



6th Biennial Conference of the Africa Academy of Management

January 8-10, 2023

The German University in Cairo

Cairo, Egypt

Management Praxis in the African Context: Sustainability, Responsibility and Ethics



Africa Journal of Management



As we usher in a new decade, our nations, institutions, and communities are facing grand challenges that include the impact of climate change, corruption, poor governance, persistent inequality, and political instability which collectively, define the context of management education and practice. In considering the theme of management praxis through the lens of sustainability, responsibility, and ethics, our aim is to explore answers to questions such as:

- a) What role does management education play in preparing responsible and ethical leaders?
- b) How are African institutions and organizations responding to, and preparing for, the realities and challenges of climate change and other grand challenges?
- c) How can African countries and communities become resilient in the face of the volatile, uncertain, and complex environment in which we are living?
- d) How are different types and sizes of businesses in the continent responding to, and mitigating against climate change? How are they engaging their various stakeholders in their sustainability efforts?
- e) In what ways can leadership development help to prepare responsible ethical leaders?
- f) How is sustainability and ethics reflected in public policies in Africa? How can public policy initiatives advance sustainability in management education and practice in the continent?
- g) What is the role of African leaders and managers in addressing inequalities based on gender, ethnicity, class and sexual orientation? How can management help governance in Africa through leadership, values, ethics, and culturally-appropriate practices to transform the African enterprise?

The conference will be organized around the following tracks:

- Organizational Behavior and Human Resource Management
- Strategy and International Management
- Entrepreneurship and Small Business
- Social Issues in Management
- Sustainability and Green Management
- Management Practice
- Public Policy, Administration and Non-Governmental Organizations.

All Conference Theme



Submission Tracks

Track 1: Entrepreneurship and Small Business

Chair: Brett Anitra Gilbert, American University, USA (bgilbert@american.edu)

The Entrepreneurship and SME track welcomes both empirical and conceptual papers examining issues relating to emergence, growth, innovation and sustainability in both entrepreneurial, family, and small business research in Africa and a comparative analysis of the African context with other parts of the world.

Track 2: Organizational Behavior and Human Resource Management

Chair: Bella Galperin, University of Tampa, USA (bgalperin@ut.edu)

This track welcomes conceptual and empirical papers including all aspects of both organizational behavior and human resource management, preferably in an African context, and a comparative analysis of the African context with other parts of the world.

Track 3: Public Policy, Administration and Non-Governmental Organizations

Chair: Jean Kabongo, University of South Florida Sarasota-Manatee, USA (jkabongo@sar.usf.edu)

This track encourages conceptual and empirical papers that investigate any aspect of public and non-governmental organizations. The papers may address topics related to any of the following: public governance; public service quality including health administration and management; public management; E-government; public administration and policy; educational leadership; non-governmental organizations; stakeholder engagement; and public-private partnerships.

Track 4: Strategy and International Management

Chairs: Tahiru Liedong, University of Bath, UK (T.A.Liedong@bath.ac.uk)

The Strategy and International Management track welcomes conceptual and empirical papers that focus on all areas of strategy and international management in an African context both in the private and public sector; and a comparative analysis of the African environment with other regions of the world. Papers focusing on supply chain management and technology strategy should also be submitted to this track.



Track 5: Social Issues in Management

Chair: Raghda Mohamed Mamdouh El-Ebrashi (raghda.elebrashi@guc.edu.eg)

The Social Issues in Management track explores the extent to which management research can be used to address social issues, such as poverty, inequality, healthcare, armed conflict, disputes, sustainable development, and child labor in the African context. We also examine how social issues can integrate the management of 'unrealistic' expectations from different social groups including unions, students and teachers.

Track 6: Sustainability and Green Management

Chair: Ali Awni (ahawni@aucegypt.edu)

The Sustainability and Green Management track welcomes conceptual and empirical papers that focus on all areas of sustainability – economic, social, and environmental – in an African context both in the private and public sector. Studies that compare the African context with other regions in the world are also welcome.

Track 7: PDW/Caucus/Symposia

Chair: Mohamad Saad (Mohamad.saad@guc.edu.eg)

Submissions can either be a proposal for a structured discussion on a topic of common interest, or a workshop aimed at providing a forum through which conference participants can engage with each other. PDW sessions will not appear in the proceedings. Submissions should describe the activities, goals, and time/equipment required.

Track 8: Management Practice

Chairs: Sherwat Elwan Ibrahim (Sherwat@aucegypt.edu)

The Management Practice track welcomes submissions that report or reflect on management practices implemented in Africa-based organizations. Submissions can be evidence-based studies that describe these practices, their implementation, and highlight critical success factors. The objective is to stimulate conversations regarding how to enhance effectiveness of implementing management practices as well as knowledge transfer.



Track 9: Doctoral Consortium & Junior Faculty Consortium

Chairs: Hermann Ndofor, Indiana University, USA (hndofor@iu.edu)

Amanuel Tekleab, Wayne State University, USA (atekleab@wayne.edu)

These consortia, which will be held on 7th January 2023, are designed to provide ideas, tools, and strategies to be successful in academia by drawing upon the experiences of renowned senior faculty colleagues. Sessions will be structured as roundtable discussions to facilitate additional development and coaching. This is also an excellent way for doctoral students and junior faculty members to become involved in AFAM. These sessions will not appear in the proceedings. Queries about the consortium should be sent to Hermann Ndofor (hndofor@iu.edu) or Amanuel Tekleab (atekleab@wayne.edu).

CONFERENCE PROCEEDINGS

Proceedings Editor: Dorothy Mpabanga, University of Botswana, Botswana
(dorothym366@gmail.com)

Accepted papers may be published in the Best Paper Proceedings of the Conference. There will be a **best paper award** for each track. Winners will receive a certificate and the paper will be highlighted in the conference program. Best papers will also be considered for publication in the *Africa Journal of Management* (AJOM) subject to the journal's blind review process.

Please check the AJOM website at <https://www.tandfonline.com/toc/rajm20/current>

SUBMISSION GUIDELINES

Please follow these guidelines and formatting instructions to prepare your paper.

1. Each paper can only be submitted to **ONE** track. If a proposed idea does not seem to fit any of the tracks described above, authors should contact the **Program Co-Chairs:** Samuel Aryee (s.aryee@surrey.ac.uk) and Lilian Otake-Ebede, University of Liverpool Management School (email: L.E.Otake@liverpool.ac.uk). Your submission will be directed to the most appropriate track.
2. All papers and proposals should be submitted electronically via the conference website at www.africaacademyofmanagement.org
3. Submitted papers must NOT have been previously published and if under review, must NOT appear in print before the AFAM 2023 Conference.



4. Paper submissions will be blind reviewed. Authors should therefore remove all author-identifying information, including acknowledgements from the text, and document properties.
5. The paper (title page, abstract, main text, figures, tables, references, etc.) must be in one document created in a PDF format.
6. The maximum length of a paper must be 40 pages (including tables, appendices and references). The paper format should follow the *Africa Journal of Management's* style guide (APA Style Guide 6th Edition)
(<https://www.tandfonline.com/action/authorSubmission?show=instructions&journalCode=rajm20>).
7. Use Times New Roman 12-pitch font, double spaced, and 1-inch (2.5 cm) margin all around.
8. Number all the pages of the paper.
9. No changes in the paper title, abstract, authorship, and actual paper can occur **after** the submission deadline.
10. Check that the PDF File of your paper prints correctly and ensure that the file is virus-free.
11. Submissions will be done on-line on the AFAM 2023 conference website, from **January 30, 2022 - April 30, 2022. All submissions must be submitted by the deadline of April 30, 2022.**
12. Only submissions in English will be accepted for review.
13. Once a submission is accepted, all panelists in a PDW/Caucus and Symposia, and at least one author of each co-authored paper must register for the conference by **September 30, 2022**. If authors/panelists do not register by the deadline, their submissions will **not** be included in the **Conference Program or Proceedings**.
14. RULE OF 3: A participant may be listed as an author or co-author on up to 3 submitted papers.
15. Those submitting work to the conference are expected to serve as reviewers and are invited to register as both an author and reviewer on the conference website.

NOTE: Papers that do not follow these formatting instructions **WILL NOT** be sent out for review.



The tentative conference schedule is as follows:

Paper, Symposia, and PDW Submissions– April 30, 2022

Notification of Acceptance – June 30, 2022

Proceedings Submission: July 15, 2022

ENQUIRIES

Enquiries about the conference may be directed to the:

Program Co-Chairs: Samuel Aryee (s.aryee@surrey.ac.uk) and **Lilian Otaye-Ebede** (L.E. Otaye@liverpool.ac.uk)

Local Organizing Committee (German University in Cairo):

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