



Navigating New Horizons: Management Research in the Greater Bay Area

The School of Management and Economics
The Chinese University of Hong Kong, Shenzhen
June 29-30th, 2024

Saturday, June 29th, 2024

Time	Session Details
8:25am - 8:45am	Welcome Speech by Bohui Zhang & Jiyin Cao
8:45am - 9:45am	Keynote Presentation by Anthea Zhang, the Jones Graduate School of Business, Rice University Location: Administration Building W201
9:45am - 10:00am	Coffee Break
10:00am - 11:00am	Keynote Presentation by Jane Lu, Department of Management, City University of Hong Kong Location: Administration Building W201
11:00am - 11:30am	Coffee Break & Photo Shoot
11:30am - 12:30pm	Panel Discussion by Jasmine Hu, Ko Kuwabara, Chak Fu Lam, Siyu Yu, Jing Zhu, Xi Zou Location: Administration Building W201 Facilitator: Jiyin Cao
	Panel Discussion by Waverly Ding, Jane Lu, Xufei Ma, Yanbo Wang, Anthea Zhang, Eric Zhao Location: Administration Building W203 Facilitator: Han Jiang
12:30pm - 2:00pm	Lunch (On-site)
2:00pm - 3:30pm	Concurrent PDW Session 1A - Location: Teaching Complex C 101 With Siyu Yu and Xi Zou; Facilitator: Yi Huang
	Katherine Qianwen Sun, UCLA Anderson School of Management; Michael Slepian, Columbia University Zhechen Yin, Tsinghua University; Jia (Jasmine) Hu, The Ohio State University
	<i>Delaying Confessions: Asymmetric Preferences between Conversation Partners</i> <i>From “prosocial physicians” to “pleased patients”: A contingency model extending Grant (2007) by trait activation theory</i>
	Concurrent PDW Session 1B - Location: Teaching Complex C 102 With Jasmine Hu and Jing Zhu; Facilitator: Sooyun Baik
	Siting Wang, Hong Kong Baptist University; Xiaode Ji, Hong Kong Polytechnic University; Donald H. Kluemper, Texas Tech University Xinyu Liu, Tsinghua University; Shengming Liu, Fudan University; Zhiying Shi, Fudan University
	<i>Feeling contempt to leaders: Taking a social structure perspective to understand the relationship between leader work competence and employee contempt</i> <i>Modesty Makes One Always Blessed: Unveiling the Cognitive Dynamics of Humble Leadership on Leaders</i>
	Concurrent PDW Session 1C- Location: Teaching Complex C 401 With Han Jiang and Xufei Ma; Facilitator: Tao Wu
	Longwang Fu, City University of Hong Kong; Bing Wang, Chongqing University; Jane Lu, City University of Hong Kong Narae Lee, KAIST; Dong Hyun Shin, City University of Hong Kong
	<i>A Decoupling Perspective on Corporate Political Activity (CPA): Evidence from the U.S.-China Trade War</i> <i>What is the color of labor union? Assessing environmental externalities of unionized facility</i>
	Concurrent PDW Session 1D - Location: Teaching Complex C 402 With Waverly Ding and Yanbo Wang; Facilitator: Fenglong Xiao

	Linyi Zhang, The Chinese University of Hong Kong, Shenzhen; Luke Rhee, University of California, Irvine; Xiaoqiao, Wang, The Chinese University of Hong Kong, Shenzhen; Tony Tong, Colorado University of Boulder	<u>Exploitative and Explorative Learning from Others' Failures: Evidence from Peers' Product Recalls</u>
	Yajing Li, University of Manchester; Siyu Yu, University of Michigan	<u>Curse or Blessing? Gendered Signaling Effect of Alliances on Entrepreneurial Financing</u>
	Concurrent PDW Session 1E - Location: Teaching Complex C 202	
	With Ko Kuwabara and Eric Zhao; Facilitator: Rongrong Zhang	
	Wanxin Wang, The Chinese University of Hong Kong, Shenzhen; Rongrong Zhang, The Chinese University of Hong Kong, Shenzhen	<u>Winning hearts: How do emotions energize resource acquisition for new ventures?</u>
	Chenjian Zhang, University of Bath; Yuanyuan Lan, Qingdao University; Bin Li, Shanghai Normal University; Jennifer Jennings, University of Alberta; Yuhuan Xia, Shandong University; Xiaotong Liu, Qingdao University	<u>Navigating Clan Influences: The Impact of Informal Institutions on Rural Entrepreneurs' Well-Being</u>
3:30pm – 4:00pm	Coffee Break / Transition	
4:00pm – 5:30pm	Concurrent PDW Session 2A - Location: Teaching Complex C 101	
	With Jing Zhu and Siyu Yu; Facilitator: Siting Wang	
	Xinyue Pan, The Chinese University of Hong Kong, Shenzhen; Dana Nau, The University of Maryland; Michele Gelfand, Stanford University	<u>The emergence of symbolic norms: The norm spillover effect</u>
	Susie Lee, Xi'an Jiaotong-Liverpool University; Camile Desjardins, Renmin University	<u>The Not-So "Free" Lancers: Exploring the Ideal Worker Norm and Belief in the Gig Economy</u>
	Concurrent PDW Session 2B - Location: Teaching Complex C 102	
	With Jasmine Hu and Xi Zou; Facilitator: Katherine Qianwen Sun	
	Yi Huang, Nanyang Technological University; Jing Zhu, Nanyang Technological University; Lin Wang, Sun Yat-sen University	<u>Thinking Alike in Abstraction vs. Concreteness? Understanding the Trajectory and Influences of State Construal Level Diversity in Teams</u>
	Sooyun Baik, The Chinese University of Hong Kong, Shenzhen; Yeun Joon Kim, Cambridge University; Yingyue Luna Luan, Cambridge University	<u>Hybrid mavericks: Harnessing formal gatekeepers' influence for hybrid team success</u>
	Concurrent PDW Session 2C - Location: Teaching Complex C 401	
	With Waverly Ding and Eric Zhao; Facilitator: Wanxin Wang	
	Fenglong Xiao, The Chinese University of Hong Kong, Shenzhen; Rongrong Zhang, The Chinese University of Hong Kong, Shenzhen; Yinjie Shen, Cleveland State University	<u>Corporate Social (Ir)responsibility and Hedge Fund Activism: The Moderating Role of Media Exposure</u>
	Ruiyun Xu, Miami University; Jiyin Cao, The Chinese University of Hong Kong, Shenzhen; Hailiang Chen, The University of Hong Kong; J. Leon Zhao, The Chinese University of Hong Kong, Shenzhen	<u>Using Machine Learning to Uncover Interorganizational Relationships: The Case of Social Proximity Measurement</u>
	Concurrent PDW Session 2D - Location: Teaching Complex C 402	
	With Xufei Ma and Yanbo Wang; Facilitator: Narae Lee	
	You (Willow) Wu, The Chinese University of Hong Kong; Shipeng Yan, Hong Kong University; Ze Zhang, Hong Kong University	<u>Bitcoin as gold? Analogy as a double-edged sword in nascent market legitimation</u>
	Tao Wu, The Chinese University of Hong Kong, Shenzhen; Yuxi Cheng, The University of Liverpool	<u>Extraterritorial Anticorruption Enforcement and Global Assets Reallocation: Evidence from U.S. Banks</u>
5:30pm – 7:00pm	Reception (Snacks and drinks will be provided)	

Time	Session Details			
9:00am – 10:30am	Concurrent Paper Presentation 1 – 4			
Organizational Behavior I - Location: Teaching Complex C 101				
<i>Discussant: Cong Sun</i>				
<p><u>Communicating More or Less? Employees' Playful Work Design and Their Voice and Feedback-Seeking Behaviors</u> Yangxin Wang, Central South University; Youngsang Kim, Sungkyunkwan (SKK) University</p>	<p><u>Female employees with disabilities voice more? How perceived value for uniqueness and competence monitoring affect the role of gender in the disability-voice relationship</u> Xiji Zhu, Hitotsubashi University; Ranxin Liao, Hitotsubashi University; Dan Yang, Xi, Jiaotong Liverpool University; Cong (Timothy) Sun, The Chinese University of Hong Kong, Shenzhen</p>	<p><u>Enriched Pay Secrecy, Self-esteem, and Pay Information Exchange Predicting Withdrawal and Proactive Behavior: A Three-way Interaction</u> Yingni Cai, The Chinese University of Hong Kong, Shenzhen; Xiaomin Xu, The Chinese University of Hong Kong, Shenzhen</p>	<p><u>The past is not even past: Imprinting dynamics of academic engagement</u> Xinyue Hu, Jinan University; Yongli Tang, Jinan University; Dong Huo, Harbin Institute of Technology Shenzhen; Qiuzhu Mei, Grenoble Ecole de Management;</p>	
Leadership - Location: Teaching Complex C 102				
<i>Discussant: Sihong Huang</i>				
<p><u>Perceptions of Hypocrisy in Leaders Who Symbolize Moral Identity: The Moderating Effect of Leader Moral Narcissism</u> Qian Yao Huang, Xi'an Jiaotong-Liverpool University; Hui Wang, Peking University; Ying Wang, University of International Business and Economics</p>	<p><u>Servant Leadership, Optimal Distinctiveness, and Job Engagement: A Multi-level Model</u> Wei Si, Zhejiang Gongshang University; Shuisheng Shi, Hunan University; Mingjian Zhou, Harbin Institute of Technology (Shenzhen); Zijun Cai, Beijing Normal University</p>	<p><u>The Curvilinear Effect of Leader-Member Exchange Differentiation: How Perceived Team Political Climate Influences Employees' Perception of LMXD Legitimacy</u> Sihong Huang, Hong Kong Baptist University; Siting Wang, Hong Kong Baptist University</p>	<p><u>Does Emotion Expression Variability Help or Hinder Leaders? Effects of Variability in Leaders' Emotion Displays on Followers' Perceptions of Leader Dysregulation, Authenticity, and Effectiveness</u> Zaijia Liu, Fudan University; Michael L. Slepian, Columbia University; Mingming Cui, The University of Chicago; Yoonjin Choi, London Business School; Gerben A. van Kleef, The University of Amsterdam</p>	
Environmental Policy and Green Strategies - Location: Teaching Complex C 401				
<i>Discussant: Bingkun Zhang</i>				
<p><u>Climate policy and green hiring strategy</u> Bingkun Zhang, The University of Hong Kong; Shipeng Yan, The University of Hong Kong; Ze Zhang, The University of Hong Kong</p>	<p><u>Understanding the Impact of Green Innovation on Corporate Environmental Information Disclosure: Exploring the Corporate Greenwashing Based on the Construal Level Theory</u> Jiaxin Zhao, Sun Yat-Sen University; Juelin Yin, Sun Yat-Sen University</p>	<p><u>Forewarned is forearmed: common ownership and environmental disclosure</u> Jie Bao, Shandong University; Yimin Wang, Shandong University</p>	<p><u>The Rise of Climate Litigation Against Corporations: The Role of Nation-Level Institutions</u> Lizhen Wang, The University of Hong Kong; Shipeng Yan, The University of Hong Kong</p>	
Corporate Strategy and Market Analysis I - Location: Teaching Complex C 402				
<i>Discussant: Linyi Zhang</i>				
<p><u>Effect of Firms' Political Conformity on Corporate Social Responsibility: Evidence from Russia-Ukraine War</u> Shunyi Lai, The Chinese University of Hong Kong</p>	<p><u>Leveraging Tokenisation Solutions in Supply Chain Financing Management</u> Wong Chi Cheong, The Hong Kong Polytechnic University; Charleston Sin, The Hong Kong</p>	<p><u>How Does GVC Holding Affect Firm's Strategic Orientation? An Emerging Market Perspective</u> Zhefei Li, Fudan University; Nan Zhang, Fudan University, David</p>	<p><u>Navigating the Grey: The Impact of Controversial M&A on CSR Performance in Emerging Market Multinationals</u> Tianqi Song, Nanjing University; Maoliang Bu,</p>	

		Polytechnic University; Xu Xin, The Hong Kong Polytechnic University	Gomulya, Singapore Management University	Nanjing University
10:30am - 11:00am	Coffee Break / Transition			
11:00am - 12:30pm	Concurrent Paper Presentation 5 - 8			
	Organizational Behavior II - Location: Teaching Complex C 101			
	<i>Discussant: Xinyue Pan</i>			
	<u>How Job Demands Influence Nurses' Thriving at Work: The Moderating Role of Calling and Perceived Organizational Support</u> Yuanli Guo, Macau University of Science and Technology; Weilin Wu, Jiaxing University; Xiaoxiao Gao, Shenzhen Institute of Technology	<u>More or Less (In)Formal? A Status Hierarchical Approach to Organizational Citizenship Behaviors</u> Yi Cheong Eugene Tung, The Chinese University of Hong Kong; Yangxin Wang, Central South University	<u>The reciprocal relationship between emotional job demands and bedtime procrastination and the moderating role of chronotype</u> Nanxi Yan, The University of Amsterdam	<u>In The Eyes of The Beholders: Status Acuity Drives Recognition of Subtle Discrimination in Backhanded Compliments and Support for Affected Individuals</u> Siyu Yu, University of Michigan; Jessica (Huisi) Li, University of Washington; Yufei Zhong, University of Arizona; Dejun "Tony" Kong, University of Colorado
	Health, Well-being, and Social Issues - Location: Teaching Complex C 102			
	<i>Discussant: Kunyi Wang</i>			
	<u>Caregiver Fatigue, Intelligent Clinical Support Systems Adoption, and Guideline Adherence and Healthcare Costs</u> Kunyi Wang, The University of Hong Kong; Yanbo Wang, The University of Hong Kong	<u>The Unintended Negative Consequences of Being Physically Attractive</u> Liuxin Yan, National University of Singapore; Grace Lim, Hong Kong Baptist University; Wanjiang Deng, Zhejiang University	<u>When identity becomes an influence tactic- The investigation from Medical Science Liaison(MSI) and Hospital's Key Opinion Leaders (KOL)</u> Quynh Ngoc Bui, Shanghai Jiao Tong University; Runtian Jing, Shanghai Jiao Tong University; Meilin Xu, Advanced Business Administration of Paris Dauphine University	<u>The Unseen Cost of Hierarchies: How Dehumanization in Hierarchical Structures Leads to Less Punitive Responses to Observed Wrongdoing and Enables Wrongdoing Perpetuation</u> Jiyin Cao, The Chinese University of Hong Kong, Shenzhen
	Corporate Strategy and Market Analysis II - Location: Teaching Complex C 401			
	<i>Discussant: Andy Niu</i>			
	<u>Family Ties and Voting Rights: A Look at Cumulative Voting Reform and Firm Value in China</u> Ying Feng, Xi'an Jiaotong-Liverpool University	<u>Business Decision-making Game Facilitates Training Effectiveness: A Three-level Meta-Analysis</u> Zheng Liu, The Chinese University of Hong Kong, Shenzhen; Yingni Cai, The Chinese University of Hong Kong, Shenzhen; Mengzhen Hu, Nanjing Normal University	<u>Authenticity Concern: Withhold CSR as a Response to Controversial Political Activity</u> Miao Yun, City University of Hong Kong; Stan Xiao Li, City University of Hong Kong	
	Technology and AI I - Location: Teaching Complex C 402			
	<i>Discussant: Yishu Cai</i>			
	<u>Autonomy building in computing market: structural enable perspective</u> Yanbin Jiang, Zhejiang University of Finance and Economics; Rui Guo, Ping An International Financial Leasing Co., Ltd.	<u>The Effect of AI-Adoption Intensity on Enterprise Innovation Performance -- Perspective based on Technology Affordances</u> Binger Chen, South China University of Technology; Zijun Xin, The University of Macau; Manqian Cui, Sun Yat-sen University;	<u>Acting or Abstaining: CEO Neuroticism and AI Innovation</u> Yishu Cai, The Chinese University of Hong Kong; Ya (Lisa) Lin, The Chinese University of Hong Kong; Qingliang Fan, The Chinese University of Hong Kong	<u>How AI Empowers Innovation Teams to Identify Disruptive Opportunities: A Group Information Processing Perspective</u> Zhiwei Wang, Fuzhou University; Peng Lin, Fuzhou university; Wenxin Xie, ShanghaiTech

		Jiawei Pan, Sun Yat-sen University		University; Yixuan Ma, New York University Shanghai
12:30pm - 2:00pm	Lunch (On-site)			
2:00pm - 3:30pm	Concurrent Paper Presentation 9 - 12			
	Technology and AI II - Location: Teaching Complex C 101			
	<i>Discussant: Qi Li</i>			
	<u>Trust in Artificial Intelligence (AI): An Integrative and Meta-Analytic Review</u> Sitong Yu, Nanyang Technological University; Kang Yang Trevor Yu, Nanyang Technological University; Shota Kawasaki, Nanyang Technological University	<u>Science as a catalyst for knowledge diffusion: Application and technology focus in AI industry</u> Daxin Sun, Nanjing University; Saixing Zeng, Shanghai Jiao Tong University	<u>Stock Price Prediction with Marketing Metrics: A Taxonomy and App</u> Ge Zhan, The University of Hong Kong; Zhixuan Liu, The University of Southampton	<u>Collaboration Technology Use on Helping within Teams: Good or Bad?</u> Yilan Li, City University of Hong Kong; Yutong Sun, The Hong Kong Polytechnic University
	Social Networks and Influence - Location: Teaching Complex C 102			
	<i>Discussant: Jamber Li</i>			
	<u>When brokers embrace time: Implications of brokerage structure and process</u> Qinjie Yang, University of Nottingham Ningbo China; Cong Cao, University of Nottingham Ningbo China; Jiaoe Wang, Institute of Geographic Sciences and Natural Resources Research, Chinese Academy of Sciences; Zhijing Zhu, University of Nottingham Ningbo China	<u>The Hedges Have Eyes: Third-party Evaluation of Social Networking in Organizations</u> Song Wang, Zhejiang University; Kun Luan, China University of Petroleum (East China); Jiyin Cao, The Chinese University of Hong Kong, Shenzhen	<u>Locked in Tradition: Clan Culture and Interorganizational Network Forms: Evidence from China</u> Nan Zhang, Fudan University; Zhefei Li, Fudan University; Jinxuan Wu, Fudan University; Yuanxu Li, Fudan University	<u>Scaling up networks: Building new relationships within embedded networks in growing firms</u> Jamber Li, NUS Business School; Henning Piezunka, INSEAD
	Innovation and Entrepreneurship I - Location: Teaching Complex C 401			
	<i>Discussant: Wenxin Xie</i>			
	<u>A Meta-Analysis of the Nexus Between Open Innovation and Innovation Performance: A Moderated Mediation Integrated Analysis</u> Zhenzhen Lin, Zhejiang Normal University; Changfeng Wang, Zhejiang Normal University; Nilesh Kumar, Zhejiang Normal University	<u>Enhancing Idea Evaluation: The Wisdom of AI Tools and the Role of Individual Traits and Team Dynamics</u> Wenxin Xie, ShanghaiTech University; Zhiwei Wang, Fuzhou University; Xinyue Cheng, Fuzhou University; Yixuan Ma, New York University Shanghai	<u>The dynamics of exploration and exploitation for inventors</u> Dong Huo, Harbin Institute of Technology, Shenzhen; Xinyuan Cui, Harbin Institute of Technology, Shenzhen	<u>Many hands make light work? Heterogeneity of NVT members' entrepreneurial network and firm performance</u> Yifei Wang, Tongji University; Feng Wei, Tongji University
	Innovation and Entrepreneurship - Location: Teaching Complex C 402			
	<i>Discussant: Jipeng Fei</i>			
	<u>Inventor CEOs and Firm Innovation</u> Tiancheng Han, The University of Hong Kong	<u>CEO origin, job security, and firm innovation</u> Jipeng Fei, Beijing Normal University (Zhuhai campus); Wei Yu, National University of Singapore	<u>Digitalization, crowdfunding and entrepreneurship in emerging economies</u> Daming Chen, Harbin Institute of Technology Shenzhen	
3:30pm - 4:30pm	Break / Campus Tour			
3:30pm - 5:30pm	Reception (Snacks and drinks will be provided)			