IFSAM 2014 World Congress in Tokyo
September 2–4, 2014
Paper Presentation Program
(Revised on August 19, 2014)

September 2, 11.20–12.50

T2/3.1: Research Method and Management Education
Chair: Chris Ahmadjian, Naoki Watanabe
Room 1073

Teaching a Research Proposal
Prakash Sharma and Gopal Ji

A Study Concerning the Scientific Basis of “Trust” for Social Scientific Research Concepts: Utilizing Suggestions in Natural Scientific Research
Chika Yamashita

Re-framing in the Deployment of American Management Education and Its Significance in Germany after World War II
Toshio Yamazaki

T8.1: Strategic Management
Chair: Motofusa Murayama, Masatoshi Fujiwara
Room 1094

Relationships between inter–partner diversity and performance of global alliances
Hiroshi Yasuda

Efficiency as accelerators: Dynamics of networking suppliers seeking efficiency within the dominance of “Keiretsu.”
Satoko Uenishi

Mergers in Nepalese and Swiss Banking Industry
Sedhain Madhav Prasad

Domestic Leadership in Crisis: Gen Y and Automobiles in Japan
Philippe Byosiere, Hideki Tanaka and Denise Luethge
T11.1: Knowledge, Technology and Operations Management  
Chair: Kavoos Mohannak, Mariko Ueki, Yasushi Hara  
Room 1105

Countering against Attacker’s Advantage in Technology Migrations: A Case Study on the Rechargeable Battery Industry in the 1990s  
*Takuya Miyamoto, Yoshikazu Maegawa, and Masashi Yasuda*

J-L Puzzle Theory  – Determining Jigsaw Puzzle Type or Puzzle Links Type for Managerial Decision Making  
*Yoshikazu Maegawa*

New product development in an emerging market: Case studies in the premium rice cooker market  
*Manabu Miyao*

Knowledge Management Challenges in Small – and Medium – sized Enterprises  
*Kavoos Mohannak*

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T12.1: Marketing, Service Management  
Chair: Munehiko Ito, Edward Bruning  
Room 1085

Optimal timing for posting a direct price under marketing channel conflict  
*Kenji Matsui*

Culture’s Influence on Service offerings  
*Edward Ray Bruning*

Competitiveness of Small Shopping Zones versus the Shopping Center Model: Case Study of Kotochika Shijo, Kyoto City  
*Naoki Tamura*

Research on Supply Chain Contracts under Asymmetric Supplier Quality Information  
*Pin Zhuang*

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T13.1: Entrepreneurship and Small Business  
Chair: Nobuko Nishiwaki, Jin–ichiro Yamada  
Room 1106

Knowledge Creation among Japanese Local SMEs  
*Yukio Takagaki*
September 2, 11.20-12.50

International Business and Japanese Small and Medium Sized Firms –Cases from the Chugoku Region of West Japan–
Kanako Negishi

Small and medium enterprises development – a model of effective investments
Urban Pauli

T14.1: Public Sector and Non-profit Management
Chair: Regina Leal-Guemez, Ichiro Tsukamoto
Room 1074

Natsuko Matsuno

The transition towards accrual based accounting: Experiences from the European public sector entities
Milos Milosavljevic, Nevenka Zarkic Joksimovic, Sladjana Barjaktarovic Rakocevic and Nela Milosevic

Fundraising of Non-Profit Organizations: Winning Back Lost Donors
Moritz Parwoll and Reinhold Huenerberg

Digital divide: the case of Mexico
Regina Leal Guemez and Salvador T. Porras

T15.1: Critical Management Studies
Chair: Yvon Pesqueux, Toru Kiyomiya
Room 1096

The Crisis of Critique in Critical Management Studies
Christian Lystbaek

Problematizing revolving doors: conflicts of interests, strong objectivity and habitus convergence
Yoann Bazin

Effective Organization for Enabling Emergent Innovation in Changing Times
Moses Y. Park

The Changing Labour Flexibility in Japanese Workplaces
Asami Watanabe
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Chair: Taehoon Park, Shigeo Imai
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Managing Sustainability in Management Education
Christian Lystbaek

Atsutoshi Oshima

Establishing a Competitive Business School: A Coevolutionary Perspective
Der Chao Chen

Organizational values in a Mexican Business School (UACA UAZ Mexico)
Eduardo Alejandro Carmona, Ruben Chavez Chairez and Sergio Humberto Palomo Juarez

T5.1: International Management
Chair: Vesa Matti Peltokorpi, Masashi Arai
Room 1083

Internationalization Process of Emerging Market Firms: Comparison of OFDI patterns of Chinese and NIEs Firms’ investments in Japan
Yuan-yuan Gong

Zheng Fan, Qian Li, Peng Zhang, Fenghua Wang, Hongli Hang and Jie Hu

Japanese investment and dispatches of international joint ventures (IJVs) in China
Yichun Zhao and Shinichi Ishii

International Joint development and Technology Transfer: Cases of Offshore Software Development from Japan to China
Nobuhiro Takahashi and Mita Takahashi
Organizational fields mixing: The influence of institutional heterogeneity and network position on innovation in the nascent, Japanese nanotechnology industry

Balazs Fazekas and Yuanyuan Gong

Strategic Responses to Institutional Constraints in Emerging Markets: Empirical Evidence of Finnish Multinational Retailers in Russia

Alphonse Aklamanu and Jorma Larimo

Moving up in the Global Value Chain: A Case Study of Hon Hai Precision

Yawen Huang

A research of platform envelopment in software market: Detailed study in multi device environment

Sota Kamaike

A study of layer intervention platform products’ strategy

—The dominant mechanism and strategic indication by referring to Java and VMware cases—

Kazuhiko Kato

The Service-driven Competitive Strategy: Building a New Retail Format

Ken Aratani

Patent Strategies of Japanese ICT Companies: Analysis of Smartphone Market Based on Text-Mining

Yunjie Chen, Iori Nakaoka and Yousin Park

Entry Strategies of SMEs in Japanese Aircraft Industry

Minoru Tano

Electronic Monitoring and Surveillance in the Workplace: The Effects on Trust in Management, Job Satisfaction and Intention to Leave

Peter Jeffrey Holland, Brian Kingsley Cooper and Rob Hecker
The implementation of employment equity in the workplace
*Sehlotsa Innocentia Mosola*

Evidence of Sustainability in the Human Resource Management Practice of Polish Companies Operating on International Markets
*Aleksy Pocztowski*

**T11.2: Knowledge, Technology and Operations Management**
*Chair: Hiroshi Sasaki, Hideo Ueki*
*Room 1105*

The impacts of the incumbent’s innovation in mature industries: Market creation, exploring established knowledge, and leading industrial de-maturity
*Tomomi Hamada*

The Common Integration: The Group Operation of Petrochemical Complexes in Japan
*Kazuya Inaba*

How absorptive capacity and intellectual property protection regimes affect a firm’s open search strategy
*Naohiro Sawada, Kazuhiro Asakawa and Hiroshi Nakamura*

**T12.2: Marketing, Service Management**
*Chair: Edward Bruning, Kazuo Usui*
*Room 1085*

Evolution of Interfirm Alliance Networks and Revival of the Japanese Film Industry: Power of Film Production Consortium
*Naoki Wakabayashi, Jin’ichiro Yamada, Masaru Yamashita and Ryuichi Nakamoto*

The impact of corporate advertising on behavioral intentions: From reputation management perspective in Japan
*Morikazu Hirose and Takahiro Enjoji*

Human versus Synthetic voice of recommendation agents: The impact on perceived social presence, trust and consumers intentions
*Emna Cherif and Jean-Francois Lemoine*

Develop Service Industry Well
*Deming Fu*
T13.2: Entrepreneurship and Small Business
Chair: Jesús Salvador Vivanco Florido, Naoki Wakabayashi
Room 1106

Change in the Advantages of a Network Organization: A Case Study of a Machine Tool Distributors Association
Takayoshi Fukuda, Tamiko Funamoto and Yasuhiro Ueno

The proposal and trial of an analytical framework which unified U.S. style approach and Japanese style approach towards the activation of local business
Motohiko Igata and Shintaro Katsura

Growing Pains and Dynamic Capability: A Pilot Study on Entrepreneurial Firms in China
Yanping Pan and Jun Wang

T14.2: Public Sector and Non-profit Management
Chair: Nemanja Milanovic, Yoko Uryuhara
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Current and prospective analysis on the economic development of the biotechnology sector in Baja California, Mexico
Ma. del Carmen Alcala-Alvarez and Ismael Plascencia-Lopez

How universities choose professionals whom they dance with? An analysis of patterns of employing patent attorneys in the age of business–academia collaboration
Ryuichi Nakamoto, Keigo Takai and Hiroki Noguchi

The Key Determinants of Efficient University–Business Collaboration
Nemanja Milanovic, Vinka Filipovic, Slavica Civaric Kostic, Tamara Vlastelica Bakic, Milan Okanovic and Mia Jesic

T15.2: Critical Management Studies
Chair: Catherine Karyotis, Motokazu Udagawa
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Special: Finance and Sustainability: We have to shift the paradigm

Ten challenges to have a sustainable financial system
Catherine Karyotis and Joseph Onochie

Financialization and soft commodities
Sharam Alijani and Catherine Karyotis

Crossing Paths: A Perspective on Mathematics and Finance
Sébastien Lleo and Jessica Li
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T1.1: Crisis Management
Chair: Mariko Nakabayashi, Akifumi Nakase
Room 1073

Environmental Sustainability in Fukushima Nuclear Crisis
Shigeo Atsuji, Peiran Su, Kazunori Ueda, Ryosuke Fujimoto and Nguyen Ngoc Thang

Masaharu Kuhara and Sajit Chandra Debnath

An analysis of the Philippine government’s response on the Haiyan Disaster in Tacloban: A Crisis Communication and Management Perspective
Reggy Capacio Figer

T4.1: Management History, Philosophy and Theory
Chair: Minoru Shimamoto, Shigehiro Nishimura
Room 1074

The Theoretical Elaboration of Critical Management Theory in Japan by the Introduction of Social Ontology from the Perspective of Critical Realists
Masanori Sakamoto

The Alternative Paradigm in Organizational Theory
Masahiro Tagoo

T5.2: International Management
Chair: Chie Iguchi, Yuhee Jung
Room 1083

The impact of CEO’s social network on foreign subsidiary performance
Fabian Jintae Froese, Daniel Chng and Almasa Sarabi

Managing Subsidiary Entrepreneurship: A Case Study on the Process for Achieving Multi-Dimensional Legitimacy
Mariko Watanabe

Language-oriented human resource management practices and absorptive capacity in multinational corporations
Vesa Matti Peltokorpi

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T6.1: Corporate Social Responsibility and Sustainability
Chair: Hideko Sakurai, Kabiru Isa Dandago
Room 1085

Corporate social performance and corporate financial performance relationship: Delay effects and differences of stakeholder influences
Yoshiki Shinohara

The changing and everlasting aspects of Japanese CSR: From evidence of global B2B companies in Japan
Takahiro Enjoji and Morikazu Hirose

A View on Studies of Corporate Ethics in International Comparison: An Approach Based on Cultural Similarities and Differences between Japan and Korea
Keisuke Nakagawa

Corporate Social Responsibility Projects by Transnational Oil Corporations in Nigerian Niger Delta Region: The Experiences of Selected Oil Producing Communities
Love Obiano Arugu and Kabiru Isa Dandago

T7.1: Corporate Governance, Accounting and Managerial Control
Chair: Ralf Bebenroth, Toru Sakurai
Room 1093

The Strategic Role of Corporate Board and Corporate Governance: In case of Japanese corporation
Takahiro Nishi

Comparison between Japanese and German Corporate Governance Structures and Their Organizational Performance
Tomonaga Horiguchi and Norihisa Yoshimura

Corporate Governance and Social Responsibility of Transnational Labour-Managed Firms: A Case Study
Juan Jose Duran-Herrera and Nuria Bajo-Davo

Top-management Structures in Large Firms—A Comparison between Japanese, American and German Firms—
Takehiko Okamoto

T8.4: Strategic Management
Chair: Hitoshi Mitsuhashi, Bo Huang
Room 1094

The Business System Strategy of GORE-TEX
Ren-Jye Liu and Man-Li Lin
Strategic Issues in the Industries with Layer Structuring: Case Studies of the E-Book Industry etc.
*Tatsuyuki Negoro and Sawako Fujimaki*

Balancing Exploration and Exploitation in Two Small and Medium-Sized Enterprises in A Developing Economy
*Peiran Su*

Intra-Organizational Knowledge Inflows Management at Middle Management Level for Ambidexterity
*Jie Xiong, Peiran Su and Carole Bonanni*

**T9.1: Organization Behavior and Organization Development**
*Chair: Sue Bruning, Youichi Matsuda*
*Room 1096*

Exploring the Process of Punctuated Equilibrium Model: From the Case Study of NISSAN MOTOR Co., Ltd.
*Seishi Furuta*

Organizational Culture and Organizational Mortality
*Takashi Sakikawa*

Former employees' inclination to benefit former companies and their organizational identification
*Yoshiaki Takao*

Radical change in organizational change theories: A review of the literature
*Kazuhiko Ozawa*

**T10.2: Human Resource Management and Employment Relations**
*Chair: Chris Brewster, Yuri Kimura*
*Room 1103*

Expatriation issues in Japanese MNCs: HRM practices and their impact on adjustment and job performance
*Chris Brewster and Masayuki Furusawa*

The Process of Raising Awareness of Mutual Responsibility in a Self-Managing Team
*Yoshiko Niwamoto*

Young Talent Management in Russia. A Multilevel Perspective
*Marion Festing, Maral Muratbekova and Veronika Kabalina*
September 3, 9.00-10.30

T11.3 Knowledge, Technology and Operations Management
Chair: Masashi Arai, Tamiko Kasahara, Dov Dvir
Room 1105

Innovation through Projects
Dov Dvir and Aaron J. Shenhar

Diffusion of high-tech innovations in Japan from the viewpoint of Gartner’s hype cycle
Hiroshi Sasaki

How does EMS in emerging countries expand its business from OEM to OBM? : A case of Foxconn’s strategy using patent analysis
Keigo Takai, Ryuichi Nakamoto, Tomomi Hamada, Hao-Cheng Chen, Atsushi Osanai and Hiroki Noguchi

The Impact of ISO9000 and Firm Size on Technological Knowledge Transfer in the Japanese Chemical Industry
Akitsu Oe

T13.3: Entrepreneurship and Small Business
Chair: Yanping Pan, Futoshi Akiba
Room 1106

Dynamics of the top management team and knowledge creation and innovation in family firms
M. Katiuska Cabrera-Suarez, Maria-Cruz Deniz-Deniz, Desiderio J. Garcia-Almeida and Josefa D. Martin-Santana

Entrepreneurial Culture and Trans-generational Entrepreneurship in Family Firms —A Case Study of Lee Kum Kee
Jia Liu

Elucidation of entrepreneurial competency to carry out work with high novelty and uncertainty by comparing job in Japan
Ryoi Kono
September 3, 14.00-15.30

T1.2: Crisis Management
Chair: Allen D. Engle, Fumiko Kurokawa
Room 1073

Limitations of High Reliability Organizations in Safety Management
Takuji Hara

Crisis management of the century-old firms: with emphasis on the Japanese cases from the social capital perspective
Toshio Goto

T4.2: Management History, Philosophy and Theory
Chair: Shigehiro Nishimura, Masayuki Yamagata
Room 1074

German business management and the path to European integration—Significance of German corporate expansion during the postwar boom years—
Toshio Yamazaki

Centenary Exploration of the Development of Chinese Corporate Management: Ideas, Institutions and Methods
Chunwai So

Why did the accident at Fukushima Daiichi Nuclear Power Station operated by Tokyo Electric Power Company happen?
Akifumi Nakase

T5.3: International Management
Chair: Philippe Orsini, Kodo Yokozawa
Room 1083

Political Economic Uncertainty and International Business Alliance
Joseph Chiao-sen Chang

Effects of Alliances: the case of Hyundai Motor Company
Hyunjung Jung

International business expansion of Japanese automobile component suppliers: Entry mode analysis
Tingting Jiang, Yichun Zhao and Shinich Ishii

Japanese ownership in international joint ventures in Thailand
Shinji Takahashi and Shinichi Ishii
T6.2: Corporate Social Responsibility and Sustainability  
Chair: Jacob Dahl Rendtorff, Nobuhiro Tanaka  
Room 1085  

Business ethics after Fukushima! Reflections on institutional decision-making in complex organizational systems in order to move towards a dynamic response to the crisis of management  
*Jacob Dahl Rendtorff*  

CSR Assessment and Transfer of Environmental Practices to Overseas Subsidiaries  
*Tatsuo Kimbara*  

Sustainability Management on Japanese Corporation: Toward the Green Growth – Financial stability and environmental contribution  
*Noriyasu Kunori*  

T7.2: Corporate Governance, Accounting and Managerial Control  
Chair: Koji Shimohata, Robert Obermaier  
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Inventory and Firm Performance in Times of Crisis – Some Exploratory Results  
*Robert Obermaier and Florian Kaiser*  

Intellectual Capital as a Key Performance Management in Crisis  
*Veljko Dmitrovic, Snezana Knezevic, Sladjana Benkovic and Draginja Djuric*  

The Power Structure of Ethics and Compliance Programs in the U.K. Corporations  
*Daigaku Murata*  

T8.5: Strategic Management  
Chair: Tsutomu Kobashi, Sedhain Madhav  
Room 1094  

Unrelated Technology Diversification with Multiple Transaction Partners and Performance: Empirical Study on European Auto Industry  
*Taehoon Park*  

Flow of Dynamic Capability and Theory Construction –Aiming at process perspective and time span–  
*Megumi Nakajima*  

A study of successful R&D factors associated with Japan–based ethical drug corporates  
*Yoshihito Takahashi*
Driving Forces behind the Catching up of High and Low Technology Firms in a Developing Economy

Peiran Su, Shengce Ren, Jie Xiong and Bin Hao

T9.2: Organization Behavior and Organization Development
Chair: Fabian J. Froese, Hideo Misaki
Room 1096

The Impact of Corporate Social Responsibility on Financial Performance of Pharmaceutical Companies
Yoko Uryuhara

Talent nomination and impression management: an agency perspective
Sanne Nijs, Nicky Dries and Luc Sels

Leadership and Materiality
Shinichi Ito

Preserving creative freedom in the US movie industry through independent distribution
Ayako Kawasaki

T10.3: Human Resource Management and Employment Relations
Chair: Takashi Sakikawa
Room 1103

Asian workplaces in exposure to new economic realities
Takashi Sakikawa, Masaharu Kuhara, Nurhaizal Azam Arif, Masayasu Takahashi and Toshio Takagi

Employer branding and its influence on employer attractiveness. An example from the Austrian IT-sector
Sabrina Weiss and Christian Hirt

Developing and Testing the Nomological Network of a Competency Measure (SALECOM) in Turkey
Yasin Rofcanin and Levent Sevinc

Strategic human resource management: Review and a future direction
Takashi Sakikawa

T11.4: Knowledge, Technology and Operations Management
Chair: Tetsuo Saisho, Jaeho Moon
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Governing ‘Invisible Hand’ by Cybernetics Approach: Understanding Adam Smith’s Legacy
Kazuyuki Shimizu
How star scientists make high performance? : Empirical study for destructive innovation in pharmaceutical industry
Yasushi Hara

Knowledge Transfer and Deployment of R&D Organization: The Study of Japanese Automotive JVC in China
Hideo Ueki and Mariko Ueki

T13.4: Entrepreneurship and Small Business
Chair: Desiderio Garcia-Almeida, Syuichi Ishida
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New Champion and Antagonist in New Business Development
Yoshihiro Ito

Find the way out of the crisis: the trajectory of an effectual entrepreneur and its impact in the declining wagasa traditional industry
Xavier Lesage and Sebastien Ronteau

Performance of Micro and Small Enterprises and Organizational Culture
Jesús Salvador Vivanco Florido, Gabriela Citlaly Lopez and Luis Aguilera
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T1.3: Crisis Management
Chair: Yoshihito Takahashi
Room 1073

Application of concession models into renewal, repair and maintenance of infrastructure in Japan
Akio Yamamoto

Task Instructions versus Interactional Information: Evidence from Scenario Exercise Workshops on Handling a Crisis Situation
Aykut Berber, Mine Afacan Findikli, Levent Sevinc and Yasin Rofcanin

CDS spreads, systemic risk and interconnectedness
Matthias Pelster

Role of Leadership in Building an Enterprise Risk Management System
Koshiro Matsushita

T4.3: Management History, Philosophy and Theory
Chair: Masatomo Inuzuka, Minoru Shimamoto
Room 1074

Patent management: its concept and the history
Shigehiro Nishimura

Reconsidering Management Philosophy: its effects on performance
Yunjeong Kim

Storytelling as a Method of Generating and Amplifying Fluctuation
Terajima Kenichi

T5.4: International Management
Chair: Kazuhiro Asakawa, Ishitaq Pasha Mahmood
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The Trajectory of Overseas Adjustment: A systematic Review
Heidi Marie Wechtler
Success factors of developing new products for emerging markets: An exploratory analysis of German and Japanese MNCs
Anna Dubiel and Nobuko Nishiwaki

Location Strategies and Spatial Expansion of ICT Service Industries to Non-Metropolitan Area in India
Kentaro Kuwatsuka

T6.3: Corporate Social Responsibility and Sustainability
Chair: Juan J. Duran, Kazuyuki Shimizu
Room 1085

Cross-functional approach to CSR program planning
Tamara Vlastelica Bakic, Slavica Cicvaric Kostic and Ema Neskovic

What can CSR learn from social entrepreneurship?
Ayako Sendo

Analysis of the CSR survey result in Japanese SMEs
Tatsuo Adachi

T7.3: Corporate Governance, Accounting and Managerial Control
Chair: Motofusa Murayama, Philippe Orsini
Room 1093

Financial ratios applied to credit risk study: a dynamic analysis of the Mexican Stock Exchange
Cesar Gurrola Rios, Claudia Berenice Cano Lopez de Nava, Maria Deyanira Villarreal Solis and Jose Gerardo Ignacio Gomez Romero

The Impact of Political Institutions on Debt Maturity Structure
Salma Halioui

Trustees as Major Shareholders and Their Impact on Japanese Companies
Yosuke Torii

T8.6: Strategic Management
Chair: Peiran Su, Shinichi Ishii
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Acquisition Announcements and Stock Market Valuations of Acquiring Firms’ Alliance Partners: A Transaction Cost Perspective
JaSeung Koo, Junichi Yamanoi and Tomoaki Sakano
Choking-under-pressure Discounts and Audiences’ Ratings in Tournaments
Hitoshi Mitsuhashi and Jungwon Min

Quantitative analysis of the relationship between the M & A performance and the composition of the Board
Hidehiko Miyoshi

Valuation Adjustment Mechanism Design for Collaborative Innovation between Enterprise and Venture Capital Fund
Bo Huang and Yuyu Li

T9.3: Organization Behavior and Organization Development
Chair: Takumi Miwa, Allen D. Engle
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Effects of LMX and organizational commitment on job crafting
Shohei Hayashi

Unknown innovation and organizational identity formation
Tetsu Hirasawa

Employees’ Time Perspectives and Work Motivations: The Moderating Effect of Interdependent Work Design
Yuta Morinaga and Hiroshi Ikeda

T10.4: Human Resource Management and Employment Relations
Chair: Yoichi Matsuda
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Predictive Power of Assessment Centers over Supervisor Rated Performance
Yasin Rofcanin, Levent Sevinc and Aykut Berber

The construction of continuous employment of retired person on mandatory retirement system in Japan – Analysis on policy and reaction from historical view –
Akito Yoshizawa

Effects of Top Management Team Characteristics on Enterprise Innovation Activities: Evidence from the Board for Small and Medium-sized Enterprises in China
Xin Huang

The Effect of Self-Efficacy on Nice Guys’ Challenging Behaviors
Jie Li
T11.5: Knowledge, Technology and Operations Management  
Chair: Jaeho Moon, Taehoon Park  
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How work information is transferred, translated and changed on different strategic production control: Comparison study Japan and Sweden from organizational perspective  
Yutaka Tamura

The international supply chain for traditional craft industry in Japan: A case study on outsourcing Shibori (tie-dye) manufacturing from Arimatsu, Japan to China  
Manabu Miyao, Yosuke Fujiki, Kaori Ueda and Fan Peng

Study of a returns policy for supply chain coordination based on Leader–Follower Game  
Han Xia

T13.5: Entrepreneurship and Small Business  
Chair: Urban Pauli, Tomonaga Horiguchi  
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Changes in the Family Business Facing New Challenges in China  
Jian Sun

The effects of usage of multiple translations of “entrepreneurship” on entrepreneurial research – The citation networks analysis in Japan between 1910–2012–  
Yuki Ueda, Junya Yanagi, Jin-ichiro Yamada and Ryuichi Nakamoto

The process of social innovation diffusion and social capital of institutional entrepreneurship  
Shinsuke Tahara
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T5.5: International Management
Chair: Peter Dowling, Tetsuya Usui
Room 1073

How do MNCs develop political capabilities? –Changing Political Environment and Learning Processes–
Naoki Yasuda

Long-term relationships in Asian capital markets, the case of Japan, China and Hong Kong
Cesar Gurrola Rios, Ana Lorena Jimenez Preciado, Francisco Villarreal Solís and Jose Melchor Velazquez Reyes

Redesigning EDO castle: A Sociotechnical Systems Approach to Security for MNEs in an age of asymmetric Threats
Allen D. Engle, Norman Spain and Peter Dowling

Glo-cal Management Anthropology: West Meets East
Motofusa Murayama

T5.6: International Management
Chair: Soyeon Kim, Anna Dubiel
Room 1083

Management of Global Integration in Cross-border M&As: Case Studies of Swedish and Japanese Companies
Yoshitaka Shimono

Cross-border M&A Negotiation Process between Japan and Taiwan: A Case Study of Printed Circuit Board Industry
Lichao Cui and Jin-ichiro Yamada

Strategies of Taiwanese ODM Firms in the New Era
Yumiko Nakahara

Governance and top management in Japanese–European joint ventures
Taiji Yoshimura and Shinichi Ishii

T8.7: Strategic Management
Chair: Toshihiko Kato, Ren-Jye Liu
Room 1094

Vertical Startup Strategy: The Case of Panasonic
Yoshihiro Ito
What is wrong with Japanese companies and what can we do about it?
Tsuneo Sakamoto

Correspondence analysis of three major restaurant information services in Japan
Hidenobu Sai

T10.5: Human Resource Management and Employment Relations
Chair: Nicky Dries, Masaya Morita
Room 1096

The management of emotional labor and paradox in the work of Australian university business school academics
John Hatzinikolakis and Joanna Crossman

Effects of Protean Career Orientation on Person–Organization Fit over Time
Nicky Dries and Rein De Cooman

An Experimental Test of Reliability and Validity of Japanese Personnel Systems
Tomoyuki Suzuki

T10.6: Human Resource Management and Employment Relations
Chair: Naoki Senda
Room 1103

The process of adaptation to business environmental change by job crafting
Naoki Senda and Masashi Kurosawa

Indian HRM and the adaptability of Japanese management in India: a review and research agenda
Mohan Pyari Maharjan and Tomoki Sekiguchi

How graduates in emerging countries are attracted to Japanese companies? The case of Vietnam, approach from policy–capturing methodology
Hideki Kakinuma, Xiang Yin, Tuan Phong Nham and Naoki Wakabayashi

The Changing Face of the Workforce and Women in Leadership in Japan
Emiko Magoshi
T14.3: Public Sector and Non-profit Management
Chair: Salvador T. Porras, Junko Harada
Room 1074

eGovernment Development Assessment Survey in the Republic of Serbia in 2013
Svetlana Jovanovic, Mirjana Drakulic and Ratimir Drakulic

The Institutionalization of Networks
Salvador Porras

Management of employment-promoting social enterprises: focus on the cases of social inclusive business models in the US and Japan
Yoshihiko Akashi

Using revenue per employee as a tool for decision-making in public sector management
Milos Jevtic, Ivan Todorovic, Stefan Komazec and Ondrej Jasko
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T5.7: International Management
Chair: Anna Katharina Hildisch, Tomoki Sekiguchi
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Foreign subsidiary top manager nationality and language policy: The interactive effects of subsidiary age and size
Vesa Matti Peltokorpi

Aligning Global Strategy with Global Human Resource Management
Tamiko Kasahara

What is a Global Leader?
Yoshimichi Shimada

Global leaders’ perspectives on multicultural teams: A qualitative approach
Pramila Rao

T8.8: Strategic Management
Chair: Manabu Miyao, Shinichi Ishii
Room 1094

A synthetic strategic decision making process of intended type and emergent type
Tomohiko Bun

Business meets Art – Managing Complexity in a Crisis-driven Economy
Sarah Maria Meisenberger

Tadahiro Takeno

Productive, Technological and Competitive Capabilities of Shrimp Farm Companies in the State of Baja California, Mexico
Antonieta Alcala and Eduardo Ahumada-Tello

T10.7: Human Resource Management and Employment Relations
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The Transition from Japanese-style Management to Performance-based Management—Filling the Gap
Kazuko Yokoyama
Barriers confronting front-line employees’ attitude of autonomy and positivity  
*Sugio Baba*

Managing “diversity” in the workplace: The inclusion of foreign workers in Japanese companies  
*Soo im Lee*

Developing a theoretical framework of male full-time workers in Japan regarding their attitude toward work–life balance  
*Kyoko Kato*

**T10.8: Human Resource Management and Employment Relations**  
*Chair: Michael Morley, Makoto Fujita*  
*Room 1103*

International Human Resource Management in an Emerging Market – An Institutional Perspective of a Petro–State  
*Washika Haak-Saheem and Marion Festing*

Top Management Career in Turkey: Backgrounds, turnover and succession  
*Aylin Ataay*

The mechanism of transformational leadership in foreign direct invested firms: Investigating the moderating roles of organizational and contextual factors  
*Soyeon Kim and Mannsoo Shin*