



ACADEMY OF INTERNATIONAL BUSINESS- AUSTRALIA AND NEW ZEALAND (AIB-ANZ) CHAPTER

ANNUAL SYMPOSIUM AND PAPER DEVELOPMENT WORKSHOP

11-12 November 2016

Host: Management Discipline Group, UTS Business School
University of Technology Sydney, Australia





Academy of International Business-Australia and New Zealand Chapter

Symposium and Paper Development Workshop

11-12 November 2016

**Conference Venue: Dr. Chau Chak Wing Building,
UTS Business School
Building 8, 14-28 Ultimo Road, Ultimo
Sydney, NSW 2007**

Conference Host:



Conference Co-Chairs:

Dr. Anthony Fee and Dr. Hussain Rammal

Management Discipline Group, UTS Business School, University of Technology Sydney

Message from AIB-ANZ Chapter Chair



Welcome to the 2016 Academy of International Business Australia and New Zealand (AIB-ANZ) Chapter research symposium and PDW! This annual event is a highlight of my year. It offers us all – academics and research students (future academics!) – the opportunity to exchange ideas and to meet old friends and make new ones. Past AIB-ANZ events have been terrific ways to kick off the transition from teaching to a summer of research time, and I am certain that this year's AIB-ANZ event will be no exception.

The AIB-ANZ symposium and PDW have been growing in stature, and I am delighted to see that we are welcoming a number of delegates from outside of the Australia and New Zealand region. First and foremost, we welcome our keynote speaker, Professor Paula Caligiuri!

I would like to thank – and congratulate – the co-chairs of the 2016 AIB-ANZ event, Dr. Anthony Fee and Dr. Hussain Rammal, for the hard work that has gone into putting together what promises to be a really interesting programme! I am also extremely grateful to our host institution, the Management Discipline Group of the UTS Business School, University of Technology Sydney, for the generous support, and I acknowledge the ongoing co-operation of the Australia and New Zealand International Business Academy (ANZIBA).

I wish you a most productive and enjoyable time at UTS!

Professor Elizabeth Rose

University of Otago, New Zealand
Chair, AIB-ANZ Chapter
<https://aib.msu.edu>

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Sid Gray (University of Sydney)

Doren Chadee (Deakin University)

www.anziba.org

Message from the Host Institution



On behalf of the Management Discipline Group (MDG), It is my pleasure to welcome you to UTS Business School. We are delighted to host the 2016 Academy of International Business – Australia and New Zealand Chapter Meeting, and trust we will provide the environment and facilities that will assist in the success of your meeting.

The MDG is the largest of the five discipline groups within UTS Business School, with over 50 academics, who teach and research across the full range of subjects that fall within organisation and management studies. International business and international management have long been central to our work, and the opportunity to contribute to the development of

your discipline in Australian and New Zealand by convening this meeting is our great privilege.

I would like to thank each of you for attending the chapter meeting and bringing your expertise to the gathering. I hope you will find this event stimulating and rewarding.

Professor Carl Rhodes,

Head of Management Discipline Group
UTS Business School
University of Technology Sydney

<http://www.uts.edu.au/about/uts-business-school/management>

AIB-ANZ 2016 Conference Programme Summary

Friday 11 November

9:00 – 9:30	Registration. Level 3, UTS Business School
9:30 - 10:30	<p>Welcome and keynote address. Rm 08.04.011 (Level 4, UTS Business School, Rm. 011)</p> <p>Prof. Ashish Sinha (Associate Dean-Research, UTS Business School)</p> <p>Prof. Carl Rhodes (Head, Management Discipline Group, UTS Business School)</p> <p>Prof. Elizabeth Rose (Chair, AIB-ANZ Chapter; University of Otago, New Zealand)</p> <p>Keynote Address by Prof. Paula Caligiuri, Northeastern University, USA <i>“Developing Cultural Agility”</i></p>
10:30 - 11:00	Morning Tea. Level 3, UTS Business School
11:00 - 12:30	Concurrent Sessions
12:30 - 13:30	Lunch. Level 3, UTS Business School
13:30 - 15:00	Concurrent Sessions
15:00 - 15:30	Afternoon Tea. Level 3, UTS Business School
15:30 - 16:45	<p>Expert Panel Discussion. Rm 08.04.011 (Level 4, UTS Business School, Rm. 011)</p> <p>Topic: <i>Is the world of International Business research still vibrant, stimulating and relevant?</i></p>
16:45	Close

Saturday 12 November

9:00 – 9:15	Registration. Level 3, UTS Business School
9:15 - 10:45	Paper Development Workshop. Rm 08.04.011 (Level 4, UTS Business School, Rm. 011)
10:45 – 11:15	Morning Tea. Level 3, UTS Business School
11:15 – 12:15	<p>Expert Panel Discussion. Rm 08.04.011 (Level 4, UTS Business School, Rm. 011)</p> <p>Topic: <i>Publishing in top-tier journals. What do editors look for?</i></p>
12:15	Close

Keynote Speaker

Professor Paula Caligiuri, Northeastern University, USA

Topic: *Developing Cultural Agility*



Professor Paula Caligiuri is a leading expert in strategic human resource management with a focus on global leadership development, international assignee management, and cultural agility. Named as one of the most prolific authors in international business, Paula has authored or co-authored several articles and books. Paula's academic publications include several articles in the International Journal of Human Resource Management, Journal of International Business Studies, Journal of World Business, Journal of Applied Psychology, Personnel Psychology, and International Journal of Intercultural Relations. Paula is president of the consulting firm TASCA Global and is a

frequent expert guest on CNN and CNN International.

<http://www.damore-mckim.northeastern.edu/faculty/c/caligiuri-paula>

Conference Programme

FRIDAY 11:00 – 12:30

Session A: Room 08.04.010 (Level 4, UTS Business School, Room No 010)

Session Chair: Ying Guo – Xi'an Jiaotong-Liverpool University, China

The Impact of Rapid Internationalization on Performance

Ryan Tang (University of South Australia, Australia)

Born Globals and International New Ventures: Old Wine in New Bottles?

Joanna Scott-Kennel (University of Waikato, New Zealand)

Catherine Welch (University of Sydney, Australia)

Derek Herder (University of Waikato, New Zealand)

Rachel Sutton (University of Waikato, New Zealand)

Do Firms from Developed and Emerging Economies Differ in Terms of Product versus Market Diversification as a Means to Growth?

Bent Petersen (Copenhagen Business School, Denmark)

Abu Hanifah Ayon (Copenhagen Business School, Denmark & Universiti Kebangsaan, Malaysia)

Session B: Room 08.04.011 (Level 4, UTS Business School, Room No 011)

Session Chair: Ramudu Bhanugopan – Charles Sturt University, Australia

The Neo Global Corporation: The End of a Complex Balancing Act

Jacqueline Mees-Buss (University of Sydney, Australia)

Institutional Deflection in International Business: The Case of Modern Slavery

Snejina Michailova (University of Auckland, New Zealand)

Christina Stringer (University of Auckland, New Zealand)

Preferences for CSR Micro Social Initiatives and Activity Types in MNEs Hosted in the Asia Pacific Region

Virginia Munro (Griffith University, Australia)

Session C: Room 08.04.010 (Level 4, UTS Business School, Room No 010)

Session Chair: Ryan Tang – University of South Australia, Australia

Export Market Selection of SMEs from an Emerging Market: Are Resource Constraints a Decisive Factor?

Bent Petersen (Copenhagen Business School, Denmark)

Abu Hanifah Ayon (Copenhagen Business School, Denmark & Universiti Kebangsaan, Malaysia)

Internationalising for Good?

Bronwen Dunning (University of Auckland, New Zealand)

Maureen Benson-Rea (University of Auckland, New Zealand)

Christina Stringer (University of Auckland, New Zealand)

Exploring the Role of Team Temporal Leadership in Employee Engagement and Team Performance in Export Companies in Sri Lanka

Buddhika S. Mudannayake (Charles Sturt University, Australia)

Ramudu Bhanugopan (Charles Sturt University, Australia)

Pamela Lockhart (Charles Sturt University, Australia)

Session D: Room 08.04.011 (Level 4, UTS Business School, Room No 011)

Session Chair: Benjamin Farr-Wharton – University of Technology Sydney, Australia

The Juggling Game: Impact of Role Identity and Commitment on Indian IT Men and Women's Expatriation Willingness at Different Career and Life Stages

Dhara Shah (Griffith University, Australia)

Michelle Barker (Griffith University, Australia)

Career Management in MNEs: Linking Career Capital Development with Organizational Performance

Ying Guo (Xi'an Jiaotong-Liverpool University, China)

The Enhancement of Repatriates' Motivation for Knowledge Transfer within the MNEs: An Asian Perspective

Yoko Naito (Tokai University, Japan)

Expert Panel Discussion. Rm 08.04.011 (Level 4, UTS Business School, Rm. 011)

Topic: *Is the World of International Business Research Still Vibrant, Stimulating and Relevant?*

Chair: Elizabeth Rose (University of Otago, New Zealand)

Panel Members (*tentative*):

Paula Caligiuri (Northeastern University, USA)

Douglas Dow (Melbourne Business School, University of Melbourne, Australia)

Sid Gray (University of Sydney, Australia)

Snejina Michailova (University of Auckland, New Zealand)

Bo Nielsen (University of Sydney, Australia)

Bent Petersen (Copenhagen Business School, Denmark)

Elizabeth Rose (University of Otago, New Zealand)

Paper Development Workshop

Venue: Rm 08.04.011 (Level 4, UTS Business School, Rm. 011)

Faculty Members:

Paula Caligiuri (Northeastern University, USA)

Douglas Dow (Melbourne Business School, University of Melbourne, Australia)

Anthony Fee (University of Technology Sydney, Australia)

Ricardo Flores (University of New South Wales, Australia)

Sid Gray (University of Sydney, Australia)

Vikas Kumar (University of Sydney, Australia)

Snejina Michailova (University of Auckland, New Zealand)

Bo Nielsen (University of Sydney, Australia)

Bent Petersen (Copenhagen Business School, Denmark)

Carl Rhodes (University of Technology Sydney, Australia)

Elizabeth Rose (University of Otago, New Zealand)

Catherine Welch (University of Sydney, Australia)

Discussion Groups for Paper Development Workshop:
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Group 1: Douglas Dow (University of Melbourne, Australia) and Vikas Kumar (University of Sydney, Australia)

Paper 1A: Internationalisation in the Craft Beer Industry: Strategic Responses to Institutional Change

Pavlina Jasovska (University of Technology Sydney, Australia)

Hussain G. Rammal (University of Technology Sydney, Australia)

Carl Rhodes (University of Technology Sydney, Australia)

Danielle Logue (University of Technology Sydney, Australia)

Paper 1B: The Influence of International Trade Agreements on Entry Strategy: A Research Agenda

Pramuk Perera (University of Otago, New Zealand)

Group 2: Paula Caligiuri (Northeastern University, USA) and Anthony Fee (University of Technology Sydney, Australia)

Paper 2A: Host Country Engagement and *Guanxi* Building: Western Expatriates in China

Ying Guo (Xi'an Jiaotong-Liverpool University, China)

Paper 2B: Driving Force and Work Adjustment of Academic Expatriates: The Moderating Role of Cultural Distance

Guofeng Wang (Peking University, China & University of Electronic Science and Technology of China)

Tae-Hyun Kim (KAIST College of Business, South Korea)

Shuaijiao Bai (Chengdu University of Technology, China)

Group 3: Elizabeth Rose (University of Otago, New Zealand) and Ricardo Flores (University of New South Wales, Australia)

Paper 3A: Examining Network Processes and Structure for Internationalization: The Role of Pre-Existing Networks and Multiplex Ties

Frances Chang (Macquarie University, Australia)

Cynthia M. Webster (Macquarie University, Australia)

Paper 3B: Business Group Affiliation and FDI Spillovers

Alex Eapen (Australian National University, Australia)

Jihye Yeo (Australian National University, Australia)

Rejie George Pallathitta (Indian Institute of Management, Bangalore, India)

Discussion Groups for Paper Development Workshop:
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Group 4: Carl Rhodes (University of Technology Sydney, Australia) and Catherine Welch (University of Sydney, Australia)

Paper 4A: MNE Adoption of UN Sustainable Development Goals (SDGs): An Example of CSR Micro Initiatives Relative to Macro SDGs in a Developed and Developing Country Context

Virginia Munro (Griffith University, Australia)

Denni Arli (Griffith University, Australia)

Paper 4B: Looking Inside the Black Box: A Multilevel Investigation of the Antecedents of Corporate Social Inconsistency

Limin Fu (University of Adelaide, Australia)

Dirk Boehe (University of Adelaide, Australia)

Marc Orlitzky (University of South Australia, Australia)

Group 5: Snejina Michailova (University of Auckland, New Zealand) and Sid Gray (University of Sydney, Australia)

Paper 5A: Seeking Person-Organisation Culture Fit in the Workplace: Unintended Inequalities for Skilled Immigrants

Shamika Almeida (University of Wollongong, Australia)

Yin Paradies (Deakin University, Australia)

Paper 5B: Encouraging Knowledge Transfer by Repatriates in Multinational Enterprises

Yoko Naito (Tokai University, Japan)

Group 6: Bo Nielsen (University of Sydney, Australia) and Bent Petersen (Copenhagen Business School, Denmark)

Paper 6A: The Role of Knowledge on the Level of Market Commitment in Rapid Internationalisation: An Examination of Early Internationalisation Development

Murray Taylor (Macquarie University, Australia)

Paper 6B: Limits to International Experiential Learning

Lina Hollender (University of Dusseldorf, Germany)

Keith Brouthers (King's College London, UK)

Christian Schwens (University of Dusseldorf, Germany)

Expert Panel Discussion. Rm 08.04.011 (Level 4, UTS Business School, Rm. 011)

Topic: *Publishing in Top-Tier Journals. What do Editors look for?*

Chair: Elizabeth Rose (University of Otago, New Zealand)

Panel Members (*tentative*):

Paula Caligiuri (Northeastern University, USA)

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