNIVERSITY |
| Chiara Morelli | UNIVERSITY OF EASTERN PIEDMONT |

3597 OMNICHANNEL STRATEGY: A FUZZY-TISM METHODOLOGY TO STUDY THE KEY STRATEGIC DIMENSIONS

| | |
|-----------------|---|
| Francesco Russo | UNIVERSITY OF CATANIA |
| Marco Romano | UNIVERSITY OF CATANIA |
| Vijay Pereira | GROWTH, PRODUCTIVITY & ENTREPRENEURSHIP CENTRE OF EXCELLENCE (GPEC-X), LONDON, UK |

GT1 Internationalisation and sustainability (09:00 - 10:30) - D5 Building - D5/008

Track: GT07_00 - International Management General Track

Chair(s): Rasha Sabah

Discussant(s): Yi-Jung Hsu, Rasha Sabah

Paper Presentations:

1226 DEPTH OR BREADTH? HOW DO MULTINATIONAL ENTERPRISES' INTERNATIONAL STRATEGIES IMPROVE HOME-COUNTRY ENVIRONMENTAL PERFORMANCE?

| | |
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| Yi-Jung Hsu | NATIONAL CHUNG HSING UNIVERSITY |
| Yu-Ching Chiao | DEPARTMENT OF BUSINESS ADMINISTRATION, NATIONAL CHUNG HSING UNIVERSITY |
| Man-Ling Chang | NATIONAL CHUNG HSING UNIVERSITY |
| Chun-Chien Lin | NATIONAL CHIN-YI UNIVERSITY OF TECHNOLOGY |
| Yi-Sheng Lin | NATIONAL CHUNG HSING UNIVERSITY |

TRACK SESSIONS PER DAY

1818 INTERPLAY BETWEEN INTERNATIONALISATION AND SUSTAINABLE SUPPLY CHAIN MANAGEMENT AMONGST UK SMES

| | |
|--------------|---------------------------|
| Hang Do | UNIVERSITY OF SOUTHAMPTON |
| Shuangqi Yan | UNIVERSITY OF SOUTHAMPTON |
| Yu Gong | UNIVERSITY OF SOUTHAMPTON |

2640 AN INSTITUTIONAL APPROACH TO THE ASSOCIATION BETWEEN ENVIRONMENTAL SUSTAINABILITY AND GEOGRAPHIC INTERNATIONAL DIVERSIFICATION BY EMERGING MARKET FIRMS: MODERATING EFFECT OF HOME COUNTRY CORRUPTION

| | |
|--------------------------|-----------------------|
| Rasha Sabah | UNIVERSITY OF GRANADA |
| Gozal Ahmadova | UNIVERSITY OF GRANADA |
| Javier Aguilera-Caracuel | UNIVERSITY OF GRANADA |
| Jaime Villegas | UNIVERSITY OF CADIZ |

Innovation General Track 7: Legitimacy and Sectoral Value Creation (09:00 - 10:30) - D6 Building - D6/004

Track: GT06_00 - Innovation General Track

Chair(s): Hannah Altenburg

Paper Presentations:

3183 A STUDY TO MAP THE DYNAMICS OF HYDROGEN FUELLED VEHICLES ADOPTION FOR FREIGHT TRANSPORTATION

| | |
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| Vipulesh Shardeo | FORE SCHOOL OF MANAGEMENT, DELHI, INDIA |
| Anchal Patil | INTERNATIONAL MANAGEMENT INSTITUTE NEW DELHI, NEW DELHI, INDIA |
| Ashish Dwivedi | JINDAL GLOBAL BUSINESS SCHOOL, O.P. JINDAL GLOBAL (INSTITUTION OF EMINENCE DEEMED TO BE UNIVERSITY), SONIPAT |

Innovation in Social and Sustainable Entrepreneurship (09:00 - 10:30) - D4 Building - D4/101

Track: ST03_06 - Social and Sustainable Entrepreneurship

Chair(s): Thomas Neumann

Paper Presentations:

2042 FOSTERING SOCIAL INNOVATION AND SOCIAL ENTREPRENEURSHIP THROUGH PUBLIC POLICY: INSIGHTS FROM THE PORTUGUESE EXPERIENCE

| | |
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| Pedro Verga Matos | UNIVERSIDADE DE LISBOA, ISEG - LISBON SCHOOL OF ECONOMICS & MANAGEMENT |
| Tania Christopoulos | UNIVERSITY OF SAO PAULO |

1926 HOW SUSTAINABLE BUSINESS MODEL INNOVATION DRIVES THE PURSUIT OF PERFORMANCE: A MULTIPLE CASE STUDY IN THE AGRI-FOOD INDUSTRY

| | |
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| Paolo Di Toma | UNIVERSITY OF MODENA AND REGGIO EMILIA |
| Francesca Cesaroni | UNIVERSITY OF URBINO CARLO BO |
| Annalisa Sentuti | UNIVERSITY OF URBINO CARLO BO |
| Cecilia Correggi | UNIVERSITY OF MODENA AND REGGIO EMILIA - FONDAZIONE MARCO BIAGI |

TRACK SESSIONS PER DAY

1457 THE EMERGING ROLES OF GENERATIVE ARTIFICIAL INTELLIGENCE IN SUSTAINABLE ENTREPRENEURSHIP

Jeanine Kirchner-Krath
Thomas Neumann
Mario Schaarschmidt
Benedikt Morschheuser

FRIEDRICH-ALEXANDER UNIVERSITY OF ERLANGEN-NUREMBERG
BORDERSTEP INSTITUTE
UNIVERSITY OF DUISBURG-ESSEN
FRIEDRICH-ALEXANDER UNIVERSITY OF ERLANGEN-NUREMBERG

Institutional Dynamics and Transformation (09:00 - 10:30) - D4 Building - D4/106

Track: ST12_01 - Actors, Systems, and Coevolution: Methods and Perspectives for a Complex World

Chair(s): Virva Salmivaara

Paper Presentations:

2010 MANAGING DISSENT: INSTITUTIONAL CONTROL AND POLITICAL DISCOURSE POLARIZATION IN HYBRID REGIMES

Diego Ravenda
Abbey WALUSIMBI
Michele Giuranno

TBS EDUCATION
UNIVERSITÀ DEL SALENTO
UNIVERSITY OF SALENTO

2939 ESCAPING FROM SCIENTIFIC PERIPHERY? FUNDING ASYMMETRY AS ENABLING MECHANISM, AND POLICY IMPLICATIONS

Marek Szarucki
Oskar Kosch
Jim McKinley
Justyna Bugaj
Radosław Rybkowski

KRAKOW UNIVERSITY OF ECONOMICS
KRAKOW UNIVERSITY OF ECONOMICS
UNIVERSITY COLLEGE LONDON
KRAKOW UNIVERSITY OF ECONOMICS
JAGIELLONIAN UNIVERSITY

2387 TEXTUAL ANALYSIS IN ACCOUNTING AND FINANCE: A REVIEW AND FUTURE DIRECTION FOR HYBRID MODEL

Anh Tuan Nguyen
Maggie Qiuzhu Mei

GRENOBLE ECOLDE DE MANAGEMENT
GRENOBLE ECOLE DE MANAGEMENT

Internationalizing with purpose2 (09:00 - 10:30) - D15 Building - D15/004

Track: T14_02 - Internationalizing with purpose

Discussant(s): Matilde Milanesi

Paper Presentations:

1874 INTERNATIONALIZATION AND ACTIVIST ENTREPRENEURSHIP: FINDINGS FROM CASE STUDIES

Giulia Monteverde
Andrea Runfola
Simone Guercini

UNIVERSITY OF FLORENCE
FULL PROFESSOR, UNIVERSITY OF PERUGIA, DEPARTMENT OF ECONOMICS
UNIVERSITY OF FLORENCE

TRACK SESSIONS PER DAY

2184 BEHAVIORAL MECHANISMS AND MANAGEMENT LEVERS TO IMPROVE PRESCRIBING: A SYSTEMATIC LITERATURE REVIEW AND WAY FORWARD IN A MULTI-COUNTRY CONTEXT

| | |
|------------------|--------------------------------------|
| Paola Cantarelli | SCUOLA SUPERIORE SANT'ANNA |
| Matilde Milanese | UNIVERSITY OF FLORENCE |
| Andrea Piazzoli | SANT'ANNA SCHOOL OF ADVANCED STUDIES |
| Gerta Luga | UNIVERSITÀ DEGLI STUDI DI FIRENZE |
| Nicola Belle | SCUOLA SUPERIORE SANT'ANNA |
| Simone Guercini | UNIVERSITY OF FLORENCE |

2723 INTERNATIONALIZING THROUGH PURPOSE: THE CASE OF A WORKER BUYOUT COOPERATIVE

| | |
|-------------------|---|
| Luciano Fratocchi | DEPARTMENT OF INDUSTRIAL AND INFORMATION ENGINEERING AND ECONOMICS, UNIVERSITY OF L'AQUILA AQ |
| Antonio Picciotti | DEPARTMENT OF ECONOMICS, UNIVERSITY OF PERUGIA |

3303 SMES STRATEGIC COLLABORATIONS: AN EXPLORATION OF HMODA HOLDING

| | |
|-------------------|------------------------|
| Elena Cedrola | MACERATA UNIVERSITY |
| Marta Giovannetti | UNIVERSITÀ DI MACERATA |
| Alberto Zanutto | UNIVERSITÀ DI MACERATA |

M&As: Integration and Governance (09:00 - 10:30) - D6 Building - D6/111

Track: ST13_04 Mergers & Acquisitions and Divestitures: A Glimpse into the Future

Chair(s): Philippe Very

Discussant(s): Oleksandra Kochura

Paper Presentations:

1476 M&A UNDER STRESS: VIEWING ACQUISITION SUCCESS THROUGH A SYSTEM SUBJECT TO WEAR AND FAILURE

| | |
|--------------------------------|-----------------------------------|
| Elio Shijaku | UNIVERSITAT DE BARCELONA |
| Nathalie Marcela Ceron Hurtado | UNIVERSITAT AUTONOMA DE BARCELONA |
| David King | FLORIDA STATE UNIVERSITY |
| Florian Bauer | UNIVERSITY OF BRISTOL |

2381 THE DYNAMICS OF POST-ACQUISITION LEARNING: A TARGET-CENTRIC AND PROCESSUAL APPROACH

| | |
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| Jana Herbig | TOULOUSE SCHOOL OF MANAGEMENT |
| Carlos PLATA | TSM-RESEARCH, UNIVERSITY OF TOULOUSE CAPITOLE, CNRS |

2995 TOWARDS MULTIDIMENSIONAL FRAMEWORK IN POST-MERGER INTEGRATION RESEARCH, LINKING CORPORATE GOVERNANCE AND CORPORATE LIFE CYCLE: A LITERATURE REVIEW AND FUTURE RESEARCH AGENDA

| | |
|---------------------|--|
| Ieva Poderiene | ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS |
| Valdonė Darškuvienė | ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS |

TRACK SESSIONS PER DAY

Managing Time & Self (09:00 - 10:30) - C9 Building - C9/001

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Rya Ray

Discussant(s): Peter Grootveld

Paper Presentations:

1292 ARE YOU THE MASTER OF YOUR TIME? TRACING PATTERNED ATTENTIONAL STRATEGIES ACROSS TIME MANAGEMENT TASKS THROUGH EYE-TRACKING TECHNOLOGY

| | |
|-----------------------|-----------------------------------|
| Claire, Yuanyuan Wang | HONG KONG METROPOLITAN UNIVERSITY |
| Yujun Liu | LINGNAN UNIVERSITY |
| Nina Xie | LINGNAN UNIVERSITY |
| Haiting Jing | HONG KONG METROPOLITAN UNIVERSITY |

2293 MULTIPLE JOBHOLDING AND CONTEXTUAL PERFORMANCE IN FULL-TIME JOBS: EVIDENCE FOR ORGANISATIONS

| | |
|----------------|---|
| Rya Ray | JINDAL GLOBAL BUSINESS SCHOOL, O. P. JINDAL GLOBAL UNIVERSITY |
| Neharika Vohra | INDIAN INSTITUTE OF MANAGEMENT, AHMEDABAD |

3737 ADOPTING SELF-MANAGEMENT - A RATIONAL ACTION IN A HIGHLY INSTITUTIONALIZED ENVIRONMENT

| | |
|-----------------|--|
| Peter Grootveld | UNIVERSITY OF AMSTERDAM |
| Henk Volberda | AMSTERDAM BUSINESS SCHOOL, UNIVERSITY OF AMSTERDAM |

Organizational Culture, Innovation & Motivation (09:00 - 10:30) - C9 Building - C9/002

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Alvaro Espejo

Discussant(s): Manuela Paolini

Paper Presentations:

1445 ORGANIZATIONAL CULTURE IN TELEWORKING: A THEORETICAL FRAMEWORK FOR THE DEVELOPMENT OF PSYCHOLOGICAL BONDS

| | |
|-----------------|-------------------------------------|
| Valéria Furtado | UNIVERSIDADE FEDERAL DO CEARÁ - UFC |
| Ana Paula Pinho | FEDERAL UNIVERSITY OF CEARÁ |

3180 NAVIGATING THE DRIVERS OF DOCTOR-MANAGERS' INNOVATIVE WORK BEHAVIOUR: THE STRENGTH OF ORGANIZATIONAL IDENTIFICATION

| | |
|--------------------|--|
| Manuela Paolini | UNIVERSITY OF STUDIES OF L'AQUILA |
| Fausto Di Vincenzo | UNIVERSITY OF CHIETI PESCARA, G. D'ANNUNZIO |
| Domenico Raucci | DEPARTMENT OF ECONOMIC STUDIES - G.D'ANNUNZIO UNIVERSITY OF CHIETI-PESCARA |
| Federica Morandi | CATHOLIC UNIVERSITY OF SACRED HEART |

TRACK SESSIONS PER DAY

3362 INTEGRATIVE WORK MOTIVATION FRAMEWORK

Alvaro Espejo
Pablo Cardona

ESE BUSINESS SCHOOL, UNIVERSIDAD DE LOS ANDES
UNIVERSIDAD INTERNACIONAL DE LA RIOJA (UNIR)

Philosophical issues for creating social value (09:00 - 10:30) - D4 Building - D4/105

Track: ST01_05 - Philosophy for business ethics

Chair(s): Sara Lombardi

Paper Presentations:

1087 REIMAGINING MEGAPROJECTS: THE AESTHETIC SUBLIME AS A FRAMEWORK FOR SOCIAL VALUE CREATION

Federica De Molli

BI NORWEGIAN BUSINESS SCHOOL

3022 A DYNAMIC THEORY OF ENCOURAGING ORGANISATION

Clara Letierce

BURGUNDY SCHOOL OF BUSINESS

Matthieu Battistelli

UNIVERSITÉ SAVOIE MONT BLANC

Anne-Sophie Dubey

CNAM

Caroline Mattelin Pierrard

UNIVERSITÉ SAVOIE MONT BLANC

1285 RECOGNITION IN THE SHADOWS: CO-CREATING FUTURES IN MARGINALIZED SPACES

Sara Lombardi

UNIVERSITY OF FLORENCE

Deborah Gervasi

UNIVERSITY "KORE" OF ENNA

Guglielmo Faldetta

KORE UNIVERSITY OF ENNA

Lamberto Zollo

UNIVERSITY OF MILAN

Power Relations and Social Capital in Organizations (09:00 - 10:30) - C9 Building - C9/008

Track: T09_06 - Exploring power dynamics in modern-organizations: a multi-level approach

Chair(s): Batia Ben-Hador

Discussant(s): Petr Houdek

Paper Presentations:

1069 SOCIAL CAPITAL AS A MEANS OF COPING WITH PERCEIVED ORGANIZATIONAL POLITICS

Batia Ben-Hador

THE DEPT. OF ECONOMICS AND BUSINESS ADMINISTRATION, ARIEL UNIVERSITY

Tracy Hopkins

UNIVERSITY OF NOTRE DAME AUSTRALIA

Galit Klein

ARIEL UNIVERSITY

Yael Brender

DEPARTMENT OF ECONOMICS AND BUSINESS ADMINISTRATION ARIEL UNIVERSITY ISRAEL

1578 HANDING THE FISHING ROD: HOW STRUCTURAL POWER SHAPES THE TYPE OF HELP EMPLOYEES OFFER TO PEERS

Oneg Singer

TEL AVIV UNIVERSITY

Ilanit SimanTov-Nachlieli

TEL AVIV UNIVERSITY

Daniel Heller

TEL AVIV UNIVERSITY

TRACK SESSIONS PER DAY

2613 THE RELATION BETWEEN SKILLS AND KNOWLEDGE SHARING. EXPLAINING THE MEDIATING ROLE OF FEAR LOSING POWER

Adriana Apuzzo UNIVERSITY OF SALERNO
Mario Testa UNIVERSITY OF SALERNO

2373 FROM SOCIETAL NORMS TO ORGANIZATIONAL PRACTICE: THE POWER OF MISALIGNING FAIRNESS IN DISMISSALS THROUGH FOUCAULT'S LENS

Gaetano Alfano TURIN POLYTECHNIC UNIVERSITY
Roberta Troisi UNIVERSITÀ DEGLI STUDI DI SALERNO, DEPARTMENT OF POLITICAL AND
COMMUNICATION SCIENCE
Francesco Chirico UNIVERSITY OF MODENA AND REGGIO EMILIA

Project Leadership, Complexity and Owners (09:00 - 10:30) - D4 Building - D4/112

Track: T10_05 - Project Leadership with Purpose

Chair(s): Dicle Kortantamer

Discussant(s): Elias Flening, Parinaz Farid

Paper Presentations:

2404 LETTING THE STARS SHINE: PROJECT OWNER REPRESENTATIVES' ROLE IN MEGAPROJECT LEADERSHIP

Parinaz Farid NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY
Ole Jonny Klakegg NTNU

2864 WHERE PARADOX MEETS AMBIGUITY: HOW PROJECT LEADERS MANAGE COMPLEX SITUATIONS

Anna Wiewiora QUEENSLAND UNIVERSITY OF TECHNOLOGY
Anne Halton QUEENSLAND UNIVERSITY OF TECHNOLOGY
Peter O'Connor QUEENSLAND UNIVERSITY OF TECHNOLOGY

3426 A BIG BURDENING STRUCTURE: EXPLORING PERCEIVED COMPLEXITY FOR LEADING MULTI-DISCIPLINARY TEAMS THROUGH METAPHOR THEORY

Elias Flening KTH ROYAL INSTITUTE OF TECHNOLOGY
Joakim Lilliesköld THE ROYAL INSTITUTE OF TECHNOLOGY
Anna Jerbrant KTH ROYAL INSTITUTE OF TECHNOLOGY
Martin Grimheden KTH ROYAL INSTITUTE OF TECHNOLOGY

TRACK SESSIONS PER DAY

Purpose Implementaton and Performance (09:00 - 10:30) - D6 Building - D6/113

Track: T02_04 / T13_09 - Purpose-Driven Strategies, Transformation, Corporate Governance, and Resilience (co-sponsored COGO & SM SIGs)

Chair(s): Martina Tafuro

Paper Presentations:

2510 ALIGNING PURPOSE WITH PERFORMANCE: DO SDG REFERENCES IN CORPORATE MISSION STATEMENTS INFLUENCE THE SUSTAINABILITY OUTCOMES OF FIRMS?

| | |
|------------------------------|---|
| Lucia Barra | UNIVERSITY OF NAPLES "PARTHENOPE" |
| Michele Costagliola di Fiore | DEPARTMENT OF MANAGEMENT AND QUANTITATIVE STUDIES, UNIVERSITY OF NAPLES "PARTHENOPE" |
| Adele Parmentola | UNIVERSITY OF NAPLES |

3128 DEVELOPING A SCALE FOR MEASURING THE IMPLEMENTATION OF CORPORATE PURPOSE AT THE ORGANIZATIONAL LEVEL

| | |
|----------------------------|--|
| María Paula Florez-Jimenez | UNIVERSIDAD DE NAVARRA |
| Alvaro Lleo | UNIVERSITY OF NAVARRA |
| Giovanni Hernandez | UNIVERSIDAD DE LA SABANA |
| Alejandro Fontana | UNIVERSIDAD DE PIURA, PAD ESCUELA DE DIRECCIÓN |

2290 A GROUNDED STUDY OF ORGANIZATIONAL REPURPOSING IN A BUSINESS SCHOOL

| | |
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| Luca Manelli | POLITECNICO DI MILANO |
| Carlotta Benedetti | UNIVERSITY OF INNSBRUCK |
| Josip Kotlar | POLITECNICO DI MILANO |
| Federico Frattini | POLITECNICO DI MILANO |

Research in and for Higher Education (09:00 - 10:30) - D5 Building - D5/112

Track: GT12_00 - Research Methods and Research Practice General Track

Chair(s): Matteo Cristofaro

Paper Presentations:

1893 IN SEARCH FOR MANAGEMENT RESEARCH IMPACT: A PRELIMINARY INTEGRATIVE REVIEW

| | |
|-----------------------|--------------------------------|
| Florence Allard-Poesi | UNIVERSITÉ PARIS-EST CRÉTEIL |
| Tugce Ataci | UNIVERSITÉ PARIS-EST CRÉTEIL |
| Matteo Cristofaro | UNIVERSITY OF ROME TOR VERGATA |
| Oskar Kosch | KRAKOW UNIVERSITY OF ECONOMICS |
| Bill Lee | UNIVERSITY OF SHEFFIELD, UK |
| Davide Secchi | PARIS SCHOOL OF BUSINESS |
| Marek Szarucki | KRAKOW UNIVERSITY OF ECONOMICS |
| Huiping Xian | UNIVERSITY OF LEICESTER |

2105 NAVIGATING UNIVERSITY NETWORKS: MANAGEMENT STRATEGIES AND GOVERNANCE IN HIGHER EDUCATION IN RESEARCH THEORY

| | |
|--------------------|-----------------------------------|
| Dorota Maciejowska | JAGIELLONIAN UNIVERSITY IN KRAKÓW |
| Justyna Bugaj | KRAKOW UNIVERSITY OF ECONOMICS |

TRACK SESSIONS PER DAY

3233 EXPANDING THE ACADEMIC TOOLKIT - A CALL FOR MORE ENGAGED SCHOLARSHIP

| | |
|----------------|--|
| Katharina Cepa | VRIJE UNIVERSITEIT AMSTERDAM |
| Robin Teigland | CHALMERS UNIVERSITY OF TECHNOLOGY |
| Chris Ford | LANCASTER UNIVERSITY MANAGEMENT SCHOOL |

Role of Diversity in Sustainability (09:00 - 10:30) - D6 Building - D6/015

Track: T05_03 - Role of Diversity, Equality and Inclusion in Careers and Leadership

Chair(s): Vineeta Dwivedi

Discussant(s): Dominika Ohana

Paper Presentations:

2745 LEADERSHIP, SUSTAINABILITY, AND GENDER EQUITY: THE CASE OF CHILEAN WINE INDUSTRY

| | |
|-----------------------|---|
| Valentina Schmitt | PONTIFICIA UNIVERSIDAD DE VALPARAISO (CHILE) |
| Mirza Cequea | UNIVERSIDAD CATÓLICA DEL NORTE, ESCUELA DE CIENCIAS EMPRESARIALES |
| Jessika Vasquez Neyra | PONTIFICIA UNIVERSIDAD CATÓLICA DEL PERÚ |
| Marcos Ferasso | UNIVERSIDADE LUSÓFONA |

3150 THE ROLE OF PERSONAL RESOURCES AND WORK ENVIRONMENT IN SHAPING SUSTAINABLE CAREERS FOR UKRAINIAN WOMEN REFUGEES

| | |
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| Asta Savanevičienė | KAUNAS UNIVERSITY OF TECHNOLOGY |
| Ruta Ciutiene | KAUNAS UNIVERSITY OF TECHNOLOGY |
| Šakytė-Statnickė Gita | KAUNAS UNIVERSITY OF TECHNOLOGY, KLAIP DOS VALSTYBIN KOLEGIJA, HIGHER EDUCATION INSTITUTION |
| Meda Andrijauskiene | KTU |
| Natalja Mazeikiene | KTU, VDU |
| Salickaite-Zukauskiene Ruta | KTU |

3397 UNDERSTANDING THE ROLE OF BOARD GENDER DIVERSITY IN FIRM ESG SCORE: A COMPARATIVE STUDY WITHIN INDUSTRIES

| | |
|-------------------------|-------------------------|
| Alicia Tjahjadi | UNIVERSITY OF BARCELONA |
| Johana Sierra-Morán | UNIVERSITY OF BARCELONA |
| Jonathan Calleja-Blanco | UNIVERSITY OF BARCELONA |

Session 8: Tools, Techniques, and Decision-Making (09:00 - 10:30) - D5 Building - D5/003

Track: GT10_00 - Project Organising General Track

Chair(s): Robert Moehler

Discussant(s): Pedro Serrador, Catherine Killen

Paper Presentations:

2506 (DE)COLONIZING PROJECTIFICATION: A CRITICAL EXAMINATION OF PROJECT ORGANIZING IN INDIGENOUS POLITICS

| | |
|------------------|---|
| Therese Dille | UNIVERSITY OF SOUTH-EASTERN NORWAY, NORWAY. |
| Cato Christensen | UIT THE ARTIC UNIVERSITY OF NORWAY |

TRACK SESSIONS PER DAY

1499 THE ENTREPRENEURIAL MOTIVATIONS EFFECTS ON ENTREPRENEURSHIP: THE ROLE OF ARTIFICIAL INTELLIGENCE, PASSIONS, AND INSTITUTIONS

| | |
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| Miguel-Ángel Galindo-Martín | UNIVERSITY OF CASTILLA-LA MANCHA |
| Daniel Palacios-Marqués | UNIVERSITAT POLITÈCNICA DE VALÈNCIA |
| María-Teresa Méndez-Picazo | UNIVERSITY COMPLUTENSE OF MADRID |
| Rafael-Sergio Pérez-Pujol | UNIVERSITY OF CASTILLA-LA MANCHA |

2183 ENTREPRENEURSHIP AND COMPASSION TRAINING IN PRISONS: TOWARD A HOLISTIC MODEL FOR REHABILITATION

| | |
|------------------|---|
| Angelica Mori | UNIVERSITY OF FLORENCE / IMT LUCCA |
| Giacomo Marzi | IMT SCHOOL FOR ADVANCED STUDIES LUCCA. |
| Sibilla Di Guida | IMT SCHOOL FOR ADVANCED STUDIES LUCCA |
| Silvio Vismara | UNIVERSITY OF BERGAMO AND UNIVERSITY OF GHENT |

Storytelling and organizing: between representation, invention and justice (09:00 - 10:30) - D4 Building - D4/102

Track: ST01_08 - Arts & Philosophy for Business and Society

Chair(s): Giuseppe Cozzolino

Discussant(s): Maria Antonietta Cipriano

Paper Presentations:

1903 ALTERNATIVE STORYTELLINGS FOR CHANGE IN ORGANIZING

| | |
|--------------------|--|
| Giuseppe Cozzolino | SCUOLA SUPERIORE MERIDIONALE |
| Luca Orlando | SCUOLA SUPERIORE MERIDIONALE |
| Lorenzo Fattori | UNIVERSITÀ DELLA VALLE D'AOSTA - UNIVERSITÀ DE LA VALLÉE D'AOSTE |
| Davide Bizjak | UNIVERSITY OF NAPLES FEDERICO II |

3036 WORK INCLUSION SOCIAL ENTERPRISES: BRIDGING EMPLOYMENT GAPS OR DEEPENING INEQUALITIES?

| | |
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| Michele Romano | SCUOLA SUPERIORE MERIDIONALE |
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3225 STRATEGIC COMMUNICATION FOR SOCIAL MOVEMENTS: CREATIVE STORYTELLING IN CLIMATE FICTION MOVIES

| | |
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| Shirin Yazgulieva | IMT ATLANTIQUE |
| Inna Lyubareva | IMT ATLANTIQUE |
| Allègre Hadida | UNIVERSITY OF CAMBRIDGE - JUDGE BUSINESS SCHOOL |
| Tom van Laer | UNIVERSITY OF SYDNEY |

Strategy, Organisation Design, and Escalation (09:00 - 10:30) - D5 Building - D5/001

Track: ST10_01 - Multi-level Perspectives on Major and Megaprojects

Chair(s): Juliano Denicol

Paper Presentations:

2017 ESCALATION ON MEGAPROJECTS: THE CASE OF HS2

| | |
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| Graham Winch | ALLIANCE MANCHESTER BUSINESS SCHOOL |
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TRACK SESSIONS PER DAY

2425 SHARED AND DISPERSED LEADERSHIP IN MEGAPROJECTS: LESSONS FROM THE CANADA'S NATIONAL SHIPBUILDING STRATEGY

Olivier Choiniere
Maude Brunet

UNIVERSITÉ DU QUÉBEC À RIMOUSKI
HEC MONTRÉAL

3297 ORGANISATIONAL DESIGN AS A STRATEGIC CAPABILITY TO IMPLEMENT ORGANISATIONAL TRANSFORMATIONS IN MEGAPROJECTS

Carolina Zani
Juliano Denicol
Tim Broyd

UNIVERSITY COLLEGE LONDON
UNIVERSITY COLLEGE LONDON
UNIVERSITY COLLEGE LONDON. THE BARTLETT FACULTY OF THE BUILT ENVIRONMENT

Sustainability, ethics and managing with purpose (09:00 - 10:30) - D15 Building - D15/005

Track: GT14_00 - General Track - Managing with Purpose

Chair(s): Elisa Carloni

Discussant(s): Nelly Rahimy, Doris Schneeberger

Paper Presentations:

1822 PURPOSE ON SOLID GROUND: HOW DO ORGANIZATIONS FORMALIZE CORPORATE PURPOSE INTO THEIR ORGANIZATIONAL PRACTICES AND STRUCTURES?

Nelly Rahimy
Vanessa Robertson
Suleika Bort

UNIVERSITÄT PASSAU
UNIVERSITY OF PASSAU
CHEMNITZ UNIVERSITY OF TECHNOLOGY

3122 A MULTILEVEL PERSPECTIVE ON CORPORATE SUSTAINABILITY PARADOXES IN SMES

Elisa Carloni
Martina Contardi

UNIVERSITÀ DEGLI STUDI DI BRESCIA
UNIVERSITÀ DI BOLOGNA

1940 EMBODIED INSTITUTIONAL WORK: THE CASE OF ANTI-SPECIESISM AT VEGAN ANIMAL SANCTUARIES

Doris Schneeberger
Daniel Semper
Lee Jarvis

VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS
UNIVERSITY OF ST ANDREWS BUSINESS SCHOOL
WARWICK BUSINESS SCHOOL, UNIVERSITY OF WARWICK

Sustainable Entrepreneurial Behaviours (09:00 - 10:30) - D4 Building - D4/010

Track: ST03_03 - Entrepreneurial Cognition and Behaviour

Chair(s): Andrea Caputo

Discussant(s): Beata Glinka, Pia Leyendecker

Paper Presentations:

1879 SUSTAINABLE SYMBOLS IN ENTREPRENEURIAL VENTURES: AN EXPLORATORY STUDY

Bob Bastian
Muhammad Junaid Shahid Hasni
Andrea Caputo

POLITECNICO MILANO - DIPARTIMENTO DI INGEGNERIA GESTIONALE
DEPARTMENT OF ECONOMICS AND MANAGEMENT, UNIVERSITY OF TRENTO, TRENTO, ITALY
UNIVERSITY OF TRENTO, ITALY

TRACK SESSIONS PER DAY

1912 FOSTERING ENTREPRENEURIAL GREEN BEHAVIOUR – THE IMPACT OF WORKPLACE RELATIONSHIPS ON PRO-ENVIRONMENTAL ROUTINE AND INNOVATIVE BEHAVIOUR

| | |
|----------------------|--|
| Beata Glinka | JAGIELLONIAN UNIVERSITY |
| Aldona Glinska-Newes | NICOLAUS COPERNICUS UNIVERSITY |
| Marta Najda-Janoszka | JAGIELLONIAN UNIVERSITY |
| Yusheng Fu | DEPARTMENT OF HUMAN RESOURCE MANAGEMENT NOTTINGHAM BUSINESS SCHOOL NOTTINGHAM TRENT UNIVERSITY |

3458 UNLOCKING SUSTAINABILITY: THE NECESSITY OF PERCEIVED TECHNOLOGICAL BENEFITS FOR INVESTMENTS AND PERFORMANCE

| | |
|-------------------------|--------------------------------|
| Nicola Rubino | UNIVERSITY OF TOR VERGATA |
| Massimiliano Pellegrini | UNIVERSITY OF ROME |
| Mariya Kargina | UNIVERSITY OF ROME TOR VERGATA |

1718 RESPONSIBLE ENTREPRENEURS: HOW DO THEY DEVELOP THEIR RESPONSIBLE ENTREPRENEURIAL AWARENESS (RAW)?

| | |
|-----------------------------------|-----------------------|
| Giannina Fabiola Lopez Altamirano | SKEMA BUSINESS SCHOOL |
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1828 FROM DOUBT TO DECEPTION: WORKPLACE IMPOSTOR THOUGHTS AND UNETHICAL PRO-ORGANIZATIONAL BEHAVIOR IN ENTREPRENEURSHIP

| | |
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| Pia Leyendecker | RWTH AACHEN UNIVERSITY |
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Technology transfer (09:00 - 10:30) - D4 Building - D4/009

Track: T03_09 - Academic Entrepreneurship and Entrepreneurial University

Chair(s): Carolin Bock

Discussant(s): ALESSANDRO AUGURIO, Lorenzo Turriziani

Paper Presentations:

2274 EVOLUTIONARY ANALYSIS OF UNIVERSITY-AFFILIATED INCUBATORS AND ACCELERATORS: BRIDGING INSTITUTIONAL MISSIONS AND ECOSYSTEM DEMANDS

| | |
|-----------------|-----------------------------|
| Matteo Cervini | SAPIENZA UNIVERSITÀ DI ROMA |
| Nicola Cucari | SAPIENZA UNIVERSITY OF ROME |
| Alberto Pastore | SAPIENZA UNIVERSITY OF ROME |

3327 THE TRANSFER MINDSET FRAMEWORK: A SCIENTIST-CENTERED VIEW ON NON-UNIVERSITY TECHNOLOGY TRANSFER

| | |
|---------------|-----------------------------------|
| Carolin Bock | TECHNICAL UNIVERSITY OF DARMSTADT |
| Moritz Spreng | TECHNICAL UNIVERSITY OF DARMSTADT |

3437 FIT FOR PURPOSE? ORGANIZATIONAL DESIGN AND STRATEGIC ALIGNMENT IN CENTRES FOR ENTREPRENEURSHIP

| | |
|------------------------|-----------------------|
| Riyaad Ismail | UNIVERSITY OF ANTWERP |
| Johanna Vanderstraeten | UNIVERSITY OF ANTWERP |
| Hendrik Slabbinck | GHENT UNIVERSITY |

TRACK SESSIONS PER DAY

The digital transformation of the healthcare sector (09:00 - 10:30) - D5 Building - D5/113

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Andrea Bonomi Savignon

Discussant(s): Alessandro Vinci, Mohammad Naghavi

Paper Presentations:

3023 STRATEGIC PLANNING FOR DIGITAL INNOVATION: EVIDENCE FROM THE ITALIAN HEALTHCARE ECOSYSTEM

| | |
|------------------------|--------------------------------|
| Luigina Paglieri | UNIVERSITY OF ROME TOR VERGATA |
| Fabiana Scalabrini | UNIVERSITY OF ROME TOR VERGATA |
| Andrea Bonomi Savignon | UNIVERSITY OF ROME TOR VERGATA |

3378 HOW DO YOU PREFER IT? ENHANCING THE DIGITAL TRANSFORMATION OF PUBLIC SERVICES THROUGH END USERS' PREFERENCES: A DISCRETE CHOICE EXPERIMENT STUDY.

| | |
|------------------|--|
| Alessandro Vinci | SANT'ANNA SCHOOL OF ADVANCED STUDIES |
| Sabina De Rosi | UNIVERSITY "MEDITERRANEA" OF REGGIO CALABRIA |
| Veronica Spataro | SCUOLA SUPERIORE SANT'ANNA |
| Milena Vainieri | SCUOLA SUPERIORE SANT'ANNA |

Trust, legitimacy & reputation in alliances (09:00 - 10:30) - D6 Building - D6/105

Track: ST13_03 - CENA Coopetition, Ecosystems, Networks and Alliances

Chair(s): Anne-Sophie Fernandez

Discussant(s): Mohamad Najib Tahrini

Paper Presentations:

2437 ALLIANCE FORMATION IN THE ESG ERA: DO STRATEGIC BENEFITS MITIGATE REPUTATIONAL RISKS?

| | |
|------------------|--|
| Margarita Ortiz | UNIVERSITY OF GRONINGEN |
| Paula M Infantes | UNIVERSITY OF GRONINGEN |
| Isabel Estrada | UNIVERSITY OF GRONINGEN |
| Florian Noseleit | UNIVERSITY OF GRONINGEN, FACULTY OF ECONOMICS & BUSINESS |

1823 TOWARDS A REFINED MODEL OF TRUST IN INTERORGANIZATIONAL RELATIONS

| | |
|--------------------|--|
| Martina Pieperhoff | FACULTY OF BUSINESS AN ECONOMICS, TU DRESDEN |
| Dietmar Roessl | WU UNIVERSITY OF ECONOMICS AND BUSINESS |

1892 REDEFINING A COOPETITIVE RELATIONSHIP TO SUSTAIN THE LEGITIMACY OF A CONTESTED ORGANIZATION: THE CASE OF AIR FRANCE AND SNCF

| | |
|--------------------|---|
| Pauline alessandra | UNIVERSITÉ DE MONTPELLIER |
| Paul Chiambaretto | MONTPELLIER BUSINESS SCHOOL / ECOLE POLYTECHNIQUE |

TRACK SESSIONS PER DAY

Vulnerability & Organizational Purpose (09:00 - 10:30) - C9 Building - C9/006

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Alexander Lascaux

Paper Presentations:

- 1960 ORGANIZATIONAL TRUST, UNCERTAINTY, AND VULNERABILITY: UNRAVELING THE TANGLED LINKS**
 Alexander Lascaux UNIVERSITY OF LEICESTER, UK
 Irina Kolesnikova RUSSIAN PRESIDENTIAL ACADEMY OF NATIONAL ECONOMY
- 2998 WHAT INFLUENCES WHETHER YOU SHOW VULNERABILITY? EXPLORING THE ANTECEDENTS AND CONSEQUENCES OF PERCEIVED BENEFITS AND COSTS OF SHOWING VULNERABILITY**
 Tien-Yu Wu FU JEN CATHOLIC UNIVERSITY
 Jia-Chi Huang NATIONAL CHENGCHI UNIVERSITY
- 3224 FOSTERING ORGANIZATIONAL PURPOSE IN COWORKING SPACES: AN EMPIRICAL STUDY ON ITALIAN FREELANCERS**
 Diego Landini UNIVERSITY OF MODENA AND REGGIO EMILIA
 Anna Chiara Scapolan UNIVERSITY OF MODENA AND REGGIO EMILIA, DEPARTMENT OF COMMUNICATION AND ECONOMICS
 Fabrizio Montanari UNIVERSITY OF MODENA AND REGGIO EMILIA, IT

Wellbeing and work arrangements (09:00 - 10:30) - C9 Building - C9/003

Track: ST09_01 - Human Resource Management

Chair(s): Meysam Salimi

Paper Presentations:

- 1130 HOW IS WORK-LIFE BORDER KEEPING AMONG HYBRID WORKING PROFESSIONALS SHAPED BY RELATIONSHIP AND PARENTAL STATUS?**
 Giulia Giunti UNIVERSITY OF ST ANDREWS
 Laura Radcliffe UNIVERSITY OF LIVERPOOL
 Rory Donnelly UNIVERSITY OF LIVERPOOL
 Ragnhild Nordset UNIVERSITY OF LIVERPOOL
- 1171 GENERATIVE AI AT WORK: EMPLOYEES' ENGAGEMENT, WELL-BEING, AND PERFORMANCE**
 Anna Akhmedova UNIVERSITAT INTERNACIONAL DE CATALUNYA (UIC)
 Alba Manresa UNIVERSITAT INTERNACIONAL DE CATALUNYA
 Ruggero Colombari UNIVERSITAT INTERNACIONAL DE CATALUNYA

TRACK SESSIONS PER DAY

2869 FROM FLEXIBILITY TO FULFILLMENT: UNDERSTANDING HOW FLEXIBLE WORK ARRANGEMENTS AFFECT EMPLOYEE WELLBEING

| | |
|---------------------|--|
| Yasir Mansoor Kundi | SCHOOL OF BUSINESS STUDIES, INSTITUTE OF BUSINESS ADMINISTRATION (IBA) KARACHI |
| Nasib Dar | IESEG SCHOOL OF MANAGEMENT |
| Imran Naqvi | SCHOOL OF BUSINESS STUDIES, INSTITUTE OF BUSINESS ADMINISTRATION (IBA) KARACHI |
| Syed Atif Murtaza | SCHOOL OF BUSINESS STUDIES, INSTITUTE OF BUSINESS ADMINISTRATION (IBA) KARACHI |

2699 PSYCHOLOGICAL EFFECT OF LONG COVID ON HEALTHCARE WORKERS: MEDIATED BY EFFORT REWARD IMBALANCE

| | |
|------------------------------|--|
| Mahsa Abedini | UNIVERSITY OF BOLOGNA |
| Gan Rick Kye | UNIVERSIDAD DE OVIEDO |
| Pedro Arcos González | UNIVERSIDAD DE OVIEDO |
| Guillermo Fernandez-Tardon | HEALTH RESEARCH INSTITUTE OF ASTURIAS (ISPA) |
| Dana Mates | NATIONAL INSTITUTE OF PUBLIC HEALTH |
| Eleonóra Fabiánová | THE REGIONAL AUTHORITY OF PUBLIC HEALTH IN BANSKÁ BYSTRICA |
| Paolo Boffetta | UNIVERSITY OF BOLOGNA |
| Adonina Tardon | UNIVERSIDAD DE OVIEDO |
| Marta-Maria Rodriguez-Suarez | UNIVERSIDAD DE OVIEDO |

Zooming in: Qualitative Insights on Boards (09:00 - 10:30) - D6 Building - D6/016

Track: ST02_02 - Board of Directors, Top Management Teams and Diversity in the C-Suite

Chair(s): Um-E-Roman Fayyaz

Paper Presentations:

1837 BOARD TOGETHERNESS: EXPANDING OUR UNDERSTANDING OF EFFECTIVENESS IN THE MODERN CORPORATE BOARD

| | |
|---------------|---|
| Loretto Leavy | UNIVERSITY OF EXETER BUSINESS SCHOOL |
| Ruth Sealy | HENLEY BUSINESS SCHOOL, UNIVERSITY OF READING |
| Leroy White | UNIVERSITY OF EXETER BUSINESS SCHOOL |

3501 EXPLORING INSTITUTIONAL PRESSURES ON BOARD OF DIRECTORS' DECISIONS IN ADOPTING LCA PRACTICES: A QUALITATIVE STUDY IN SUSTAINABLE TRANSPORT

| | |
|----------------|--------------------------|
| Ariana Darvish | UNIVERSITY OF READING |
| Mehran Sepehri | UNIVERSITY OF PORTSMOUTH |

3453 UNVEILING THE INFLUENCE OF THE DIRECTOR'S EPISTEMIC AND SOCIAL MOTIVATIONS ON THE BOARD INFORMATION PROCESSING: A PERSONAL VALUES PERSPECTIVE

| | |
|--------------------------|--------------------|
| Ricardo Amaya Villalobos | IE BUSINESS SCHOOL |
| Patricia Gabaldon | IE BUSINESS SCHOOL |

TRACK SESSIONS PER DAY

25 June 2025, Wednesday

6- Culture-Sensitive Transition Management (14:00 - 15:30) - D6 Building - D6/007

Track: ST07_02 - Management and cultures: Qualitative organizational research

Chair(s): Mette Zølner

Discussant(s): Sina Grosskopf, Arnold Enklaar

Paper Presentations:

2650 MANAGING THE TRANSITION TOWARDS SUSTAINABILITY: A CASE STUDY OF AN EGYPTIAN AGRICULTURAL COMPANY

Nahla Ahmed UNIVERSITY OF TWENTE
Arnold Enklaar UNIVERSITY OF TWENTE

2739 NAVIGATING NEW CULTURES: MANAGERS THRIVING THROUGH TRANSITIONS IN THE HOME APPLIANCE INDUSTRY

Vincent Montenero CZECH TECHNICAL UNIVSERITY
Cristina Cazorzi PSA DAUPHINE

3716 DEVELOPING A SITUATION MODEL FOR INTERCULTURAL ON-LINE MEETINGS: ASPECTS OF PLACE AND TIME

Henri de Jongste DORTMUND UNIVERSITY OF APPLIED SCIENCES AND ARTS
Denise Lemke DORTMUND UNIVERSITY OF APPLIED SCIENCES AND ARTS
Sina Wieschhörster DORTMUND UNIVERSITY OF APPLIED SCIENCES AND ARTS
Lisa Ahshoff DORTMUND UNIVERSITY OF APPLIED SCIENCES AND ARTS

Adoption of Sustainable Innovation (14:00 - 15:30) - D6 Building - D6/006

Track: ST06_05 - Innovation for Sustainability, Circularity and Green-tech

Chair(s): Jouni Juntunen, Julia Schmitt

Discussant(s): Carsten Guderian, Fauzia Jabeen

Paper Presentations:

2533 UNDERSTANDING CONSUMERS' ADOPTION OF SUSTAINABLE DELIVERY INNOVATIONS IN E-COMMERCE

Charlotte Goblirsch HAMBURG UNIVERSITY OF TECHNOLOGY

2980 LINKING FINTECH-DRIVEN COLLABORATION TO MARKET DISRUPTIVENESS, INNOVATION CAPABILITIES, AND GREEN SUPPLY CHAIN PERFORMANCE IN SMES

Khalid Mehmood HUBEI ENGINEERING UNIVERSITY, XIAOGAN, CHINA
Fauzia Jabeen ABU DHABI UNIVERSITY
Nazia Shehzad LIWA COLLEGE OF TECHNOLOGY, ABU DHABI, UAE
Yaser Iftikhar NATIONAL UNIVERSITY OF MEDICAL SCIENCES, RAWALPINDI, PAKISTAN
Rana Umair Ashraf FACULTY OF ECONOMIC SCIENCES, UNIVERSITY OF WARSAW, POLAND
Muhammad Saeed Ashraf SCHOOL OF MANAGEMENT, JIANGSU UNIVERSITY
Aamir Suhail TECHNOLOGICO DE MONTERREY (TEC), MEXICO.

TRACK SESSIONS PER DAY

1011 DO MORE GREEN INNOVATIONS ENHANCE FIRM PERFORMANCE? THE MODERATING ROLE OF STAKEHOLDERS' ATTENTION TO ENVIRONMENTAL ISSUES

| | |
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| Ming-Chang Huang | NATIONAL YUNLIN UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Cheng-Ling Lai | NATIONAL YUNLIN UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Jen-Sheng Weng | NATIONAL YUNLIN UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Wen-Ting Shih | NATIONAL YUNLIN UNIVERSITY OF SCIENCE AND TECHNOLOGY |

Algorithmic Management: Balancing Risk and Reward (14:00 - 15:30) - C9 Building - C9/009

Track: T09_04 - AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management, Employment Relations and Organizational Behaviour

Chair(s): Melinda Laundon

Paper Presentations:

1194 REDUCING ALGORITHM AVERSION: A META-ANALYSIS HIGHLIGHTING THE EFFECT OF CONTEXT

| | |
|-------------------|--------------------------------|
| Andrea Capogrosso | TECHNICAL UNIVERSITY OF MUNICH |
| Theresa Treffers | TECHNICAL UNIVERSITY MUNICH |
| Isabell Welpel | TECHNICAL UNIVERSITY OF MUNICH |

3653 ALGORITHMIC MANAGEMENT AND THE SPATIOTEMPORALITY OF WORKAROUNDS

| | |
|-------------------|---------------------------|
| Lakshmi Narasimha | RENNES SCHOOL OF BUSINESS |
| Raju Vuddaraju | |
| Yi Liu | RENNES SCHOOL OF BUSINESS |
| Sarah Hudson | RENNES SCHOOL OF BUSINESS |

1521 ESCALATION OF COMMITMENT IN THE AGE OF ALGORITHMS: THE EFFECT OF ALGORITHMIC VERSUS HUMAN ADVICE

| | |
|----------------------|-------------|
| Philipp von Weinrich | TU DORTMUND |
| Corinna Schmidt | TU DORTMUND |
| Tessa Flatten | TU DORTMUND |

Bridging Gender Gaps: Representation, Pay, and Intersectional Inequalities in the Workplace (14:00 - 15:30) - D6 Building - D6/114

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

Chair(s): Davide Trinchese

Discussant(s): Saskia Salmen, Magdalena Schertler

Paper Presentations:

2781 IMPACTS ON CHANGE RESISTANCE AND ENGAGEMENT AT WORK FROM UNPACKING INTERSECTIONAL INEQUALITIES BASED ON FEMALE UNAVAILABILITY

| | |
|-----------------|------------------------|
| Igor Silva | FUCAPE BUSINESS SCHOOL |
| Marcia d'Angelo | FUCAPE BUSINESS SCHOOL |

2923 THE IMPACT OF FEMALE REPRESENTATION IN FIRMS: WAGES AND GENDER PAY GAPS IN CHILE

| | |
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| Gonzalo Valdés | PONTIFICIA UNIVERSIDAD CATÓLICA DE CHILE |
| Lorena Reyes | PONTIFICIA UNIVERSIDAD CATÓLICA DE CHILE |

TRACK SESSIONS PER DAY

3085 WOMEN AND MEN IN TECH: JOBSEEKER'S CONTRIBUTIONS TO GENDER WAGE GAP.

| | |
|-----------------|----------------------|
| Angel Barajas | UNIVERSIDADE DE VIGO |
| Elena Shakina | UNIVERSITY OF VIGO |
| Natalia Volkova | HSE UNIVERSITY |

Carbon accounting, performance measurement and disclosure for circular economy (14:00 - 15:30) - D4 Building - D4/103

Track: ST01_02 - Performance measurement and management for sustainability

Chair(s): Lucrezia Songini

Discussant(s): Giuseppe Nicolò

Paper Presentations:

2165 THE INTEGRATION OF CARBON ACCOUNTING MEASUREMENTS INTO CORPORATE SUSTAINABILITY STRATEGIES: A PERSPECTIVE FROM AN INDUSTRIAL APPLICATION

| | |
|-----------------|--------------------------------|
| Giorgio Cantino | UNIVERSITY OF EASTERN PIEDMONT |
| Sara Gransinigh | UNIVERSITY OF EASTERN PIEDMONT |
| Damiano Petrolo | UNIVERSITY OF EASTERN PIEDMONT |

3217 CARBON DISCLOSURE QUALITY DIMENSIONS. A SYSTEMATIC LITERATURE REVIEW

| | |
|---------------------|----------------------------------|
| Danilo Boffa | UNIVERSITY OF TERAMO |
| Antonio Prencipe | UNIVERSITÀ DEGLI STUDI DI TERAMO |
| Tiziana Di Cimbrini | UNIVERSITÀ DEGLI STUDI DI TERAMO |

3050 CIRCULARITY GAP: AFTER THE ANNUAL ALERT, WHAT IS THE NEXT STEP?

| | |
|------------------------|--|
| Simone Sehnem | UNOESC AND UNISUL |
| Lucila de Souza Campos | UNIVERSIDADE FEDERAL DE SANTA CATARINA |

2662 MEASURING CIRCULAR ECONOMY IN THE ELECTRIC ENERGY SECTOR: TOWARDS A COMPREHENSIVE FRAMEWORK

| | |
|-----------------|-----------------------|
| Laura Marcati | POLITECNICO DI MILANO |
| Davide Chiaroni | POLITECNICO DI MILANO |
| Vittorio Chiesa | POLITECNICO DI MILANO |

Cities, tourism and heritage governance (14:00 - 15:30) - D5 Building - D5/012

Track: ST11_03 - Management and governance of culture, heritage and tourism

Chair(s): Lorenzo Mizzau

Paper Presentations:

1379 MITIGATING CHRONO-URBANISTIC CONFLICTS IN NIGHT-TIME TOURISM: A TOURISM-ORIENTED ECOSYSTEM APPROACH FOR URBAN DESTINATION MANAGEMENT

| | |
|------------------|---|
| Szabolcs Sebrek | CORVINUS UNIVERSITY OF BUDAPEST |
| Anestis Fotiadis | COLLEGE OF BUSINESS ZAYED UNIVERSITY |
| Gábor Michalkó | HUN-REN CSFK GEOGRAPHICAL INSTITUTE, UNIVERSITY OF PANNONIA |
| Tzung-Cheng Huan | NATIONAL CHIAYI UNIVERSITY |

TRACK SESSIONS PER DAY

2469 MUSEUMS FOR THE CITY'S REPUTATION: THE CASE OF BRESCIA, ITALY

| | |
|--------------------|------------------------|
| Paola Beccherle | UNIVERSITY OF FLORENCE |
| Luciana Lazzeretti | UNIVERSITY OF FLORENCE |
| Stefania Oliva | UNIVERSITY OF FLORENCE |

3331 GOVERNANCE OF CULTURAL HERITAGE IN ART CITIES: THE CASE STUDY OF FLORENCE, ITALY

| | |
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| Chiara Longo | UNIVERSITY OF FLORENCE |
| Daria Sarti | UNIVERSITY OF FLORENCE (ITALY) |

Collective Effort and Societal Relevance in Creative Work (14:00 - 15:30) - D6 Building - D6/014

Track: ST06_08 - Managing Creativity for Innovation:

Chair(s): Anne-Katrin Neyer

Paper Presentations:

3177 COLLECTIVE CREATIVITY AND JOB INSECURITY: INSIGHTS FROM AN ITALIAN SCIENTIFIC RESEARCH INSTITUTE

| | |
|------------------|--|
| Stefano Cirella | UNIVERSITY OF ESSEX AND UNIVERSITY OF TRENTO |
| Mattia Mazza | ROBOTECO-ITALARGON |
| Beatrice Piccoli | UNIVERSITY OF ESSEX |

3111 INTRINSIC MOTIVATIONS IN CROWDSOURCING: EXPLORING ENGAGEMENT IN ADDRESSING SOCIETAL CHALLENGES

| | |
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| Diletta Di Marco | POLITECNICO DI MILANO |
| Raffaella Cagliano | DIP. ING. GESTIONALE POLITECNICO DI MILANO |
| Filomena Canterino | POLITECNICO DI MILANO |

Corporate Purpose in Question: Navigating CSR, Circularity, and Sustainability Challenges (14:00 - 15:30) - D15 Building - D15/005

Track: GT14_00 - General Track - Managing with Purpose

Chair(s): Tristan Schumacher

Discussant(s): Tatjana Minulla, Dolores Modic

Paper Presentations:

1191 WHEN GOOD BECOMES EVIL - DECOUPLING STAKEHOLDER CENTRICITY FROM CORPORATE SOCIAL RESPONSIBILITY

| | |
|------------------------------|--------------------------------------|
| Tatjana Minulla | TECHNISCHE UNIVERSITÄT BERLIN HSBA |
| Lena Bischoff | UNIVERSIDAD DE VIGO |
| Nahuel Ignacio Depino-Besada | UNIVERSITY OF VIGO |

TRACK SESSIONS PER DAY

2185 ENVISAGING CIRCULAR ECONOMY CHAMPIONS

| | |
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| Dolores Modic | NORD UNIVERSITY AND RUDOLFOVO - SCIENCE AND TECHNOLOGY CENTRE NOVO MESTO |
| Shajara Ul-Durar | UNIVERSITY OF SUNDERLAND |
| Noman Arshed | DEPARTMENT OF ECONOMICS, DIVISION OF MANAGEMENT AND ADMINISTRATIVE SCIENCE, UNIVERSITY OF EDUCATION LAHORE, PAKISTAN |
| Marco De Sisto | RMIT UNIVERSITY |
| Sahana Swaroop Chetan | NORD UNIVERSITY |
| Nadja Damij | UNIVERSITY OF SUNDERLAND |

2427 DIGITAL SUSTAINABILITY IN SMES: AN INVESTIGATION OF THE RELATIONSHIP BETWEEN THE DIGITAL ORIENTATION OF SMES AND THEIR ABILITY TO PURSUIT SUSTAINABILITY GOALS

| | |
|--------------------|-------------|
| Tristan Schumacher | TU DORTMUND |
| Corinna Schmidt | TU DORTMUND |
| Tessa Flatten | TU DORTMUND |

2867 MANAGING WITH PURPOSE – IN SEARCH FOR THE SOUL OF TEMPORARY ORGANISATIONS

| | |
|-------------------|--|
| Harvey Maylor | UNIVERSITY OF OXFORD |
| Virpi Turkulainen | HAAGA-HELIA UNIVERSITY OF APPLIED SCIENCES |
| Kirsi Aaltonen | UNIVERSITY OF OULU |

Corporate Sustainability and Community Development (14:00 - 15:30) - D4 Building - D4/113

Track: T01_10 - Toward Humanistic Management: Purpose-Driven Companies, Circular Business Models and Community-based Ecosystems

Chair(s): Ugbede Umoru

Paper Presentations:

1688 SUSTAINABLE FASHION TRENDS: EVIDENCE FROM ITALIAN GENERATION Z'S

| | |
|--------------------|---|
| Mauro Sciarelli | UNIVERSITY OF NAPLES FEDERICO II |
| Anna Prisco | UNIVERSITÀ DEGLI STUDI DI NAPOLI FEDERICO II |
| Irene Ricciardi | UNIVERSITY OF NAPLES FEDERICO II |
| Martina Percuoco | UNIVERSITY OF NAPLES FEDERICO II |
| Vincenzo Dell'Anno | UNIVERSITY OF NAPLES FEDERICO II- DEPARTMENT OF ECONOMICS, MANAGEMENT, AND INSTITUTIONS |
| Cristina Cervino | UNIVERSITÀ DEGLI STUDI DI NAPOLI FEDERICO II |
| Valerio Muto | UNIVERSITY OF NAPLES FEDERICO II |
| Lorenzo Turriziani | UNIVERSITY OF NAPLES FEDERICO II |

2467 INSTITUTIONS AND COMMUNITY DEVELOPMENT AGREEMENTS: IMPACT ON SUSTAINABLE DEVELOPMENT IN HOST MINING COMMUNITIES IN SUB-SAHARAN AFRICA

| | |
|------------------|-----------------------------|
| Ugbede Umoru | NOTTINGHAM TRENT UNIVERSITY |
| Juliana Siwale | NOTTINGHAM TRENT UNIVERSITY |
| Oyedele Ogundana | NOTTINGHAM TRENT UNIVERSITY |

TRACK SESSIONS PER DAY

3535 CIRCULAR ECONOMY AND SUSTAINABLE DEVELOPMENT GOALS CROSSOVER? A REVIEW AND WAY FORWARD

Abdul Rahman Butt

UNIVERSITY OF AGDER

Dark Sides of Leadership (14:00 - 15:30) - C9 Building - C9/006

Track: ST09_03 - Leadership

Chair(s): Abira Reizer

Discussant(s): Hilla Peretz

Paper Presentations:

1081 ABUSIVE SUPERVISION AND EMPLOYEES' DEVIANCE: THE ROLES OF MORAL DISENGAGEMENT, POWER DISTANCE, AND SELF-EFFICACY

Weiyue Wang

UNIVERSITY OF BIRMINGHAM

Hongwei He

ALLIANCE MANCHESTER BUSINESS SCHOOL, THE UNIVERSITY OF MANCHESTER

Yue Meng-Lewis

THE OPEN UNIVERSITY

Melody Chao

THE HONG KONG UNIVERSITY OF SCIENCE AND TECHNOLOGY

Lloyd Harris

ALLIANCE MANCHESTER BUSINESS SCHOOL

2392 DESPOTIC LEADERSHIP AND EMPLOYEE PERFORMANCE: MODERATED MEDIATION MODEL IN THE HOSPITALITY SECTOR

Ume Rubbab

FATIMA JINNAH WOMEN UNIVERSITY

Leila Afshari

RMIT UNIVERSITY

Jabran Khan

CARDIFF METROPOLITAN UNIVERSITY, CARDIFF, UK

Aisha Sarwar

COMMUNITY HOUSING INDUSTRIAL ASSOCIATION

Timothy Bartram

RMIT UNIVERSITY

2913 MEDIATING MECHANISMS OF DARK TRIAD LEADERSHIP ON OCB: A COMPARISON OF EMPLOYEE AND MANAGER LEVELS

Abira Reizer

ARIEL UNIVERSITY

Aharon Tziner

TEL HAI ACADEMIC COLLEGE

Amos Drori

PERES ACADEMIC CENTER

Decoded by Data: How AI Shapes Careers and Change at Work (14:00 - 15:30) - Hilton Garden Inn Novoli - Sala San Donato (B)

Track: T09_04 - AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management, Employment Relations and Organizational Behaviour

Chair(s): Saqib Shamim

Paper Presentations:

1271 IN THE BLINK OF AN AI: LARGE LANGUAGE MODELS CAN INFER TRAITS FROM LINKEDIN

Tobias Härtel OSNABRÜCK UNIVERSITY OF APPLIED SCIENCES

TRACK SESSIONS PER DAY

1948 HOW DO USERS MAKE SENSE OF DATA-DRIVEN CHANGE MANAGEMENT TECHNOLOGIES? – EMPIRICAL INSIGHTS FROM THREE CASE STUDIES

| | |
|------------------------|---|
| Bastian Brechtelsbauer | FRIEDRICH-ALEXANDER-UNIVERSITÄT ERLANGEN-NÜRNBERG |
| Katja Schönian | FRIEDRICH-ALEXANDER-UNIVERSITY ERLANGEN-NUREMBERG |
| Saskia Hasreiter | LUDWIG-MAXIMILIANS-UNIVERSITÄT MÜNCHEN |
| Sven Laumer | FRIEDRICH-ALEXANDER-UNIVERSITÄT ERLANGEN-NÜRNBERG |
| Sabine Pfeiffer | FRIEDRICH-ALEXANDER-UNIVESITÄT ERLANGEN-NÜRNBERG |
| Martin Högl | LUDWIG-MAXIMILIANS-UNIVERSITÄT MÜNCHEN |

DEI in Cross-cultural contexts (14:00 - 15:30) - D6 Building - D6/013

Track: T05_03 - Role of Diversity, Equality and Inclusion in Careers and Leadership

Chair(s): Valentina Schmitt

Discussant(s): Garima Bajaj

Paper Presentations:

2159 "I'VE MADE IT THOUGH I'M AN IMMIGRANT" – CRITICALLY EXPLORING SKILLED IMMIGRANTS' "SUCCESS" IN THE WORKPLACE

| | |
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| Annette Risberg | UNIVERSITY OF INLAND NORWAY |
| Andreas Diedrich | UNIVERSITY OF GOTHENBURG |
| Solange Hamrin | MID SWEDEN UNIVERSITY |

2784 BARRIERS AND ENABLERS TO EMPLOYMENT OF HIGHLY SKILLED FEMALE EUROPEAN MIGRANTS IN AUSTRALIA

| | |
|----------------|---------------------------------|
| Dominika Ohana | TORRENS UNIVERSITY AUSTRALIA |
| Roslyn Cameron | TORRENS UNIVERSITY AUSTRALIA |
| Syed Mohyuddin | AUSTRALIA INSTITUTE OF BUSINESS |

2825 EXPERIENCES OF SKILLED MIGRANT WOMEN FROM AFRICAN NATIONS AND THEIR LEADERSHIP ASPIRATIONS AND PATHWAYS IN AUSTRALIA

| | |
|---------------------|------------------------------|
| Mary Classina Okere | TORRENS UNIVERSITY AUSTRALIA |
| Roslyn Cameron | TORRENS UNIVERSITY AUSTRALIA |
| Catheryn Khoo | TORRENS UNIVERSITY AUSTRALIA |

Digital transformation and resilience: perspectives and innovative solutions (14:00 - 15:30) - D5 Building - D5/113

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Fabiana Scalabrini

Discussant(s): Federico Bertacchini, Bipasha Nath

Paper Presentations:

1886 DIGITAL TRANSFORMATION IN THE THIRD SECTOR AND DESIRABLE LEADERSHIP STYLES: A BIBLIOMETRIC ANALYSIS AND TEXT-MINING APPROACH

| | |
|------------------|--|
| Bipasha Nath | UNIVERSITY OF FLORENCE |
| Sara Lombardi | UNIVERSITY OF FLORENCE |
| Giacomo Marzi | IMT SCHOOL FOR ADVANCED STUDIES LUCCA. |
| Ludovico Orlandi | UNIVERSITY OF BOLOGNA |
| Fabio Fraticelli | TECHSOUP ITALY |

TRACK SESSIONS PER DAY

2234 INNOVATIVE DIGITAL SOLUTIONS FOR STRENGTHENING MUNICIPAL RESILIENCE TO COPE WITH UNCERTAINTIES

| | |
|----------------------|--------------------------------------|
| Ilona Bartuseviciene | MYKOLAS ROMERIS UNIVERSITY |
| Mindaugas Butkus | MYKOLAS ROMERIS UNIVERSITY |
| Rita Toleikienė | MYKOLAS ROMERIS UNIVERSITY |
| Vita Juknevičienė | VILNIUS UNIVERSITY, SIAULIAI ACADEMY |

3160 THE DIGITALIZATION OF PUBLIC SERVICES: LIGHTS AND SHADOWS FROM THE POINT OF VIEW OF THE USERS

| | |
|----------------------|--|
| Federico Bertacchini | UNIVERSITY OF MODENA AND REGGIO EMILIA |
| Ulpiana Kocollari | DIPARTIMENTO DI ECONOMIA MARCO BIAGI; UNIVERSITY OF MODENA AND REGGIO EMILIA |
| Sara Giovanna Mauro | MARCO BIAGI DEPARTMENT OF ECONOMICS, UNIVERSITY OF MODENA AND REGGIO EMILIA |
| Andrea Tenucci | SCUOLA SUPERIORE SANT'ANNA |

Ecosystems of Innovation - Session D - Regional ecosystems (14:00 - 15:30) - D6 Building - D6/104

Track: T06_14 - Innovation ecosystems and platforms: Emergence, construction, and persistence

Chair(s): Valerie Merindol

Discussant(s): Valerie Merindol

Paper Presentations:

1538 BRIDGING LOCAL AND GLOBAL NETWORKS: MIDDLEGROUND ASSOCIATION AFFILIATION AND STAKEHOLDER EMBEDDEDNESS IN REGIONAL INNOVATION ECOSYSTEMS

| | |
|-------------------|---|
| Yihan Wang | EM NORMANDIE BUSINESS SCHOOL, MÉTIS LAB |
| Sébastien Bourdin | EM NORMANDIE BUSINESS SCHOOL |
| Ekaterina Turkina | HEC MONTREAL |

2149 MEDIUM-TERM REGIONAL EFFECT OF SCIENCE AND TECHNOLOGY PARKS: A STAGGERED DIFFERENCE-IN-DIFFERENCE APPROACH

| | |
|--------------------|-----------------------------------|
| Marcos Anton Tejon | UNIVERSITÀ DI PAVIA |
| Andrés Barge-Gil | UNIVERSIDAD COMPLUTENSE DE MADRID |
| Alberto Albahari | UNIVERSIDAD DE MÁLAGA |

2703 INTER-FIRM RESOURCE SHARING AND KNOWLEDGE EXCHANGES IN THE DEVELOPMENT OF CHINA'S SPATIAL-BASED INNOVATION ECOSYSTEMS

| | |
|---------------|---|
| Marina Zhang | UNIVERSITY OF TECHNOLOGY SYDNEY |
| Zhendong Li | TIANJIN UNIVERSITY |
| Huiying Zhang | TIANJIN UNIVERSITY |
| Zuan Chen | UNIVERSITY OF TECHNOLOGY SYDNEY |
| Yanhui Wei | SHANDONG TECHNOLOGY AND BUSINESS UNIVERSITY |

TRACK SESSIONS PER DAY

Employee Engagement & Belonging (14:00 - 15:30) - C9 Building - C9/001

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): CEYDA MADEN EYIUSTA

Discussant(s): Minh-Anh NGUYEN

Paper Presentations:

1405 FROM WHISPERS TO ROARS: CULTIVATING EMPLOYEE ENGAGEMENT AND VOICE THROUGH RESOURCE UTILIZATION AND MANAGERIAL PROMOTION AND PREVENTION FOCUS

Ceyda Maden Eyiusta OZYEGIN UNIVERSITY
Volkan Yeniaras OZYEGIN UNIVERSITY

2309 BUILDING CONNECTIONS, BUILDING BELONGING: SOCIAL INTERACTIONS AS MECHANISM FOR EMPLOYEE ENGAGEMENT DEVELOPMENT

Minh-Anh Nguyen MONTPELLIER RESEARCH IN MANAGEMENT LAB, UNIVERSITY OF MONTPELLIER
Thanh-Phong CAO HUMANIS LAB, EM STRASBOURG BUSINESS SCHOOL, UNIVESITY OF STRASBOURG, FRANCE
Eric STEPHANY MONTPELLIER RESEARCH IN MANAGEMENT LAB, UNIVERSITY OF MONTPELLIER

1872 HOW DO EMPLOYEES' GREEN VALUES SHAPE THEIR PERCEPTIONS OF GREENWASHING IN CSR-ORIENTED COMPANIES? THE MEDIATING ROLE OF PERSON-ORGANIZATION FIT

Halit Keskin YILDIZ TECHNICAL UNIVERSITY
Ekrem Tatoglu GULF UNIVERSITY FOR SCIENCE & TECHNOLOGY
Ali Ekber Akgün YILDIZ TECHNICAL UNIVERSITY
Emel Esen YILDIZ TECHNICAL UNIVERSITY
Esin Salt YILDIZ TECHNICAL UNIVERSITY

Entrepreneurial Behavior across Gender and Context (14:00 - 15:30) - D4 Building - D4/010

Track: ST03_03 - Entrepreneurial Cognition and Behaviour

Chair(s): Bob Bastian

Discussant(s): Slim Belaid, Domenico Appio

Paper Presentations:

1634 WOMEN DIGITAL ENTREPRENEURSHIP AS EMANCIPATION: TRANSCENDING POLITICAL-ECONOMIC TURMOIL AND SOCIOCULTURAL BARRIERS

Gloria Haddad SAINT JOSEPH UNIVERSITY
Ghada Haddad ÉKLORE SCHOOL OF MANAGEMENT
Rola Al Ali GRENOBLE SCHOOL OF MANAGEMENT
Charbel Chedrawi SAINT JOSEPH UNIVERSITY BEIRUT

2749 HOW ENTREPRENEURIAL ORIENTATION AND BUSINESS PRIORITIZATION STRATEGY SHAPE EMOTIONAL EXHAUSTION AND LIFE SATISFACTION IN WOMEN ENTREPRENEURS

Eugene Kaciak BROCK UNIVERSITY

TRACK SESSIONS PER DAY

3293 MIGRATION AND GENDER IN MINORITY ENTREPRENEURSHIP: EXPLORING STARTUPS' ENTREPRENEURIAL ORIENTATION AND FINANCIAL OUTCOMES

| | |
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| Silvio Bianchi Martini | UNIVERSITY OF PISA |
| Erika Branca | GHENT UNIVERSITY |
| Marika Intenza | UNIVERSITY OF PISA |
| Antonietta Trecca | UNIVERSITY OF FOGGIA |

3270 THE INFLUENCE OF PROXIMITY TO ENTREPRENEURSHIP SUPPORT MECHANISMS ON ENTREPRENEURIAL PROPENSITY: THE MODERATING ROLES OF GENDER AND BIG FIVE PERSONALITY TRAITS

| | |
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| Aybuke Temel | ERASMUS UNIVERSITY |
| Lale Gumusluoglu | BILKENT UNIVERSITY |
| Rasim Kurdoglu | BILKENT UNIVERSITY |

Exploring Digital Transformation and AI empowerment (14:00 - 15:30) - D6 Building - D6/112

Track: ST13_08 - Artificial Intelligence, data and digital ecosystems

Chair(s): Nicolas Leyh

Paper Presentations:

2025 SALES DIGITAL TRANSFORMATION: PROPOSAL OF A MODEL FOR AN IT COMPANY IN TUNISIA

| | |
|-----------------|---|
| Asma Baccouche | ÉCOLE SUPÉRIEURE DES SCIENCES ÉCONOMIQUES ET COMMERCIALES DE TUNIS |
| Hazem Ben Aissa | UNIVERSITÉ PARIS SACLAY, EA7360 RITM - UNIVERSITÉ DE TUNIS, LARIME. |
| Rafla Hefaiiedh | ÉCOLE SUPÉRIEURE DES SCIENCES ÉCONOMIQUES ET COMMERCIALES DE TUNIS |

2351 DISENTANGLING THE INFORMATION TECHNOLOGY CAPABILITY-FIRM PERFORMANCE RELATIONSHIP: A META-ANALYSIS

| | |
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| Ida-Anna Thiele | OTTO VON GUERICKE UNIVERSITY MAGDEBURG |
| Christopher Schlaegel | OTTO VON GUERICKE UNIVERSITY MAGDEBURG |

3252 ARTIFICIAL INTELLIGENCE AS A STRATEGIC RESOURCE FOR BOOSTING INTERNATIONAL EXPANSION IN FAMILY FIRMS

| | |
|---------------------------|--|
| Jesús Arteaga-Ortiz | ULPGC UNIV OF LAS PALMAS OF GRAN CANARIA |
| Fernando Munoz-Bullon | UNIVERSIDAD CARLOS III DE MADRID |
| Maria J. Sanchez-Bueno | UNIVERSIDAD CARLOS III DE MADRID |
| José Ángel Zúñiga-Vicente | UNIVERSIDAD REY JUAN CARLOS |

TRACK SESSIONS PER DAY

Feminism, trust, and leadership (14:00 - 15:30) - D5 Building - D5/002

Track: ST05_02 - Diversity issues in cultural context

Discussant(s): Henriett Primecz

Paper Presentations:

2294 BALANCING TRUST AND POLITICS: UNDERSTANDING THE DYNAMICS BETWEEN SERVANT LEADERSHIP AND JOB EMBEDDEDNESS

Aamir Suhail

TECNOLOGICO DE MONTERREY (TEC), MEXICO.

Salman Ali Khan

UNIVERSITY OF TECHNOLOGY MALAYSIA

Naif Alsagr

IMAM MOHAMMED IBN SAUD ISLAMIC UNIVERSITY, SAUDI ARABIA

Inam Ul Haq

ESC CLERMONT BUSINESS SCHOOL

2815 AUTHENTICITY, ACTIVISM, AND INSTITUTIONAL ENTREPRENEURSHIP: UNVEILING THE T*FACTOR OF TRANS* LEADERSHIP IN THAILAND

Drew Mallory

CHULALONGKORN UNIVERSITY

1644 THE IMPACT OF FEMINIST MARKETING ON ONLINE MENSTRUAL PRODUCTS CONSUMER STICKINESS

Yuqian Xiang

WENZHOU-KEAN UNIVERSITY

Kashif Khan

WENZHOU-KEAN UNIVERSITY

Liu Enze

WENZHOU-KEAN UNIVERSITY

Fouzia Atlas

WENZHOU KEAN UNIVERSITY CHINA

Formation and termination of alliances (14:00 - 15:30) - D6 Building - D6/105

Track: ST13_03 - CENA Coopetition, Ecosystems, Networks and Alliances

Chair(s): Charlotte Chappert

Discussant(s): Marie FABRE

Paper Presentations:

2030 PREMATURE R&D ALLIANCE TERMINATION AND NEW ALLIANCE FORMATION: A CONTINGENCY PERSPECTIVE

Renuka Devi S Karthikeyan

GRENOBLE ECOLE DE MANAGEMENT

1848 AMBIGUOUS IN VOLUMES: CAPABILITY SIGNALS AND ALLIANCE FORMATION BETWEEN NON-EXPERT AND EXPERT FIRMS

Karen Van Tu

TILBURG UNIVERSITY

Dinh Khoi Nguyen

OPEN UNIVERSITY OF THE NETHERLANDS

John Qi Dong

NANYANG TECHNOLOGICAL UNIVERSITY

2361 INDUSTRY PROTOTYPES VERSUS STRATEGIC GROUP PROTOTYPES

Huajie Shen

GUANGXI UNIVERSITY

Stan Xiao Li

CITY UNIVERSITY OF HONG KONG

TRACK SESSIONS PER DAY

Front-end, Stakeholders, and Capabilities (14:00 - 15:30) - D5 Building - D5/001

Track: ST10_01 - Multi-level Perspectives on Major and Megaprojects

Chair(s): Ole Jonny Klakegg

Paper Presentations:

- 1474 EXPERIMENTING ON THE INTERNAL AND EXTERNAL VIEWS IN RESOURCES AND TIME ESTIMATION**
Giuseppe Sassano OXFORD GLOBAL PROJECTS
Antoine Vernet THE BARTLETT SCHOOL OF SUSTAINABLE CONSTRUCTION, UCL
- 2144 MANAGING IDEA GENERATION: A MULTIPLE CASE STUDY OF MAJOR INFRASTRUCTURE PROJECTS**
Joseph Harrison UNIVERSITY OF SYDNEY
- 2305 THE ORGANISATIONAL CAPABILITIES OF STATE-OWNED ENTERPRISES TO DELIVER MEGAPROJECTS: JABODEBEK LRT PROJECT PHASE 1, INDONESIA**
Rissa Jayanti UNIVERSITY COLLEGE LONDON
Juliano Denicol UNIVERSITY COLLEGE LONDON

GT3 Export and foreign direct investment (FDI) (14:00 - 15:30) - D5 Building - D5/008

Track: GT07_00 - International Management General Track

Chair(s): TIIA VISSAK

Discussant(s): TIIA VISSAK, Young Soo Yang

Paper Presentations:

- 1666 UNDERSTANDING SUCCESS OF FINNISH EXPORTING MSMES: AN INTERPRETATIVE PHENOMENOLOGICAL ANALYSIS**
Faisal Shahzad HÅME UNIVERSITY OF APPLIED SCIENCE
Tiia Vissak UNIVERSITY OF TARTU
- 2382 DATA CAPITAL, EXPORT UPGRADE AND THE GLOBAL HETEROGENEITY KNOWLEDGE SPILLOVER EFFECT**
Ke Rong TSINGHUA UNIVERSITY
Xiaoxuan Tian TSINGHUA UNIVERSITY
Xiang Xu CENTRAL UNIVERSITY OF FINANCE AND ECONOMICS
Xinwei Shi DURHAM UNIVERSITY BUSINESS SCHOOL
Ronaldo Parente FLORIDA INTERNATIONAL U.
- 3448 MEDIA-BASED CEO HUBRIS AND FDI AMBIDEXTERITY**
Young Soo Yang HANSHIN UNIVERSITY(SOUTH KOREA)

TRACK SESSIONS PER DAY

High-performance HR practices (14:00 - 15:30) - C9 Building - C9/003

Track: ST09_01 - Human Resource Management

Chair(s): Francisco Ribeiro

Paper Presentations:

- 1031 HIGH-PERFORMANCE WORK SYSTEMS, WORK-LIFE BALANCE, AND JOB PERFORMANCE: EXTENDING THE LITERATURE THROUGH A CLIMATE APPROACH**
 Jarrod Haar MASSEY UNIVERSITY
 Sarah McCallum AUCKLAND UNIVERSITY OF TECHNOLOGY
 David Brougham MASSEY UNIVERSITY
 Conor O'kane UNIVERSITY OF OTAGO
- 1261 HIGH-PERFORMANCE WORK SYSTEMS: HOW MANAGERS' HR ATTRIBUTIONS SHAPE THEIR EFFECTIVENESS**
 Alexandros Papalexandris ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS
- 1786 UNVEILING THE TENSIONS INHERENT IN HIGH-PERFORMANCE WORK SYSTEMS FOR EMPLOYEES: A (NON-ORDINARY) JOB DEMANDS-RESOURCES PERSPECTIVE**
 Luigi Stirpe UNIVERSIDAD CARLOS III DE MADRID
- 2915 THE MODERATING ROLE OF WELL-BEING MANAGEMENT ON THE PRODUCTIVITY ENHANCING EFFECT OF HIGH-PERFORMANCE-WORK PRACTICES**
 Jens Mohrenweiser STRALSUND UNIVERSITY
 Uwe Jirjahn UNIVERSITY OF TRIER

Innovation General Track 8: Technology and Data Analytics (14:00 - 15:30) - D6 Building - D6/004

Track: GT06_00 - Innovation General Track

Chair(s): Patrick Spieth

Paper Presentations:

- 1176 BIG DATA ANALYTICS CAPABILITIES AND GREEN INNOVATIONS: A META-ANALYSIS AND NECESSARY CONDITION ANALYSIS**
 Mostapha EL IDRISSE CADI AYYAD UNIVERSITY, UCA, FSJES-KS, LERAEM, MARRAKECH, MOROCCO
 Younès EL MANZANI PARIS-SACLAY UNVERISTY, UVSQ, LAREQUOI, VERSAILLES, FRANCE
 Zakaria LISSANEDDINE MOULAY ISMAÏL UNIVERSITY, ENCG MEKNES, MIRL
- 1254 REFRAMING FAILED INVENTIONS: HOW DORMANT INVENTIONS BECOME BREAKTHROUGHS**
 Peter Inho Nahm AMERICAN UNIVERSITY OF SHARJAH
- 1507 DETECTING INNOVATION PROFILES: PATENT ANALYTICS FOR THEMATIC INVESTMENT STRATEGIES**
 David Jaggi UNIVERSITY OF ZURICH
 Jan-Alexander Posth ZHAW SCHOOL OF MANAGEMENT AND LAW
 Carsten Guderian LEXISNEXIS INTELLECTUAL PROPERTY SOLUTIONS

TRACK SESSIONS PER DAY

Innovation Management in Healthcare - Session 3 (14:00 - 15:30) - D6 Building - D6/005

Track: T06_11 - Innovation Management in Healthcare: Current Challenges and Future Opportunities for Value Creation

Chair(s): Andrea Sestino

Paper Presentations:

1684 PARADOXICAL BY DESIGN: NOTIFIED BODIES AND AI ADOPTION IN CONFORMITY ASSESSMENT

| | |
|------------------|---------------------|
| Ingela Mauritzon | HALMSTAD UNIVERSITY |
| Magnus Holmen | HALMSTAD UNIVERSITY |
| Lars Nordgren | HALMSTAD UNIVERSITY |

2342 ACHIEVING MEANINGFUL DIGITAL TRANSFORMATION IN HEALTHCARE ORGANIZATIONS: AN EMPIRICAL CASE STUDY OF ECONSULT IMPLEMENTATION

| | |
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| Myriam Gaïda | CGS MINES PARIS PSL I3 |
| Franck Aggeri | MINES PARISTECH - PSL RESEARCH UNIVERSITY |
| Frédéric Kletz | CENTER FOR MANAGEMENT SCIENCE |

1200 EXTERNAL CHANGES DURING AN ADAPTATION PROCESS: HOW SENSE-ALTERING EVENTS IMPACT ADAPTABILITY BY AFFECTING SENSE-GIVING AND SENSE- MAKING

| | |
|-------------------|---------------------------|
| Luca Pistilli | UNIVERSITY COLLEGE DUBLIN |
| Rossella Cappetta | BOCCONI UNIVERSITY |
| Alessio Cozzolino | UNIVERSITY COLLEGE DUBLIN |
| Ali Radfard | ASTON BUSINESS SCHOOL |

Integrity, sustainability and business ethics (14:00 - 15:30) - D4 Building - D4/105

Track: ST01_05 - Philosophy for business ethics

Chair(s): Stefano Franco

Paper Presentations:

2250 PROFESSIONAL EXPERIENCE, INTRINSIC RELIGIOSITY, AND THE ROLE OF THE ISLAMIC WORK ENVIRONMENT: A MODERATED MODERATION APPROACH TO INTERNAL AUDIT EFFECTIVENESS.

| | |
|-----------------|-----------------------------|
| Hazim Altwaijer | HASSELT UNIVERSITY |
| Nadine Lybaert | HASSELT UNIVERSITY |
| Maarten Corten | HASSELT UNIVERSITY |
| Ine Umans | HASSELT UNIVERSITY |
| Ahmad Abudawleh | GERMAN-JORDANIAN UNIVERSITY |

1314 GREEN POSTING OR GREEN SHOWING-OFF? CONSPICUOUS VIRTUE SIGNALING OF THE SUSTAINABLE CONSUMER POSTS ON SOCIAL MEDIA

| | |
|---------------|---|
| Chi-Shiun Lai | DEPARTMENT OF BUSINESS ADMINISTRATION, NATIONAL YUNLIN UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Guan Lun Chen | NATIONAL YUNLIN UNIVERSITY OF SCIENCE AND TECHNOLOGY |

TRACK SESSIONS PER DAY

3070 EXPLORING THE ROLE OF PHILOSOPHER OFFICERS IN BUSINESS THROUGH THE LENS OF SENSEMAKING

| | |
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| Stefano Franco | POLITECNICO DI BARI |
| Maria Anna Misuriello | UNIVERSITY OF BARI |
| Antonio Messeni Petruzzelli | POLITECNICO OF BARI, ITALY |
| Umberto Panniello | POLYTECHNIC UNIVERSITY OF BARI |
| Paolo Ponzio | UNIVERSITY OF BARI |

2736 INTEGRATED ANALYSIS OF INTEGRITY PROGRAMS IN BRAZILIAN ORGANIZATIONS

| | |
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| Armindo dos Santos de Sousa Teodósio | PONTIFICAL CATHOLIC UNIVERSITY OF MINAS GERAIS |
| Felipe Mello | FUNDACAO DOM CABRAL |
| Rodolfo Pereira | UFMA |

Leveraging AI to Build Future-Ready Leaders (14:00 - 15:30) - Hilton Garden Inn Novoli - Sala San Donato (A)
Track: T09_04 - AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management, Employment Relations and Organizational Behaviour
Discussant(s): Piotr Staszkiwicz

Paper Presentations:

1394 STIMULATE YOUR CREATIVITY: THE RELATIONSHIP BETWEEN SUPERVISORY LEADERSHIP AND GOAL ORIENTATION WITH CREATIVITY - CHATGPT AS A MODERATING VARIABLE

| | |
|---------------------------|---|
| Li-Chun Fang | NATIONAL KAOHSIUNG UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Chen-Ling Lai | NATIONAL SUN YAT-SEN UNIVERSITY |
| Widya Oky Kurniawan Putra | NATIONAL KAOHSIUNG UNIVERSITY OF SCIENCE AND TECHNOLOGY |

1580 AI AS A COACH FOR DEVELOPING LEADER COMPETENCE: EXPLORING COACHING CONVERSATIONS

| | |
|--------------------|---------------------------------------|
| Olivier Malafronte | UNIVERSITÉ CÔTE D'AZUR |
| Sabrina Loufrani | UNIVERSITÉ CÔTE D'AZUR, IAE NICE, GRM |

1425 ACHIEVEMENT DRIVE AND TAX AGGRESSIVENESS: AN EMPIRICAL ANALYSIS USING CEO FACIAL WIDTH-TO-HEIGHT RATIO

| | |
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| Robert Furtado | UNIVERSIDADE DE BRASÍLIA |
| Paulo Lustosa | UNIVERSIDADE DE BRASÍLIA |
| Piotr Staszkiwicz | WARSAW SCHOOL OF ECONOMICS |

Local and Global Entrepreneurial Ecosystems (14:00 - 15:30) - D4 Building - D4/002

Track: T03_10 - Entrepreneurial Ecosystems

Chair(s): Alessandro Lucini Paioni

Discussant(s): Silvia Poli, Ana Daniel

Paper Presentations:

2715 CONNECTING THE DOTS: LEVERAGING TRANS-LOCAL LINKAGES IN RURAL ENTREPRENEURIAL ECOSYSTEMS

| | |
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| João Almeida | GOVCOPP, UNIVERSITY OF AVEIRO |
| Ana Daniel | UNIVERSIDADE DE AVEIRO |

TRACK SESSIONS PER DAY

3116 ONE HOUR TO SINGAPORE: ENTREPRENEURIAL ECOSYSTEM SYNERGIES AS ENABLERS OF PRODUCTIVE ENTREPRENEURSHIP

| | |
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| Antje Fiedler | UNIVERSITY OF AUCKLAND BUSINESS SCHOOL |
| David Audretsch | INDIANA UNIVERSITY BLOOMINGTON |
| Benjamin Fath | UNIVERSITY OF AUCKLAND BUSINESS SCHOOL |
| Siah Antje | VICTORIA UNIVERSITY OF WELLINGTON |

3282 ENTREPRENEURSHIP POLICY INTEGRATION IN MULTI-LAYERED ENTREPRENEURIAL ECOSYSTEM

| | |
|-------------|-----------------------|
| Silvia Poli | UNIVERSITY OF BOLOGNA |
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M&A, Alliances and Divestitures (14:00 - 15:30) - D6 Building - D6/111

Track: ST13_04 Mergers & Acquisitions and Divestitures: A Glimpse into the Future

Chair(s): Oleksandra Kochura

Discussant(s): David Kroon

Paper Presentations:

2353 EMBRACING DIVERSE CULTURAL BACKGROUNDS: UNDERSTANDING THE IMPACT OF CULTURAL DISTANCE ON THE TRANSITION FROM REPEATED ALLIANCES TO ACQUISITIONS

| | |
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| Yueling Zhou | VRIJE UNIVERSITEIT AMSTERDAM |
| Emanuel Gomes | NOVA SCHOOL OF BUSINESS AND ECONOMICS |
| Ferran Vendrell-herrero | UNIVERSITY OF EDINBURGH BUSINESS SCHOOL |

2092 ACQUISITIVE BEHAVIORS OF FAMILY FIRMS A PROCESS MODEL

| | |
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| Olimpia Meglio | UNIVERSITY OF NAPLES FEDERICO II |
| Sofia Brunelli | LIUC UNIVERSITY |
| Alessandro Cirillo | UNIVERSITY OF NAPLES FEDERICO II |
| Salvatore Sciascia | LIUC UNIVERSITÀ CATTANEO |

1364 EXOGENOUS SHOCKS AND SURVIVAL POINTS IN MULTIUNIT FIRMS

| | |
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| Timo Sohl | UPF BARCELONA SCHOOL OF MANAGEMENT |
| Brian McCann | VANDERBILT UNIVERSITY |
| Govert Vroom | IESE BUSINESS SCHOOL |

Managing Purpose in Social and Sustainable Entrepreneurship (14:00 - 15:30) - D4 Building - D4/101

Track: ST03_06 - Social and Sustainable Entrepreneurship

Chair(s): Niko Gerlach

Paper Presentations:

3687 ENVIRONMENTAL AND SOCIAL GOALS IMPACTS ON GROWTH FOR WOMEN-LED BUSINESSES

| | |
|--------------------|---------------------------|
| Jeremy Zwiendelaar | OXFORD BROOKES |
| Huan Yang | OXFORD BROOKES UNIVERSITY |

TRACK SESSIONS PER DAY

3542 NAVIGATING PURPOSE: A THEMATIC ANALYSIS OF SOCIAL ENTREPRENEURSHIP IN NORTHWEST IRELAND AND NORTHERN IRELAND

Suzhou Wei ATLANTIC TECHNOLOGICAL UNIVERSITY
Isobel Cunningham ATU DONEGAL
Laura Bradley-McCauley ULSTER UNIVERSITY

1380 BEYOND PURPOSE AND PROFIT: INSIGHTS FROM AN IMPACT INVESTOR TYPOLOGY

Niko Gerlach HEINRICH HEINE UNIVERSITY

Paradoxes (14:00 - 15:30) - D6 Building - D6/106

Track: GT13_00 - Strategic Management General Track

Chair(s): Annunziata Tarulli

Discussant(s): Morgane Scaringella

Paper Presentations:

1145 EMBRACING THE MEATLESS MEAT PARADOX - A CASE STUDY OF DEVELOPING ANTITHETICAL BUSINESSES

Mariachiara Colucci UNIVERSITY OF BOLOGNA
Alessandra Vecchi

1937 AMBIDEXTERITY AND DYNAMIC CAPABILITIES ARE EUPHEMISMS FOR LAMARCKIAN EVOLUTION: REDEFINING ORGANIZATION AS A SYSTEM OF FOUR-DIMENSIONAL EVOLUTIONARY COORDINATION

Daniel Siegfried ESCP BUSINESS SCHOOL (STUDENT)

2225 "SHARING IS CARING": MANAGING NURTURING AND SHARING DYNAMICS IN AMBIDEXTROUS ORGANIZATIONAL DESIGNS

Jamal Azzam TOULOUSE SCHOOL OF MANAGEMENT
Pierre-Jean Barlatier EDHEC BUSINESS SCHOOL
Cylvien Gibert TOULOUSE SCHOOL OF MANAGEMENT

Performance management in local governance (14:00 - 15:30) - D5 Building - D5/114

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Filippo Giordano

Discussant(s): Fabien Eymas, Davide lo Conte

Paper Presentations:

1244 FROM STAGNATION TO SUCCESS: DYNAMIC CAPABILITIES AND LEADERSHIP IN MICRO-MUNICIPALITY TRANSFORMATION

Matteo Cristofaro UNIVERSITY OF ROME TOR VERGATA
Nicola Cucari SAPIENZA UNIVERSITY OF ROME
Davide lo Conte SAPIENZA UNIVERSITY OF ROME
Leul Girma Haylemariam SAPIENZA UNIVERSITY OF ROME
Rocco Palumbo UNIVERSITY "TOR VERGATA" OF ROME

TRACK SESSIONS PER DAY

2314 GOAL ACHIEVEMENT IN MUNICIPAL STRATEGIC PLANNING: THE ROLE OF MAYORAL ENGAGEMENT, STRATEGIC CONTENT AND NARRATIVES

Fabien Eymas

UNIVERSITÉ DE HAUTE-ALSACE

Faouzi Bensebaa

UNIVERSITÉ PARIS NANTERRE

Protection and discrimination in organizations (14:00 - 15:30) - D4 Building - D4/102

Track: ST01_08 - Arts & Philosophy for Business and Society

Chair(s): Francesco Maria Maglione

Discussant(s): Claudio Valerio, Luca Orlando

Paper Presentations:

1907 VULNERABILITY IN THE DIALOGUE OF KNOWLEDGE: THE SO-CALLED 'ELDERLY' PERSON AS A PARTICULARLY VULNERABLE CONTRACTING PARTY?

Rita Aliperta

SCUOLA SUPERIORE MERIDIONALE

Luciana D'Acunto

UNIVERSITÀ DEGLI STUDI DI NAPOLI FEDERICO II

Valeria Duraccio

SSM

Maria Eugenia Mazzarella

SCUOLA SUPERIORE MERIDIONALE

Luca Orlando

SCUOLA SUPERIORE MERIDIONALE

Barbara Salvatore

UNIVERSITY OF NAPLES FEDERICO II, SCUOLA SUPERIORE MERIDIONALE

3372 THE RIGHT TO ONCOLOGICAL OBLIVION: CONFIDENTIALITY, FORGETTING AND NON-DISCRIMINATION

Francesco Maria Maglione

UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA LUIGI VANVITELLI, SCUOLA SUPERIORE MERIDIONALE

Barbara Salvatore

UNIVERSITY OF NAPLES FEDERICO II, SCUOLA SUPERIORE MERIDIONALE

Lucilla Boccalatte

UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA LUIGI VANVITELLI/SCUOLA SUPERIORE MERIDIONALE

1902 ECCE HOMO IN THE AGE OF ARTIFICIAL INTELLIGENCE: THE IMPACT ON ORGANISATIONAL CHANGE AND ALGORITHMIC DISCRIMINATION IN HR

Luca Orlando

SCUOLA SUPERIORE MERIDIONALE

Ludovica Fava

SCUOLA SUPERIORE MERIDIONALE

Luigi Maria Sicca

UNIVERSITY OF NAPLES FEDERICO II

Provider - Patient Relationships Influence on Outcomes (14:00 - 15:30) - D5 Building - D5/110

Track: ST11_02 - Healthcare Management Research

Chair(s): André de Waal

Discussant(s): David Giauque

Paper Presentations:

1207 RELATIONAL VALUE CREATION: EXPLORING THE IMPACT OF PATIENT-DOCTOR COMMUNICATION ON PATIENT OUTCOMES

Francesca Ferrè

UNIVERSITÀ DEGLI STUDI DI MILANO

Riccardo Novaro

UNIVERSITÀ DEL PIEMONTE ORIENTALE

TRACK SESSIONS PER DAY

2107 WHAT FACTORS HELP PUBLIC ORGANIZATIONS STAY AHEAD? EVIDENCE ON SENSING CAPABILITIES FROM THE FAMILY AND COMMUNITY NURSE MODEL WITH FSQCA

| | |
|-------------------|--|
| Alessia Caputo | SANT'ANNA SCHOOL OF ADVANCED STUDIES |
| Lorenzo Taddeucci | SANT'ANNA SCHOOL OF ADVANCED STUDIES |
| Patrick Mello | VRIJE UNIVERSITAT AMSTERDAM, DEPARTMENT OF POLITICAL SCIENCE AND PUBLIC ADMINISTRATION |
| Chiara Barchielli | SCUOLA SUPERIORE SANT'ANNA |
| Milena Vainieri | SANT'ANNA SCHOOL OF ADVANCED STUDIES |

1827 HEALTHCARE UNDER PRESSURE: ORGANIZATIONAL CHOICES, VIOLENCE CONCERN, AND JOB SATISFACTION IN EMERGENCY DEPARTMENTS

| | |
|-------------------------|---|
| Ylenia Curzi | UNIVERSITY OF MODENA AND REGGIO EMILIA_ MARCO BIAGI DEPARTMENT OF ECONOMICS |
| Francesca Nepoti | UNIVERSITY OF MODENA AND REGGIO EMILIA |
| Barbara Pistoresi | UNIMORE- UNIVERSITÀ DEGLI STUDI DI MODENA E REGGIO EMILIA |
| Erica Poma | UNIVERSITY OF MODENA AND REGGIO EMILIA, MARCO BIAGI DEPARTMENT OF ECONOMICS |
| Michele Mastroberardino | AOU MODENA |
| Loretta Casolari | AOU MODENA |

Reframing Leadership: Identity, Emotion, Change (14:00 - 15:30) - C9 Building - C9/008

Track: ST09_03 - Leadership

Chair(s): Lien Desmet

Discussant(s): Xiaodan Wu

Paper Presentations:

1047 LEADING WITH EMOTION REGULATION DURING CHALLENGING ORGANIZATIONAL EVENTS

| | |
|-----------------------|------------------|
| Mahbubul Alam | TRENT UNIVERSITY |
| Parbudyal Singh | YORK UNIVERSITY |
| Marie-Hélène Budworth | YORK UNIVERSITY |
| Mark Podolsky | YORK UNIVERSITY |

3367 HOW TO REWRITE THE PLAYBOOK? THE ROLE OF UNLEARNING IN TRANSFORMING LEADERSHIP EFFECTIVENESS IN EDUCATION

| | |
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| Rytis Komicius | ISM UNIVERSITY OF ECONOMICS AND MANAGEMENT |
| Raimonda Alonderienė | ISM UNIVERSITY OF MANAGEMENT AND ECONOMICS |

3633 THE RESILIENT FORCE OF LEADER IDENTITY

| | |
|-----------------------|-------------------|
| Lien Desmet | OPEN UNIVERSITEIT |
| Katleen De Stobbeleir | |
| Sara De Hauw | |

TRACK SESSIONS PER DAY

Religion, identity and values in family firms (14:00 - 15:30) - D5 Building - D5/011

Track: GT04_00 - Family Business Research General Track

Chair(s): Christian Neusser

Discussant(s): Deanira Laze, Deanira Laze

Paper Presentations:

3457 "I LOST MY LIFE" – IDENTITY RECONSTRUCTION AFTER FAILURE OF LEADERSHIP SUCCESSION IN FAMILY FIRMS

Sandra Fiedler

CHEMNITZ UNIVERSITY OF TECHNOLOGY, PROFESSORSHIP OF ORGANIZATION AND INTERNATIONAL MANAGEMENT

3266 MEANING AND PRACTICE OF TRADITION WITHIN FAMILY BUSINESSES: A PHENOMENOGRAPHIC ENQUIRY

Elisa Conz

UNIVERSITY OF PAVIA

Beck Franciele

UNIVERSIDADE REGIONAL DE BLUMENAU | FURB · DEPARTAMENTO DE CONTABILIDADE

Daniel Mucci

UNIVERSITY OF SÃO PAULO

Tatiane Meurer

UNIVERSIDADE REGIONAL DE BLUMENAU | FURB · DEPARTAMENTO DE CONTABILIDADE

2952 RELIGION AND PROSOCIAL BEHAVIOUR IN FAMILY FIRMS: THE INFLUENCE OF MANAGERS' BELIEF IN BIG GODS

Andrew David Allan Smith

UNIVERSITY OF BIRMINGHAM

Allan Discua Cruz

CENTRE FOR FAMILY BUSINESS/LANCASTER UNIVERSITY MANAGEMENT SCHOOL

Nicholas Burton

NORTHUMBRIA UNIVERSITY

Nicholas Wong

NORTHUMBRIA UNIVERSITY

Science, Industry & Academia (3/4) (14:00 - 15:30) - D6 Building - D6/016

Track: T06_13 - Bridging Academia, Science and Industry for Tomorrow's Breakthroughs

Chair(s): Quentin Plantec

Paper Presentations:

2163 DEVELOPING A REGIONAL INNOVATION SYSTEM IN THE PERIPHERY: A LONGITUDINAL STUDY OF SYSTEM ENTREPRENEURS' ROLES AND DEVELOPMENT

Marianne Steinmo

NORD UNIVERSITY

Thomas Lauvås

NORD UNIVERSITY

Rannveig Edda Hjaltadóttir

NORD UNIVERSITY

Krister Salamonsen

NORD UNIVERSITY

2969 POLICY IMPLEMENTATION IN MULTI-LEVEL GOVERNANCE: REGIONAL GOVERNMENT PERSPECTIVES ON TECHNOLOGY TRANSFER

Janik Wadlinger

FRIEDRICH-ALEXANDER-UNIVERSITÄT ERLANGEN-NÜRNBERG (FAU)

Timothee Gomot

UNIVERSITÉ PARIS-EST CRÉTEIL (UPEC)

Kathrin Moeslein

FAU ERLANGEN-NÜRNBERG & HHL LEIPZIG GRADUATE SCHOOL OF MANAGEMENT

TRACK SESSIONS PER DAY

3648 FROM CORE TO PERIPHERY: HOW INNOVATION ECOSYSTEM COMPLEMENTORS CREATE AND CAPTURE VALUE

| | |
|--------------------|------------------------------------|
| Jan-Pieter Tiedink | OPEN UNIVERSITEIT |
| Ward Ooms | OPEN UNIVERSITY OF THE NETHERLANDS |
| Dieudonnee Cobben | OPEN UNIVERSITEIT |
| Myriam Clodt | OPEN UNIVERSITEIT |

1319 EXPLOITATION AND EXPLORATION: THE DYNAMICS OF HOPE THE CASE OF EXOSKELETON PROJECTS IN THE DEFENSE SECTOR

| | |
|-------------|---------------------|
| Laure Colin | ECOLE POLYTECHNIQUE |
| Hervé Dumez | ÉCOLE POLYTECHNIQUE |

Session 3 (14:00 - 15:30) - D6 Building - D6/011

Track: T07_03 - International Competitiveness

Chair(s): Marzenna Weresa

Discussant(s): Massimo Riva

Paper Presentations:

2438 CONTRIBUTION OF SUPPLY CHAIN COMPETITIVENESS TO THE LOCALIZATION OF OIL & GAS IN SAUDI ARABIA

| | |
|-----------------------|-------------------------------------|
| Bassem Nasri | PRINCE MOHAMMED BIN FAHD UNIVERSITY |
| Salem Alanazi | UNIVERSITI SAINS MALAYSIA |
| Sarah Alanazi | PRINCE MOHAMMAD BIN FAHD UNIVERSITY |
| Abdulmohsen Alqahtani | PRINCE MOHAMMAD BIN FAHD UNIVERSITY |

2955 THE IMPACT OF INSTITUTIONAL LEGACIES ON THE INTERNATIONALIZATION OF SMALL AND MEDIUM-SIZED ENTERPRISES: INSIGHTS FROM A NATURAL EXPERIMENT

| | |
|-----------------|-------------------------------------|
| Juliet Nollau | UNIVERSIÄT ERFURT |
| Simon Oertel | PARIS LODRON UNIVERSITY OF SALZBURG |
| Miriam Zschoche | UNIVERSITY OF ERFURT |

3238 DIGITALIZATION, SUSTAINABILITY, AND INTERNATIONAL COMPETITIVENESS: A CASE STUDY OF ITALIAN SMES

| | |
|-------------------|---------------------|
| Martina Tomasetig | UNIVERSITY OF UDINE |
| Maria Chiarvesio | UNIVERSITY OF UDINE |

3509 THE RELATIONSHIP BETWEEN CROSS-BORDER M&A PORTFOLIO CHARACTERISTICS AND MNES' STRATEGIC FLEXIBILITY: REAL OPTIONS THEORY AND LEARNING PERSPECTIVE

| | |
|----------------|-------------------------|
| Wanlin Hu | VLERICK BUSINESS SCHOOL |
| Kerstin Fehre | VLERICK BUSINESS SCHOOL |
| Carine Peeters | VLERICK BUSINESS SCHOOL |

TRACK SESSIONS PER DAY

Session 6: Organizational Creativity and Learning (14:00 - 15:30) - D5 Building - D5/010

Track: GT10_00 - Project Organising General Track

Chair(s): Pedro Serrador

Discussant(s): Jörg Sydow, Simon Bichon

Paper Presentations:

1274 ENHANCING ORGANIZATIONAL CREATIVITY IN CONSTRAINED CONTEXTS THROUGH SIDE-PROJECTS: INSIGHTS FROM CLASSICAL MUSIC PERFORMANCE

| | |
|--------------------|---|
| Jörg Sydow | FREIE U BERLIN |
| Benjamin Schiemer | JKU LINZ |
| Nico Martinez Feix | FU BERLIN, SCHOOL OF BUSINESS & ECONOMICS |

3560 BRINGING TOGETHER THE BEST OF BOTH WORLDS? THE ROLES OF SERVICE-LEARNING AND PROJECT-BASED LEARNING IN SELF-EFFICACY PROJECT MANAGEMENT DEVELOPMENT.

| | |
|------------------------|-----------------------|
| Simon Bichon | ESSCA |
| Laetitia Gabay-Mariani | KEDGE BUSINESS SCHOOL |
| Axel Massa | ESSCA |

1342 EXPLORING PERSONAL AND INDUSTRY WORK VALUES OF WOMEN IN CONSTRUCTION AND ENGINEERING

| | |
|---------------------|-------------------------------------|
| Muhammad Ali | QUEENSLAND UNIVERSITY OF TECHNOLOGY |
| Marzena Baker | AUSTRALIAN CATHOLIC UNIVERSITY |
| Roksana Jahan Tumpa | CQUNIVERSITY AUSTRALIA |
| Emma Hassett | ACCIONA AUSTRALIA |

Session 7: Time, Temporality, and Process Views (14:00 - 15:30) - D5 Building - D5/003

Track: GT10_00 - Project Organising General Track

Chair(s): Catherine Killen

Discussant(s): Monique Aubry, Anita Birkeland

Paper Presentations:

2364 TIME KNOTS AND KNOTTING TIME: ADVANCING TIME THEORY THROUGH TEMPORARY ORGANIZATION TRAJECTORIES

| | |
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| Monique Aubry | UNIVERSITÉ DU QUÉBEC À MONTRÉAL |
| Serghei Floricel | UNIVERSITÉ DU QUÉBEC À MONTRÉAL |
| Sorin Piperca | BIRKBECK, UNIVERSITY OF LONDON |

2527 FROM HIDDEN TO APPARENT - UNDERSTANDING OPERATIONAL PROJECTS. A LITERATURE REVIEW

| | |
|-----------------|---|
| Anita Birkeland | AARHUS UNIVERSITY, SCHOOL OF BUSINESS AND SOCIAL SCIENCES |
| Per Svejvig | AARHUS UNIVERSITY |

3464 THE INTERPLAY OF ROLES AND ROUTINES IN MOVING TOWARDS A PROGRAM MODE OF ORGANIZING

| | |
|----------------|------------------------------|
| Lynn Vosman | UNIVERSITY OF TWENTE |
| Leentje Volker | UNIVERSITY OF TWENTE |
| Fleur Deken | VRIJE UNIVERSITEIT AMSTERDAM |

TRACK SESSIONS PER DAY

Social Impact and Resilience: Resources and Initiatives (14:00 - 15:30) - D5 Building - D5/112

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Lorenzo Costumato

Discussant(s): ANTONIO D'ALESSIO, Panagiotis Kyriakopoulos

Paper Presentations:

1258 TANGIBLE AND INTANGIBLE RESOURCES, ORGANIZATIONAL RESILIENCE AND SOCIAL AND ECONOMIC PERFORMANCE: SOME NEW EVIDENCE FROM ELDERLY CARE UNITS

| | |
|--------------------------|---|
| Andreas Georgiou | UNIVERSITY OF EXETER BUSINESS SCHOOL |
| Panagiotis Kyriakopoulos | KING'S COLLEGE LONDON |
| Xenia Mamakou | ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS |
| Elisavet Protonotariou | ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS |
| Helen Salavou | ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS |
| Emmanouil Sofikitis | ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS |

2528 FOOD BANKS AND SOCIAL IMPACT: AN OVERVIEW THROUGH THE LENS OF SDGS

| | |
|--------------------|--|
| Laura Berardi | DEPARTMENT OF ECONOMIC STUDIES - G. D'ANNUNZIO UNIVERSITY OF PESCARA |
| Maria Monaco | G. D'ANNUNZIO UNIVERSITY OF CHIETI-PESCARA |
| Diego Valentinetti | G. D'ANNUNZIO UNIVERSITY OF CHIETI-PESCARA |

3117 THE ROLE OF ART IN PUBLIC VALUE CREATION BY SOCIAL ENTERPRISES: A QUALITATIVE CASE STUDY

| | |
|-------------------|-----------------------------------|
| Antonio D'aleccio | UNIVERSITY OF NAPLES "PARTHENOPE" |
| Leonardo Laterza | LUMSA UNIVERSITY |

Social Sustainability, Work Addiction & Knowledge Seeking (14:00 - 15:30) - C9 Building - C9/002

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Ghazale Kordi

Discussant(s): Anna Sławik

Paper Presentations:

2585 INTRADEPARTMENTAL KNOWLEDGE SEEKING: A CAUSAL CONFIGURATIONAL ANALYSIS OF GOAL ORIENTATION, PSYCHOLOGICAL SAFETY, AND SOCIAL NETWORK

| | |
|---------------------|-----------------------------------|
| Anna Sławik | JAGIELLONIAN UNIVERSITY IN KRAKÓW |
| Aleksandra Rudawska | UNIVERSITY OF SZCZECIN |

2912 BRIDGING CHALLENGES: SOCIAL SUSTAINABILITY AND RESILIENCE IN MIGRANT INTEGRATION

| | |
|---------------|------------------------|
| Uma Jogulu | EDITH COWAN UNIVERSITY |
| Ghazale Kordi | UNIVERSITY OF HELSINKI |
| Jari Salo | UNIVERSITY OF HELSINKI |

TRACK SESSIONS PER DAY

Spirituality, Motivation & Workplace Mistreatment (14:00 - 15:30) - C9 Building - C9/005

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): S. Arzu Wasti

Paper Presentations:

1961 EXPLORING PROFILES AND PREDICTORS OF NON-SEXUAL AND NON-GENDERED FORMS OF WORKPLACE MISTREATMENT

| | |
|--------------------|----------------------------------|
| S. Arzu Wasti | SABANCI UNIVERSITY |
| İbrahim Acar | ÖZYEĞİN UNIVERSITY |
| Canan Sümer | ÖZYEĞİN UNIVERSITY |
| Derya Karanfil | İZMİR BAKIRÇAY ÜNİVERSİTESİ |
| Yonca Toker Gültaş | MIDDLE EAST TECHNICAL UNIVERSITY |
| Feride Acar | MIDDLE EAST TECHNICAL UNIVERSITY |
| Aslı Göncü Köse | ÇANKAYA UNIVERSITY |
| A. Başak Ok | ANKARA UNIVERSITY |

2198 DID YOU REALLY FORGIVE ME: CONTROLLED MOTIVATION IN TRANSGRESSOR RECONCILIATION OUTCOMES

| | |
|----------------|-----------------------------------|
| Carlina Conrad | IE UNIVERSITY |
| Kriti Jain | IE BUSINESS SCHOOL, IE UNIVERSITY |
| Yupeng He | IE BUSINESS SCHOOL, IE UNIVERSITY |

3400 WORKPLACE SPIRITUALITY AND ITS OUTCOMES MECHANISM: A SYSTEMATIC LITERATURE REVIEW

| | |
|-------------------|----------------------------------|
| Akanksha Tripathi | XLRI XAVIER SCHOOL OF MANAGEMENT |
| Vikram Gupta | XLRI XAVIER SCHOOL OF MANAGEMENT |

Strategic Renewal and Sustainability (14:00 - 15:30) - D6 Building - D6/113

Track: T02_04 / T13_09 - Purpose-Driven Strategies, Transformation, Corporate Governance, and Resilience (co-sponsored COGO & SM SIGs)

Chair(s): Nicole Steller

Paper Presentations:

3401 EFFECTUATING STRATEGIC RENEWAL IN OUTSIDER SUCCESSION: THE ROLE OF COLLABORATIVE INTEGRATION AND PURPOSEFUL BRIDGING

| | |
|-------------------|----------------------------|
| Xavier Castaner | UNIVERSITY OF LAUSANNE |
| Alexander Alexiev | ESSCA SCHOOL OF MANAGEMENT |

3587 PARADOXICAL COGNITION IN CORPORATE SUSTAINABILITY: ANTECEDENTS, PROCESSES, AND OUTCOMES

| | |
|---------------------|--------------------------------------|
| Giovanni Gesiot | UNIVERSITÀ DEGLI STUDI DI PERUGIA |
| Alice Alosi | SANT'ANNA SCHOOL OF ADVANCED STUDIES |
| Francesco Rizzi | UNIVERSITÀ DI PERUGIA |
| Eleonora Annunziata | SANT'ANNA SCHOOL OF ADVANCED STUDIES |
| Marco Frey | SANT'ANNA SCHOOL OF ADVANCED STUDIES |

TRACK SESSIONS PER DAY

3603 STRATEGIC RESPONSES TO CLIMATE CHANGE

| | |
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| Kim Bär | VIENNA UNIVERSITY OF BUSINESS AND ECONOMICS (WU) |
| Alexander Engelmann | WU VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS |
| Werner Hoffmann | WU VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS |

Success factors in new product development (14:00 - 15:30) - D6 Building - D6/102

Track: T06_12 - Navigating new product development in an era of collaboration, uncertainty, and technological change

Chair(s): Faisal Khurshid

Discussant(s): Aylin Ates, Faisal Khurshid

Paper Presentations:

2719 PRIORITISING CRITICAL SUCCESS FACTORS IN COOPETITION USING AN INTEGRATED SPHERICAL FUZZY ANALYTIC HIERARCHY PROCESS (SF-AHP) APPROACH AND DOCUMENT CODING

| | |
|------------------|---|
| Aziz Konyalioglu | UNIVERSITY OF STRATHCLYDE AND ISTANBUL TECHNICAL UNIVERSITY |
| Aylin Ates | UNIVERSITY OF STRATHCLYDE BUSINESS SCHOOL |
| Steve Paton | UNIVERSITY OF STRATHCLYDE |

2890 RESPONDING TO RADICAL INNOVATION: STRATEGIC APPROACHES TO KNOWLEDGE PRIORITIZATION IN OUTSOURCING

| | |
|-----------------|---|
| Faisal Khurshid | LEE SHAU KEE SCHOOL OF BUSINESS AND ADMINISTRATION, HONG KONG METROPOLITAN UNIVERSITY |
| Woo-yong Park | DEPARTMENT OF MANAGEMENT, ENTREPRENEURSHIP, AND TECHNOLOGY, LEE BUSINESS SCHOOL, UNIVERSITY OF NEVADA, LAS VEGAS, UNITED STATES |

3527 HELP FROM THE OTHER SIDE – HOW AI ASSISTANCE IN NEW PRODUCT DEVELOPMENT AFFECTS INNOVATION SUCCESS

| | |
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| Henning Meier | SAARLAND UNIVERSITY |
| Sven Heidenreich | SAARLAND UNIVERSITY |
| Slawka Jordanow | SAARLAND UNIVERSITY |

Trade-offs or Value Creation? Examining Collaborative Practices in Projects (14:00 - 15:30) - D4 Building - D4/006

Track: ST10_02 - Project and Society

Chair(s): Francesco Di Maddaloni

Discussant(s): Ofer Zwikael, Alfons Marrewijk

Paper Presentations:

3174 ENHANCING PROJECT VALUE THROUGH PROJECT STAKEHOLDER ENGAGEMENT: A NEW STAKEHOLDER THEORY PERSPECTIVE

| | |
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| Zhiwen Zheng | THE AUSTRALIAN NATIONAL UNIVERSITY |
| Ofer Zwikael | AUSTRALIAN NATIONAL UNIVERSITY |

TRACK SESSIONS PER DAY

1096 **IMPACTFUL PROJECTS: FORWARD CO-CREATION OF NEW COLLABORATIVE PRACTICES IN CIRCULAR CONSTRUCTION PROJECTS**

| | |
|------------------|--------------------------------|
| Alfons Marrewijk | DELFT UNIVERSITY OF TECHNOLOGY |
| Mart Uden | DELFT UNIVERSITY OF TECHNOLOGY |
| Claire Brouwer | VU AMSTERDAM |
| Hans Wamelink | DELFT UNIVERSITY OF TECHNOLOGY |
| Erwin Hurkens | DELFT UNIVERSITY OF TECHNOLOGY |
| Ellen van Bueren | DELFT UNIVERSITY OF TECHNOLOGY |

2359 **CONTROVERSY AND CONFLICTING VALUATIONS IN THE FOSEN WIND PROJECT**

| | |
|-------------------|---|
| Vedran Zerjav | DEPARTMENT OF INDUSTRIAL ECONOMICS AND TECHNOLOGY MANAGEMENT, NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY (NTNU) |
| Parinaz Farid | NORWEGIAN UNIVERSITY OF SCIENCE AND TECHNOLOGY |
| Marina Bos-de Vos | DELFT UNIVERSITY OF TECHNOLOGY |

Voice & Disclosure (14:00 - 15:30) - C9 Building - C9/004

Track: ST09_01 - Human Resource Management

Chair(s): Aleksandra Klein

Paper Presentations:

1218 **MORAL INJURY, PERCEIVED PROSOCIAL IMPACT AND CONSEQUENCES TO ENGAGEMENT, JOB SATISFACTION AND INTENTION TO LEAVE: IS EMPLOYEE SILENCE A HARMFUL COPING STRATEGY?**

| | |
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| Patricia Dina Pariona-Cabrera | RMIT UNIVERSITY |
| Kerstin Alfes | ESCP EUROPE |
| Timothy Bartram | RMIT UNIVERSITY |
| Peter Holland | SWINBURNE UNIVERSITY OF TECHNOLOGY |

2500 **I HAVE NEWS FOR YOU: NAVIGATING THE DISCLOSURE OF PREGNANCY IN THE WORKPLACE**

| | |
|--------------------------|---------------------|
| Naama Bar-On Shmilovitch | UNIVERSITY OF HAIFA |
| Shay Tzafrir | UNIVERSITY OF HAIFA |
| Orna Blumen | SENIOR LECTURER |
| Keren Youldus-Dalal | UNIVERSITY OF HAIFA |

2681 **EMPLOYEE VOICE, EMPLOYEE OUTCOMES, AND THE ROLE OF SOCIAL CLASS ORIGINS**

| | |
|---------------------|----------------------------------|
| Francesco Fumagalli | UNIVERSITY OF MILAN |
| Edoardo Della Torre | UNIVERSITY OF MILAN |
| Marco Guerci | UNIVERSITÀ DEGLI STUDI DI MILANO |
| Sven Hauff | HELMUT SCHMIDT UNIVERSITY |

TRACK SESSIONS PER DAY

| | | |
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| 3212 | HOW AND WHEN HR PRACTICES LEAD TO COUNTERPRODUCTIVE WORK BEHAVIOURS? A THREE-WAVE STUDY | |
| | Yasir Mansoor Kundi | SCHOOL OF BUSINESS STUDIES, INSTITUTE OF BUSINESS ADMINISTRATION (IBA) KARACHI |
| | Subhan SHAHID | KEDGE BUSINESS SCHOOL, FRANCE. |
| | Sardar Shakir | GHULAM ISHAQ KHAN INSTITUTE OF ENGINEERING SCIENCES AND TECHNOLOGY, TOPI PAKISTAN |
| | Waheed Ali UMRANI | SULTAN QABOOS UNIVERSITY, OMAN |

TRACK SESSIONS PER DAY

25 June 2025, Wednesday

AI, Language Models and Textual Analysis II (16:00 - 17:30) - D4 Building - D4/106

Track: ST12_01 - Actors, Systems, and Coevolution: Methods and Perspectives for a Complex World

Chair(s): Ivan Zupic

Paper Presentations:

2222 LARGE LANGUAGE MODELS VERSUS TRADITIONAL NATURAL LANGUAGE PROCESSING APPROACHES IN MARKETING: ASSESSING AI CAPABILITIES IN IDENTIFYING CONTEXT-SPECIFIC TEXTUAL CONTENT

Vito Giordano UNIVERSITY OF PISA

Antonella Martini UNIVERSITY OF PISA

Filippo Chiarello UNIVERSITÀ DI PISA

Irene Spada UNIVERSITÀ DI PISA

3066 ASSESSING BUSINESS MODEL IN THE PLATFORM ECONOMY: APPLYING LLM TO UNSTRUCTURED CUSTOMER REVIEWS

Thorsten Teichert HAMBURG UNIVERSITÄT

Adnan Muhammad Shah UNIVERSITY OF HAMBURG

2684 INTEGRATING MORPHOLOGICAL MODELING AND MACHINE LEARNING: THE MLMORPH METHOD FOR DECISION-MAKING

Oskar Kosch KRAKOW UNIVERSITY OF ECONOMICS

Beyond the Algorithm: The Human Touch in AI Decision Making (16:00 - 17:30) - Hilton Garden Inn Novoli - Sala San Donato (A)

Track: T09_04 - AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management, Employment Relations and Organizational Behaviour

Chair(s): Melinda Laundon

Paper Presentations:

2000 CLOSE BUT NOT REPLACEABLE: LLMS AND THEIR EMOTIONAL LANGUAGE OF FEEDBACK AS COMPARED TO COWORKERS AND THE SUPERVISOR

Mitali Saxena INDIAN INSTITUTE OF TECHNOLOGY JODHPUR

Venkat Ganuthula INDIAN INSTITUTE OF TECHNOLOGY JODHPUR

1977 AI-DRIVEN WORKPLACE DYNAMICS: SELF-DETERMINATION THEORY PERSPECTIVE

Łukasz Sienkiewicz GDAŃSK UNIVERSITY OF TECHNOLOGY, FACULTY OF MANAGEMENT AND ECONOMICS

Hanna Kinowska SGH WARSAW SCHOOL OF ECONOMICS

TRACK SESSIONS PER DAY

2763 TITLE: DRIVERS AND MITIGATORS OF HUMAN OVER-RELIANCE ON ARTIFICIAL INTELLIGENCE IN WORKPLACE DECISION MAKING: A MODERATED MEDIATION APPROACH

| | |
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| J. Irudhaya Rajesh | FLINDERS UNIVERSITY |
| Dr Bhavna Bajaj | AUSTRALIAN INSTITUTE OF BUSINESS |
| Adela McMurray | FLINDERS UNIVERSITY |
| Sripada Divya | VIT BUSINESS SCHOOL, VELLORE INSTITUTE OF TECHNOLOGY |
| Tim van Erp | COLLEGE OF SCIENCE AND ENGINEERING, FLINDERS UNIVERSITY |

Boards in the Digital Age (16:00 - 17:30) - D6 Building - D6/013

Track: ST02_02 - Board of Directors, Top Management Teams and Diversity in the C-Suite

Chair(s): Ricardo Amaya Villalobos

Paper Presentations:

2379 RETHINKING BOARDROOM SKILLS: A LITERATURE REVIEW AND DELPHI STUDY ON COMPETENCIES IN THE AI AGE

| | |
|---------------|--------------------------------|
| Silvia Cervi | UNIVERSITY OF ROME TOR VERGATA |
| Nicola Cucari | SAPIENZA UNIVERSITY OF ROME |

3336 THEIR THOUGHTS MATTER: UNCOVERING BOARD MEMBERS' ROLE MINDSETS IN NEW VENTURES

| | |
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| Krystal Zhao-Jansson | STOCKHOLM SCHOOL OF ECONOMICS |
| Mattias Nordqvist | STOCKHOLM SCHOOL OF ECONOMICS |
| Roxana Turturea | STOCKHOLM SCHOOL OF ECONOMICS |

3419 BOARD COMPOSITION AND STARTUP PERFORMANCE: A CORPORATE GOVERNANCE PERSPECTIVE ON STARTUPS SUCCESS

| | |
|-------------------|---|
| Um-E-Roman Fayyaz | ALMA MATER STUDIORUM UNIVERSITÀ DI BOLOGNA, ITALY |
| Daniela Bolzani | UNIVERSITY OF BOLOGNA |
| Paola Giuri | UNIVERSITY OF BOLOGNA |

Climate Literacy and other environmental initiatives (16:00 - 17:30) - D4 Building - D4/112

Track: T01_16 - Climate Solutions and Carbon Management across Management Disciplines

Chair(s): Nicola Varrone

Discussant(s): Maria Coscia

Paper Presentations:

1008 CORPORATE ENVIRONMENTAL RESPONSIBILITY AND ENVIRONMENTAL INITIATIVES: DATA-BASED EVIDENCE

| | |
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| Yousef Eiadat | UNIVERSITY COLLEGE DUBLIN |
| Alejandro M. Fernández Castro | UNIVERSIDADE DA CORUÑA |

1826 WHAT DRIVES FIRMS' CARBONWASHING BEHAVIOR AND WHAT HELPS ITS MITIGATION

| | |
|-------------------------|--|
| Maria Roszkowska-Menkes | LOURIM, UNIVERSITÉ CATHOLIQUE DE LOUVAIN |
| Ramakrishna Devarakonda | TILBURG UNIVERSITY |

TRACK SESSIONS PER DAY

3281 (NOT) RISING TO THE OCCASION? REVIEWING THE UPTAKE OF CLIMATE AND CARBON LITERACY IN HIGH-RANKED BUSINESS AND MANAGEMENT JOURNALS

| | |
|--------------------|----------------------------|
| Anna Gerke | AUDENCIA BUSINESS SCHOOL |
| Tim Breitbarth | SWINBURNE UNIVERSITY |
| Petra Molthan-Hill | NOTTINGHAM BUSINESS SCHOOL |
| Brian Harman | NOTTINGHAM BUSINESS SCHOOL |

Complexity and dynamics in new product development (16:00 - 17:30) - D6 Building - D6/102

Track: T06_12 - Navigating new product development in an era of collaboration, uncertainty, and technological change

Chair(s): Ching Liao

Discussant(s): Judith Pottbäcker, Ching Liao

Paper Presentations:

1408 DESIGN TASK COMPLEXITY AND ATTENTION IN MASS CUSTOMIZATION: AN EYE-TRACKING STUDY

| | |
|-------------------|--------------------------|
| Michael Zaggl | NEOMA BUSINESS SCHOOL |
| Judith Pottbäcker | TUM SCHOOL OF MANAGEMENT |

2035 LEADERS AND LAGGARDS: EXAMINING R&D PRODUCTIVITY GAPS AND THE DEMAND FOR TECHNOLOGY

| | |
|----------------------------|---|
| Ching Liao | CUNEF UNIVERSITY, SPAIN |
| Clinton Ofoedu | IESE BUSINESS SCHOOL |
| Solon Moreira | FOX SCHOOL OF BUSINESS, TEMPLE UNIVERSITY |
| Thomas Maximillian Klueter | IESE BUSINESS SCHOOL |

1441 INTRAFIRM COOPETITION AND EMPLOYEE INNOVATION PERFORMANCE: EVIDENCE FROM A CHINESE INTERNET COMPANY

| | |
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| Xuechen Ding | BUSINESS SCHOOL, BEIJING TECHNOLOGY AND BUSINESS UNIVERSITY |
| Xiaolan Fu | UNIVERSITY OF OXFORD |

CSR and sustainability strategy and performance (16:00 - 17:30) - D4 Building - D4/103

Track: ST01_02 - Performance measurement and management for sustainability

Chair(s): Anna Pistoni

Discussant(s): Alvin Karkun

Paper Presentations:

1669 BARRIERS TO CORPORATE SUSTAINABILITY: INSIGHTS FROM THE FOOD AND BEVERAGE SECTOR THROUGH THE LENS OF INSTITUTIONAL THEORY

| | |
|----------------|---|
| Patricia Milic | UNIVERSITY OF LJUBLJANA, SCHOOL OF ECONOMICS AND BUSINESS |
| Tomaž Čater | UNIVERSITY OF LJUBLJANA, SCHOOL OF ECONOMICS AND BUSINESS |

3568 LONG-TERM AMBITION VERSUS ACTION: WHEN DO CORPORATE TRANSITION PLANS ALIGN WITH GLOBAL CLIMATE GOALS?

| | |
|-------------------|---|
| Sophie Klein | UTRECHT UNIVERSITY SCHOOL OF ECONOMICS (U.S.E.) |
| Friedemann Polzin | UTRECHT UNIVERSITY SCHOOL OF ECONOMICS (U.S.E.) |

TRACK SESSIONS PER DAY

2372 OVERCOMING THE BARRIERS OF IMPACT ASSESSMENT FOR STARTUPS AND SMES: A SYSTEMATIC LITERATURE REVIEW AND CRITICAL ANALYSIS

Angelo Moratti POLITECNICO DI TORINO
Gianluca Gionfriddo SCUOLA SUPERIORE SANT'ANNA PISA
Paolo Landoni POLITECNICO DI TORINO

CSR Integration: Human Rights, Supply Chains & SDG Alignment (16:00 - 17:30) - D4 Building - D4/001

Track: GT01_00 - Business for Society General Track

Chair(s): Sean Elliot Wisse

Paper Presentations:

3632 THE EFFECTIVENESS OF CORPORATE HUMAN RIGHTS POLICIES IN PREVENTING MISBEHAVIOR: AN EMPIRICAL INVESTIGATION IN THE GARMENT INDUSTRY

Stefano Romito UNIVERSITY OF MILAN
Clodia Vurro UNIVERSITY OF MILANO
Beatrice Aiello UNIVERSITY OF MILAN

1952 FROM PROFIT-BASED TO CSR-BASED TIME-CRITICAL EXPRESS SUPPLY CHAIN

Wang Bill WENZHOU KEAN UNIVERSITY
Huaiyi Liang WENZHOU KEAN UNIVERSITY
Shuoqi Xiong WENZHOU KEAN UNIVERSITY
Ziqi Wang WENZHOU KEAN UNIVERSITY

1736 UNPACKING CSR AND SDG INTEGRATION: A CASE STUDY OF BHUTAN'S CORPORATE SECTOR

Deki Choden EDITH COWAN UNIVERSITY

Digitalization & Innovation Ecosystem (16:00 - 17:30) - D4 Building - D4/009

Track: T03_10 - Entrepreneurial Ecosystems

Chair(s): Antje Fiedler

Discussant(s): Ida Fauske, Madeleine Bausch

Paper Presentations:

2504 FROM RESOURCE CURSE TO COMPETITIVE EDGE: LEVERAGING ENTREPRENEURIAL ECOSYSTEMS FOR DIGITAL PLATFORM INTERNATIONALIZATION

Madeleine Bausch UNIVERSITY OF CHILE
Tali Blank HADASSAH ACADEMIC COLLEGE

2638 THE IMPACT OF DIGITALIZATION ON ENTREPRENEURIAL ECOSYSTEMS: A BIBLIOMETRIC-SYSTEMATIC LITERATURE REVIEW

Eva Panetti HES-SO - HAUTE ECOLE DE GESTION FRIBOURG
Maria Cristina Pietronudo UNIVERSITÀ DEGLI STUDI DELLA CAMPANIA LUIGI VANVITELLI -
DEPARTMENT OF ECONOMICS

TRACK SESSIONS PER DAY

3674 A FORCE TO BE RECKONED WITH: INNOVATION NETWORK'S ROLE IN FOSTERING SUSTAINABLE TRANSITIONS IN ENTREPRENEURIAL ECOSYSTEMS

Irina Isaeva NORD UNIVERSITY, BUSINESS SCHOOL
Marit Breivik-Meyer NORD UNIVERSITY BUSINESS SCHOOL
Ida Fauske NORD UNIVERSITY, BUSINESS SCHOOL
Micaela Heselius NORD UNIVERSITY, BUSINESS SCHOOL

Ecosystems of Innovation - Session E - Science and Knowledge ecosystems (16:00 - 17:30) - D6 Building - D6/104

Track: T06_14 - Innovation ecosystems and platforms: Emergence, construction, and persistence

Chair(s): Valerie Merindol

Discussant(s): Valerie Merindol

Paper Presentations:

1976 I WOULD LIKE TO KNOW WHAT YOU KNOW: THE COORDINATION OF KNOWLEDGE BASES IN INNOVATION ECOSYSTEMS

Falk Jungmeier MCI | THE ENTREPRENEURIAL SCHOOL

2431 NAVIGATING THE INSTITUTIONAL LANDSCAPE: THE ROLE OF LOCAL INSTITUTIONAL QUALITY IN SHAPING FIRM INNOVATION IN ITALY

Stefano Amato UNIVERSITY OF TRENTO
Greta Falavigna CNR - ESEARCH INSTITUTE ON SUSTAINABLE ECONOMIC GROWTH
 (IRCREs) ITALIAN NATIONAL RESEARCH COUNCIL (CNR)
Giampaolo Vitali CNR-IRCREs
Erica Santini UNIVERSITY OF TRENTO

2589 ARCHITECTURAL SYMBIOSIS: A STRATEGIC LEVER TO DRIVE ECOSYSTEM RECONFIGURATION IN A CONTEXT OF DIGITAL CONVERGENCE

Alexandre Azoulay MINES PARIS PSL

Employee Vitality, Wellbeing & Disobedience (16:00 - 17:30) - C9 Building - C9/002

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Michele Dell'Era

Discussant(s): Jessica Good

Paper Presentations:

1326 EVENTFUL COWORKER CONVERSATIONS: THE INFLUENCE OF COWORKER POSITIVE WORK EVENT DISCLOSURE ON EMPLOYEE VITALITY

Mike Halinski TED ROGERS SCHOOL OF MANAGEMENT
Jessica Good ATHABASCA UNIVERSITY
Janet Boekhorst UNIVERSITY OF WATERLOO

1404 MANAGING EMPLOYEE DISOBEDIENCE: A FRAMEWORK FOR THE ADAPTATION OF GOALS AND ORDERS

Michele Dell'Era EDC PARIS BUSINESS SCHOOL

TRACK SESSIONS PER DAY

Entrepreneurial Ecosystem (16:00 - 17:30) - D4 Building - D4/005

Track: T03_09 - Academic Entrepreneurship and Entrepreneurial University

Chair(s): Laura Castaldi

Discussant(s): Tung-Fei Tsai-Lin, Riyaad Ismail

Paper Presentations:

2724 FROM KNOWLEDGE TO SUSTAINABLE IMPACT: A TRIPLE BOTTOM LINE ANALYSIS OF ACADEMIC SPIN-OFFS IN UNIVERSITY ENTREPRENEURIAL ECOSYSTEMS

Sina Sabet Mobarhantalab UNIVERSITY OF PADOVA
Eleonora Di Maria UNIVERSITY OF PADOVA

2840 A CASE OF CO-CREATION FOR SUSTAINABILITY: THE DIFFUSION OF THE FUEL CELL ELECTRIC VEHICLES AND THE ROLE OF ACADEMIA IN THE ITALIAN CONTEXT.

Alessandro Augurio DEPARTMENT OF ECONOMICS, UNIVERSITY OF CAMPANIA "LUIGI VANVITELLI"

3430 ACADEMIC ENTREPRENEURSHIP IN UNIVERSITY SPIN-OFFS: ORGANIZATIONAL CONFIGURATIONS AND EMERGING SKILLS IN A CO-EVOLUTIONARY FRAMEWORK

Lorenzo Turriziani UNIVERSITY OF NAPLES FEDERICO II
Mauro Sciarelli UNIVERSITY OF NAPLES FEDERICO II
Valerio Muto UNIVERSITY OF NAPLES FEDERICO II
Irene Ricciardi UNIVERSITY OF NAPLES FEDERICO II
Martina Percuoco UNIVERSITY OF NAPLES FEDERICO II

Entrepreneurship, SMEs, and Digitalization (16:00 - 17:30) - D4 Building - D4/101

Track: ST03_07 - Growth Strategies & Internationalization for SMEs

Chair(s): Michela Matarazzo

Paper Presentations:

2014 THE IMPACT OF INDUSTRY 4.0 TECHNOLOGIES ON GLOBAL VALUE CHAIN GEOGRAPHICAL CONFIGURATION, EFFICIENCY, AND SUSTAINABILITY: A SYSTEMATIC LITERATURE REVIEW

Anahita Hedayat Zadeh UNIVERSITY OF PAVIA
Federica Sacco UNIVERSITY OF PAVIA
Valerio Veglio UNIVERSITY OF PAVIA
Giovanna Magnani UNIVERSITY OF PAVIA

2515 ADAPTING AT THE SPEED OF SOCIAL MEDIA: A CONCEPTUAL MODEL FOR MARKET ENTRY AND INTERNATIONALIZATION PERFORMANCE

Fangfang Li UNIVERSITY OF LEEDS

3460 THE ROLE OF ARTIFICIAL INTELLIGENCE IN SMES: INSIGHTS FROM A SYSTEMATIC LITERATURE REVIEW

Michela Matarazzo MARCONI UNIVERSITY
Alfredo Celentano UNIVERSITÀ DEGLI STUDI "GUGLIELMO MARCONI"

TRACK SESSIONS PER DAY

Healthcare management: big data, partnerships, and brain drain (16:00 - 17:30) - D5 Building - D5/114

Track: GT11_00 - Public and Non-Profit Management General Track

Chair(s): Lorenzo Costumato

Discussant(s): Elena Maggioni, Gregory Orewa

Paper Presentations:

1036 JAPA SYNDROME: UNPACKING BRAIN DRAIN IN AFRICAN HEALTHCARE AND PATHWAYS TO SOLUTIONS

| | |
|---------------------|--|
| Gregory Orewa | UNIVERSITY OF TEXAS AT SAN ANTONIO |
| Nero Edevbie | DILLARD UNIVERSITY |
| Ifeyimika Ajaiyeoba | UNIVERSITY OF WISCONSIN-PARKSIDE |
| Sofia Smeigh | UNIVERSITY OF TEXAS SAN ANTONIO |
| Juliet Osuji | NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY |

1460 BLOOD DONORS AND DONATION AGENCIES AS STRATEGIC PARTNERS: MODELING DYNAMIC PARTNERSHIP CAPABILITIES AS ORGANIZATIONAL CONTEXT VARIABLES

| | |
|-------------------------|-----------------------------------|
| Katharina Kaltenbrunner | PARIS LODRON UNIVERSITÄT SALZBURG |
| Isabella Scheibmayr | UNIVERSITY OF SALZBURG |

3481 BIG DATA ANALYTICS (BDA) TO SUPPORT AND INNOVATE ADMINISTRATIVE SERVICES IN HEALTHCARE: A BIBLIOMETRIC ANALYSIS

| | |
|-----------------|----------------------------------|
| Elena Maggioni | SCUOLA SUPERIORE SANT'ANNA |
| Anna Prenestini | UNIVERSITÀ DEGLI STUDI DI MILANO |
| Francesca Ferrè | UNIVERSITÀ DEGLI STUDI DI MILANO |
| Federico Lega | |

How to Build Responsible Governance Frameworks for Current Innovations and Digital Transitions (16:00 - 17:30) - D4 Building - D4/011

Track: ST01_01 / ST02_01 - Rethinking the Responsible Corporation: Bridging Management, Law & Purpose (co-sponsored B4S & CoGo SIGs)

Chair(s): Jérémy Lévêque

Paper Presentations:

1761 HUMAN-CENTRIC DIGITAL GOVERNANCE: A NEW INTERDISCIPLINARY FRAMEWORK TO ASSESS AUTOMATED DECISION MAKING

| | |
|--------------------|-----------------------|
| Anouk Decuyper | UNIVERSITY OF ANTWERP |
| Anne Van de Vijver | UNIVERSITY OF ANTWERP |

2584 CORPORATE GOVERNANCE AND ITS IMPACT ON ENVIRONMENTAL IMPACT-ADJUSTED FIRM VALUE: A MULTI-COUNTRY ANALYSIS

| | |
|-------------------------|------------------------------------|
| Laura Muro | SAINT LOUIS UNIVERSITY |
| Paolo Saona | SAINT LOUIS UNIVERSITY |
| Cristina Grande-Herrera | UNIVERSIDAD PONTIFICIA DE COMILLAS |

TRACK SESSIONS PER DAY

1361 GENERATIVE AI MODELS AS WICKED RESOURCES: INTEGRATING PROPERTY RIGHTS THEORY AND STAKEHOLDER DYNAMICS TO GOVERN RESOURCE AMBIGUITY AND UNPREDICTABILITY

Aybike Mergen OZYEGIN UNIVERSITY
Alptegin Albayraktaroglu OZYEGIN UNIVERSITY
Çağla Güven BOGAZICI UNIVERSITY

Identity, Inclusiveness & Professional Isolation (16:00 - 17:30) - C9 Building - C9/001

Track: GT09_00 - Organisational Behaviour General Track

Chair(s): Sumati Ahuja

Discussant(s): Jolanta Maj

Paper Presentations:

1558 IDENTITY REGULATION IN A DIGITAL ERA

Sumati Ahuja UNIVERSITY OF TECHNOLOGY SYDNEY
Stewart Clegg THE UNIVERSITY OF SYDNEY

2032 UNVEILING ORGANISATIONAL INCLUSIVENESS: A SOCIO-TECHNICAL SYSTEM APPROACH

Federica Testa TOR VERGATA - UNIVERSITY OF ROME
Damiano Petrolo UNIVERSITY OF EASTERN PIEDMONT
Rocco Palumbo UNIVERSITY "TOR VERGATA" OF ROME

2195 SPIKES IN PROFESSIONAL ISOLATION. THE CASE OF INDEPENDENT WORKERS

Jolanta Maj WROCLAW UNIVERSITY OF SCIENCE AND TECHNOLOGY
Aneta Hamza-Orlinska EM NORMANDIE BUSINESS SCHOOL, MÉTIS LAB
Sabina Kubiciel-Lodzinska OPOLE UNIVERSITY OF TECHNOLOGY
Diana Santistevan EM NORMANDIE

Impact and green financing (16:00 - 17:30) - D4 Building - D4/002

Track: ST03_04 - Entrepreneurial Finance

Chair(s): Stefano Romito

Discussant(s): Filippo Corsini, Stefano Romito

Paper Presentations:

3444 ON A MISSION TO GET FUNDS: THE DEMAND FOR VENTURE CAPITAL OF IMPACT ORIENTED VENTURES

Valentina Lo Mele UNIVERSITY OF MILAN
Anita Quas UNIVERSITY OF MILAN
Stefano Romito UNIVERSITY OF MILAN
Clodia Vurro UNIVERSITY OF MILANO

1396 BLENDED FINANCE FOR SOCIAL ENTERPRISES: THE ROLE OF VENTURE LEVEL CHARACTERISTICS IN SOCIAL (ENTERPRISE) FINANCING

Satish Kumar INDIAN INSTITUTE OF MANAGEMENT LUCKNOW, INDIA
Dhirendra Shukla INDIAN INSTITUTE OF MANAGEMENT LUCKNOW

TRACK SESSIONS PER DAY

1861 WHEN GREEN TURNS GOLD: SIGNALING DYNAMICS AND THE ROLE OF GREENWASHING IN CROWDFUNDING CAMPAIGNS

| | |
|-----------------------|--------------------------------------|
| Filippo Corsini | SANT'ANNA SCHOOL OF ADVANCED STUDIES |
| Francesco Paolo Appio | PARIS SCHOOL OF BUSINESS (PSB) |
| Kenneth Amaeshi | EUROPEAN UNIVERSITY INSTITUTE |
| Marco Frey | SANT'ANNA SCHOOL OF ADVANCED STUDIES |

Inclusive art, sustainable craft (16:00 - 17:30) - D4 Building - D4/102

Track: ST01_08 - Arts & Philosophy for Business and Society

Chair(s): Luca Orlando

Discussant(s): Helena Hansson

Paper Presentations:

2484 UNDERSTANDING ACCESSIBILITY IN ARTS ORGANIZATIONS

| | |
|---------------------|---|
| Domenico Napolitano | SCUOLA SUPERIORE MERIDIONALE, NAPLES, ITALY |
| Luigi Maria Sicca | UNIVERSITY OF NAPLES FEDERICO II |

3124 CRAFTING SUSTAINABILITY: UNPACKING ECONOMIC, ENVIRONMENTAL, AND SOCIAL CHALLENGES IN CRAFT-MAKING PRACTICES

| | |
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| Francesca Leonardi | UNIVERSITY OF ROME TOR VERGATA |
| Luca Pareschi | UNIVERSITY OF ROME TOR VERGATA |

3496 ACTIVISM, ART AND DISABILITY JUSTICE. THE ROLE OF EMBODIED EXPERIENCE IN DEFYING DISABILITY IDENTITY

| | |
|----------------|------------------------------|
| Maria Savarese | SCUOLA SUPERIORE MERIDIONALE |
|----------------|------------------------------|

Innovation and Team Processes (16:00 - 17:30) - C9 Building - C9/005

Track: ST09_02 - Team Performance Management

Chair(s): Monika Maslikowska

Paper Presentations:

1198 FORMAL, INFORMAL, OR NONE? EXAMINING LEADERSHIP STRUCTURE, TEAM PROCESSES, AND TEAM OUTCOMES IN GLOBAL VIRTUAL TEAMS

| | |
|-----------------|--|
| Hau Do | FREE UNIVERSITY OF BOZEN |
| Marjaana Gunkel | FREE UNIVERSITY OF BOZEN |
| Wendy Farrell | MCI THE ENTREPRENEURIAL SCHOOL® |
| Vasyl Taras | UNIVERSITY OF NORTH CAROLINA AT GREENSBORO |

1654 THE ROLE OF TEAM COMPOSITION IN EXPLORATIVE INVENTION: ANALYSING THE IMPACT OF TENURE DISPARITY AND TEAM SIZE

| | |
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| Jisoo Hur | TECHNICAL UNIVERSITY OF MUNICH |
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2549 CAPTURING THE DYNAMIC NATURE OF TEAM PROCESSES THROUGH A BIBLIOMETRIC INVESTIGATION: DISENTANGLING TIME, SPACE AND NEW KEY DRIVERS

| | |
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| Raquel Valverde Puchol | UNIVERSITÉ PARIS DAUPHINE PSL |
| Sarah Saint-Michel | UNIVERSITÉ PARIS DAUPHINE PSL |

TRACK SESSIONS PER DAY

3020 WHY AND WHEN TEAM HIERARCHY IS BENEFICIAL TO TEAM INNOVATION

Shao-Yi Huang
Frank Walter

JUSTUS LIEBIG UNIVERSITY GIESSEN
JUSTUS-LIEBIG-UNIVERSITY GIESSEN

Innovation Management in Healthcare - Session 4 (16:00 - 17:30) - D6 Building - D6/005

Track: T06_11 - Innovation Management in Healthcare: Current Challenges and Future Opportunities for Value Creation

Chair(s): Andrea Sestino

Paper Presentations:

2633 BARRIERS AND DRIVERS FOR ADOPTION OF AI IN SWEDISH HEALTHCARE

Muhammad Ismail
Henrik Barth
Magnus Holmen
Luis Irgang
Lena Petersson

HALMSTAD UNIVERSITY
HALMSTAD UNIVERSITY
HALMSTAD UNIVERSITY
HALMSTAD UNIVERSITY
HALMSTAD UNIVERSITY

1275 DEVELOPING A NEW USER-CENTRED WEARABLE DEVICE FOR PARKINSON'S DISEASE: NAVIGATING COLLABORATIVE DESIGN AND TECHNOLOGICAL TRANSFORMATION IN HEALTHCARE INNOVATION

Roberta Andrade
Marcelo da Silva

UNIVERSITY OF BEIRA INTERIOR
FEDERAL UNIVERSITY OF CEARÁ

Issues in Chronic and Long-term Care (16:00 - 17:30) - D5 Building - D5/113

Track: ST11_02 - Healthcare Management Research

Chair(s): Tiago Gonçalves

Discussant(s): Arti Jain

Paper Presentations:

1662 WELL-BEING IN EMOTIONALLY DEMANDING WORK CONTEXTS: THE ROLE OF RELATIONSHIPS WITH RESIDENTS FOR CAREGIVERS IN LONG-TERM HEALTHCARE

Edoardo Della Torre
Antonio Giangreco
Johan Maes

UNIVERSITY OF MILAN
IESEG SCHOOL OF MANAGEMENT
IESEG SCHOOL OF MANAGEMENT, UNIV. LILLE, CNRS, UMR 9221 - LEM - LILLE ECONOMIE MANAGEMENT

Antonio Sebastiano

UNIVERSITÀ CARLO CATTANEO, LIUC BUSINESS SCHOOL

2814 EXAMINING TURNOVER RATES WITHIN THE VETERANS HEALTH ADMINISTRATION: AN APPLICATION OF THE BIO-SOCIOLOGICAL FRAMEWORK OF STRUCTURAL FUNCTIONALISM

Julia Stewart
Steven Howard

THE UNIVERSITY OF ALABAMA AT BIRMINGHAM
UNIVERSITY OF ALABAMA AT BIRMINGHAM

3080 INSTITUTIONAL LOGICS AND SOCIAL ENTREPRENEURSHIP BEHAVIOUR: NAVIGATING PURPOSE AND LONG-TERM IMPACT IN FRENCH ELDERCARE

Syrielle Zouakh

UNIVERSITÉ PARIS NANTERRE

TRACK SESSIONS PER DAY

Mysteries of Leadership (16:00 - 17:30) - C9 Building - C9/006

Track: ST09_03 - Leadership

Chair(s): YuHung Cheng

Paper Presentations:

1079 WHAT WE KNOW AND DON'T KNOW ABOUT COMPASSIONATE LEADERSHIP: A REVIEW AND RESEARCH AGENDA

Xiaodan Wu UNIVERSITY OF BOLOGNA

Marcello Russo UNIVERSITY OF BOLOGNA

2072 DOES AUTHORITARIAN LEADERSHIP ALWAYS PROHIBIT EMPLOYEE VOICE? DUAL AUTHORITARIAN LEADERSHIP PERSPECTIVE AND MODERATING EFFECT OF SUPERVISOR PERCEIVED POWER

YuHung Cheng NATIONAL KAOHSIUNG UNIVERSITY OF SCIENCE AND TECHNOLOGY

Tonny Menglun Kuo NATIONAL TSING HUA UNIVERSITY

2830 AMPLIFYING OR BUFFERING CHANGE FATIGUE: A TRIPLE INTERACTION OF CHANGE DEMANDS, CHANGE LEADERSHIP, AND PSYCHOLOGICAL CAPITAL

Patrick Groulx ESG UQAM

Kevin Johnson HEC MONTRÉAL

1567 ANTECEDENTS OF ORGANIZATIONAL RESILIENCE IN THE CONTEXT OF A CRISIS: AN EMPIRICAL STUDY

Ouedraogo Ouedraogo MACEWAN UNIVERSITY

Mohammed Laid Ouakouak COLLEGE OF BUSINESS ADMINISTRATION GULF UNIVERSITY FOR SCIENCE & TECHNOLOGY

Gertrude Hewapathirana KNOX COLLEGE

Organizational Learning Influence on Improved Outcomes (16:00 - 17:30) - D5 Building - D5/110

Track: ST11_02 - Healthcare Management Research

Chair(s): Tera Webb

Discussant(s): Giaelee Moretti

Paper Presentations:

1913 HEALING DIGITAL COMPETENCY GAPS: SUSTAINED LEARNING IN HEALTHCARE'S DIGITAL TRANSFORMATION – A QUALITATIVE CASE STUDY

Sandra Starke BANKU AUGSTSKOLA SCHOOL OF BUSINESS AND FINANCE

Iveta Ludviga RISEBA UNIVERSITY OF APPLIED SCIENCES

3549 ORGANIZATIONAL LEARNING IN THE IMPLEMENTATION OF ACCOUNTING TOOLS: AN ANALYSIS IN THE HEALTHCARE SECTOR

Stefania Simoni DEPARTMENT OF LAW, UNIVERSITY OF SALENTO, MONTERONI DI LECCE, ITALY

Marie-Léandre Gomez ESSEC BUSINESS SCHOOL

TRACK SESSIONS PER DAY

3622 SOURCES AND ORGANIZATIONAL PRACTICES FOSTERING MEANINGFUL ORGANIZATIONAL ROUTINES IN PRIMARY HEALTHCARE

| | |
|-------------------|--|
| Malin Näsholm | UMEÅ SCHOOL OF BUSINESS, ECONOMICS AND STATISTICS, UMEÅ UNIVERSITY |
| Mattias Jacobsson | UMEÅ SCHOOL OF BUSINESS, ECONOMICS AND STATISTICS, UMEÅ UNIVERSITY |

Science, Industry & Academia (4/4) (16:00 - 17:30) - D6 Building - D6/016

Track: T06_13 - Bridging Academia, Science and Industry for Tomorrow's Breakthroughs

Chair(s): Elisa Villani

Paper Presentations:

1068 CREATIVITY AS BALANCE: HARNESSING HEALTHY TENSIONS TO FOSTER ENGAGED SCHOLARSHIP

| | |
|----------------------|---------------------------------------|
| Samantha Ford | UNIVERSITY OF BRISTOL BUSINESS SCHOOL |
| Sotiris T. Lalaounis | UNIVERSITY OF BRISTOL BUSINESS SCHOOL |

1781 RESEARCHER POSITIONING IN THE FORMATION OF INTERDISCIPLINARY SCIENTIFIC FIELDS

| | |
|------------------|---|
| Philipp Baaden | FRAUNHOFER INT |
| Stefanie Bröring | RUHR-UNIVERSITY OF BOCHUM, CHAIR FOR ENTREPRENEURSHIP AND INNOVATIVE BUSINESS MODELS |
| Michael Rennings | RUHR-UNIVERSITY OF BOCHUM; CENTER FOR ENTREPRENEURSHIP, INNOVATION AND TRANSFORMATION (CEIT); CHAIR FOR ENTREPRENEURSHIP AND INNOVATIVE BUSINESS MODELS |
| Philip Shapira | UNIVERSITY OF MANCHESTER AND GEORGIA INSTITUTE OF TECHNOLOGY |

2682 WHO ENGAGE AND WHY? INDUSTRY ENGAGEMENT IN UNIVERSITY-INDUSTRY COLLABORATION, EXPLORATION THROUGH PHD PROJECT

| | |
|------------------|--|
| Elise Ratier | MINES PARIS |
| Quentin Plantec | TBS EDUCATION |
| Benjamin Cabanes | MINES PARIS, PSL UNIVERSITY, INSTITUTE OF HIGHER EDUCATION FOR INNOVATION AND ENTREPRENEURSHIP (IHEIE) |
| Pascal Le Masson | MINES PARIS PSL |
| Benoît Weil | MINES PARISTECH |

ST03_02#5 making sense (16:00 - 17:30) - D4 Building - D4/006

Track: ST03_02 - Entrepreneurship Processes: Leveraging innovation to start up

Chair(s): Mane Beglaryan

Discussant(s): Francesca Sanguineti, Diego Matricano

Paper Presentations:

1190 "WHAT'S IN FOR ME?" - ABOUT THE VALUE OF START-UP COMPETITIONS

| | |
|------------------------|---------------------------------------|
| Claus von Campenhausen | HOCHSCHULE MACROMEDIA |
| Bettina Maisch | MUNICH UNIVERSITY OF APPLIED SCIENCES |

TRACK SESSIONS PER DAY

2116 EXPLORING THE RESILIENCE OF SCIENTIFIC ENTREPRENEURS DURING THE ENTREPRENEURIAL JOURNEY: A NARRATIVE APPROACH

| | |
|------------------------|------------------------------|
| Khouloud Senda Bennani | ISGT |
| Bochra ZAIER | ESSECT - UNIVERSITÉ DE TUNIS |
| Chiraz Saidani | ESSECT |
| Sarra Halleb | ESSECT |

2521 MAKING SENSE OF STARTUP FAILURE: A SYSTEMATIC REVIEW

| | |
|-----------------|---|
| Besnik Avdiaj | UNIVERSITY OF PRISHTINA |
| Gentrit Berisha | UNIVERSITY OF PRISHTINA |
| Besnik Krasniqi | UNIVERSITY OF PRISHTINA; STAFFORDSHIRE UNIVERSITY |

Sustainable tourism & culture (16:00 - 17:30) - D5 Building - D5/012

Track: ST11_03 - Management and governance of culture, heritage and tourism

Chair(s): Yesim Tonga

Paper Presentations:

3119 BRIDGING TRADITION AND INNOVATION: SOCIAL CAPITAL AS A CATALYST FOR SUSTAINABLE CULTURAL GOVERNANCE AND TOURISM IN RURAL ITALY

| | |
|-----------------|--------------------------|
| Rosa Spinnato | UNIVERSITY OF FOGGIA |
| Simona Curiello | UNIVERSITY OF FOGGIA |
| Enrica Iannuzzi | UNIVERSITY OF FOGGIA, IT |
| Claudio Nigro | UNIVERSITY OF FOGGIA |

3642 ACCOUNTABILITY PRACTICES IN ITALIAN AUTONOMOUS MUSEUMS. THE CASE OF GALLERIA NAZIONALE D'ARTE MODERNA E CONTEMPORANEA IN ROME

| | |
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| Francesca Fino | ALMA MATER STUDIORUM UNIVERSITÀ DI BOLOGNA |
| Paola Dubini | BOCCONI UNIVERSITY - ASK RESEARCH CENTER |

3322 A NARRATIVE APPROACH TO NON-FINANCIAL DISCLOSURE IN MUSEUMS

| | |
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| Diana Martello | SCUOLA IMT ALTI STUDI LUCCA |
| Paola Dubini | BOCCONI UNIVERSITY - ASK RESEARCH CENTER |
| Alberto Monti | UNIVERSITY OF GENOVA - ASK RESEARCH CENTER |

Values-Driven Education for Sustainable Futures (16:00 - 17:30) - D6 Building - D6/015

Track: T01_09 / T06_09 - Innovating Pedagogy for Future Challenges in Management Education (co-sponsored B4S / INNO SIGs)

Chair(s): Marina Schmitz

Paper Presentations:

2172 STRENGTHENING MANAGEMENT EDUCATION THROUGH THE SUFFICIENCY-PROMOTING EDUCATION FRAMEWORK

| | |
|--------------|-------------------------------|
| Maike Gossen | TECHNISCHE UNIVERSITÄT BERLIN |
| Ulf Schrader | TECHNISCHE UNIVERSITÄT BERLIN |

TRACK SESSIONS PER DAY

2787 TRANSFORMING THE LINE INTO A CIRCLE: METHODOLOGY FOR TEACHING THE CIRCULAR ECONOMY IN BRAZILIAN BASIC EDUCATION

Maiara Lais Marcon
Simone Sehnem

UNOESC - UNIVERSIDADE DO OESTE DE SANTA CATARINA
UNOESC - UNIVERSIDADE DO OESTE DE SANTA CATARINA

1298 CULTIVATING ENVIRONMENTAL AWARENESS THROUGH ART: A COMPARATIVE STUDY OF MUSEUM-BASED LEARNING EXPERIENCES FOR BUSINESS STUDENTS IN THE US AND RUSSIA

Ekaterina Ivanova
Charlie Yang
Maria Ivanova

GRADUATE SCHOOL OF BUSINESS, HSE UNIVERSITY
SOUTHERN CONNECTICUT STATE UNIVERSITY
UNIVERSITY OF APPLIED ARTS VIENNA

Workplace redesign in the new form of work (16:00 - 17:30) - Hilton Garden Inn Novoli - Sala San Donato (B)
Track: T09_04 - AI, Big Data, Algorithmic Management and Emerging Tech in Human Resources Management, Employment Relations and Organizational Behaviour

Chair(s): Yumei Yang

Discussant(s): Reza M. Baygi

Paper Presentations:

1802 ARTIFICIAL INTELLIGENCE IN ORGANIZATIONAL PSYCHOLOGY: A BIBLIOMETRIC ANALYSIS AND LITERATURE REVIEW

Timea David
Balázs Borsi

ESSCA SCHOOL OF MANAGEMENT
ESSCA SCHOOL OF MANAGEMENT

1431 DEVELOPING A TYPOLOGY OF HUMAN-AI WORK CONFIGURATIONS BEYOND AUTOMATION AND AUGMENTATION

Reza M. Baygi
Anne-Sophie Mayer

VRIJE UNIVERSITEIT AMSTERDAM
LMU MUNICH SCHOOL OF MANAGEMENT

1186 ARTIFICIAL INTELLIGENCE AND FRONTLINE SERVICE EMPLOYEES: A WORK DESIGN LENS

Stefan Jooss
David Solnet
Caroline Knight
Asha Worsteling
Tapani Rinta-Kahila
Annissa Hansen

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