

Academy
of Management

Journal

AMJ Paper & Idea Development Workshop

IIM Bangalore

17th – 18th February 2018



Indian Institute of Management Bangalore

Bannerghatta Road,
Bilekahalli,
BANGALORE
PIN Code: 560 076
India

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Programme Schedule

Friday 16th February

Participant arrival

Saturday 17th February

VENUE: IIM Bangalore, Room N001

8:30-9:00 Registration and meet-and-greet

9:00-9:10 Inauguration and lighting of the lamp; welcome address by Director, IIM Bangalore

9:10-9:40 'Publishing in AMJ: New Ways of Seeing' – Jason D. Shaw (Editor-in Chief)

9:40-10:25 'Publishing in AMJ: Exemplars and Ideas from Strategy and Organization Theory' – Wendy Smith (Associate Editor)

10:25-10:45 Refreshment Break

VENUE: IIM Bangalore, Central Pergola & M24

10:45-11:20 Research Snapshots – 5-minute presentations

Group 1 – Central Pergola

Editors: Jason Shaw, Raja Chattopadhyay, Wendy Smith, Markus Baer, Zeki Simsek

1. Sri Aditya and S Subramanian "An empirical study on social media sentiment and stock market moment"
2. Priyatam Anurag "How do Commercial Banks Respond to Countervailing Influence of Regulations for Financial Inclusion and Capital Adequacy?"
3. Srinidhi Bin, Kavitha Ranganathan, Poonam Singh & Madhu Veeraraghavan "Demystifying the Role of Multiple Blockholders in Family Firms"
4. Sai Chittaranjan, Anish Sugathan & Rama Turaga "Strategic Determinants of Business Group CSR"
5. Punyashlok Dwibedy "Informal Competition and New Product Introduction in Emerging Markets: The Moderating Role of Foreign Technology Acquisition and Resource Based View"
6. Swati Ghulyani, Ranjeet Nambudiri, Rihana Shaik & Santosh Kumar Tiwari "Role of Organizational Psychological Capital (OPC) in the Performance of Business Group (BG) Affiliated Firms"
7. Merin Jacob "Creativity in Financially Constrained Organizations: The Role of Organizational Search"

Group 2 – M24

Editors: Marc Gruber, Subra Tangirala, Anthony Nyberg, Balagopal Vissa, Lisa Leslie

1. Mukta Kulkarni "Holding On To Let Go: Identity Work in Discontinuous and Involuntary Career Transitions"
2. Shiji Lyndon "Shared Leadership in Entrepreneurial Teams: A Qualitative Study"
3. Shaivi Mishra "Managing Stigma in Dirty Work: The Case of Waste Pickers"
4. Abdul Nayeem "Empirical Study on the Impact of Human Resource Outsourcing on Firm Performance"
5. Anish Purkayastha & Vishal K. Gupta "Can internationalization make Indian business group affiliated firms more entrepreneurial? An attention-based perspective"
6. Raj Shankar, Tommy Clausen & Andrew Corbett ""You Win, I Win" – Corporate Accelerators, Reverse Flows, and an Extension of Organizational Sponsorship Theory"
7. J. C. Usha "Empirical Study on Value Drivers of Angel Backed Start-up Companies in Bangalore"

11:20-12:50 Paper Development Roundtables with assigned editors

Group 1

Jason, Raja, Wendy, Markus, Zeki
Aditya, Anurag, Bin, Chittaranjan, Dwibedy, Ghulyani, Jacob

Group 2

Marc, Subra, Anthony, Bala, Lisa
Kulkarni, Lyndon, Mishra, Nayeem, Purkayastha
Shankar, Usha

12:50 – 14:00 Lunch

14:00 - 14:35 Research Snapshots (II) – 5-minute presentations

Group 1 – Central Pergola

Editors: Jason Shaw, Raja Chattopadhyay, Wendy Smith, Markus Baer, Zeki Simsek

1. *Mayank Aggarwal "Does contextual and peer effects have an impact on board of director behaviour? A peer effect model"*
2. *Hemangi Bhelarao & Satishchandra Kumar "Interplay of Emotional Intelligence, Transformational Leadership and Conflict Management Strategies in India – A context for Transfer, Conversion and Creation of Tacit knowledge"*
3. *Amit Chakrabarti "Entrepreneurial Orientation in Dire Times: The Role of Risk-Taking Ability of Owners"*
4. *Vijayta Doshi "Rethinking Gender: Men Selling Women's Cosmetic Products in India"*
5. *Mohammad Fouad & Amita Mital "Timing of international strategic alliance formation: A study of Indian firms"*
6. *Benny Godwin "Understanding the antecedents of Service Decisions: An integration of Service Promiscuity and Customer Citizenship Behavior"*
7. *Ankur Jain "What happened to the work I was doing? Sociomateriality and Automation of work"*

Group 2 – M24

Editors: Marc Gruber, Subra Tangirala, Anthony Nyberg, Balagopal Vissa, Lisa Leslie

1. *Payal Kumar, Manish Singhal, D Israel, Indrajit Mukherjee & Stacy Blake-Beard "Leader-follower incongruence in personality traits and mentoring outcomes: The role of affect as mediator and informal mentor as moderator"*
2. *Bishakhar Majumdar "The Dual Influence of Career Expectancy Beliefs on Intention to Quit: Explaining Through Marketability"*
3. *Shibashis Mukherjee, Shyama M & Swarna Suresh Tyagi ""Do male gynaecologists experience reverse discrimination in India?"*
4. *Diptiprakash Pradhan "The Effect of Multiple Stars on the Creation and Division of Firm Surplus"*
5. *Preeti Rawat & Shiji Lyndon "Neuroticism and Innovative Behavior: The Mediating Role of Thriving"*
6. *Kalpana Srinivasan, M G Jomon, E S Srinivas & D Israel "Developing Transitioning Leaders through Challenging Experiences: Effect of Leader Self and Means Efficacy, Developmental Readiness, Perceived Supervisory Support, And Job Autonomy in Predicting Leader Outcomes"*
7. *Ramya Venkateswaran "Cross-Cultural Interaction in Foreign Entry Mode as Cultural Friction: A Macro-Level Study of Dimension Interactions"*

14:35-15:00 Refreshment Break

15:00 - 16:45 Paper Development Roundtables with assigned editors (II)

Group 1

Jason, Raja, Wendy, Markus, Zeki Aggarwal, Bhelarao, Chakrabarti, Doshi, Fouad Godwin, Jain

Group 2

Marc, Subra, Anthony, Bala, Lisa Kumar, Majumdar, Mukherjee, Pradhan Rawat, Srinivasan, Venkateswaran

17:00 Nature Walk led by Deepa Mohan

18:00 onwards Dinner

Sunday 18th February 2018

VENUE: IIM Bangalore, Central Pergola & M24

9:00-9:45 'Publishing in AMJ: Exemplars and Ideas from Qualitative Research' – Marc Gruber (Deputy Editor)

9:45-10:20 Research Snapshots (III) – 5-minute presentations

Group 1 – Central Pergola

Editors: Jason Shaw, Raja Chattopadhyay, Wendy Smith, Markus Baer, Zeki Simsek

1. *M. V. Anuradha "Exploring Work Centrality"*
2. *Caruna Bhat "Multiple Directorships and Firm Performance in the Indian Context"*
3. *Amit Chauradia & Deepak Somaya "Is Pro Bono Also Pro Lucrum? Pro Bono, Human Capital Strategies and Profit Performance in Law Firms"*
4. *Mani Dalia "Thick As Thieves but Not Thieves: Tax Sheltering in Corporate India"*
5. *Koustab Ghosh & Ajai S. Gaur "Microfoundations of Knowledge Acquisition and Subsidiary Performance: Role of Subsidiary Strength, Initiatives, and Absorptive Capacity"*
6. *Megha Gupta, Kanika Bhal & Mahfooz Ansari "Relational Age and Leader-Member Exchange: The Mediating Role of Perceived Trust"*
7. *Srivardhini Jha, Gopal Naik & Jothsna Rajan "Balancing the See-Saw: The Dynamics of Institutional Logics and Value Creation in Public-Private Partnerships"*

Group 2 – M24

Editors: Marc Gruber, Subra Tangirala, Anthony Nyberg, Balagopal Vissa, Lisa Leslie

1. *Arun Kumar T V & K S Manikandan "Business Group Affiliation and Firm Performance: A Competitive Repertoire Perspective"*

2. *Dayashankar Maurya & Amit Srivastava "Mass with Mix: The Journey of Governance Adaptation"*
3. *Dayasindhu N "Why do resources become inimitable over time: A case study of in-house training in Indian IT services"*
4. *Sankalp Pratap "Renewal of Capabilities: Role of Practices of Fringe External Actors"*
5. *Sushanta Sarma "Sustaining 'social goal' in for-profit social enterprise: A Path-creation Perspective"*
6. *R. Bala Subramanian, Munish Thakur, Gloryson Chalil & ISF Raj "Influence of Gratitude on Team Performance: The Mediating Role of Team Cohesion"*
7. *Priyanka Vincent & Murale Venugopalan "Coping With Job Insecurities through Skill Development"*

10:20-10:50 Refreshment Break

10:50-12:50 Paper Development Roundtables with assigned editors (III)

Group 1

Jason, Raja, Wendy, Markus, Zeki
Anuradha, Bhat, Chauradia, Dalhia, Ghosh, Gupta
Jha

Group 2

Marc, Subra, Anthony, Bala, Lisa
Kumar T V, Maurya, Dayasindhu N, Pratap
Sarma, Subramanian, Vincent

12:50-14:00 Lunch

END

Workshop organizers:

India Institute of Management, Bangalore

Jason D. Shaw, The Hong Kong Polytechnic University (Editor)

Marc Gruber, EPFL

Srivardhini K. Jha, Indian Institute of Management, Bangalore

Mukta Kulkarni, Indian Institute of Management, Bangalore

Sai Yayavaram, Indian Institute of Management, Bangalore

Bangalore, India



Bangalore, officially known as Bengaluru, is the capital of the Indian state of Karnataka. It has a population of over ten million, making it a megacity.

Bangalore is often referred to as the "Silicon Valley of India" (or "IT capital of India") because of its role as the nation's leading information technology exporter. Indian technological organisations ISRO, Infosys, Wipro and HAL headquarters are located in the city.

A demographically diverse city, Bangalore is the second fastest-growing major metropolis in India. It is home to many educational and research institutions in India, such as Indian Institute of Science (IISc), Indian Institute of Management (Bangalore) (IIMB), National Institute of Fashion Technology, Bangalore, National Institute of Design, Bangalore (NID R&D Campus), National Law School of India University (NLSIU), National Institute of Mental Health, and Neurosciences (NIMHANS). Numerous state-owned aerospace and defense organisations, such as Bharat Electronics, Hindustan

Aeronautics and National Aerospace Laboratories are located in the city. The city also houses the Kannada film industry.

Bangalore is served by Kempegowda International Airport, located at Devanahalli, about 40 kilometres (25 miles) from the city centre. It was formerly called Bengaluru International Airport.

Bangalore is known as the "Garden City of India" because of its greenery, broad streets and the presence of many public parks, such as Lal Bagh and Cubbon Park. Bangalore also known for its underground music scene and it is one of the premier places to hold international rock concerts. In May 2012, Lonely Planet ranked Bangalore 3rd among the world's top 10 cities to visit.

Bangalore is also home to many vegan-friendly restaurants and vegan activism groups, and has been named India's most vegan-friendly city by PETA India.

Bangalore has a wide and varied mix of restaurant types and cuisines and Bangaloreans deem eating out as an intrinsic part of their culture. Roadside vendors, tea stalls, and South Indian, North Indian, Chinese and Western fast food are all very popular in the city. Udupi restaurants are very popular and serve predominantly vegetarian, regional cuisine.

The cartoon gallery is located in the heart of Bangalore. Dedicated to the art of cartooning, it is the first of its kind in India. Bangalore is also a major centre of Indian classical music and dance. The cultural scene is very diverse due to Bangalore's mixed ethnic groups, which is reflected in its music concerts, dance performances and plays.



IIM Bangalore

Indian Institute of Management Bangalore is a leading research-focused business school in Asia with around 100 full time faculty members, more than 1200 students across various long duration programmes and nearly 5000 annual Executive Education participants. Our logo carries a proclamation in Sanskrit, तेजस्वि नावधीतमस्तु (tejasvi navadhitamastu), which translates as 'let our study be enlightening'.

Our mission is to prepare leaders and entrepreneurs through transformative and innovative education. Located in India's high technology capital, we are in close proximity to some of the leading corporate houses in the country, ranging from information technology to consumer product companies, giving us the added advantage of integrating classroom knowledge with practical experience.

Our long-duration post graduate programmes comprise the Fellow Programme in Management (FPM), the Post Graduate Programme in Public Policy and Management (PGPPM), the one year full-time Executive Post Graduate Programme in Management (EPGP), the Post Graduate Programme in Enterprise Management (PGPEM), and the Post Graduate Programme in Management (PGP).

Along with ten disciplinary areas and five centres of excellence that offer courses and conduct research on interesting questions facing various sectors of industry, we have three faculty recruiting centres – the Centre for Management Communication, the Centre for Public Policy, and the N S Raghavan Centre for Entrepreneurial Learning.

We have just launched an India-Japan Study Centre at IIMB to promote understanding of Japan in India and India in Japan through research, teaching and policy outreach efforts. An Israel Centre at IIM Bangalore has been set up to act as a hub for research on Indo-Israeli interactions in the fields of technology innovation, business strategy and history, government policies and culture, by uniting scholars, business community and students.

We are committed to make deep social impact using technology-enabled education. Towards this end, we offer Massive Open Online Courses (MOOCs) through edX, and are the first management school in India to offer MOOCs on the edX platform.

We have been accredited by the EFMD Quality Improvement System (EQUIS) for period of five years in 2016. The five-year accreditation, highest that EQUIS confers, is a testimony to the fact that the evaluating team was confident about our ability to sustain efforts undertaken to achieve excellent standards in education, internationalization and research.

For the ninth year in a row, in 2017, Eduniversal, Paris has ranked IIMB the top business school in Central Asia.

The Post Graduate Programme in Management (PGP) of IIM Bangalore has been listed among the top 25 in the QS Masters in Management Ranking 2018, and value for money.

Accommodation options

Treebo Akshaya Mayflower

(Appx. Rs.1300/- 0.5 Kms from IIMB)

Bannerghatta Road, Bengaluru

FabHotel Kushi Comforts J.P. Nagar, Bangalore

(Appx. Rs.1500/- 2 Kms from IIMB)

#53/1 S V arcade 2nd floor Devarachikkanahalli Road Bilekahalli off Bannerghatta Road Bangalore.

Elite Park, Bangalore

(Appx. Rs.1500/- 0.5 Kms from IIMB)

No. 7, DSR Galleria, Opp. Kalyani Motors, Bilekhal, Bannerghatta Rd., Bangalore 560076.

The Grand Continent Hotel

(Appx. Rs.2000/- 2.5 Kms from IIMB)

44 1st Main Road JP Nagar 3rd Phase, Opp. Mini Forest Park, JP Nagar, 560078 Bangalore.

Hotel Euphoria

(Appx. Rs.2500/- 0.5 Kms from IIMB)

Address: No. 128/54/10 First & Second floor, Bannerghatta Main Road, Bengaluru.

Temple Tree Hotel

(Appx. Rs.3200/- 6.5 Kms from IIMB)

Address: 3, 9th Cross, Wilson Garden, Bengaluru.

The President Hotel

(Appx. Rs.4500/- 7.0 Kms from IIMB)

Address: 79/8, Diagonal Rd, Jayanagar East, Jaya Nagar 1st Block, Jayanagar, Bengaluru.

The Pride Hotel Bangalore

(Appx. Rs.5200/- 8.5 Kms from IIMB)

Address: 93, Richmond Road, Langford Gardens, Bengaluru, Karnataka 560025

The Chancery Pavilion

(Appx. Rs.7000/- 8.5 Kms from IIMB)

Address: 135, Residency Road, Bengaluru, Karnataka 560025

Grand Mercure Bangalore

(Appx. Rs.8500/- 6.5 Kms from IIMB)

Address: 12th Main Koramangala, 3rd Block , Bengaluru - 560034

Getting to IIM Bangalore

The workshop will be held at:

Indian Institute of Management Bangalore
Bannerghatta Road,
Bilekahalli,
BANGALORE
PIN Code: 560 076
India

The IIMB campus is located in south Bangalore on the main Bannerghatta Road, in an area called Bilekahalli. (Geographical co-ordinates 12.897604N, 77.600191E). Bannerghatta Road is an arterial road that radiates from the centre of Bangalore city and stretches right up to the Bannerghatta National Park.

The IIMB campus is located at the "10th Km" from the city centre (MG Road). Bilekahalli is the name of the locality and the postal area, and this area location is the prime reference for the drivers of taxis and autorickshaws.

Directions from the Bangalore International Airport

On arrival at the Bangalore International Airport, near the exit of the airport building, the airport security personnel can guide you towards the airport taxis. These official airport taxi operators ply by the meter; it should cost you about Indian Rupees 1000 to reach the IIMB campus from the airport. By taxi (participants can take Uber or Ola cabs to reach campus and get around the city), it should take you about 90 minutes to reach the IIM Bangalore campus. However, traffic is at a peak during 9 am - 11 am and 5:30 pm - 8:00 pm, and the travel could take more time.

The campus has a single main entrance - the access is via a ramp, which veers to the left of the Bannerghatta Road. The Security Office at the main gate will guide you to the person/building you wish to reach.

Roundtable Session Assignments - IIMB Workshop 17th - 18th February 2018			Roundtable Session Assignments (Tables)		
			17th Feb AM	17th Feb PM	18th Feb AM
Sri	Aditya	Sri Satya Sai Institute of Higher	Central Pergola (1)	Central Pergola (1)	Central Pergola (2)
Mayank	Aggarwal	IIM Ahmedabad	Central Pergola (2)	Central Pergola (1)	Central Pergola (2)
M. V.	Anuradha	Great Lakes Institute of Manag	Central Pergola (1)	Central Pergola (2)	Central Pergola (1)
Priyatam	Anurag	IIM Bangalore	Central Pergola (2)	Central Pergola (1)	Central Pergola (2)
Hemangi	Bhalerao	K.J. Somaiya Institute of Manag	Central Pergola (1)	Central Pergola (2)	Central Pergola (2)
Caruna	Bhat	IIM Bangalore	Central Pergola (2)	Central Pergola (1)	Central Pergola (2)
Srinidhi	Bin	University of Texas at Arlington	Central Pergola (1)	Central Pergola (2)	Central Pergola (1)
Amit	Chakrabarti	IIM Visakhapatnam	Central Pergola (1)	Central Pergola (1)	Central Pergola (2)
Amit	Chauradia	Indian School of Business	Central Pergola (2)	Central Pergola (1)	Central Pergola (1)
Sai	Chittaranjan	IIM Ahmedabad	Central Pergola (2)	Central Pergola (1)	Central Pergola (1)
Mani	Dalhia	IIM Bangalore	Central Pergola (1)	Central Pergola (1)	Central Pergola (2)
Vijayta	Doshi	IIM Udaipur	Central Pergola (2)	Central Pergola (2)	Central Pergola (1)
Punyashlok	Dwibedy	IIM Ahmedabad	Central Pergola (1)	Central Pergola (2)	Central Pergola (1)
Mohammad	Fouad	IIM Lucknow	Central Pergola (2)	Central Pergola (1)	Central Pergola (1)
Koustab	Ghosh	IIM Rohtak	Central Pergola (2)	Central Pergola (2)	Central Pergola (1)
Swati	Ghulyani	IIM Indore	Central Pergola (2)	Central Pergola (2)	Central Pergola (1)
Benny	Godwin	Christ University, Bangalore	Central Pergola (2)	Central Pergola (1)	Central Pergola (2)
Megha	Gupta	K.J. Somaiya Institute of Manag	Central Pergola (1)	Central Pergola (2)	Central Pergola (2)
Merin	Jacob	IIM Kozhikode	Central Pergola (2)	Central Pergola (2)	Central Pergola (1)
Ankur	Jain	IIM Bangalore	Central Pergola (2)	Central Pergola (2)	Central Pergola (1)
Srivardhini	Jha	IIM Bangalore	Central Pergola (1)	Central Pergola (2)	Central Pergola (2)
Mukta	Kulkarni	IIM Bangalore	M24 (1)	M24 (1)	M24 (2)
Payal	Kumar	XLRI	M24 (1)	M24 (1)	M24 (2)
Arun	Kumar T V	IIM Tiruchirappalli	M24 (1)	M24 (2)	M24 (1)

Shiji	Lyndon	K.J. Somaiya Institute of Manag	M24 (2)	M24 (1)	M24 (2)
Bishakha	Majumdar	FORE School of Management, N	M24 (2)	M24 (2)	M24 (1)
Dayashankar	Maurya	T A Pai Management Institute	M24 (2)	M24 (1)	M24 (1)
Shaivi	Mishra	IIM Bangalore	M24 (1)	M24 (2)	M24 (2)
Shibashis	Mukherjee	IIM Bangalore	M24 (2)	M24 (1)	M24 (2)
Dayasindhu	N		M24 (1)	M24 (1)	M24 (2)
Abdul	Nayeem	IBS Business School	M24 (2)	M24 (2)	M24 (1)
Diptiprakash	Pradhan	IIM Bangalore	M24 (2)	M24 (2)	M24 (1)
Sankalp	Pratap		M24 (2)	M24 (1)	M24 (1)
Anish	Purkayastha	IIM Rohtak	M24 (1)	M24 (1)	M24 (2)
Preeti	Rawat	K.J. Somaiya Institute of Manag	M24 (2)	M24 (1)	M24 (2)
Sushanta	Sarma	TAPMI, Manipal	M24 (2)	M24 (1)	M24 (1)
Raj	Shankar	Entrepreneurship Developmen	M24 (2)	M24 (1)	M24 (2)
Kalpana	Srinivasan	XLRI Jamshedpur	M24 (1)	M24 (2)	M24 (1)
Bala	Subramanian	XLRI Jamshedpur	M24 (1)	M24 (2)	M24 (2)
J. C	Usha	Ramaiah University of Applied S	M24 (1)	M24 (2)	M24 (1)
Ramya	Venkateswaran	IIM Calcutta	M24 (1)	M24 (2)	M24 (1)
Priyanka	Vincent	Amrita School of Business	M24 (1)	M24 (2)	M24 (2)