

**4<sup>th</sup> Asia Academy of Management Conference**  
**Shanghai, China**

**Program**

**Day 1 – Thursday, December 16, 2004**

- 8:15 a.m. Registration**
- 8:45 a.m. Welcome and Opening Remarks**  
Vice-President of Fudan University  
Prof. Mingjie Rui, School of Management, Fudan University  
Prof. Chung-Ming Lau, President of Asia Academy of Management
- 9:10 a.m. Speech by Wuwei Li, Deputy Director of Shanghai National People’s Congress Committee on “Economic Development of Shanghai”**
- 9:45 a.m. Keynote Speech by Prof. Rosalie L. Tung, Past President of Academy of Management and Ming & Stella Wong Professor of International Business, Simon Fraser University**  
“New Era, New Realities: Musings on a New Research Agenda”
- 10:30 a.m. Coffee Break**
- 10:45 a.m. Symposium: “Management Research in Emerging Economies: The Case of China”**  
**Speakers:**  
William Mobley, China European International Business School  
Mike Peng, Ohio State University  
Chi-Sum Wong, The Chinese University of Hong Kong  
**Moderator:** Simon Lam, The University of Hong Kong

<b>12:00 noon</b>	<b>Lunch, hosted by Fudan University</b>
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**13:00 p.m. *Paper Session 1: Institutions and International Strategy (Room 1)***  
***Session Chair: Christine Chan***

Herd Behavior and Foreign Direct Investment: The Case of Japanese Multinational Corporations

Christine Chan	The University of Hong Kong
Shige Makino	The Chinese University of Hong Kong
Takehiko Isobe	University of Marketing and Distribution Sciences

Strategic Response to a Changing Environment: A Case Study of Chinese Township and Village Enterprises

Hantang Qi	University of Greenwich
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Diversification Strategy and Financial Performance: An Empirical Study of Japan’s Textile Industry

Asli M. Colpan	Kyoto University
Takashi Hikino	Kyoto University

The Impact of Institutional Differences: Strategic Orientation Differences Between Two Emerging Markets

Garry Bruton	Texas Christian University
Chung Ming Lau	The Chinese University of Hong Kong
Yuan Lu	The Chinese University of Hong Kong
Yuri Rubanik	Moscow Federal Institute of Electronic Technology

**13:00 p.m. Paper Session 2: Trust, Justice and Organizational Citizenship Behavior (Room 2)**  
**Session Chair: Dora C. Lau**

Beyond Main Effects of Unilateral Trust on Organizational Citizenship Behaviors:  
Examining Trust Effects Between Store Managers and Staff in Chain Organizations

Dora C. Lau                      The Chinese University of Hong Kong  
Long W. Lam                      University of Macau

A Study of ‘Good Actors’ and ‘Good Soldiers’: Can Distinctions Be Drawn?

Robin S. Snell                      Lingnan University  
Yuk-Lan Wong                      Lingnan University

Perceived Organizational Justice, Trust, and OCB: A Study of Chinese Workers in Joint  
Ventures and State-owned Enterprises

Yui-Tim Wong                      Lingnan University  
Hang-Yue Ngo                      The Chinese University of Hong Kong  
Chi-Sum Wong                      The Chinese University of Hong Kong

How Can “Good Soldiers” Enhance Organizational Performance: Knowledge Sharing as  
a Mediator

Chi-Wei Liu                      HungKuang TechnologyUniversity  
Shih-Chieh Fang                      National Kaohsiung First University of Science and  
Technology  
Pei-Wen Huang                      Cheng-Shiu University

**13:00 p.m. Paper Session 3: Network and Performance (Room 3)**

**Session Chair: Irene Hau-siu Chow**

Does Networking with Colleagues Matter in Enhancing Job Performance?

Irene Hau-siu Chow                      The Chinese University of Hong Kong  
Ignace Ng                      University of Victoria

Network Governance & Firm Performance in Malaysia

Monica Guo-Sze Tan                      Monash University  
On-Kit Tam                      Monash University

A Comparative Analysis on the Regional Corporate Network of Interlocking  
Directorship in Shanghai and Guangdong

Bing Ren                      The Chinese University of Hong Kong  
Kevin Y. Au                      The Chinese University of Hong Kong

Family System Versus Economic System: Chinese Family Business Networks in Taiwan

Wenyi Chu                      National Taiwan University

**14:45 p.m. Coffee Break**

**15:15 p.m. Paper Session 4: Management of Expatriates (Room 1)**

**Session Chair: Margaret A. Shaffer**

An Investigation of Expatriate Adjustment and Performance: A Social Capital  
Perspective

Xiangyang Liu                      Hong Kong Baptist University  
Margaret A. Shaffer                      Hong Kong Baptist University

Testing the Traditional Assumption that the Greater the Cultural Novelty, the More  
Difficult it is to Adjust: Business Expatriates in China

Jan Selmer                      Hong Kong Baptist University

A Two-Nation Study of Host Country National Categorization of Female Expatriates –  
United States and India

Arup Varma                      Loyola University Chicago

Pawan Budhwar                      Aston University  
Soo Min Toh                          University of Toronto at Mississauga

Adaptation of Self-initiated Foreign Employees: The Influence of Organizational and Proactive Socialization Tactics

Carmen K. Fu                          Hong Kong Polytechnic University  
Margaret A. Shaffer                  Hong Kong Baptist University  
David A. Harrison                      The Pennsylvania State University

**15:15 p.m.      *Paper Session 5: Technology and Organizational Learning (Room 2)***

***Session Chair: Hongzhi Gao***

Do Japanese Firms Benefit More Than U.S. Firms from Cross-Border Technology Collaborations? A Test of Shareholder Value Creation

Byung (Brian) H. Lee                  California State University  
Peng Chan                                  California State University

Capabilities for Interfirm Technology Transfer: Social Capital and Organizational Learning Complementary or Substitutive

Shih-Chieh Fang                      National Kaohsiung First University of Science and Technology  
  
Chi-Wei Liu                              Hung Kuang Technology University  
Pei-Wen Huang                          Cheng-Shiu University

Corporate Strategy Type as a Signal in the NASDAQ IPO Communication Process

Hongzhi Gao                              University of Otago

Knowledge Management and Knowledge Sharing Behavior in China: The Case of Siemens ShareNet

Sven C. Voelpel                      Harvard University  
Zheng Han                              University of St. Gallen  
Li-Choy Chong                          University of St. Gallen

**15:15 p.m.      *Paper Session 6: Value and Norm (Room 3)***

***Session Chair: Chi-Sum Wong***

The Feasibility of Training and Development of EI: An Exploratory Study in Singapore, Hong Kong and Taiwan

Chi-Sum Wong                          The Chinese University of Hong Kong  
Maw-Der Foo                          National University of Singapore  
Ching-Wen Wang                      National Chung-Hsing University  
Ping-Man Wong                          Hong Kong Institute of Education

A Cross-Cultural Study on the Determinants of Chinese Employees' Work Values

Bih-Shiaw Jaw                          National Sun Yat-sen University  
Liang-Chih Huang                      I-Shou University  
Ya-Hui Ling                              National Sun Yat-sen University

Conformity & Norms: The Individual Perspective

Apurva Sanaria                          Indian Institute of Management

Keiretsu and the Cultural Values in Business

Tomoko Oikawa                          University of Limerick  
Brian Coates                              University of Limerick

**17:00 p.m.      Break**

<b>18:00 p.m.</b>	<b>Welcome Dinner Hosted by Fudan University &amp; Presentation of Best Paper Awards</b>
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**4<sup>th</sup> Asia Academy of Management Conference**  
**Shanghai, China**  
**Program**  
**Day 2 – Friday, December 17, 2004**

**8:30 a.m. Paper Session 7: Effective Human Resource Management (Room 1)**

**Session Chair: Pawan S. Budhwar**

Dynamics of HRM Systems in the Asian Context and the Research Agenda

Pawan S. Budhwar      Aston University  
Yaw Debrah              Brunel University

In Search of the Best Human Resource Practices in China's Chain Stores

Irene Hau-Siu Chow      The Chinese University of Hong Kong  
S.S. Liu                      South China University of Technology

Psychological Processes of Employees' Perceptions of HRM Practices and their Behavioral Outcomes: Assessing a Mediating Role of Person-Environment Fit and Work Commitment in Japanese Organizations

Norihiko Takeuchi      Aichi Gakuin University  
Tomokazu Takeuchi      Meiji University  
Yutaka Toshima          Nihon University

Guanxi and Organizational Dynamics in China: A Link of Individual and Organizational Level

Yi Zhang                      Huazhong University of Science and Technology  
Zigang Zhang              Huazhong University of Science and Technology

**8:30 a.m. Paper Session 8: International Joint Ventures (Room 2)**

**Session Chair: Gary Dessler**

Human Resource Management in China: Past, Present, and Future

Gary Dessler              Florida International University

HRM Hybridization in Sino-Western Joint Ventures: The Impact of Micro-Political Resources

Shao Hui Chen              The University of Auckland  
Marie Gee Wilson          The University of Auckland

Performance of Local Partners in International Joint Ventures in Asia: Stock Market Valuation and Perspective of the Transaction Cost Theory

Philippe Bertrand          Université de Montpellier I & GREQAM  
Pierre-Xavier Meschi      Université de la Méditerranée & Euromed Marseille

From Imitation To Creation? The Critical Yet Uncertain Paradigm Shift For Chinese Firms

Wei Xie                      Tsinghua University  
Steven White              INSEAD

**8:30 a.m. Interactive Paper Session 1: Culture and Systems Learning and Knowledge Management (Room 3)**

Towards a Cross-Cultural Framework of International Human Resource Control: The Case of Taiwanese High-Tech Subsidiaries in USA

Christina Yu Ping Wang      Sun Yat-Sen University  
Bih-Shiaw Jaw              Sun Yat-Sen University  
Louis P. White              University of Houston - Clear Lake

Top Management Team Conflict in China-Based Firms: The Influences of Culture and the Role of CEO Leadership

Long Jiang                      University of Maryland  
Wei Liu                        University of Maryland

Employee Perceptions of Organization During Downsizing: A Field Study

Jaydeep Bihari Lal	Xavier Labor Relations Institute
E.S. Srinivas	Xavier Labor Relations Institute
Arup Varma	Loyola University Chicago

Emotional Intelligence and Conflict Management Styles

Ka Wai Chan	University of Macau
Cheok San Lam	University of Macau

Phase Four of the Chinese Business Model

Warnock Davies	Shaoxing University
Li Sheng Xiao	Shaoxing University

Dilemma of Knowledge Sharing, Knowledge Community and Organizational Competitive Advantage: Comparative Case Analysis

Tsai-Lung Liu	I-Shou University
Chung-Ting Lo	I-Shou University
Cheng-Guey Lin	I-Shou University

Core Competence in the Context of Dynamic Learning

Ying Ye	Tsinghua University
Chuang Chen	H&J Vanguard Research and Consulting Co., Ltd.

Cultural Embeddedness and Its Impact on Technological Learning in High-tech SME Cluster in Eastern China

Jiang Wei	Zhejiang University
Peng Chan	California State University-Fullerton

Why Governance Matters in Knowledge Management: Examining Organizational Knowledge Creation from Knowledge Governance Perspective

Shih-Chieh Fang	National Kaohsiung First University of Science and Technology
Pei-Wen Huang	Cheng-Shiu University
Chi-Wei Liu	HungKuang Technology University

International Entrepreneurship Mode and Organizational Performance: A Knowledge-based Integrative Model

Bang-cheng Liu	Shanghai Jiaotong University
Zhong-ming Wang	Zhejiang University

Determinants of Employee Career Effectiveness – An Empirical Study

Sunil Kumar Maheshwari	Indian Institute of Management, Ahmedabad
T.N. Krishnan	Indian Institute of Management, Ahmedabad

**10:00 a.m. Coffee Break**

**10:20 a.m. Paper Session 9: Environment, Alignment, and Performance (Room 1)**

**Session Chair: Jing Yu Yang**

The Development of China's Domestic Private Firms: A Review of the Management Literature, 1986-2003

Jiatao Li	Hong Kong University of Science and Technology
Jing Yu Yang	Hong Kong University of Science and Technology

Diversification, Internal Transactions, and Performance in Chinese Firms

Yuan Lu	The Chinese University of Hong Kong
Jun Yao	Southern China University of Technology
Hailin Lan	Southern China University of Technology

The Alignment of Internalization and Externalization Employment Mode on Performance: The Case of Manufacturing Firms in the People's Republic of China

Chunyan Jiang	The Chinese University of Hong Kong
Dejun Cheng	Nanjing University

Emotions and Technology Acceptance, Development and Validation of a Technology Affect Scale

Stefano Perlusz Singapore Management University

**10:20 a.m. Paper Session 10: Leadership (Room 2)**

**Session Chair: Dean Tjosvold**

Participative Leadership by Western Managers in China: The Role of Relationships

Yifeng Chen Lingnan University

Dean Tjosvold Lingnan University

Combination of Charismatic Leadership with an Oriental Virtue Dimension: A Cross-Cultural Charismatic Leadership

Ying-Fang Su Sun Yat-Sen University

Heh Jason Huang Sun Yat-Sen University

Beauty is in the Eyes of Beholders: Relational Schemas as Determinants of High Quality Leader-Member Exchanges

Xu Huang The Hong Kong Polytechnic University

Warren C.K. Chiu The Hong Kong Polytechnic University

Robert P. Wright The Hong Kong Polytechnic University

Chao Wang Sichuan University

Examining the Mediating and Moderating Influences on the Relationships Between Abusive Supervision and Contextual Performance in a Chinese Context

Samuel Aryee Hong Kong Baptist University

Zhen Xiong Chen University of Canberra

Li Yun Sun Hong Kong Baptist University

Yaw A. Debrah Brunel University

**10:20 a.m. Interactive Paper Session 2: Trust, Leadership and Strategy(Room 3)**

The Research on Construct of Knowledge Employee's Psychological Contract in China

Xiaomei Zhu Shanghai Jiaotong University

Zhongming Wang Zhejiang University

Differentiating Between Intra-organisational and Inter-organisational Guanxi

Stephen Grainger University of Western Australia

Collective Justice Perceptions in Group-oriented Cultures: Proposal of a New Product

Yoichiro Hayashi Keio University

Tomoki Sekiguchi Osaka University of Economics

Natural Culture in Change

Tony Fang Stockholm University

An Empirical Study on the Relationship Between Trust and Communication Modes in Virtual Team

Jing-Song Deng Sun Yat-Sen University

Zhong-Ming Wang Zhejiang University

Organizational Citizenship Behavior in a Non-U.S. Context: Its Dimensions, Antecedents and Consequences

Chi-Wei Liu HungKuang Technology University

Pei-Wen Huang Cheng-Shiu University

Chien-Li Chen I-Shou University

The Customer Functions of Corporate Entrepreneurship  
Mao-Ping Liu                      Nankai University

Survival During Crisis: Alliances by Singapore Firms  
Nitin Pangarkar                      National University of Singapore  
Jason Seng                      London School of Economics and Political Science

The Implementation of Operations Management Techniques in Service Organizations – An Australian Perspective  
Daniel I. Prajogo                      Deakin University

Key Governance Mechanisms and Performance – Narrative Analysis on International Strategic Alliance  
Tsai-Lung Liu                      I-Shou University and Tajen Institute of Technology  
Chia-Chen Kuo                      I-Shou University

Promoting Knowledge Sharing in Asian Firms by Communities of Practice  
Fu Yan                      Renmin University of China

<b>12:00 noon</b>	<b>Lunch, hosted by Fudan University</b>
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**13:00 p.m.**    *Paper Session 11: Firm Effectiveness and Performance (Room 1)*

*Session Chair: John Knight*

Impact of Genetically Modified Organisms on Perceptions of Country Image: Implications for Food Exporters

John Knight                      University of Otago

Narrative Analysis on Creating Actionable and Integrated Knowledge Transfer

Chia-Chen Kuo                      I-Shou University

Tsai-Lung Liu                      I-Shou University and Tajen Institute of Technology

Shih-Chieh Fang                      National Kaohsiung First University of Science and Technology

An Empirical Investigation of Not-for-profit Organizations: Impact of Organizational Culture on Organizational Effectiveness

Apurva Sanaria                      Indian Institute of Management, Ahmedabad

Ranjeet Nambudiri                      Indian Institute of Management, Ahmedabad

The Mechanism of Promoting Distributor's Activity in Multi-Level Marketing

Hiroshi Fujii                      Meisei University

Noriko Taji                      Meisei University

**13:00 p.m.**    *Paper Session 12: Groups and Teams (Room 2)*

*Session Chair: Chun Hui*

The Interplay Between Group Members and Group: The Role of Group Member Expectations

Chun Hui                      The Chinese University of Hong Kong

Cynthia Lee                      Northeastern University

Catherine H. Tinsley                      Georgetown University

Dongtao Yang                      Nanjing University

Do Others Think You Have a Viable Business Idea? Team Diversity and Judges' Evaluation of Ideas in a Business Plan Competition

Maw Der Foo                      National University of Singapore

Poh Kam Wong                      National University of Singapore

Andy Ong                      National University of Singapore



**15:15 p.m. Paper Session 13: Institutions and Strategies (Room 1)**

**Session Chair: Yuan Lu**

Building an Institution in a Transition Economy: The Foundation and Evolution of the Environmental Protection System in the People's Republic of China

Yuan Lu The Chinese University of Hong Kong

Terence Soo-hung Tsai The Chinese University of Hong Kong

Institutions, Organizational Property Rights, and Internal Market Failure in Emerging Economies

Michael N. Young The Chinese University of Hong Kong

Can the Chinese Approach to Bank Restructuring Effectively Promote Bank Reform?

Fangming Wu Nanzan University

What Distinguishes Indian Publicly Funded Research Institutions with Differing Science Productivity Levels?

C.M. Ramesh Goa Institute of Management

**15:15p.m. Paper Session 14: Psychological Contract and Empowerment (Room 2)**

**Session Chair: Chi-Sum Wong**

Evidence on the Practical Utility of Wong's Emotional Intelligence Scale in Chinese Societies

Chi-Sum Wong The Chinese University of Hong Kong

Ping-Man Wong Hong Kong Institute of Education

Kenneth S. Law Hong Kong University of Science and Technology

Understanding Perceived Empowerment: The Role of Personal Needs and Task Context

Alice Hiu Ying Hon City University of Hong Kong

Employee and Employer's Reactions to Psychological Contract Breaches: An Empirical Study in China

Zhen Xiong Chen University of Canberra

Anne S. Tsui Arizona State University

Lifeng Zhong Peking University

Effects of Psychological Contract Fulfillment, Perceived Organizational Support, Leader-Member Exchange, and Work Outcomes : A Test of a Mediating Model

Millissa F.Y. Cheung The Hong Kong Polytechnic University

Warren C.K. Chiu The Hong Kong Polytechnic University

**15:15 p.m. Interactive Paper Session 4: Environment, Cultural Diversity and Corporate Strategies (Room 3)**

Determinants of Biotechnology Ventures' Strategic Choice: Firm Capability, Environmental Dynamism, and Partnering Relations

Yu-Shan Su Chang Jung Christian University

Hong-Jen Chiu National Taiwan University

Managing Intellectual Capital Transformation: The Key Issue for Mainland Firms in 21 Century

Xiaojun Xu Fudan University

A Study for the Impact of Compensation and Business Strategies on Perceived Performance and ROA in Taiwanese High-tech Industry

Meiyu Fang National Central University

Asset and Cost Retrenchment in Turnaround Strategies – A Large-Sample Study of Corporate Responses to the Asian Crisis in Singapore

Alexander D. Falkenberg  
University of St. Gallen  
Li-Choy Chong  
University of St. Gallen  
Pascal P. Prinz  
University of St. Gallen

Downsizing Implementation Strategies: A Comparative Study of Australian and New Zealand Banks

Les Tien-Shang Lee  
Kun Shan University of Technology  
Franco Gandolfi  
Cedarville University

Cultural Impact of Entry Mode Strategies into the Chinese Market by Australian Companies

Mona Chung  
Monash University  
Joel Haire  
Swinburne University  
Charmine Hartel  
Deakin University

Expatriate Management: Getting a Perspective on Host-Nation Subordinates' Cultural Values

Nuttawuth Muenjohn  
Asian University of Science and Technology

Transformational Leadership and Expatriate Managers: Work-related Values and Leadership Styles

Nuttawuth Muenjohn  
Asian University of Science and Technology

Differences in Leadership Behaviors as Perceived by Expatriate Managers and Host-Nation Subordinates

Nuttawuth Muenjohn  
Asian University of Science and Technology

Leadership Differences: Comparison Between American and Japanese Expatriate Managers

Pisal Yooyanyong  
Asian University of Science and Technology  
Nuttawuth Muenjohn  
Asian University of Science and Technology

Cultural Convergence and Cross-Border M&A: An Exploratory Study of German-Korean Acquisitions

Fabian J. Froese  
Waseda University  
Ingela Jöns  
University of Mannheim

<b>17:00 p.m.</b>	<b>End of Day 2 Program</b>
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**4<sup>th</sup> Asia Academy of Management Conference**  
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**Day 3 – Saturday, December 18, 2004**

**8:30 a.m. Paper Session 15: Innovation and Knowledge Management (Room 1)**

**Session Chair: Daphne Yiu**

Employment Versus Market Innovation Outcomes in Chinese Firms: A Political View of Business Groups

Robert E. Hoskisson	University of Oklahoma
Daphne Yiu	The Chinese University of Hong Kong
Garry D. Bruton	Texas Christian University
Robert E. White	University of Oklahoma

Innovation Management in Asia: Some Preliminary Findings

Arnoud De Meyer	INSEAD
Sam Garg	INSEAD

Product Relatedness to Foreign and Local Parents: The Effect on Joint Venture Survival

Jane W. Lu	National University of Singapore
Dean Xu	Peking University

The India-Singapore Connection: A Tale of Two Industrial Parks

Caroline Yeoh	Singapore Management University
Kevin Wongso	Singapore Management University
Wee Tan	Singapore Management University

**8:30 a.m. Paper Session 16: Gender, Face and Relations (Room 2)**

**Session Chair: Sharon Foley**

Antecedents and Consequences of Perceived Gender Discrimination: A Social Identity Perspective

Sharon Foley	Drexel University
Hang-yue Ngo	The Chinese University of Hong Kong
Raymond Loi	The Chinese University of Hong Kong

Life in Organizations: The Case of Women in Taiwan

T.K. Peng	I-Shou University
Kuen-Yuen Jone	Kaohsiung Medical University
J.C. Tou	Shu-Teh University of Science and Technology

Social Face for Innovation in Strategic Alliances in China: The Mediating Role of Resource Exchange and Reflexivity

Alfred Wong	Lingnan University
Dean Tjosvold	Lingnan University
Sofia Su	Shanghai University of Finance and Economics

Relationship Between Leadership Behaviors and Knowledge Sharing in Professional Service Firms Engaged in Strategic Alliances

Li Yueh Chen	Chungchou Institute of Technology
F. Barry Barnes	Nova Southeastern University

**8:30 a.m. Interactive Paper Session 5: Firm Development (Room 3)**

Towards Post-Confucianism?

Sid Lowe	Kingston University
Amelia Au-Yeung	Kingston University

Technological Innovation Process in Industrial Cluster: A Parallel-Dominant Pattern

Jiang Wei	Zhejiang University
Yongyi Shou	Zhejiang University

Jianglong Wang                      Zhejiang University

Business Process Management as Competitive Advantage: A Review and Empirical Study

Richard Yu-Yuan Hung      Toko University

Importing Institutions to Enhance Performance: Foreign Finance and China's IC Firms

Douglas B. Fuller                      Massachusetts Institute of Technology

Competitive Advantage Based on Innovation – The Case of Samsung

Jie Sun                                      Renmin University of China

Xinbo Sun                                  Renmin University of China

Tao Xu                                        Renmin University of China

A Study of Leading with Vision – A Framework Discussion

Mingjei Rui                                Fudan University

Juikuei Chen                                Tamkang University

Determinants of Job Satisfaction among Employees of a Leading Bank in Malaysia

Lew Tek Yew                                Curtin University of Technology

A Comparative Study on Several National Customers Satisfaction Indices (CSI)

Xiaoming Yang                              Shanghai Jiao Tong University

Peng Tian                                    Shanghai Jiao Tong University

Zhen Zhang                                 Shanghai Jiao Tong University

Integrated Location Model of Distribution Center

Yanxia Zhang                                Tongji University

Jiazhen Huo                                 Tongji University

The Transformation of Traditional Public Hospitals in China

Huang Jie                                    The Hong Kong Polytechnic University

The Impact of Expatriates' Internal Motivation and Career

His-An Shih                                 National Cheng Kung University

Pei-Fen Lin                                  National Cheng Kung University

Career Success Networks in China: Sex Differences in Homophily and Social Exchange Practices

Nailin Bu                                    Queen's University

Jean-Paul Roy                                York University

An Analysis of the Complex China Effect Under the WTO Regime

Nini Yang                                    San Francisco State University

Kaili Jiao                                     Shandong University

**10:00 a.m.      Coffee Break**

**10:20 a.m.      *Paper Session 17: Institutionalization and Governance (Room 1)***

***Session Chair: Hsi Mei Chung***

Determinants of the Business Group Decision to Enter the Electronics Industry: An Empirical Study in Taiwan

Hsi Mei Chung                                I-Shou University

Bod Roles Legitimacy in Chinese Shareholding Soes

Bing Ren                                      The Chinese University of Hong Kong

A Scale to Measure Spiritual Competence

Tripti Singh                                  Xavier Labour Relations Institute

R.K. Premarajan                              Xavier Labour Relations Institute

Antecedents and Institutionalization of China's Venture Capital System

Steven White                      INSEAD  
Jian Gao                              Tsinghua University  
Wei Zhang                            Tsinghua University

**10:20 a.m.    *Paper Session 18: Conflict, Stress and Performance (Room 2)***

***Session Chair: Anne Marie Francesco***

The Effects of Chronicity on Performance and Stress: The Moderating Role of Self-Efficacy

Warren Chi Kwan Chiu    Hong Kong Polytechnic University  
Anne Marie Francesco    Hong Kong Baptist University  
Kwok Leung                      City University of Hong Kong

Factors Influencing Acceptance of Supervisory Tasks

Jennifer H. Gao                      University of Macau

Conflict Management for Effective Inter-department Relationships in China: The Role of Collectivist and Individualist Values

Guoquan Chen                      Tsinghua University  
Dean Tjosvold                      Lingnan University  
Liyan Wang                            Lingnan University

A Two-Nation Study of the Effects of Interpersonal Affect on Performance Appraisal: United States and India

Shaun Pichler                      Michigan State University  
Arup Varma                          Loyola University Chicago  
Ekkirala S. Srinivas                Xavier Labor Relations Institute (XLRI)

<b>12:00 noon</b>	<b>Lunch, hosted by Fudan University</b>
<b>Afternoon</b>	<b>Campus Tour – Fudan University</b>