





Exploring the Future of Management: Facts, Fashion and Fado

26-28 June

ISCTE-Instituto Universitário de Lisboa Lisboa, Portugal

PROGRAMME BOOK

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FURAM 2019



Welcome message from Thomas Durand, EURAM President

Dear EURAM 2019 Participant,

I am delighted to welcome you at the 2019 EURAM conference in the beautiful city of Lisbon in Portugal.

We are hosted at ISCTE-IUL where a wonderful team is looking forward to taking good care of you. Many contributors worked hard to set up a magnificent program for you. After the record-breaking number of paper submissions and participants last year in Reykjavik, Lisboa 2019 already broke the paper submission record again (2000 submissions received) and may end up breaking the participant record number as well. I wish to thank all those who contributed to make the conference a stimulating arena where you can share, discuss and develop your ideas, interact with colleagues and learn from them, design and set-up new joint projects. My thanks go to the organizing team at ISCTE-IUL under Nelson Antonio's leadership, EURAM's team in Brussels, our VP conference Dorota Dobija and VP SIGs Remi Jardat, all the track and SIG chairs and their teams, the many reviewers of papers submitted and above all yourself as I see you as the very heart of EURAM.

The European Academy of Management aims at developing Management Research and Education to improve knowledge and practice about how to lead organized collective action. EURAM was founded to build a community of engaged management scholars valuing the European culture and research traditions as many European (and non-European) management academics were looking for an academy where they would feel at home.

EURAM fosters a friendly and professional forum of management academics promoting diversity, quality, openness and inclusiveness. EURAM cultivates the value stemming from its European roots while reaching out for the world, hence connecting to both national academies and international societies. Beyond this, EURAM targets three main stakeholders (practitioners, students and Society), adapting the wavelength, language and format accordingly, not simply expecting the output of academic research to naturally fulfil the needs of stakeholders. EURAM intends to discuss and influence the rules of the game in management academia, typically producing soft law, and aims at developing its presence in the media by addressing important societal challenges seen from a management research perspective.

Several concrete EURAM initiatives are underway to give substance to these strategic orientations. Join us at the General assembly on Thursday morning where these initiatives will be presented, among which dual membership schemes; presidential activities; EURAM Sparks; discussing the "rules of the Game" in our profession; addressing Grand Societal Challenges; Grants and awards.

It is now up to you to make the best out of the conference. Welcome to EURAM 2019. Enjoy the conference! And take the time to feel the spirit of Fado!

Thomas Durand EURAM President



Welcome message from Maria João Cortinhal, Dean of ISCTE-IUL Business School

Dear participants,

I warmly welcome you all to the 19th edition of the EURAM conference. It is a great pleasure to host at ISCTE-IUL such a prestigious conference, even more, when the theme is "Exploring the Future of Management."

Over the last years, the world of business has been changing dramatically. Driven mainly by globalization and technological innovation a countless number of profit and non-profit organizations are already operating with new management practices. However, in a volatile, uncertain, complex, and ambiguous (VUCA) world there are still many emerging issues that need to be addressed. How can we deal with complex problems such as environmental disasters, ageing populations, and refugees? How can we take advantage of large amounts of data to reach better and more efficient solutions? How can we achieve a better and more sustainable future for all? These are questions that are worth our attention.

I am confident that bringing together around 1700 participants for discussing such topics will provide a better understanding of the Future of Management.

Lastly, I would like to sincerely thank all who have been engaged in the organization of this conference for all of their hard work throughout the past months. Without them, this conference would have been impossible.

I wish you all an exceptional conference.

Maria João Cortinhal

Dean of ISCTE-IUL Business School



Welcome message from Nelson António, Conference Chair

EURAM 2019, Lisbon

A place to learn and share.

A place to join with friends, to make friends.

A place at the edge of ideas.

A place of exchange and discussion.

A place of experiment and freedom.

You bring your knowledge, your skills, yourself.

We are here to welcome you at ISCTE-IUL.

Nelson António

Conference Chair Local Organizing Committee

EURAM'19 Organising Committee



Nelson António *Chair of EURAM 2019*



Paulo Bento LABS



Marcio Amaral Finance & Administration



Hélia Pereira Sponsorship & Events



Aristides Ferreira Doctoral Colloquium Coordinator



Ana Simaens SIGs



Ana Passos Doctoral Colloquium



João Guerreiro Logistics and IT



Silvia dello Russo Doctoral Colloquium

EURAM Board

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Professor Thomas Durand Cnam

Past President

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Professor Silke Machold University of Wolverhampton, responsible for Governance

Professor Miia Martinsuo Tampere University of Technology, responsible for Membership

Conference Chair EURAM 2019

Professor Nelson Antonio ISCTE-IUL

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National Representatives

Australia - Julien Pollack, University of Sydney

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Pernambuco

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France - Audrey Rouzies, Toulouse School of Management

Germany - Matthias Raith, Otto-von-Guericke University

Greece - Eleanna Galanaki, Athens University of Economics & Business

Hungary - Lilla Hortovanyi, Corvinus University

Iceland - Eythor Ivar Jonsson, University of Iceland

Ireland - Brian Harney, DCU Business School

Italy - Lucrezia Songini, Eastern Piedmont Uni. & SDA

Bocconi School of Management

Japan - Yoko Uryuhara, Doshisha University

Lithuania - Asta Pundziene, ISM University of Management and Economics

Netherlands - Tine Buyl, Tilburg University

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Poland - Marzena Starnawska, University of Warsaw

Portugal - Miguel Pereira Lopes, Instituto Superior de

Ciencias Sociais e Politicas

Spain - Isabel Diez-Vial, Universidad Complutense de Madrid

Sweden - Rolf Medina, Umeå University

Switzerland - José Mata, University of Lausanne HEC

Turkey - S. Nazli Wasti, Middle East Technical University

United Kingdom - Paresh Wankhade, Business School Edge Hill University

U.S.A. - Stephen O'Connor, University of Alabama at Birmingham

SIG Chairs

SIG 01: Business for Society (B4S)

SIG OFFICERS:

Francesco Gangi, **SIG CHAIR**Jérôme Méric, **PAST SIG CHAIR**Lucia Michela Daniele, **PROGRAMME CHAIR & COMMUNICATION OFFICER**Edoardo Mollona, **GENERAL TRACK CHAIR**Davide Bizjak, **GT CO-CHAIR**

SIG 02: Corporate Governance (COGO)

SIG OFFICERS:

Heike Mensi-Klarbach (WU Vienna, Austria) **SIG Chair**Nikolaos Kavadis (University Carlos III of Madrid, Spain) **SIG Chair-Elect**Daniel Yar Hamidi (Boras University, Sweden) **SIG Programme Chair**Dennis B. Veltrop (University of Groningen, Netherlands) **Programme Chair-Elect**

SIG 03: Entrepreneurship (ENT)

SIG OFFICERS:

SIG Chair, Matthias Raith (Otto-von-Guericke University, Germany)

SIG Programme Chair, Marzena Starnawska (University of Warsaw, Poland)

SIG Programme Chair-Elect, Luca Gnan (University of Rome Tor Vergata, Italy)

Past Chair, Massimiliano M. Pellegrini (University of Rome "Tor Vergata", Italy)

Past Chair, Lucrezia Songini (Eastern Piedmont University, Italy)

Past Chair and Entrepreneurship SIG Founder, Hans Lundberg (Linnaeus University, Sweden)

Communication Officers, Marzena Starnawska (University of Warsaw, Poland)

Giulia Flamini (University of Rome Tor Vergata, Italy) Alex Alterskye (University of Lincoln, UK) Jennet Achyldurdyyeva (National Sun Yat-Sen University, Taiwan)

SIG 04: Family Business Research (FABR)

SIG OFFICERS:

Claudia Astrachan-Binz (Lucerne University of Applied Sciences and Arts, Switzerland) **SIG Chair**Anneleen Michiels (Hasselt University, Belgium) **SIG Chair-Elect**Giovanna Campopiano (University Witten/Herdecke, Germany) **SIG Programme Chair & Communications Officer**Daniel Pittino (Jönköping University) **SIG Programme Chair-Elect**

Maximilian Lude (Zeppelin University, Germany) SIG Secretary

SIG 05: Gender, Race, and Diversity in Organisations (GRDO)

SIG OFFICERS:

SIG Chairwoman:

Professor Beverly Dawn Metcalfe -The Holy Spirit University of Kaslik, Lebanon

Programme Co-Chairs:

Dr Hamid Kazeroony – Walden University, USA

Dr Faiza Ali - Lahore University of Management Sciences, Pakistan

Professor Edwina Pio, Auckland University of Technology New Zealand

PD Dr. Thomas Köllen, University of Bern, Switzerland

Professor Eddy Ng, Dalhousie University- Canada

Professor Jawad Syed- University of Management Sciences, Pakistan

Dr Memoona Tariq, University of Huddersfield, UK

SIG 06: Innovation (INNO)

SIG OFFICERS:

Pascal Le Masson (Mines Paris Tech, France) SIG Chair

Vivek K. Velamuri (HHL Leipzig Graduate School of Management, Germany) **SIG Programme Chair**Julia Jonas (University of Erlangen Nuremberg, Germany) **Co-Programme Chair and Communications Officer**

SIG 07: International Management (IM)

SIG OFFICERS:

SIG chair: Markus G Kittler, MCI Management Center Innsbruck

SIG 08: Managing Sport (SPORT)

SIG OFFICERS:

Anna Gerke (Audencia Business School, France) SIG Chair

Birnir Egilsson (Molde University College, Norway) Programme Chair

Konstantinos Koronios (University of Peloponese) Communications Officer

SIG 09: Organisational Behaviour (OB)

SIG OFFICERS:

OB SIG chair: Zeynep Yalabik

OB SIG Programme chairs: Eleanna Galanaki & Alessia Sammarra

General track chair: Eleanna Galanaki

Team Performance track chair: Petru Curseu & Sandra Schruijer

HRM track chairs: Alessia Sammarra & Silvia Profili

OB SIG Officer: Joyce Costello

OB SIG communication officers: Ceydan Maden Eyiusta, Dr Dinuka Herath, Barbara Covarrubias Venegas

SIG 10: Project Organising (PO)

SIG OFFICERS:

SIG board for 2019:

Martina Huemann, WU Vienna University of Economics and Business, Austria (Chair)

Alexander Kock, Technische Universität Darmstadt, Germany (Chair Elect and Communication Officer)

Monique Aubry, University of Quebec at Montreal, Canada (Programme Chair, Treasurer)

Toumas Ahola, Tampere University of Technology, Finland (General Track Chair, responsible for reviews)

Miia Martinsuo, Tampere University of Technology, Finland (Professional Development Support Officer)

Past Chairs, but still active:

Graham Winch, Manchester Business School, UK.

Miia Martinsuo, Tampere University of Technology, Finland

Hans Georg Gemünden, Berlin University of Technology, Germany

Rodney Turner, SKEMA Business School, France

Christophe Midler, École Polytechnique, France

Brian Hobbs, University of Quebec at Montreal, Canada

SIG contact 2019: Alexander Kock

SIG 11: Public and Non-Profit Management (PM&NPM)

SIG OFFICERS:

Denita Cepiku (University of Rome Tor Vergata, IT) SIG Chair

Robert S. Hernandez (University of Alabama at Birmingham, USA) SIG Co-Chair for Healthcare Management

Reto Steiner (ZHAW School of Management and Law, CH) SIG Co-Chair for the General Track

Riccardo Mussari (University of Siena, IT) SIG Co-Chair for Scientific Quality

Andrea Bonomi Savignon (University of Rome Tor Vergata, IT) SIG Programme Chair

Mateusz Lewandowski (Jagiellonian University Krakow, PL) SIG Communications Officer

SIG 12: Research Methods and Research Practice (RM&RP)

SIG OFFICERS:

SIG Chairs:

Bill Lee (University of Sheffield, UK)

Viktor Dörfler (University of Strathclyde, UK)

SIG Plenary Chairs:

David S. A. Guttormsen (BI Norwegian Business School, Norway)

Huiping Xian (University of Sheffield, UK)

General track chairs

Usman Aslam (University of Birmingham, UK)

Evandro Bocatto (MacEwan University, Canada)

Hakki Okan Yeloglu (Başkent Üniversitesi, Turkey)

Treasurer:

Prof. Dr Petra Poljsak-Rosinski (BAU International Berlin – University of Applied Sciences)

SIG Communication Officer:

Dr Alexander Buhmann (BI Norwegian Business School, Norway)

SIG 13: Strategic Management (SM)

SIG OFFICERS:

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SIG Programme Co-Chair

Daniel Alonso Martínez (University of León, Spain) **SIG Programme Co-Chair** Ana Garcia-Granero (University of Valencia, Spain)

Communication and Social Events Co-Chair

Evangelia Siachou (Hellenic American University, Greece)

Communication and Social Events Co-Chair

Nuno Oliveira (Tilburg University, Netherlands)

SIG Programme Co-Chair of kick off activities

Kathrin Sele (Aalto University School of Business, Finland)

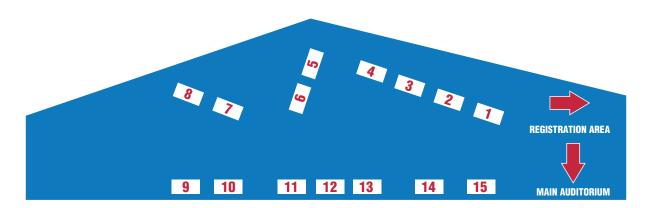
SIG Programme Co-Chair of kick off activities

SIG 14: Conference Tracks

SIG OFFICERS:

Nelson Antonio, ISCTE-IUL

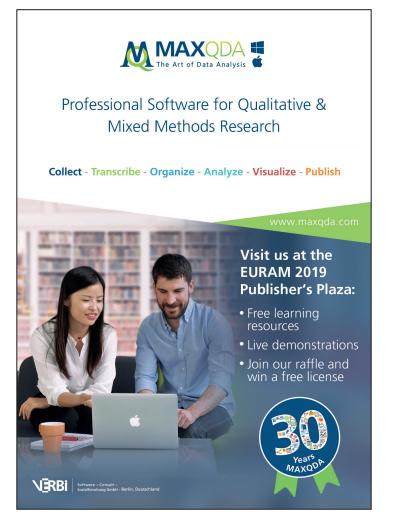
EURAM 2019 Publishers'



No Publisher

- 1 MAXQDA
 The Art of Data Analysis
- 2 SAGE
- 3 case centre
- 4 Routledge
 Taylor & Francis Group
- 5 Edward Elgar
- 6 MEGA LEARNING
- 7 WILEY
- 8 DE GRUYTER OLDENBOURG

- No Publisher
- 9 emerald PUBLISHING
- 10 interpretive simulations
- 11 🖢 Springer
- 12 CAMBRIDGE UNIVERSITY PRESS
- 13 OXFORD UNIVERSITY PRESS
- 14 **PMI**
- 15 EURAM 2020th
 THE RUSINESS OF NOW: the future starts here



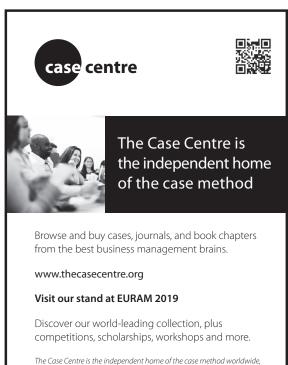


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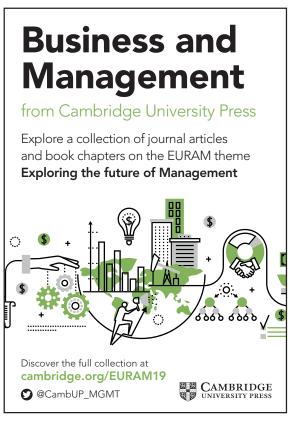




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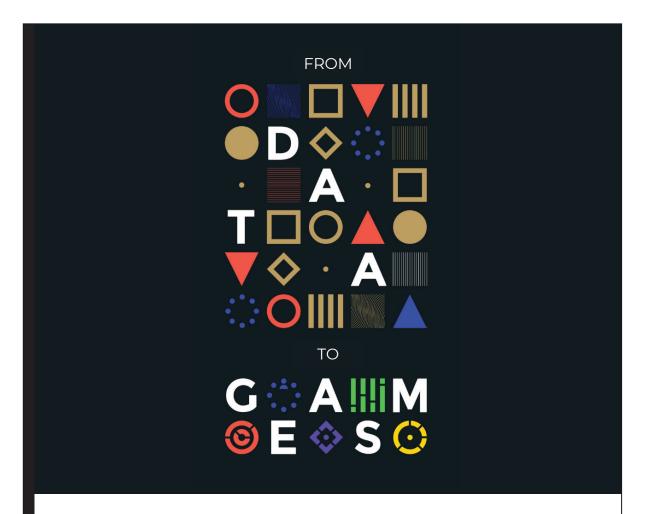












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General Information

Address

ISCTE - Instituto Universitário de Lisboa Av. das Forças Armadas 36 1649-026 Lisboa

Conference Venue and building

The EURAM 2019 Conference is taking place at the ISCTE - Instituto Universitário de Lisboa (ISCTE-IUL). Four buildings are being used for the conference; ISCTE Building 1, ISCTE Building 2, ISCTE - Ala Autónoma and ISCTE-INDEG Building. Track sessions will take place in each of these locations and the coffee breaks/lunches will be served at the F&B tent.

The Registration Desk will be located at the ISCTE Building 1 Foyer. Please avoid bringing your luggage and keep it in your hotel room.

All participants, official guests and accompanying persons have to wear their name badge. Please note that unfortunately, there will be a 15 Euros charge to replace a lost badge.

Certificate of Attendance

Certificates of attendance will be sent to your email directly after obtaining your name badge.

Conference Registration

The registration and information desk is located inside ISCTE Building 2 main entrance (floor 1). The operating hours of the registration desk are:

25 June 2019 - 13:00 - 19:00

26 June 2019 - 08:00-18:30

27 June 2019 - 08:00 -18:30

28 June 2019 - 08:00-18:30

Room Capacity

Due to safety regulations, the maximum attendance is limited by room capacity meaning that once all seats are taken, the session is full and no-one else can be admitted. The Organising Committee, in collaboration with the Track and SIG Chairs, has endeavoured to schedule all sessions by taking into account the estimated number of participants.

EURAM Party (Pátio Da Galé)

Friday 28th June 2019, 7:30 pm

Praça do Comércio, 1100-038 Lisboa

Wi-Fi Information

Each participant may enter with the EDUROAM login and password from their host university.

If you don't have any EDUROAM username and password please use the following details to connect to Wi-Fi.

Network inside the conference's buildings:

Network Name: ISCTE-IUL Guest
Password: Santa9Ana
Network Name: EURAM Guest
Password: Santa9Ana

Network inside the tent located at the university courtyard.

General Information

Computer LAB Room

Room Building II - D114, 26t through 28 from 8h00 to 20h00.

The login can be made using the following info:

Login- Guest02 Password- LH1Lm1zdeE

Publishers' Plaza

The publishers' plaza is located inside Building 2 Foyer and will be there for the duration of the conference.

Coffee Breaks and Lunches

All coffee breaks and lunches will be served in the tent which will be located at the university courtyard.

Coffee Breaks

Date	Hours
Wednesday 26 June 2019	10:30 – 11:00
	17:10 – 17:30
Thursday 27 June 2019	10:30 – 11:00
	17:10 – 17:30
Friday 28 June 2019	10:30 – 11:00
	17:10 – 17:30

Lunches

Date	Hours
Wednesday 26 June 2019	12:30 – 14:00
Thursday 27 June 2019	12:30 – 14:00
Friday 28 June 2019	12:30 – 14:00

Track Sessions per day

Leader and Employee Health (11:00 - 12:30) - ISCTE - Ala Autonoma/Room AA3.28

Track: T09_04 - Leadership Chair(s): Kerstin Alfes Paper Presentations:

. op c.	i rescritetions.		
689	PARADOXICAL LEADERSHIP BEHAVIOR AND EMPLOYEE BURNOUT: THE ROLE OF FOLLOWERS' COGNITIVE		
	FLEXIBILITY AND PERCEIVED LEADER UNPREDICTABILITY		
	Nils Langner ESCP EUROPE		
	Kerstin Alfes ESCP EUROPE		
1238	OCCUPATIONAL WELL-BEING OF INTERNATIONAL BUSINESS TRAVELERS: EXAMINING THE CHALLENGING		
	AND HINDRANCE DEMANDS OF INTERNATIONAL BUSINESS TRIPS, AND THE IMPORTANCE OF THE LMX AS A		
	RESOURCE		
	Hilpi Kangas UNIVERSITY OF VAASA		
	Liisa Mäkelä UNIVERSITY OF VAASA		
	Milla Heikkilä UNIVERSITY OF VAASA		
1643	STAY AT HOME OR GO TO WORK SICK? ASSOCIATIONS BETWEEN LEADERS' HEALTH CONDITIONS AND WORKER		
	PRODUCTIVITY		
	Sara Lopes ISCTE-IUL		
	Aristides Ferreira ISCTE-IUL		

Leadership and Knowledge Transfer (11:00 - 12:30) - ISCTE - Building II/Room C5.06 Track: T03_12 - Knowledge Management and Knowledge Transfer in Start-ups and SMEs Chair(s): Sylvia Rohlfer

Paper Presentations:

131 THE EFFECTS OF EMPOWERING LEADERSHIP, VOICE AND VALUE ORIENTATIONS ON MANAGEMENT INNOVATION:
A MODERATED MEDIATION EXAMINATION

Sylvia Rohlfer CUNEF
Abderrahman Hassi AL AKHAWAYN UNIVERSITY
Simon Fietze UNIVERSITY OF SOUTHERN DENMARK

523 PREDICTING INNOVATIVE WORK BEHAVIOR: THE ROLE OF EMPOWERING LEADERSHIP, EMPOWERMENT ROLE
IDENTITY, CLIMATE FOR INITIATIVE AND CLIMATE FOR INNOVATION
Abderrahman Hassi AL AKHAWAYN UNIVERSITY
Sylvia Rohlfer CUNEF
Simon Fietze UNIVERSITY OF SOUTHERN DENMARK

1812 "HOW LEADERS PUBLICLY ACKNOWLEDGE ERRORS WHILE RECOUNTING PROFESSIONAL FAILURE STORIES" A
MULTI-MODAL QUALITATIVE ANALYSIS OF "FUCKUP NIGHTS BRUSSELS" VIDEOS
Irene Ingardi PHD STUDENT

Irene Ingardi PHD STUDENT Vincent Giolito RESEARCHER Paul Verdin PROFESSOR Camille Meyer RESEARCHER

Rui Prada INSTITUTO SUPERIOR TÉCNICO

M&A and Performance (11:00 - 12:30) - ISCTE - Building II/Room C1.01

Track: ST13_04 - Mergers & Acquisitions and Divestitures: A Glimpse into the Future

Chair(s): Audrey Rouzies
Discussant(s): Duncan Angwin

Paper Presentations:

431	THE INFLUENCE OF INSTITUTIONAL ENVIRONMENT ON THE SHORT-TERM PERFORMANCE OF MERGERS AND ACQUISITIONS IN EMERGING MARKETS Elena Rogova NATIONAL RESERCH UNIVERSITY HIGHER SCHOOL OF ECONOMICS - SAINT PETERSBURG Natalia Okuneva NATIONAL RESERCH UNIVERSITY HIGHER SCHOOL OF ECONOMICS - SAINT PETERSBURG
1852	INTER-ORGANIZATIONAL RELATIONSHIPS AND ACQUISITION LIKELIHOOD: EVIDENCE FROM HIGH TECHNOLOGY FIRMS Huma Javaid UNIVERSITY OF BATH Panos Desyllas UNIVERSITY OF BATH Orietta Marsili UNIVERSITY OF BATH
1828	A TRIPLE LAYERED CONTEXTUAL MODEL OF ACQUISITION CAPABILITY PERFORMANCE EFFECTS Florian Bauer LANCASTER UNIVERSITY David King FLORIDA STATE UNIVERSITY Svante Schriber STOCKHOLM BUSINESS SCHOOL Martin Friesl LANCASTER UNIVERSITY