



*Asia Pacific Journal of Management*

**AAOM/APJM Paper Development Workshop 2017**

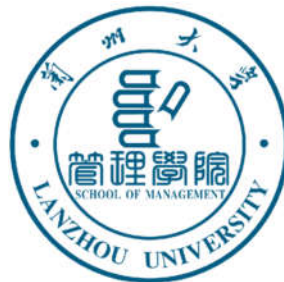
at

**School of Management, Lanzhou University**

**Lanzhou, Gansu, P. R. China**

**December 15-16, 2017**

Organizer:



School of Management, Lanzhou University

Co-Organizer:



Department of Management, The Chinese University of Hong Kong

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AAOM Website



APJM Website



兰州大学管理学院官网



兰大管院教师招聘启事



## Hotel and Meeting Rooms



### Registration Place:

Legend Hotel Lobby, Lanzhou / 兰州飞天大酒店一楼大厅

### OB/HR Workshop Place:

First Reporting Hall, 1<sup>st</sup> Floor, Xinglin Building, Medical Campus, Lanzhou University  
兰州大学医学校区杏林楼一楼第一报告厅

### AAOM/APJM PDW Place:

Multi-functional Conference Hall, 2nd Floor, Legend Hotel / 飞天大酒店二楼多功能会议厅

### Surrounding Hotels:

Legend Hotel / 飞天大酒店

Tsuiying Hotel / 萃英大酒店

Lanzhou University Reception Center / 兰州大学接待中心

Please contact with Yujing Chang (畅玉菁; Phone: 18919959062; Email: yjsuoms@lzu.edu.cn) or Aochen Wang (王傲晨; Phone: 18215117987) if you have any questions.

## Invited APJM Editors and Reviewers



**Anil Nair**  
Old Dominion University  
APJM Senior Editor

Dr. Anil Nair is a Professor and Chair in Department of Management, Strome College of Business at Old Dominion University. He obtained his PhD from Stern School of Business at New York University in 1998 with a major in Management and minor in International Business. Anil's current research interests are in industry structure, competitive strategy, risks and biases in decision making, innovation, and emerging markets.

He has published about three dozen articles, some of which have appeared in leading journals in management such as *Strategic Management Journal*, *Management International Review*, and *Entrepreneurship Theory and Practice*. A case he authored, *Imax: Larger than Life*, appeared in Ivey Publishing's best-seller list. He served as the co-Guest Editor of a special issue of *Corporate Governance: An International Review* on *Corporate Governance in China and India* and co-Guest Editor for a special issue of *Asia Pacific Journal of Management* on *Entrepreneurship and Innovation in India*. He served as the program Chair of the Entrepreneurship/Technology Management track of the Asia Academy of Management meetings (AAoM) for 2010, and the PDW Chair for AAoM at the Academy of Management Annual meetings in 2010. He served as the Secretary of Asia Academy of Management from 2010-2012. He serves as the Senior Editor at *Asia Pacific Journal of Management* and a panelist in ASP's Goodman award for Strategic Planning. He has won the ODU Strome College of Business awards for Research, Service, Teaching Doctoral Student Mentoring, and MBA Professor of the Year. More information: <https://fs.wp.odu.edu/anair/>



**YIU, Daphne Wing-ye**  
姚咏仪  
The Chinese University of Hong Kong  
APJM/JWB Senior Editor

Dr. Daphne Yiu is the Chairperson and Professor in the Department of Management at the Chinese University of Hong Kong. She received her Ph.D. in Management from the Michael F. Price College of Business, University of Oklahoma. Her research interests lie in corporate and international strategy, strategies in emerging markets and Asia, business groups, corporate governance, and international entrepreneurship.

Professor Yiu has published in leading management journals including *Journal of International Business Studies*, *Journal of Management*, *Journal of Management Studies*, *Organizational Science*, and *Strategic Management Journal*, among others. She was elected as the President of *Asia Academy of Management* and Representatives-at-Large at the Global Strategy Interest Group of the *Strategic Management Society*. She is currently serving as a Senior Editor at *Asia Pacific Journal of Management* and *Journal of World Business*, co-editor of special issue at *Long Range Planning*, and an editorial board member of *Academy of Management Journal*, *Academy of Management Review*, *Journal of Cross-Cultural and Strategic Management*, *Journal of Management Studies*, and *Organization Science*. She received the CUHK Young Researcher Award, publications with top downloads, and best conference paper awards.



**WONG, Chi-sum**

黄炽森

The Chinese University of Hong Kong  
APJM Senior Editor

Dr. Chi-Sum WONG was born in Hong Kong and graduated from the Faculty of Business Administration of the Chinese University of Hong Kong. He received his Ph.D. from the Department of Organizational Behavior and Human Resources Management of Purdue University in the USA. He joined the Department of Management of the Chinese University of Hong Kong in 1990 and he is now a Professor.

Dr. Wong has published and presented about two hundred articles in academic journals and international conferences. His co-authored article concerning employee trust in Chinese joint ventures published in 2002 was selected by Emerald Management Review as one of the best 50 management articles among the 20,000 articles published in the same year around the world, and another article on localization of human resources in mainland China was selected as one of the five best papers in the international human resource management area in 2009 by the Academy of Management. He has served on the editorial board of various journals such as the *Academy of Management Journal*, *International Journal of Business Studies*, *Journal of Occupational and Organizational Psychology*, *Journal of World Business*, *Asia Pacific Journal of Management*, and others. Due to his academic achievement, Dr. Wong is recognized as honorary professor by famous universities such as Sun Yat-sen University (Guangzhou), Nanjing University, Lanzhou University, National Chung Hsing University (Taiwan), and others. He has conducted research for the United Nations Center for Regional Development and the Employers' Federation of Hong Kong, and has served as consultant and trainer for private organizations, the World Bank, and various Government and social agencies in the People's Republic of China (PRC), Taiwan, Macao, and Hong Kong.



**LAM, Rico Long Wai**

林朗为

University of Macau  
APJM Senior Editor

Dr. Long W. Lam is Professor of Management and Head of the Department of Management and Marketing at the University of Macau. Rico is currently doing research on felt trust, emotional job demand, proactive behaviors, and dirty work.

His research has appeared or been accepted for publication in the *Journal of Management*, *Human Relations*, *Journal of Organizational Behavior*, *Journal of Vocational Behavior*, *Journal of Occupational and Organizational Psychology*, *Leadership Quarterly*, *Journal of Business Research*, *Asia Pacific Journal of Management*, and *Journal of Business Ethics*, etc. His work on trust and dirty work was also published in the *Handbook of Chinese Organizational Behavior* in 2012. Rico is currently Senior Editor of the *Asia Pacific Journal of Management*, Advisory Editor of *Journal of Human Resource Management* in Taiwan, and member of the Editorial Review Board of the *Journal of Trust Research*. Rico was Vice President of the Asia Academy of Management during 2013-15 and was the Conference Co-Program Chair of the 2015 Joint Conference of the Asia and Taiwan Academy of Management. Rico holds a Ph.D. in management from the University of Oregon.



**KWAN, Ho Kwong**

关浩光

Tongji University

APJM Reviewing Editor

Dr. Ho Kwong Kwan is a Professor at the School of Economics & Management of Tongji University. He is currently serving as the Reviewing Editor of *Asia Pacific Journal of Management*. He received his Ph.D. from the Department of Management at LeBow College of Business of Drexel University.

His research interests include mentoring relationship, work-family interface, leadership, abusive supervision and workplace violence. Professor Kwan has published in leading management journals including *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Management Studies*, *Organizational Behavior and Human Decision Processes*, *Personnel Psychology*, and *Management World*. His articles published in the 2015 Annual Conference of the Society of Industrial and Organizational Psychology and the 2014 World Business Ethics Forum were selected as one of the best papers. In 2015, he won Emerald's Citations of Excellence Award.



**LAU, Dora Chi-Sun**

刘芷申

The Chinese University of Hong Kong

JAP Consulting Editor/JTR Associate Editor

Dr. Dora C. Lau (Ph.D., University of British Columbia) is an Associate Professor at the Chinese University of Hong Kong. Her research interests include demographic diversity and faultlines, interpersonal trust, team dynamics, upper echelon composition and organizational impact, family business challenges and management, start-up team success and Chinese management.

She has published extensively in top-tiered journals such as *Academy of Management Review*, *Academy of Management Journal*, and *Journal of Applied Psychology*. Dora is currently serving as the Consulting Editor of the *Journal of Applied Psychology*, the Associate Editor of the *Journal of Trust Research*, and has also guest-edited a Special issue for the *Asia Pacific Journal of Management*, namely Leadership in Asia.



**PENG, Kelly Zhengmin**

彭正敏

Hong Kong Shue Yan University

APJM Editorial Review Broad Member

Dr. Kelly Z. PENG (PhD, The Chinese University of Hong Kong) is an associate professor and research fellow at the Department of Business Administration, Hong Kong Shue Yan University.

She has published in management, psychology, and education journals such as the *Journal of Management*, *Human Resources Management*, *Journal of World Business*, *Intelligence*, *Asia Pacific Journal of Management*, *Journal of Managerial Psychology*, and *Journal of Career Development*. Her research interests include emotions (emotional intelligence) in management, motivation in organization, employment relationship, and indigenous research in China, stress & burnout, and Career Development. She also serves in the editorial review broad of *Asia Pacific Journal of Management*, and awarded as Best Reviewer in 2017. She also has served various journals and academic associations as ad-hoc reviewer.



**LI, Wen-Dong**

李文东

The Chinese University of Hong Kong

Dr. Wen-Dong Li is currently an assistant professor at the Department of Management, the Chinese University of Hong Kong. Prior to joining CUHK, he worked as an assistant professor at Kansas State University for 3 years. He received his Ph.D. from National University of Singapore in Organizational Behavior. His research interests focus on the antecedents and consequences of proactivity in three areas: leadership, work design, and career success. He adopts approaches of behavioral genetics and longitudinal designs in his research.

His research has won several awards including the Hogan Award for Personality and Work Performance from the Society for Industrial and Organizational Psychology, and International HRM Scholarly Achievement Award and Best Student Convention Paper Award from the Human Resources Division, Academy of Management. His work has been published in the *Journal of Applied Psychology*, the *Personnel Psychology*, and the *Leadership Quarterly*, and has also been covered in media outlets such as the *Economist*, *USA Today*, the *Telegraph*, and the *Washington Post*. He is currently working on projects looking into the role time, change, and temporal issues in OB.

## AAOM/APJM PDW Registration

10:00-18:00, December 15, 2017 (Friday)

Legend Hotel Lobby, Lanzhou  
兰州飞天大酒店一楼大厅

## OB/HR Research Workshop

14:00-17:30, December 15, 2017 (Friday)

First Reporting Hall, 1<sup>st</sup> Floor, Xinglin Building, Medical Campus, Lanzhou University  
兰州大学医学校区杏林楼一楼第一报告厅

### Overview of the Workshop:

There are four presentations by experienced OB/HR researchers. The first two are on common issues in research methods while the latter two are on specific topics (the topic of trust has a long history in the literature while the other topic is relatively new and has the potential to be an important one in the future).

**Facilitator:** Professor Jianzu Wu, Vice Dean, School of Management, Lanzhou University

### Presentation I

Title A typology of three-way interaction models: Applications and suggestions for Asian management research

Presenter Professor Long W. Lam, University of Macau

Time 14:00-14:50, December 15, 2017

Abstract We develop a typology of three-way interaction models in order to stimulate more Asia management studies using this approach. In this paper, we explain how to approach moderation based on three-way interactions, introduce three types of three-way interaction models, and provide the appropriate post-hoc statistical procedures accordingly. We also outline several future research examples to demonstrate how three-way interactions can be used in Asian management research.

### Presentation II

Title Creating an OB paper from data that have already been collected

Presenter Professor Chi-Sum Wong, CUHK; Managing Director, Asia Academy of Management

Time 14:50-15:40, December 15, 2017

Abstract Although big data analysis is becoming more and more popular, data mining is not appropriate for theory development and testing in scientific research. However, using existing dataset instead of collecting primary and new dataset is acceptable in conducting scientific studies in some management areas such as strategic and financial management. How can we draw the line between data mining and acceptable investigations using existing data, especially in the OB/HRM area? Using a published paper based on existing dataset, we uncover the whole process of idea generation up to the final accepted report to illustrate how we can avoid the problem of data mining in using existing dataset to write scientific report.

15:40-15:50 Coffee Break



### Presentation III

Title Feeling trusted by supervisors and teams: A comparison of three viable theoretical mechanisms

Presenter Professor Dora Chi-Sun Lau, The Chinese University of Hong Kong

Time 15:50-16:40, December 15, 2017

Abstract Interpersonal trust is critical in the work place and being trusted is an important component of trusting relationships. Previous research has documented that feeling trusted by supervisors has an impact on employee performance, however, the effects are mixed. While social exchange theory (Wang, Tomlinson, Noe, 2010) and self-concept enhancement perspective (Lau, Lam & Wen, 2014) proposed that feeling trusted has a positive impact, resource depletion perspective (Baer, Dhensa-Kahlon, Colquitt, Rodell, Outlaw, & Long, 2015) suggested a negative effect. Two research questions are outstanding. First, the above studies were conducted individually and no one study has compared these effects side-by-side. Which will be the dominant theoretical mechanism when they are examined simultaneously? Second, the trustors in the above studies were supervisors. Will the effects be the same when the trustors are teams? In a survey study of 188 teams from diverse organizations, industries, and team types, we address the above two questions. We found that when employees felt trusted by supervisors, we found positive effects on employee performance and creativity and support for the self-conceptual enhancement hypothesis. In addition, when employees felt trusted by their teams, we found positive effect on employee contribution to the team and support for the social exchange hypothesis.

### Presentation IV

Title Reciprocal Relationships between Dispositional Optimism and Career Outcomes: A Five Wave Longitudinal Investigation

Presenter Professor Wen-Dong Li, The Chinese University of Hong Kong

Time 16:40-17:30, December 15, 2017

Abstract Previous research on dispositional optimism has predominantly concentrated on the influences of optimism in predicting work outcomes. Recent research, however, has started to examine the socialization effect of life experiences in modifying dispositional optimism. Extrapolating from the neo-socioanalytic theory of personality (Roberts & Nickel, 2017; Roberts & Wood, 2006), the current study represents an important first attempt to integrate the two seemingly contrasting perspectives. We proposed and examined dynamic reciprocal relationships in recursive cycles between dispositional optimism and a number of career outcome variables including income, coworker support, supervisor support, job satisfaction, and depressive symptoms. Latent change score modeling of data from a five-wave longitudinal study demonstrated that over time, dispositional optimism enhanced employee job satisfaction, and the changed job satisfaction in turn promoted further increases in employee dispositional optimism later on. Furthermore, with the effects of dispositional optimism controlled for, income gave rise to increases in dispositional optimism at a later point in time whereas depressive symptoms resulted in decreases in dispositional optimism. The findings enrich our understanding of a more nuanced interplay between the optimistic employee and the work environment from the perspective of interactional psychology. They also have important implications for organizations and employees to promote sustainable employee career development in the long run.

## AAOM/APJM Paper Development Workshop

December 16, 2017

09:00-16:30

Multi-functional Conference Hall, 2<sup>nd</sup> Floor, Legend Hotel, Lanzhou  
兰州飞天大酒店二楼多功能会议厅

09:00-09:10	Opening Ceremony Dr. Wensheng He, Dean, School of Management, Lanzhou University
09:10-09:40	Introduction to AAOM and APJM Dr. Chi-sum Wong, Managing Director, Asia Academy of Management
09:40-10:00	Coffee Break
10:00-12:00	Roundtable Discussion
12:00-14:30	Lunch 2 <sup>nd</sup> Floor, Danguiyuan, Lanzhou University (兰州大学丹桂苑二楼)
14:30-16:30	Roundtable Discussion
17:30-20:00	Dinner Zongheng Lamb Restaurant, Lanzhou (纵横羊肉餐厅)

### Session 1 - Strategy and Product Innovation

Time: December 16, 2017, 10:00-12:00, 14:30-16:30

Room: Multi-functional Conference Hall, 2<sup>nd</sup> Floor, Legend Hotel

Reviewer:

Anil Nair, *Old Dominion University*

YIU, Daphne Wing-ye (姚咏仪), *The Chinese University of Hong Kong*

- TMT Environmental Attention and Corporate Environmental Strategy: Cross-Level Moderation by Environmental Regulations and Regional Disparity  
*Jianzu Wu, Lanzhou University*  
*Mengmeng Bu, Lanzhou University*
- Strategic ambidexterity in the context of internationalization: A panel study of Taiwan Small and median-sized enterprises  
*Huei-Ting Tsai, National Cheng-Kung University*  
*Shengce Ren, Shanghai Maritime University*
- Unraveling the Mechanisms of Absorptive Capacity and Technological Performance: A Study of Inward Licensing  
*Zhengyu Li, Shanghai University of Finance and Economics*  
*Geert Duysters, Tilburg University*  
*Victor Gilsing, University of Antwerp*
- Awe as a Barrier to New Product Acceptance? The Role of Type of Awe and Religious Commitment—Evidence from Religious Believers  
*Wumei Liu, Lanzhou University*

*Xuhua Wei, Lanzhou University*  
*Jianzu Wu, Lanzhou University*  
*Guoxian Bao, Lanzhou University*

**Session 2 - Ostracism, Personality, OCB and TMT Vacancy**

Time: December 16, 2017, 10:00-12:00, 14:30-16:30

Room: Multi-functional Conference Hall, 2<sup>nd</sup> Floor, Legend Hotel

Reviewer:

LAM, Long Wai (林朗为), *University of Macau*  
LI, Wen-Dong (李文东), *The Chinese University of Hong Kong*

- Does workplace ostracism predict unethical decision making? The mediating role of emotional exhaustion and the moderating role of competitive orientation and cooperative orientation

*Lei Qi, Shandong University*  
*Di Cai, Shandong University*  
*Bing Liu, Shandong University*  
*Song Chang, Hong Kong Baptist University*

- Transformational Leadership and Workplace Ostracism: The Moderated Mediating Role of Organization-Based Self-Esteem

*Xiongying Niu, University of International Business and Economics*  
*Liang Wang, University of International Business and Economics*  
*Xin-wei Li, University of International Business and Economics*  
*Chun-hao Li, University of International Business and Economics*

- When and how Machiavellians is Ignored by Supervisor: A Victim Precipitation Perspective

*Pengcheng Zhang, Huazhong University of Science & Technology*  
*Si Li, Huazhong University of Science & Technology*

- Vacancy Filling: Concept, Theory and Evidence

*Xuhua Wei, Lanzhou University*

- Unwilling to Leave the Good Samaritans: A Social Identity Perspective

*Zhijun Chen, Shanghai University of Finance and Economics*  
*Kelly Z. Peng, Hong Kong Shue Yan University*

- Is the auditor's professional skepticism a "double-edged sword"? A Study on Professional Skepticism and Audit Proactive Behavior in Accounting Firms

*Yan Sun, Lanzhou University*  
*Wancong Jia, Lanzhou University*

### Session 3 - Career Issues

Time: December 16, 2017, 10:00-12:00, 14:30-16:30

Room: Multi-functional Conference Hall, 2<sup>nd</sup> Floor, Legend Hotel

Reviewer:

WONG, Chi-Sum (黄焯森), The Chinese University of Hong Kong

PENG, Kelly Zhengmin (彭正敏), Hong Kong Shue Yan University

- The double-edged effects of dual identity on the emotional exhaustion of migrant workers: An existential approach  
*Xiaobei Li, Sungkyunkwan University*  
*Hongyu Zhang, Central University of Finance and Economics*  
*Stephen Frenkel, University of New South Wales*  
*Jianjun Zhang, Peking University*
- An Examination of the Role of Work-Family Conflict in the Relationship Between Family Embeddedness and Turnover Intentions  
*Xing Li, University of Electronic Science and Technology of China*  
*Cameron Newton, Queensland University of Technology*  
*Guofeng Wang, University of Electronic Science and Technology of China*
- Psychological Availability between Self-Initiated Expatriates and Host Country Nationals during their Adjustment: The Moderating Role of Supportive Supervisor Relations  
*Milad Jannesari, Zhejiang University*
- The Relationship Between Career Plateau and Job Burnout of Enterprise Employees: The Mediating Effect of Organizational Commitment  
*Dongmei Hao, Lanzhou University*
- Successful career for Chinese managers: Confucianism and Taoism based career success in China  
*Qianni Gu, Shanghai University of Engineering Science*  
*Zhenzhong Ma, University of Windsor*

### Session 4 - Ethical Decision Making, Anxiety and Turnover

Time: December 16, 2017, 10:00-12:00, 14:30-16:30

Room: Multi-functional Conference Hall, 2<sup>nd</sup> Floor, Legend Hotel

Reviewer:

KWAN, Ho Kwong (关浩光), Tongji University

LAU, Dora Chi-Sun (刘芷申), The Chinese University of Hong Kong

- A Multilevel Model of Middle Management Job Embeddedness: Contributions of Cascading, Shared, and Personal Factors  
*Yanxia Wang, Lanzhou University*

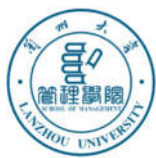
*Carolyn M. Youssef-Morgan, Bellevue University*

*Jiafei Jin, Harbin Institute of Technology*

*Yang Chen, Southwestern University of Finance and Economics*

- Collective Job-Related Anxiety and Creativity: Investigating a Moderated Curvilinear Relationship  
*Jianghua Mao, Zhongnan University of Economics and Law*
- Affective job insecurity and employee's turnover intention: Effects of somatic complaints and OBSE  
*Liang Wang, University of International Business and Economics*  
*Yanqiao Ding, University of International Business and Economics*  
*Rui Zhang, University of International Business and Economics*  
*Xiongying Niu, University of International Business and Economics*
- The relationships between Materialism and unethical work behavior: Love of money as moderator and Machiavellianism as mediator  
*Linzhi Du, Lanzhou University*
- Do Business Ethics Courses Really Work? An ANOVA Study of Undergraduate and MBA Students' Business Ethics Education Recognition and Behavior Intention Differences from Western China  
*Yanhai Zhao, Lanzhou University*  
*Ye Yao, Lanzhou University of Finance and Economics*  
*Hong Chen, Lanzhou University*
- How do Power, Status, and Relational Contexts affect Self-serving Decision?  
*Sixuan Chen, Central South University*  
*Yongmei Liu, Central South University*  
*Chris M. Bell, York University*  
*Xuhua Wei, Lanzhou University*





## School of Management, Lanzhou University

Lanzhou University is the national key comprehensive university directly under the State Ministry of Education, primarily supported by national “985 Project” and “211 Project”.

Management discipline in Lanzhou University, as long-standing and well-established, can be dated back to 1939, when a Banking and Accounting Training Class was set up. In February of 2004, School of Management was founded, featuring the only comprehensive school of management under the comprehensive “985 Project” universities. The School offers many highly respected undergraduate programs, graduate programs, and doctoral programs.

Based on these programs, the School has established 7 institutes and 5 research centers, according to the principles of being comprehensive, crossing, flexible and open. All faculties and graduated students join in the research institutes as to their research orientations.

Till now, the School enjoys 100 full-time faculties, including 21 professors, 46 associate professors, and 33 assistant professors. Besides, more than 70 renowned management scientists, economists, entrepreneurs and senior government officials from home and abroad are served as adjunct professors.

The School has gained remarkable achievements by actively promote and implement its strategy to be international. Till now, it has built cooperative partnership with more than 36 foreign and overseas institutions, including Mark O. Hatfield School of Government of Portland State University (USA), Leipzig Graduate School of Management (Germany), Rotterdam School of Management of Erasmus University (Netherlands), Telecom Ecole de Management (France), Copenhagen Business School (Denmark), Business School of University of Wolverhampton (UK), and so on, involving comprehensive cooperation in student exchange program, Joint training for Doctoral and Master Degree (include MBA), faculty visits, joint scientific research.

In 2014, the MBA program was accredited by AMBA, honored as the 22nd university of mainland China and the 1st university of the five Northwestern provinces which is accredited by AMBA.

The School always bears the mission of Lanzhou University in mind, i.e., taking advantage of Western China, building itself as a top University. By adhering and implementing the three strategies to develop the School with capable talents, international perspectives, and the School Culture, the School right now is striding towards its goal to be a highly open, research oriented, internationally renowned and first-class comprehensive School of Management.

### Contact us

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Tel/Fax: 0931-8910402

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