

2014 Program Schedule



AFRICA ACADEMY OF MANAGEMENT 2nd Biennial Conference



WEDNESDAY JANUARY 8th 2014

	Track 1	Track 2	Track 3	Track 4	Track 5
	Mitigating Constraints for SME's in Transition Environments Block 247/Room 009/04 Ground Floor	New Opportunities For SME Consideration Block 247/Room 261/20 First Floor	Economic Growth Issues Block 247/Room 131 First Floor	BOP Strategies and Economic Development Block 247/Room 005/02 Ground Floor	ESRC Seminar on CSR among SMEs from Emerging & Developing Economies Block 247/Room 037/07 Ground Floor
SESSION CHAIR	Alice de Koning , Salem State University, USA	J. J. Prinsloo , North West University, South Africa	Hasan, Iftekhar , Fordham University, USA	Miguel Rivera-Santos , EM Lyon Business School, France	George Frynas , Middlesex University, UK
2:00-3:30 pm	Future Time Perspective and Small Business Growth in Developing Regions <i>Jacob Vermeire, Vlerick Business School, Belgium; Miguel Meuleman, Vlerick Business School, Belgium; & Willy Lens, KU Leuven, Belgium</i> Productive Entrepreneurship, Infrastructure and Institutions: Insights from the Champagne Fairs	Creating New Mechanisms of Sustainable Entrepreneurial Action: Evidence from Uncertain Institutional Contexts <i>David Lingelbach, University of Baltimore, USA; Ven Sriram, University of Baltimore, USA; Tigineh Mersha, University of Baltimore, USA; & Kojo Saffu, Brock University, Canada</i> Subjective Adventure Motorcycling experiences and Marketing Possibilities	Stock Exchanges and Economic Growth: Evidence from Africa <i>Bill B. Francis, Rensselaer Polytechnic Institute, USA; Iftekhar Hasan, Fordham University, USA; & Eric Ofori, Rensselaer Polytechnic Institute, USA & University at Albany, USA</i> Tax Composition and Economic Growth in Nigeria <i>Ofuan James Ilaboya University of Benin, Nigeria; & E. Ofiafoh, University of Benin, Nigeria</i>	Channel captains and their impact on local economic development: Evidence from the textile industry in Tanzania. <i>Robert E. W. Schuffel, University of Groningen, The Netherlands; B. W. J. Pennink, University of Groningen, The Netherlands & D. Mbona, International Business and Trade Tanzania Initiative (IBUTTI), Tanzania</i> Strategic Management of BOP Initiatives: An Empirical Application to the Case of	CSR among SMEs: An introduction <i>Laura Spence, Royal Holloway, University of London, UK</i> A developing country view of CSR in Micro and Small Enterprises: Problems, Prospects, and Paradoxes <i>Ken Amaeshi, University of Edinburgh, UK; Emmanuel Adegbite, Durham University Business School, UK; Chris</i>

	<p><i>Alice de Koning, Salem State University, USA</i></p> <p>The Contribution of Mobile-Banking to the Development and Improvements of Entrepreneurship in Tanzania Mainland</p> <p><i>Hellena Mohamed Mushi, Mzumbe University, Tanzania & Neema Mwalyagile, Mzumbe University, Tanzania</i></p>	<p><i>J. J. Prinsloo, North West University, South Africa & G. W. Collin, Tshwane University of Technology, South Africa</i></p> <p>Social and Economic Institutional Factors and Business Start-up Difficulty in Africa</p> <p><i>Kaustav Misra, Saginaw Valley State University, USA; Joseph Ofori-Dankwa, Saginaw Valley State University, USA & Scott Julian, Wayne State University, USA</i></p>	<p>Regional Trade Groups and FDI in Africa: An Exploration of Investment Patterns.</p> <p><i>Charlotte Broaden, Southern New Hampshire University, USA; Eklou Amendah, Southern New Hampshire University, USA & Lowell Mathews, Southern New Hampshire University, USA</i></p>	<p>Company Nestlé in Africa.</p> <p><i>Marielle Payaud, Universite de Lyon, France & Dwight Merunka, Aix-Marseille University and Kedge Business School, France</i></p> <p>From Value-Price-Cost to Thamani-Bei-Gharama: Three market contexts and a universal framework</p> <p><i>Aldas Kriauciunas, Purdue University, USA & Miguel Rivera-Santos, EM Lyon Business School, France</i></p>	<p><i>Ogbechie; Pan African University, Nigeria; & Obianuju I. J. Anakwue; Nottingham University Business School, UK</i></p> <p>Political CSR in an SME Perspective. African perspectives in a European Framework</p> <p><i>Søren Jeppesen, Copenhagen Business School, Denmark & Mette Morsing, Copenhagen Business School, Denmark</i></p>
3:30-4:00 pm	<p>TEA BREAK: Block 247/Foyer</p> <p>LUNCH: Block 259/Foyer</p>				
	<p>PDW Developing a Vibrant African Scholarship through Doctoral Study</p> <p>Block 247/Room 261/20 First Floor</p>		<p>Track 5</p> <p>Microfinance Governance and Performance</p> <p>Block 247/Room 131 First Floor</p>	<p>Session: ESRC Seminar on CSR among SMEs from emerging & developing economies</p> <p>Block 247/Room 005/02 Ground Floor</p>	
SESSION CHAIR	<p>Vincent Bagire, <i>Makerere University Business School, Uganda</i></p>		<p>Elham Metwally, <i>The American University of Cairo, Egypt</i></p>	<p>Judy Muthuri, <i>Nottingham University Business School, UK</i></p>	

4:00-5:30 pm	<p>Developing a Vibrant African Scholarship through Doctoral Study</p> <p><i>Vincent Bagire, Makerere University Business School, Uganda; Thomas Senaji, Kenya Methodist University, Kenya; & David Zoogah, Morgan State University, USA</i></p>		<p>Does Gender Diversity Affect the Performance of Microfinance Firms?</p> <p><i>Darline Augustine, Rochester Institute of Technology, USA; Christopher O. Wheat, Rutgers Business School, USA; Shalei V.K. Simms, School of Business, SUNY- Old Westbury, USA; & Charles Malgwi, Bentley University, USA</i></p> <p>External Governance and MFI Sustainability: Evidence from Africa</p> <p><i>Tanweer Hasan, Roosevelt University, USA</i></p>	<p>CSR in Mozambique: What can SMEs learn from Mozal's experience?</p> <p><i>Lara Conselho, Universidade Eduardo Mondlane, Mozambique</i></p> <p>Impediments to community corporate involvement of SMEs in Enugu, Nigeria</p> <p><i>Onyenekenwa Cyprian Eneh, University of Nigeria, Nsukka, Nigeria</i></p> <p>Why do SMEs go green? An analysis of wine firms in South Africa</p> <p><i>Ralph Hamann, University of Cape Town, South Africa; James Smith, University of Cape Town, South Africa; Pete Tashman, Portland State University, USA; & R. Scott Marshall, Portland State University, USA</i></p> <p>MSEs and employment creation: A case study of manufacturing MSEs in South Africa</p> <p><i>Geoffrey Wood, Warwick Business School, UK</i></p>
<p style="text-align: center;">OPENING RECEPTION 06:00-10:00 pm Block 247/Lecture Theatre/Foyer</p>				

THURSDAY JANUARY 9th 2014

	Track 1	Track 2	PDW	Track 4	Track 5
	Innovative Models of Entrepreneurial Action	Diversity in Organizations	Anti-Corruption Content in Business School Curricula	FDI and Internationalization	PDW: Research Strategies in Discussion
	Block 247/Room 009/04 Ground Floor	Block 247/Room 261/20 First Floor	Block 247/Room 131 First Floor	Block 247/Room 005/02 Ground Floor	Block 247/Room 037/07 Ground Floor
SESSION CHAIR	Lutisha S. Vickerie, Rutgers University School of Business, United States	David Zoogah, Morgan State University, USA	Kemi Ogunyemi, Pan-Atlantic University, Lagos Business School, Nigeria	D. Deo Sharma, Stockholm School of Economics, Sweden	Ralph Hamann, University of Cape Town, South Africa
8:30-10:00 am	<p>Entrepreneurship and the Nigerian cultural context</p> <p><i>Olajumoke Familoni, Lead City University, Nigeria</i></p> <p>The Resourced-Based View & Entrepreneurship Capital in Emerging Markets</p> <p><i>Lutisha S. Vickerie, Rutgers University School of Business, USA</i></p> <p>The Development of Public Employees of Egypt Air vs. Delta</p> <p><i>Elham Metwally, Amira Gaber, Dina Adly, & Yousra, Gohar, The American University in Cairo, Egypt.</i></p>	<p>Tribal Diversity and Firm Performance: A Dual Process Model</p> <p><i>David Zoogah, Morgan State University, USA</i></p> <p>Zimbabwean Trailing Spouses: A South African Experience</p> <p><i>Varaidzo V M Wekwete, University of Johannesburg, South Africa; Roslyn De Braine, University of Johannesburg, South Africa; & Anita Bosch, University of Johannesburg, South Africa</i></p> <p>What he wants is not what she wants: Using VIE Theory to Test Manager and Worker</p>	<p>Anti-Corruption Content Integration in African Business Education: Challenges and Alternative Approaches</p> <p><i>Ronald E. Berenbein, UN Principles for Responsible Management Education, Germany; Kemi Ogunyemi, Pan-Atlantic University, Lagos Business School, Nigeria; Andrew H. Mbwambo, Mzumbe University, Dar Es Salaam Campus College, Tanzania; Shiv K. Tripathi, Mzumbe University, Dar Es Salaam Campus, Tanzania; & Nyaribo Misuko, School of Business and Public Management, KCA University, Nairobi Kenya</i></p>	<p>South African Multinationals in Africa: Growth and Controversy</p> <p><i>Geoffrey Wood, Warwick Business School, U.K. & Kamel Mellahi, Warwick Business School, U.K.</i></p> <p>Factors Determining Firms' strategy of Internationalization: A case study of Poland</p> <p><i>Alpha Ayande & Sabourin Vincent, University of Québec at Montréal, Canada</i></p> <p>Exploring Intra-Regional Expansion Opportunities and Liabilities of African Firms: A Study of Nigerian Banks</p> <p><i>Franklin Ngwu, Glasgow Caledonian University, UK.;</i></p>	<p>Research strategies in discussion: Top-tier publishing from the periphery, maintaining relevance to local contexts, ethics, and other tensions</p> <p><i>Nceku Nyathi, University of Cape Town, South Africa; Benson Honig, McMaster University, Canada; & Ralph Hamann, University of Cape Town, South Africa</i></p>

		Motivation in Ghanaian SMEs. <i>Bill Buenar Puplampu, Central University College, Ghana; & Samuel Adomako, University of Ghana Business School, Ghana</i>		<i>Ifedapo Adeleye, Lagos Business School, Nigeria; & Chris Ogbechie, Lagos Business School, Nigeria</i>	
10:00-10:30 am	TEA BREAK: Block 247/Foyer				
	Track 1 Technology in Entrepreneurship & Small Business Block 247/Room 261/20 First Floor	Track 2 Leadership in Africa and the African Diaspora Block 247/Room 261/20 First Floor	Track 3 Technology and Entrepreneurship Block 247/Room 131 First Floor	Track 4 M&A and Corporate Governance Block 247/Room 005/02 Ground Floor	Track 5 Organisational Innovation for Sustainability Block 247/Room 037/07 Ground Floor
SESSION CHAIR	Roxanne Zolin, Queensland University of Technology, Australia	Bill Buenar Puplampu, Central University College, Ghana	Brett A. Gilbert, Rutgers University, USA	Kimberly Ellis, Florida Atlantic University, USA	Ralph Hamann, University of Cape Town, South Africa
10:30-12:00 pm	Re-Awakening an Underexplored Model: Lessons for the Internationalization of SMEs in the Emerging African Market <i>Marcellinus Chum Dike, Aalto University School of Business, Finland</i> Complexity Development Theory and Enterprise Development at the Bottom of the Pyramid <i>Roxanne Zolin, Queensland University of Technology,</i>	Effective Leadership and Motivation in the African Diaspora (LEAD: The Case of the United States and Canada) <i>Bella L. Galperin, University of Tampa, USA; Terri Lituchy, University of the West Indies, Barbados & Concordia University, Canada; Tolulope Bewaji, St. Xavier University, USA; David Ford, University of Texas, Dallas (USA) & Moses Acquah, University of North Carolina at Greensboro, USA</i>	Political and Economic Complexities in African Mining Public Private Joint Ventures: A Case Study <i>Cyrlene Claasen, ESC Rennes School of Business, France</i> Science and Technology Capacity in Africa: a new index <i>Gayle Allard, IE Business School, Spain</i> High Technology Industries in	Mergers and Acquisitions in Africa: Review of existing literature and roadmap for future research <i>Kimberly Ellis, Florida Atlantic University, USA; Taco H. Reus, Erasmus University Rotterdam, The Netherlands; & Bruce T. Lamont, Florida State University, USA</i> Deal-making in Africa: Do we buy all or some of the target?	Cross-sector collaboration initiatives as intermediaries for sustainability innovation <i>Verena Bitzer, University of Cape Town, South Africa</i> Effect of organizational culture on pursuing a sustainable corporate strategy: A case study of a South African financial services firm <i>Jess Schulschenck, University</i>

	<p><i>Australia</i></p> <p>Budding Entrepreneurship: An Ethnographic Account of Household Enterprises as Skills Guilds, and Apprenticeship Incubators of Indigenous Knowledge in Banyankore of S.W. Uganda</p> <p><i>Emmanuel Mutungi, Kyambogo University, Uganda</i></p>	<p>Leadership Effectiveness in Africa: Lessons from Egypt, Ghana, Kenya, Nigeria, and Uganda</p> <p><i>Thomas A. Senaji, Kenya Methodist University, Kenya ;Elham Metwally, American University of Cairo, Egypt; Samuel Sejjaaka, Makerere University Business School, Uganda; Hassan Adedoyin-Rasaq, Lagos State University; Bill Buenar. Puplampu & Evans Sokro, Central University, College, Ghana</i></p> <p>Leadership Effectiveness and Motivation: A look at the Caribbean</p> <p><i>Terri Lituchy, University of the West Indies, Barbados; Khaleid Holder, University of the West Indies, Barbados; & Betty Jane Punnett, University of the West Indies, Barbados; Nicole Knight, University of the West Indies, Barbados; Tolulupe Bewaji, St. Xavier University, USA; & Reccia Charles, University of the West Indies, Barbados.</i></p>	<p>Distressed Urban Communities</p> <p><i>Brett A. Gilbert, Rutgers University, USA; Christopher Wheat, Rutgers University, USA & Lutisha S. Vickerie, Rutgers University, USA</i></p>	<p><i>Kimberly Ellis, Florida Atlantic University, USA & Phyllis Y. Keys, Morgan State University, USA.</i></p> <p>Board Capital in South Africa</p> <p><i>Dzidziso Kamuriwo, Cass Business School, UK.; & Amon Chizema, Loughborough University, U.K.</i></p>	<p><i>of Cape Town, South Africa</i></p> <p>Shared risk or shared value? Exploring Ecological Embeddedness in the Insurance Industry</p> <p><i>Kristy Faccor, University of Cape Town, South Africa</i></p> <p>Organizational responses to competing logics: Community development within the mining sector in South Africa</p> <p><i>Farai Kapfudzaruwa, University of Cape Town, South Africa</i></p>
12:00-1:30 pm	<p>LUNCH Block 259/Foyer</p>				

	Track 1 Strategic Orientations of African Firms Block 247/Room 261/20 First Floor	Track 2 Gender, Leadership and Performance Block 247/Room 261/20 First Floor	PDW Human Rights Issues in Africa Business Education Block 247/Room 131 First Floor	Track 4 National and International Strategies Block 247/Room 005/02 Ground Floor	Track 5 Organizational Culture and Leadership Block 247/Room 037/07 Ground Floor
SESSION CHAIR	Joyce Kimosop Komen, <i>Moi University, Kenya</i>	Michelle Mey, <i>Nelson Mandela Metropolitan University, South Africa</i>	Shiv K. Tripathi, <i>Mzumbe University, Dar es Salaam Campus, Tanzania;</i>	Michael Gravier, <i>Bryant University, USA</i>	Faith Ngunjiri, <i>Concordia College, USA</i>
1:30-3:00pm	<p>Effect of Management Behaviors and Environmental Dynamics on market orientation Behaviours of Botswana's 'Small service firms</p> <p><i>Olumide Olasimbo Jaiyeoba, University of Botswana, Botswana & Olalekan Usiobaijo Asikhia, Babcock Business School, Lagos, Nigeria</i></p> <p>Strategic Capabilities as Determinants of Firm Performance in Women Owned Entrepreneurial ventures in Nairobi, Kenya</p> <p><i>Joyce Kimosop Komen, Moi</i></p>	<p>Geeks and Freaks: How Women in the Free/Open Source Software Development Community Experience and Deal with the Double Bind Situation</p> <p><i>Metiu Anca, ESSEC Business School France; & Otilia Obodaru, Rice University, USA</i></p> <p>The "Ticket to the Dance": A Meta-Analytical Investigation of Female Leadership and Organizational Performance.</p> <p><i>Courtney Masterson; Eric Michel, & Jenny Hoobler, University of Illinois at Chicago, USA</i></p>	<p>Aligning Business Dignity and Human Rights Issues in Africa Business Education: Way Forward to Promote Sustainable Development</p> <p><i>Kemi Ogunyemi, Pan-Atlantic University, Lagos Business School, Nigeria; Shiv K. Tripathi, Mzumbe University, Dar Es Salaam Campus, Tanzania; Andrew H. Mbwambo Mzumbe University, Dar Es Salaam Campus College, Tanzania</i></p>	<p>The Contribution of National Culture to Logistics Strategy, Structure, and Performance.</p> <p><i>Michael Gravier, Bryant University, USA; & Timothy G. Hawkins, Western Kentucky University, USA</i></p> <p>Heterogeneity of Disruptive Innovations and Organizational Responses in Emerging Market Context.</p> <p><i>Solomon Habtay, University of Witwatersrand, South Africa; & Magnus Holmen, Chalmers University. Sweden</i></p>	<p>Business Culture in Ghana: An Exploratory Study</p> <p><i>Bill Buenar Puplampu, Central University College, Ghana</i></p> <p>Leadership Traits and Business Sustainability in Ugandan SMEs: A Qualitative Analysis</p> <p><i>Samuel Sejjaaka, Makerere University Business School, Uganda</i></p> <p>Selling Hope: A New Way of Managing the African Pentecostal Church</p> <p><i>Samuel K. Bonsu, Ghana</i></p>

	<p><i>University, Kenya, Margaret White, Oklahoma State University, USA; & Michael Korir, Moi University, Kenya</i></p> <p>Employee Perceptions of Job Conditions in Explaining Employee Job Satisfaction: A Stakeholder's Perspective</p> <p><i>Thadeus Mkwamwa, Nicas Nibengo, & Joan Itanisa, St Augustine University, Tanzania</i></p>	<p>The Impact of Supervisory Support on Female Employees' Attitudes and Behaviors</p> <p><i>•</i></p> <p><i>Anthonie Theron, Nelson Mandela Metropolitan University, South Africa; Paul Poisat, Nelson Mandela Metropolitan University, South Africa; & Michelle Mey, Nelson Mandela Metropolitan University, South Africa</i></p>		<p>Westernized Africans: A Narrative Discourse on Generational Differences, Power Distance and the Implications for African Management Philosophy.</p> <p><i>Mofopefoluwa Adegboye, Olusoji George & Damilola Olarewaju, University of Lagos, Nigeria</i></p>	<p><i>Institute of Management and Public Administration (GIMPA), Ghana; & Brigid Appiah-Otoo, GIMPA, Ghana</i></p>
3:00-3:30 pm	BREAK Block 247/Foyer				
	<p>Track 1</p> <p>Business Model for SME's</p> <p>Block 247/Room 261/20 First Floor</p>	<p>Track 2</p> <p>Work Life Balance and Performance Management</p> <p>Block 247/Room 261/20 First Floor</p>	<p>PDW</p> <p>Proximity and Globalization</p> <p>Block 247/Room 131 First Floor</p>	<p>Track 4</p> <p>Knowledge Management</p> <p>Block 247/Room 005/02 Ground Floor</p>	<p>Track 5</p> <p>Poverty and Economic Development in Africa</p> <p>Block 247/Room 037/07 Ground Floor</p>
SESSION CHAIR	Katharina Poetz , <i>University of Copenhagen, Denmark</i>	Theuns Pelser , <i>North-West University, South Africa</i>	Metiu Anca , <i>ESSEC Business School, France</i>	Ulrich Schmitt , <i>University of Stellenbosch Business School, South Africa, & Knowcations, Botswana</i>	Sammy Bonsu , <i>GIMPA, Ghana</i>
3:30-5:00 pm	<p>Business Model Innovations for Infrastructure Services: How East African Business Venture Can Do Well Through Doing Good</p> <p><i>Heiko Gebauer, Swiss Federal Institute of Aquatic Science and</i></p>	<p>Burnout stress, absenteeism and employee commitment: The moderating effect of managerial support</p> <p><i>Clive M. Mukanzi, Jomo Kenyatta University of Agriculture & Technology,</i></p>	<p>Proximity and Globalization</p> <p><i>Metiu Anca, ESSEC Business School, France; Jeanne Wilson, The College of William and Mary, USA; & Michael Boyer O'Leary Georgetown University</i></p>	<p>Leveraging Personal Knowledge Management Systems for Business and Development.</p> <p><i>Ulrich Schmitt, University of Stellenbosch Business School, South Africa & Knowcations,</i></p>	<p>The Courtship between the Hungry Dragon and the Lions on the Move: A case of Economic engagement between China and Sub Saharan Africa</p> <p><i>Charles Okumu, University of</i></p>

	<p><i>Technology , Switzerland; Samuel Sebhatu, Karlstad University, Sweden; & Sumburani Sigauke, Botho University, Botswana</i></p> <p>The challenges faced by small scale family businesses in Africa: Evidence from Kenya</p> <p><i>Gatobu Rintaugu Mugwika, Meru University of Science & Technology, Kenya</i></p> <p>Many opportunities, one big challenge: two entrepreneurial tales of growing micro and growing big in a Tanzanian context</p> <p><i>Katharina Poetz, University of Copenhagen, Denmark</i></p>	<p><i>Kenya; Hazel Gachunga, Jomo Kenyatta University of Agriculture & Technology, Kenya; & Thomas A. Senaji, Kenya Methodist University, Kenya.</i></p> <p>Influence of Working Conditions on Employee Career Change Intention: the Case of Moi University, Kenya</p> <p><i>Rose S. Boit, Moi University, Kenya; Gloria J. Tuwei, Moi University, Kenya; Loice C. Maru, Moi University, Kenya; & Nebert K. Matelong, Moi University, Kenya</i></p> <p>Exposing the Performance Management Experience of the Free State Department of Health, South Africa</p> <p><i>S.M. Semakula-Katende North-West University, South Africa; E.D. Schmickl, Cranefield College, South Africa; Theuns G. Pelsers, North-West University, South Africa</i></p>		<p><i>Botswana</i></p> <p>Knowledge Management: A Comparative Analysis of the Kenya Context with other Context of the World</p> <p><i>Susan Nyegera Laiboni, Kenya Methodist University, Kenya</i></p> <p>Engineering change management as a process enabler for collaborative product design</p> <p><i>Emmanuel Kodzi, Jr., Rollins College, USA; & Tebogo P. Chauke, BAE Systems, South Africa</i></p>	<p><i>Technology Sydney, Australia</i></p> <p>Why Africa is Poor?</p> <p><i>Hellena Mohamed Mushi, Mzumbe University, Tanzania; & Neema Mwalyagile, Mzumbe University, Tanzania</i></p> <p>China's Soft Power Strategy Approach to Trade in Africa.</p> <p><i>Jason Yin, & Sofia Vaschetto, Seton Hall University, USA;, & Mzamo P Mangaliso, University of Massachusetts-Amherst, USA</i></p>
5:15-6:30 pm	SOCIAL HOUR WITH AJOM JOURNAL LAUNCH				

FRIDAY JANUARY 10th 2014

		Track 2	Track 3	Track 4	Track 5
		Organizational Change & Dynamics	Human Capital and Talent Management	Resources, Institutions and Innovation	Corporate Corruption and Social Responsibility
		Block 247/Room 131 First Floor	Block 247/Room 261/20 First Floor	Block 247/Room 005/02 Ground Floor	Block 247/Room 037/07 Ground Floor
SESSION CHAIR		Philip Best, <i>Victoria University of Wellington, New Zealand</i>	Paul Poisat, <i>Nelson Mandela Metropolitan University, South Africa</i>	Vincent Bagire, <i>Makerere University Business School, Uganda</i>	Olajumoke Familoni, <i>Lead City University, Nigeria</i>
8:30-10:00 am		Back @ Work: Managing Change Following Unprotected Industrial Action in the Mining Industry <i>Elonya Niehaus-Coetzee, Institute for Telling Development, South Africa; Laetitia Zeeman, University of Brighton, UK; Johann Roux, Institute for Telling Development, South Africa; & Dirk Kotze, Institute for Telling Development, South</i>	Effect of Promotion Opportunity on Career Change Intentions if Non-Teaching Staff of Moi University Eldoret Municipality in Kenya <i>Rose S. Boit, Moi University, Kenya; Gloria J. Tuwei, Moi University, Kenya; Loice C. Maru, Moi University, Kenya; & J. Komen, Moi University Kenya</i> Human Capital Management: Taking Human Resources to the	Institutions, resources, and organizational effectiveness in Africa <i>David B. Zoogah, Morgan State University, USA.</i> An examination of the resource and performance configurations <i>Vincent Bagire, Makerere University Business School, Uganda; Evans Aosa, University of Nairobi, Kenya; & Zackary Awino, University of</i>	Corporate Engagement with the Challenge of Corruption <i>Lutz Preuss, Royal Holloway University of London, UK; Ralf Barkemeyer, University of Leeds, UK; & Lindsay Lee, University of Leeds, UK</i> How does Corporate Social Action by MNEs Subsidiaries Lead to Improved legitimacy in Foreign Host Countries? <i>Ona Akemu, Rotterdam School of Management, The Netherlands</i>

		<p><i>Africa</i></p> <p>The Differential Impact of Cultural, Social, Economic, Technological, Political, and Other Institutional Forces on Cross-border Operations</p> <p><i>Olajumoke Familoni, Lead City University</i></p> <p>Cultural Values as drivers for business: Indigenous Perspectives from South Africa and New Zealand</p> <p><i>Philip Best, Victoria University of Wellington, New Zealand; Zanele Ndaba, University of the Witwatersrand, South Africa</i></p>	<p>Next Level in Anglophone West Africa</p> <p><i>Enyonam C. Kudonoo, Ghana Technology University College, Ghana; & Victoria Tsedzah, Methodist University College, Ghana</i></p> <p>A Comparative Analysis of talent Management Strategies in the Banking Sector in the Southern African Region</p> <p><i>Paul Poisat, & Michelle Mey, Nelson Mandela Metropolitan University, South Africa</i></p>	<p><i>Nairobi, Kenya.</i></p> <p>FDI and firm innovation: The role of the institutional environment and absorptive capacity</p> <p><i>Kevin Chastagner, Peking University HSBC Business School, China; Arvin Sahaym, Washington State University, USA; & John B. Cullen, Washington State University, USA.</i></p>	<p>Corporate Governance and Corruption in Africa: Unmasking the Scandals within Cooper Motor Corporation (CMC) in Kenya</p> <p><i>Judy Muthuri, Nottingham University Business School, UK; & Mona Moufahim, University of Durham, UK</i></p>
	<p>Track 1</p> <p>Entrepreneurship and the Informal Economy</p> <p>Block 247/Room 261/20 First Floor</p>	<p>Track 2</p> <p>Values and Management in Africa</p> <p>Block 247/Room 261/20 First Floor</p>	<p>Track 3</p> <p>Sustainability and Economic Growth</p> <p>Block 247/Room 131 First Floor</p>	<p>Track 4</p> <p>Social Responsibility and Governance</p> <p>Block 247/Room 005/02 Ground Floor</p>	<p>Track 5</p> <p>Political and Strategic CSR</p> <p>Block 247/Room 037/07 Ground Floor</p>
SESSION CHAIR	Benson Honig, McMaster University, Canada	Geoffrey Wood, University of Warwick, U.K.	Hamid H. Kazeroony, University of Phoenix, USA	Lutz Preuss, Royal Holloway University of London, U.K.	William K. Darley, King Abdulaziz University; Jeddah, Saudi Arabia

10:00-11:30 am	Informal Economy Entrepreneurship and Creative Capitalism in sub-Saharan Africa <i>Constant Beugré, Delaware State University, United States; & David Zoogah, Morgan State University</i>	A Comparative Analysis of Talent Management Strategies in the Banking Sector in the Southern African Region <i>Paul Poisat and Michelle Mey, Nelson Mandela Metropolitan University, South Africa</i>	Continuous Capacity Building for Sustainable Economic Growth, in the area of Information Communication Technology with special reference to emerging African Economies <i>Shrishail Angadi, Jain University, India; N. M. Bhatta, Tata Consulting Services, India; & M. M. Bagali, Jain University, India</i>	Cross-vergence in CSR Priorities of Developing Country Firms. <i>Lutz Preuss, Royal Holloway University of London, U.K.; & Ralf Barkemeyer, Leeds University, U.K.</i>	“Muddling Through” Conflicting Political and Economic Pressures: A Political Approach of Corporate Community Involvement <i>Nolywé Delannon, HEC Montreal, Canada</i>
		The Limits of Transnational Solidarity: COSATU and the Swaziland and Zimbabwean Crises. <i>Geoffrey Wood, University of Warwick, U.K.</i>	Assessing ICT training in South Africa with special reference to Cisco Academies: Lessons for Africa? <i>Gratitude Kudyachete, Nelson Mandela Metropolitan University, South Africa; & Arnolds, Cecil, Nelson Mandela Metropolitan University, South Africa</i>	Good Governance of African Companies in the Global Marketplace: Insights from a Survey of the Congolese Elite. <i>Richard Mpoyi, Middle Tennessee State University, USA.</i>	Analysis of perception level and CSR practices in Senegalese telecommunication sector. <i>Diane Abdoulaye, ISM-Dakar, Senegal</i>
		Organizational Behavior, Culture and Pentecostalism: Adapting Behavioral Management to Spirituality in Nigeria. <i>Damilola Adeniyi Olarewaju & Mopefepoluwa Adegboye, University of Lagos, Nigeria</i>	Sustainable Management Development in Africa: Overcoming Social Transitions <i>Hamid H. Kazeroony, University of Phoenix, USA; Yvonne du Plessis, University of Pretoria, South Africa; & Dorothy Summers, University of Botswana, Botswana</i>	Corporate Social Responsibility in Emerging Markets: Engagement Between Companies and Local Communities in India <i>Singh, Ramendra, IIM Calcutta, India</i>	Diffused Capitalism: Local Resource Mobilization at the BoP <i>Sammy Bonsu, GIMPA, Ghana; & Pia Polsa, Hanken School of Economics, Finland</i>

11:45-12:30 pm	LUNCH Block 259/Foyer				
EXPERIENTIAL TRIPS 1-3 PM BUSES DEPART 1 p.m.					
GAME PARK SAFARI & BONFIRE STORY TELLING 4 - 8 PM					
SATURDAY JANUARY 11 th 2014					
	PDW – Leadership in the Diaspora Block 247/Room 261/20 First Floor	Administrators In Higher Education Panel Block 247/Room 148 First Floor	Tracks 2 &4 Leadership and HRM Block 247/Room 131 First Floor	Poster sessions Block 247/Room 005/02 Ground Floor	Track 5 African Management Education & Research Block 247/Room 037/07 Ground Floor
SESSION CHAIR	Terri Lituchy, <i>University of the West Indies, Barbados</i>	Paul Sears	Lena Zander, <i>Uppsala University, Sweden</i>		Nceku Nyathi, <i>University of Cape Town, South Africa</i>
8:30-10:00 am	PDW LEAD: Leadership and Motivation in Africa and African Diaspora <i>Terri Lituchy, University of the West Indies, Barbados; & Betty</i>	Enhancing the Quality of Management Education in Africa <i>Paul Sears, University of Finlay, USA; Samuel Ssejaka, Makerere University Business School, Uganda,</i>	Conceptualizing a Framework for Team transformational leadership, HRM and competitiveness in the African Diaspora: A resource-based perspective <i>Akhentoolove Corbin, University</i>	Pension funds and socially responsible investment: A comparative study of Nigeria and South Africa. <i>Ayodeji Olaifa, University of Cape Town</i>	The Role of Faculty Research in African Management Education <i>William K. Darley, King Abdulaziz University, Saudi Arabia; & Denise J. Luethge, Northern Kentucky University, USA</i>

	<p><i>Jane Punnett, University of the West Indies, Barbados; Vincent Bagire, Makerere University Business School, Uganda; Thomas A. Senaji, Kenya Methodist University, Kenya; Bill Buenar Puplampu, Central University College, Ghana; Elham Kamal, American University of Cairo, Egypt; Moses Acquah, University of North Carolina at Greensboro, USA; Akenntoolove Corbin & Nicole Knight, University of West Indies, Barbados</i></p>	<p><i>Hellicy Ngambi, Mulungushi University, Zambia; & Bill Buenar Puplampu, Central University College, Ghana</i></p>	<p><i>of the West Indies, Barbados</i></p> <p>Empowering, coaching and interacting: Developing Interpersonal leadership Measures</p> <p><i>Lena Zander, Uppsala University, Sweden</i></p> <p>Strategic Human Resources Management and Competitiveness in Africa: Exploring Institutional Effects</p> <p><i>Yetunde Anibaba & Ifedapo Adeleye, Lagos Business School. Nigeria</i></p>	<p>Concepts of Systems Thinking applied to Complex Project Management in Africa</p> <p><i>Birgit Andrag, Systems Excellence Group, South Africa; Simon Nfor, Neotel Africa, South Africa; Ingwa Sichula, Metro Rail (PRASA), South Africa; Carl Kies, Reutech Radar Systems, South Africa; Carlos Ferraz, Mobility International, South Africa; Graham Dawes, Deloitte, South Africa; & Tom Ryan, University of Cape Town, South Africa</i></p>	<p>Voice and Representation: Collaborative Autoethnography as Method for Studying African Leadership and Management Realities</p> <p><i>Faith Wambura Ngunjiri, Concordia College, USA</i></p> <p><i>The Road Ahead for Management Research in Sub-Saharan Africa</i></p> <p><i>Isaac Wanasika, University of Northern Colorado, USA</i></p>
10:00- 10:30 am	<p>TEA BREAK</p> <p>Block 247/Foyer</p>				
	<p>Track 1</p> <p>Finance and the Regulatory Environment of SME's</p> <p>Block 247/Room 261/20 First Floor</p>	<p>Track 2</p> <p>Emotional Intelligence, Leadership & Motivation</p> <p>Block 247/Room 148 First Floor</p>	<p>PDW</p> <p>Editors Panel</p> <p>Block 247/Room 131 First Floor</p>		<p>Track 5</p> <p>Innovation and Sustainable Solutions</p> <p>Block 247/Room 037/07 Ground Floor</p>
SESSION CHAIR	<p>Iftekhar Hasan, Fordham University, USA</p>	<p>Aaron Cohen, University of Haifa, Israel</p>	<p>Vishwanath Baba, Canadian Journal of Administrative Sciences</p>		<p>Birgit Andrag, Systems Excellence Group, South Africa</p>

<p>10:30-12::00 pm</p>	<p>A conceptual analysis of the regulatory environment in South Africa</p> <p><i>Ekaete Benedict, University of the Free State, South Africa: & Samuel Mensah, University of the Free State, South Africa</i></p> <p>SMME Owner's Financial Literacy and Business Growth</p> <p><i>Chukuakadibia Eresia-Eke, University of Pretoria, South Africa & Catherine Raath, University of Pretoria, South Africa</i></p>	<p>The Relationship of Emotional Intelligence and Burnout with OCB: An Examination among Arab Teachers</p> <p><i>Aaron Cohen & Israel Mohammed Abedallah, University of Haifa, Israel</i></p> <p>Sense of Coherence and Mindfulness of Women in Leadership in Higher Education.</p> <p><i>Lynette Louw, Claude-Helene Mayer, Rhodes University, South Africa</i></p>	<p>What makes a paper interesting?</p> <p><i>Vishwanath Baba, Canadian Journal of Administrative Sciences, Benson Honig, Entrepreneurship Theory and Practice, Moses Kiggundu, Africa Journal of Management (AJOM); & Geoffrey Wood, Warwick Business School, U.K, British Journal of Management</i></p>		<p>Transforming Institutions: the Case of IS Innovation for Agriculture Advisory Services in Ghana</p> <p><i>Mira Slavova, SAP, South Africa</i></p> <p>Sustaining Technology Adoption among Farmers</p> <p><i>Margaret J. Crabbe, GIMPA, Ghana; & Moses Acquah, University of North Carolina at Greensboro, USA</i></p>
	<p>Bank Financing and New Venture Formation in China: Quantity vs. Quality</p> <p><i>Iftekhar Hasan, Fordham University, USA; Nada Kobeissi, Long Island University, USA; Haizhi Wang, Illinois Institute of Technology, USA; & Mingming Zhou, University of Colorado-CS, USA</i></p>	<p><i>Sabine Surtee, Rhodes University, South Africa</i></p> <p>African Light: Women in the Executive Boardroom will add Light to the African Continent.</p> <p><i>Birgit Andrag, Systems Excellence Group, South Africa</i></p>			<p>Engagement, Expectations and Attributions: Questions on Capacity Development for Knowledge and Innovation Management</p> <p><i>John Schermerhorn, Ohio University, USA; Rebana Mmereki & Gangappa Kuruba, University of Botswana, Botswana</i></p>
<p>12:00 -2:00 pm</p>	<p>LUNCH-PANEL FORUM FROM EXPERIENTIAL TRIPS</p> <p>Block 247/Lecture Theatre</p> <p>Ground Floor</p>				

2:00-5:00 pm	BOTSWANA CULTURAL VILLAGE
6:30-11:00 pm	CLOSING GALA Library Auditorium/Foyer