

9:00-11:00 am	<i>Organizers: Jenny M. Hoobler University of Pretoria Faculty of Econ & Management Sciences Dept of Human Resource Management Pretoria, South Africa, and Eileen Koekemoer University of Pretoria Faculty of Econ & Management Sciences Dept of Human Resource Management Pretoria, South Africa</i>	UAP ROOM (LOWER GROUND FLOOR)	<i>Replication of Work Family Research: Necessary for African Contexts or 'Much Ado About Nothing", Jenny Hoobler & Eileen Koekemoer, University of Pretoria</i>	The relationship between perceived organizational support and work-family balance in Ethiopia, Abeba Beyene Mengistu, Addis Ababa University, Ethiopia, Jenny M. Hoobler University of Pretoria, South Africa	<i>The work-family experiences of black South African mothers in professional occupations: a qualitative exploration, Ameeta Jaga, University of Cape Town, South Africa, Sibusiso Mdlongwa, University of Cape Town, South Africa, and Jeffrey Bagraim, University of Cape Town, South Africa</i>	Number of Participant s: 21
11:00 - 11:15 am	TEA & Coffee BREAK - VENUE: MAASAI MARA CAFÉ					
PDWs & Symposia - Thursday JANUARY 7th 2016 (cont'd)						
Time		ROOM	Time		ROOM	
11:15 am- 01:15 pm	Leadership Development in Africa: Culture, Leadership Effectiveness and Motivation	OAK ROOM (LOWER GROUND FLOOR)	11:15 am-01:15 pm	Developing African Scholarship: Insights from Africa Faculty Development Workshop (AFDW) Alumni	MVULI ROOM (LOWER GROUND FLOOR)	

	Entrepreneurship and Small Business	Organizational Behavior and Human Resource Management	Strategy and International Management	General Management
Track Chair	<i>Benson Honig DeGroote School of Business McMaster University, Hamilton Ontario, Canada</i>	<i>Jenny Hoobler University of Pretoria, South Africa</i>	<i>Amon Chizema Birmingham Business School, University of Birmingham, UK</i>	<i>Akhentoolove Corbin University of the West Indies, Cave Hill Campus, Barbados</i>
ROOM	FAHARI ROOM (1ST FLOOR)	JACARANDA ROOM (LOWER GROUND FLOOR)	OAK ROOM (LOWER GROUND FLOOR	UAP ROOM (LOWER GROUND FLOOR)
Session Title	<i>Incubation, support, and emergent industries in Africa</i>	<i>Ethical & Unethical Behavior in Organizations</i>	<i>Marketing Strategy</i>	<i>Corporate Social Responsibility</i>
Session Chair	Eileen Kwesiga, Bryant University, USA	Paresh Mishra, Indiana University-Purdue University	Amaleya Goneos-Malka, University of Pretoria, South Africa	Judy Muthuri, Nottingham University Business School, UK
9:00-10:30 am	Exploring business incubation in Tanzania	Developing Ethical Leaders in Africa: The Role of Elders	Strategic Planning Systems and Firm Performance in the Export Processing Zones	Engendering CSR? The ignored role of unpaid care work
	<i>Kristina Henricson Briggs, Chalmers University of Technology, Sweden</i>	<i>Paresh Mishra, Indiana University-Purdue University, Fort Wayne, USA, and Saneta Maiko, Indiana University Health, USA</i>	<i>Juliana M., Namada, United States International University-Africa, School of Business, Kenya, Vincent Bagire, Makerere University Business School Uganda, Evans Aosa, University of Nairobi, School of Business, Kenya, and Zachary B. Awino, University of Nairobi, School of Business, Kenya</i>	<i>Lauren McCarthy, Copenhagen Business School, Denmark</i>
	Evaluating the objectives, outputs and outcomes of small business policy regarding the age and location of business	NGOs: The New Power Brokers in Developing Country Market Entry	Exploring the application of service-dominant logic to digital marketing communication activities: a postmodern marketing perspective	ESRC seminar: The views of SME managers and workers on CSR practices: Contrasting the textiles/garment/footwear industry to the and agro processing industry in Vietnam

11:00 am - 12:30 pm	Developing and Utilizing Efficient Ties in Entrepreneurial Networks in Africa	The Leadership Turnover Nexus: Exploring Mediator and Moderator Effects of Affective Commitment	Quality Assurance, Excellence and Relevance of Management and Business Education in Africa: Is There a Place for International Accreditation?	Using IFDI Performance and Potential Indices to Assess Country Attractiveness in Africa
	<i>Kimberly Ellis , Florida Atlantic University, USA, Sean Lux, University of South Florida USA, Bruce T. Lamont, John M. Muchira, and Gerald R. Ferris, Florida State University, USA,</i>	<i>Michael Asiedu Gyensare, University of Education, Ghana, Olivia Anku-Tsede, University of Ghana Business School, and Mohammed-Aminu Sanda, University of Ghana Business School, Ghana</i>	<i>William K. Darley, King Abdulaziz University, Saudi Arabia and University of Toledo, USA, and Denise J. Luethge, Northern Kentucky University, USA and Doshisha University, Japan</i>	<i>Charlotte Broaden, Southern New Hampshire University, USA</i>
	Social Capital, Market Competition and Productivity Growth in Family Businesses: Evidence from Ghana	Antecedents to Employee Engagement: A Qualitative Study of 28 Senior Secondary School Teachers in Nigeria		Examine the Factors That Influenced the Entry Mode Strategies Adopted By Nigerian Banks in Their International Expansion
	<i>Moses Acquah, Bryan School of Business and Economics, University of North Carolina at Greensboro, USA</i>	<i>Oluwale Shokunbi, Glasgow Caledonian University, UK</i>		<i>Ebimo Amungo, Amungo Consulting Limited, Nigeria, and Trevor Buck, University of Glasgow, UK</i>
				Political Risk and Chinese OFDI to Africa: The Role of Foreign Aid
				<i>Jane Lu, The University of Melbourne, Australia, Xueli Huang, and Michael Muchiri, RMIT University, Australia</i>
	Number of Participants: 13	Number of Participants: 17	Number of Participants: 9	Number of Participants: 12

01:00 - 2:00 pm

Lunch - VENUE: MAASAI MARA CAFÉ

Paper Sessions Day One: FRIDAY JANUARY 8th 2016 (cont'd)

Track 1

Track 2

Track 3

Track 4

Track 5

2:00 - 3:30
pm

<p><i>Richard Hayes, Hofstra University, New York, and University of Johannesburg, South Africa, and Joyce Sibeko, University of Johannesburg, South Africa</i></p>	<p><i>Sue Canney Davison, Pipal Ltd, Nairobi, Kenya Bjørn Z. Ekelund, Human Factors AS, Oslo, Norway Solgunn Gjerde, Vivian Boodhun, Ingerid Guttormsgard, Yul Shah Malde, Astrid Handeland, Ole Petter Dahlmann, Norwegian Church Aid, Oslo, Norway. Kems Adu Gyan, Central University College (CUC), Miotso, Accra, Ghana, Annika Dybwad, Katherine Johnston, Global Mindz AS, Oslo, Norway Kristin Fjell, UNMIL, Norway Harry Lane, Northeastern University, Boston, USA.</i></p>	<p><i>Hillary Chanda, The Copperbelt University, Zambia, Bupe G. Mwanza, Beenzu Siachinji Shambweka, and Justice Bwalya, Copperbelt University, Zambia</i></p>	<p><i>Obi Berko Damoah, University of Ghana Business School, Ghana</i></p>	<p><i>Natasha Katuta Mwila, Monash University, South Africa</i></p>
				<p><i>Customer Satisfaction In Retail Banks: Does Service Quality And Electronic Banking Adoption Matter? Evidence from a Developing Country, Matovu Augustine, Richard Akisimire, Ernest Abaho, and Rachael Mirembe, Makerere University Business School *Best Paper</i></p>
<p><i>Creation Theory Explaining Inclusive Business Development: Case Study of a Community Operated Business Venture Development in Rural Africa</i></p>	<p><i>A Freedom-Expanding Approach to Working with Work Force Diversity in the African Context</i></p>			

<i>Henrietta Onwuegbuzie, Lagos Business School, Pan-Atlantic University</i>	<i>Samuel Eyamu, University of Melbourne, Australia *Best Paper Award</i>	<i>Franklin Nakpodia, Newcastle Business School, Northumbria University, UK, and Emmanuel Adegbite, Durham University Business School, UK</i>	
Characteristics of Successful Small, Micro and Medium Enterprises (SMMEs): The Case of Botswana Manufacturing Sector	Relationship Between Employee Indirect Participation Schemes and Performance of State Corporations in Kenya	A Theory of Business: Autochthonous or Universal?	
<i>Wilbert, R. Mutoko, Botswana Accountancy College, Botswana, and S.M. Kapunda, University of Botswana</i>	<i>Simon Thiaine Kubaison, Meru University of Science & Technology, Kenya, Hazel G. Gachunga, and Romanus Odhiambo, omo Kenyatta University of Agriculture and Technology, Kenya</i>	<i>James P. Walsh, Ross School of Business, University of Michigan, USA, and Thomas Donaldson, Wharton School, University of Pennsylvania, Philadelphia, USA *Best Paper Award</i>	
Number of Participants: 18	Number of Participants: 18	Number of Participants: 7	Number of Participants: 28

End of Paper Sessions Day One

*Paper Sessions Day Two:
SATURDAY JANUARY 9th 2016*

	Track 1	Track 2	Track 2	Track 4
	Entrepreneurship and Small Business	Organizational Behavior and Human Resource Management	Organizational Behavior and Human Resource Management	Strategy and International Management
ROOM	FAHARI ROOM (1ST FLOOR)	JACARANDA ROOM (LOWER GROUND FLOOR)	MVULI ROOM (LOWER GROUND FLOOR)	UAP ROOM (LOWER GROUND FLOOR)
Session Title	<i>Life Cycle and Business Models</i>	<i>Career Challenges & Development</i>	<i>Work & Family</i>	<i>Economic Prospects and Perspectives in Africa</i>
Session Chair	<i>Jaiyeoba Olunide Olasimbo, University of Botswana, Botswana</i>	<i>Carol Brunt, University of Wisconsin-Whitewater, USA</i>	<i>Samuel Aryee, King's College London, UK</i>	<i>Richard Mpyoi, Middle Tennessee State University, USA</i>
	Institutional Determinant of Entrepreneurship in the Informal Economy: A study of Nigeria's hand woven textile industry	Experiences and Challenges of African Women Leaders	Workplace Family Resources and Service Performance: The Mediating Role of Work Engagement	Africa's Economic Prospects in a Changing Global Competitive Landscape

	Track 1	Track 2	Track 2	Track 4
	Entrepreneurship and Small Business	Organizational Behavior and Human Resource Management	Organizational Behavior and Human Resource Management	Strategy and International Management
ROOM	FAHARI ROOM (1ST FLOOR)	JACARANDA ROOM (LOWER GROUND FLOOR)	MVULI ROOM (LOWER GROUND FLOOR)	OAK ROOM (LOWER GROUND FLOOR)
Session Title	<i>Entrepreneurship Development</i>	<i>Leadership Challenges & Measurement</i>	<i>Decision-Making, Behaviour Change, & Motivation</i>	<i>Mergers and Acquisitions</i>
Session Chair	<i>Tim Weiss, Zeppelin University, Germany</i>	<i>Eileen Koekemoer University of Pretoria South Africa</i>	<i>Bill Buenar Puplampu, Central University College, Ghana</i>	<i>Kimberly Ellis, Florida Atlantic University, USA</i>
11:00 am - 12:30 pm	Fostering Entrepreneurial Minds in Africa: Evidence from Entrepreneurship Education Impact Assessment in Angola	The LEAD Research Project: Development of the Leadership Effectiveness Scale in Egypt, Ghana, Kenya, Nigeria, South Africa and Uganda	Money, traffic, passion and God: Employee Motivation in Africa	Toward a better understanding of M&A activity on the African continent: Major trends and some theoretical considerations
	<i>Dana T. Redford, Portugal Entrepreneurship Education Platform, Maria Marques, Luis Vaz, and Rui Brites, Portugal Entrepreneurship Education Platform</i>	<i>Terri Lituchy, CETYS Universidad, Mexico, Bella Galperin, University of Tampa, USA, James Michaud, Universite Laval, Canada, Betty Jane Punnett, University of West Indies, Cave Hill, Barbados, Elham Metwally, School of Business, The American University in Cairo, Egypt, Moses Acquah, University of North Carolina, USA, Thomas Anyanje Senaji, Kenya Methodist University, Kenya, and Vincent Bagire, Makerere University Business School, Uganda</i>	<i>Bill Buenar Puplampu, Central University College, Ghana</i>	<i>Kimberly Ellis, Florida Atlantic University, USA, and William Y. Degbey, Turku School of Economics, University of Turku, Finland</i>
	Translation in Action: Global and Local Templates in Kenyan Technology Entrepreneurship	Leadership Challenges Facing South African Expatriates Working in Africa	Technology Acceptance Model and Agribusiness Entrepreneurs' Intentions to Adopt Agriculture Technologies	Ownership Decisions of Foreign Acquirers in Africa: The Role of Colonial Relationships and Experiences

6:30 pm – 10:00 pm	Gala Dinner, Trailblazer Award, and Closing Ceremony - VENUE: STRATHMORE UNIVERSITY AUDITORIUM (PHASE 2)
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