ANZIBA 2017
Australia and New Zealand International Business Academy
Conference Program
15 – 17 February 2017
Welcome to Adelaide!
The University of South Australia Business School is excited to be hosting this year's ANZIBA 2017 conference at our West Campus here on North Terrace, Adelaide. We hope you enjoy the conference and its festivities.

The theme this year focuses on Internationalization, International Entrepreneurship and the Emerging Frontiers in WINE.

On Day Three, Friday 17th February
6.00pm conference dinner
3.30pm wine tour
Barossa Valley, South Australia

Schedule at a glance

Day 3, Friday 17th February
6.00pm conference dinner
3.30pm wine tour
Barossa Valley, South Australia
ANZIBA Evenings Functions

Day 2, Thursday 16th February
9.00am – 3.30pm (8.30am registration opens)
ANZIBA Conference
The University of South Australia, Hawke Building

Day 1, Wednesday 15th February
9.00am – 4.00pm
PhD Colloquium
The University of South Australia, Hawke Building

LOCAL ORGANISING COMMITTEE AND EXECUTIVE

Professor Susan Freeman - University of South Australia
Conference Chair.

Professor Ying Zhu - University of South Australia
Professor Tamer Cavusgil - Georgia State University
Dr Rob Jack - Macquarie University
ANZIBA Executive Representative.

Associate Professor Greg Fisher - Flinders University
Doctoral Colloquium.

Dr Yoshio Yanadori - University of South Australia
IHRM Representative.

Associate Professor Richard Lee - University of South Australia
Marketing Representative.

Dr Ping Xiong - University of South Australia
Law Representative.

Dr Ryan Tung - University of South Australia
International Business Representative.

Associate Professor Vassiliki (Vicky) Bamiatzi - University of Liverpool
Associate Professor Konstantinos (Kostas) Bozos - University of Leeds.
Professor Zhang (Richard) Bin - Donghua University
Chair Chinese Track.

Professor Lei Shen - Donghua University
Chinese Track.

Professor Jiang Qiju - Shanghai Ocean University
Chinese Track.

Professor Zhao Wei - Beijing Normal University
Chinese Track.

Professor Zhu Ciyun - Tsinghua University
Chinese Track.

Professor Zhang Wei - Beihang University
Chinese Track.

Professor Zhu Yingzhao - Shandong Ocean University
Chinese Track.

Associate Professor Qian Xiang - Northeast Normal University
Chinese Track.

Associate Professor Zhangquan Chen - Shandong Agricultural University
Chinese Track.

Associate Professor Xiaojing Li - Shandong University
Chinese Track.

Professor Li Gang - Dalian Maritime University
Chinese Track.

Professor Qin Xiaohong - Dalian Maritime University
Chinese Track.

Professor Chen Guo - Dalian Maritime University
Chinese Track.

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Welcome to Adelaide

Message from the President

On behalf of the ANZIBA Executive Committee, it gives me great pleasure to welcome you to the ANZIBA 2017 Conference in Adelaide. The conference, with the theme of “Internationalisation, International Entrepreneurship and the Emerging Markets,” is designed to encourage scholars to share their novel ideas pertaining to theory building through incorporating context in research.

I wish you all a productive and enjoyable conference.

Professor Peter Dowling
La Trobe University
President, ANZIBA Executive Committee

Finally, I would like to extend our congratulations to our three keynote speakers, Professor Patricia麦克多格拉尔科文, Professor Tamir Cawseil and Professor Peter Buckley, our Greeter, Professor Susan Freeman, and the local organising committee for compiling a substantial program incorporating both paper and panel sessions and three leading international keynote speakers. As in previous years, it is particularly encouraging to see a large number of submissions from outside the Australian and New Zealand region. I'd like to thank the Flinders University for hosting our Doctoral Colloquium.

I'd like to thank the School of Commerce and University of South Australia Business School at the University of South Australia for hosting the conference and Flinders Business School at Flinders University for hosting our Doctoral Colloquium.
Professor Marie Wilson is Pro Vice Chancellor (Business and Law) of the University of South Australia Business School. Professor Wilson has a track record of delivering in both industry and university leadership, and under her direction the UniSA Business School has become globally recognised as a leader in applied research and in the education of global professionals. Since gaining her initial degree in Science at Florida State University Professor Wilson has studied and worked across the globe and has been a senior manager in strategy and HRM for seven public companies, including one of the largest IT firms in the world. Professor Wilson holds a PhD in Water Policy and a JD in contract and employment law. She has published and lectured extensively in these areas.

Under Professor Wilson’s leadership the UniSA Business School’s MBA has been awarded a Graduate Management Association of Australia (GMAA) five-star rating for the 9th year running, and the MBA and Business School were awarded a five-star rating in QS (Quacquarelli Symonds) Stars, while continuing UniSA’s prestigious EQUIS accreditation (which looks for a balance between high academic quality and professional relevance). The UniSA Business School hosts several world-class research centres, including the Australian Centre for Asian Business, and the Ehrenberg-Bass Institute for Marketing Science. In the last three years, the Business School has launched both the Centre for Business Growth in partnership with ANZ, and the Institute for Choice (Sydney and Adelaide). Professor Wilson holds a PhD in Water Policy and has over twenty years of university leadership experience, including senior roles at Griffith University and The University of Auckland. She also has extensive experience in start-up and high technology ventures, is a Graduate of the Australian Institute for Company Directors and a Fellow of The Australian Institute of Managers (AIM) and The Australia and New Zealand Academy of Management (ANZAM).

Professor Lin Crase is Professor of Economics and Head of School of Commerce. He joined UniSA in February 2016. Prior to commencing at UniSA, Lin was Professor and Director of the Centre for Water Policy and Management at La Trobe University.

Lin’s research has focused on applied economics, water policy, and water rights. Lin’s expertise includes the impact of environmental issues in relation to urban water management. He has also worked on projects in South Asia, Japan, and Europe.

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2012. In the Queen's New Year Honours List, he was appointed an Officer of the Order of the British Empire (OBE) in the Queen's New Year Honours List, which includes the prestigious Henry Ford Award for his outstanding contributions to the field of international business. His distinguished career spans teaching, research, and service in numerous academic and professional journals, including the Journal of International Business Studies, Academy of Management Journal, and Strategic Management Journal.

Professor Peter Buckley is a distinguished academic, having served as a visiting professor at several major universities worldwide. He has published over 70 books, including some of the most significant works in the field of international business.

Professor Tamer Cavusgil is another prominent figure in the field of international business. He has published over 200 articles in leading journals and is a leading expert in the areas of internationalization of the firm, international business strategy, and strategic management.

Academic recognition for their contributions to the field of international business includes the Academy of International Business Distinguished Faculty Award, the Academy of Management Distinguished Faculty Award, and the Academy of International Business Distinguished Research Award. They have also received numerous awards and recognitions, including the Academy of International Business Lifetime Achievement Award and the Academy of Management Distinguished Service Award.

In conclusion, Professor Buckley and Professor Cavusgil are two of the most influential figures in the field of international business, having made significant contributions to the understanding of the evolution of international business and the role of the firm in shaping the global economy.

Keynote Speakers:

Professor Peter Buckley
Professor Tamer Cavusgil-Covin
Welcome Address

Lord Mayor – Martin Haese

Martin is a proud South Australian. As a city resident, business owner and educator, Martin is committed to serving the City of Adelaide's residential, commercial and visitor communities. At 27 years of age, Martin opened his first retail store in the City of Adelaide and over the next 12 years grew that business into a successful national enterprise with 220 employees. Martin went on to study an MBA and later became the General Manager of the Rundle Mall Management Authority.

Martin co-founded the Entrepreneurs' Organisation in SA and has served on a number of boards including the South Australian Youth Arts Board, the Adelaide Convention Bureau, the Property Council's Mainstreets Committee and Chairman of the Bay to Birdwood. Martin was also the national chair of the Council of Capital City Lord Mayors in 2015.

Martin believes that technology will provide many of the solutions for today's problems and opportunities. As Lord Mayor, Martin is focused on enhancing Adelaide's reputation as a smart innovative city and bringing a game where good things happen first.

Martin's immediate goal is for the City of Adelaide to become an even greater place to live, learn, work, play, visit and invest. The ultimate goal is to become the world's most livable city.

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ANZIBA Life Fellow Award
Professor Stephen Nicholas
Presentation of the Inaugural ANZIBA Life Fellow Award to Professor Stephen Nicholas for his efforts and dedication in establishing ANZIBA.

Professor Nicholas has published over 120 refereed journal articles, book chapters and edited books in international business, management and diversity.

ANZIBA Life Fellow Award

Presentation of the Inaugural ANZIBA Life Fellow Award

Professor Stephen Nicholas

Best Paper Award

Best Paper Award nominations for the Conference Dinner.

Tracks 5, 6, 7, 8, 9, 10, 11, 12, 13, 14 and 15 No nominations or not registered for the conference.

Tracks 1, 2, 3, 4 and 16 No nominations or not registered for the conference.

Tracks 1, 2, 3, 4, 5 and 6 No nominations or not registered for the conference.

Tracks 1, 2, 3, 4, 5, 6 and 7 No nominations or not registered for the conference.

Tracks 1, 2, 3 and 4 No nominations or not registered for the conference.

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Floor Plans for the Hawke Building, The University of South Australia

Level 2, Level 3, Level 4, Level 5, Level 6

GF - Allan Scott Auditorium (Main Area)
H6-03, H6-09, H6-10, H6-11, H6-12

North Terrace
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<tr>
<th>Time</th>
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<td>18.00 – 20.00</td>
<td>Welcome Reception</td>
<td>Kerry Packer Civic Gallery, Hawke Building, The University of South Australia, Adelaide</td>
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**Track Ten**
- Webster, Qijun Jiang, Yu Jiawen, Webster, Qijun
- Qijun Jiang, Yu Jiawen, Webster, Qijun
- Webster, Qijun

**Track Five**
- Maureen Benson-Rea
- Maureen Benson-Rea

**Track Three**
- Chinmay Pattnaik
- Chinmay Pattnaik

**Track Four**
- Chris Hye Youn Park, Indrit Troshani
- Chris Hye Youn Park, Indrit Troshani

**Track Two**
- Changwha Chung, Cynthia Chang, Frances Chang, Ankit Aggarwal, Chris Hye Youn Park, Indrit Troshani
- Changwha Chung, Cynthia Chang, Ankit Aggarwal, Chris Hye Youn Park, Indrit Troshani

**Track One**
- Maureen Benson-Rea, Maureen Benson-Rea
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**Track Five**
- Maureen Benson-Rea
- Maureen Benson-Rea
Track Three
"By accident or design: The internationalisation of Australian innovative SMEs utilising wholly owned foreign entities in China"
Ismail Abdulhak, Jane Menzies, Steve Ogden

Track Four
"Network ties, informal fees and export propensity of Vietnamese SMEs"
Thi Xuan Huong Nguyen, Viet Le

Track Five
"Empowering Facebook Brand Pages: The Effects of 4P Posts on Customer Engagement"
Mathupayas Thongmak

Track Two
"Upgrading Local Operations for Global Arbitrage"
Fisch, Jan Hendrik; Björn Schmeisser

Track Four
"The stake of interpersonal networks for implementing economic intelligence systems in China"
Eric Milliot

Track Fifteen
"The Challenges and Dealing Strategies on Adopting Big Data for Informing Strategies on "Quantitative Skills as an Engine of Entrepreneurship: The Case of Large Pensions"
Yang Wang

Track Three
"Rethinking entrepreneurial intention: Goals need implementation"
Shuja ul Islam, Danial Hassan

Track Thirteen
"Control Variables in International Business Research: A Review and Recommendations"
Bo Nielsen, Arpit Raswant

Track Two
"Corporate Political Activity in MNC Subsidiaries: Extending the Integration-Responsiveness Framework"
Shantanu Banerjee, Paul Brewer, Sunil Venaik

Track Four
"Enabling Management of Global Operations: The Effects of "Empowering Facebook Brand Pages" on Customer Satisfaction"
Bhagwandas Thongmak, Bipin Sharma, Prithi Jamshidkar

Track Fifteen
"The Challenges and Dealing Strategies on Adopting Big Data for Informing Strategies on "Quantitative Skills as an Engine of Entrepreneurship: The Case of Large Pensions"
Yang Wang

Track Three
"Re-thinking Entrepreneurship and Growth in Emerging Markets: Latecomer Firms, Institutions, Organizations & Markets"
Vassiliki Bamiatzi
Friday 17th of February

9.00 – 10.30 KEYNOTE ADDRESS
Allan Scott Auditorium

10.30 – 11.00 MORNING TEA

11.00 – 11.20 TRACK ONE

“Becoming Competent Expatriate Managers: Embracing Paradoxes in International Management”
Dan Wang, Jiaxian Wu, Qingfeng Zhang, Xander Ong, Susan Freeman

11.20 – 11.40 TRACK FIVE

“How Does Decision-Maker Personality Influence Entry Mode Decisions?”
Peter Magnusson, Douglas Dow, Daniel Baack

11.40 – 11.50 TRACK SEVEN

“Financial analysts and the evaluation of corporate acquisitions: Survey evidence on IFRS knowledge, analyst experience, and the use of accounting information…”
Patric Andersson, Niclas Hellman

11.50 – 12.10 TRACK FOURTEEN

“China’s Outward Foreign Direct Investment (OFDI) – A Four-Cluster Perspective”
Rui Torres Oliveira, Daniel Borgia

12.10 – 12.30 TRACK SIX

“Does Cross-Cultural Competence Matter: Study of Cross-Cultural Intelligence and its Impact on Social Adjustment and Academic Performance of International Students in Sydney”
Marina Iskhakova

12.30 – 12.50 TRACK NINE

“Impact of Indian Celebrity Endorsements on Pakistani Consumers’ Perception”
Mubbsher Munawar Khan, Mahrukh Mansoor

12.50 – 13.10 TRACK ONE

“Talent management in emerging countries: Emerging patterns and challenges”
Violetta Khoreva, Edyta Kostanek

13.10 – 13.30 TRACK FIVE

“Ethnic minority consumers in China – do they differ from the majority Han people?”
Song Yang, Shiqing Ding

13.30 – 13.50 TRACK SEVEN

“Financial Distress among Listed Firms in China”
Yu He

13.50 – 14.10 TRACK FOURTEEN

“The Integration of Chinese State-Owned Enterprises in Australia”
Hans Hendriksen, Wei Song, Fang Sheng Ding

14.10 – 14.30 TRACK NINE

“Ownership and Firm Performance”
Patricia McDougall, Bo Nielsen, and Konstantinos Bozos

14.30 – 14.50 TRACK ONE

“Heilman’s Big Five and the Big Five Job Satisfaction: A Study of Cross-Cultural Differences”
Daniel Borga

14.50 – 15.10 TRACK FIVE

“HRM and the Employee Experience in a Multinational Context”
Patric Andersson, Niclas Hellman

15.10 – 15.30 TRACK SEVEN

Yu He

15.30 – 15.50 TRACK FOURTEEN

“The Integration of Chinese State-Owned Enterprises in Australia”
Hans Hendriksen, Wei Song, Fang Sheng Ding
### ANZIBA ANNUAL GENERAL MEETING (AGM) AND LUNCH

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Peter Budepesi, Professor of International Business and Founding Director of the Business Continuous Institute, University of Leeds, UK

### Session One: Presentations

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<th>Time</th>
<th>Session</th>
<th>Title</th>
<th>Presenter</th>
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<td>17.00 – 17.30</td>
<td>Track One: Presentations</td>
<td>&quot;What gets HR noticed? Employee perceptions of HR actors in performance appraisal&quot;</td>
<td>Sofia John</td>
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<td>17.30 – 17.50</td>
<td>Track Two: Presentations</td>
<td>&quot;International Experiential Knowledge, Export Learning Process and Export Sales Growth&quot;</td>
<td>Nathaniel Boso, Magnus Hultman</td>
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<td>17.50 – 18.15</td>
<td>Track Three: Presentations</td>
<td>&quot;Firm Level Determinants of Foreign Investment: A Capital Structure Approach&quot;</td>
<td>Vaneet Bhatia, S. K Mitra</td>
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<td>18.15 – 18.45</td>
<td>Track Four: Presentations</td>
<td>&quot;The IB Legacy of 9/11 and Global Terrorism: Reconsidering the Research Agenda&quot;</td>
<td>Benjamin Bader, Gabriele Suder, Robert Grosse</td>
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<td>19.15 – 19.45</td>
<td>Track Six: Presentations</td>
<td>&quot;Industrial Competitiveness and Earnings Quality of Family Business&quot;</td>
<td>Feng Jui-Hsu, Yu-Cheng Hsu, Yu-Cheng Chen</td>
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### Concurrent Sessions

Concurrent Sessions Two and Three: Presentations will run for 20 minutes (including 15 minutes for the presentation and 5 minutes for questions and answers at the end). Concurrent Session One: Presentations will run for 15 minutes (including 12 minutes for the presentation and 3 minutes for questions and answers at the end). Concurrent Session Two and Three are divided into fifteen-minute slots each. Concurrent Session Four is divided into twenty-minute slots each. Due to the large number of presentations, we ask delegates to adhere strictly to the prescribed timeframe to ensure a smooth transition between presentations. On Day Two, we have two Key Note Addresses and one Concurrent Session.

On Day One, we have one Welcome Address, one Key Note Address, and two Concurrent Sessions, followed by a break-taking escape to the beautiful wineries of Barossa Valley for the official Conference Dinner at Peter Lehmann Winery.

On Day Two, we have two Key Note Addresses and one Concurrent Session. Due to the large number of presentations, we ask delegates to adhere strictly to the prescribed timeframe, to ensure a smooth transition between presentations. Concurrent Session One will have a total of fifteen minutes each, while Concurrent Session Two and Three will have twenty minutes each. The schedule is as follows:

**Concurrent Session One:** Presentations will run for 15 minutes (including 12 minutes for the presentation and 3 minutes for questions and answers at the end).

**Concurrent Session Two and Three:** Presentations will run for 20 minutes (including 15 minutes for the presentation and 5 minutes for questions and answers at the end).
The Barossa Tour will feature historic 1842 Village at Langmeil Winery
The conference dinner will be located at Peter Lehmann Winery, Barossa Valley.
ABSTRACTS

Track 1

Becoming competent expatriate managers: Embracing paradoxes in international management
Dan Wang, Jiaxian Wu, Qingfeng Zhang, Xander Ong, Susan Freeman

This study proposes a paradoxical perspective to investigate expatriates’ managerial competence on international assignments. It argues for a ‘both/and’ approach for expatriates to sustain complexities and paradoxes in a dynamic international management environment. Thus, we advocate a dual strategy approach as a solution to the expatriates performing cross-culturally. We identify the main paradoxes encountered by expatriate managers—identity paradox, leadership paradox, and performing paradox. In addition, we propose a number of ‘win-win’ solutions to assist expatriate managers to effectively manage these international management paradoxes. This study contributes to international management literature by emphasizing the enabling role of cultural and national contradictions as facilitators to build expatriate competence rather than as barriers.

Human resource management of a Chinese bank in Australia
Judith Zhu

This paper explores how human resource management is approached in emerging market service firms operating in developed countries. Using data from a longitudinal case study of Australian subsidiary of a Chinese bank, this paper demonstrates that human resource management in the firm is designed in line with host country and global best practices. However, the way that this hybrid HRM system is implemented shows up traces of Chinese origin. This finding highlights the need for future studies to adopt a more nuanced approach in analyzing multinational enterprises’ localization strategy. Moreover, this study finds that the international human resource management strategy in the case firm has started transition from a polycentric approach to global standardization approach, a process assisted by the headquarters’ learning from global best practices, a motivation to become global leaders and perceived legitimacy. This suggests that future studies on international human resource management in emerging market MNEs should pay more attention to the implications of attributes of emerging market MNEs’ headquarters on international human resource management in emerging market MNEs.

IntELS (Internationally educated local staff): Are they ‘foreign’ in the workplace? (A case study in Vietnam)
Mary Precy Lego, Ron Edwards, Sharif As-Saber

In emerging economies such as Vietnam, internationalisation has led to an increasing demand for highly skilled workers. As a result, many higher educational institutions have developed joint education programmes with foreign universities to train undergraduates and postgraduates. This will enable the institutions to develop internationally educated local staff who have studied abroad to work in multinational enterprises. The paper argues that the term ‘foreign’ in the workplace needs to be redefined to accommodate the notion of ‘local’ and ‘international’ in one workforce. The paper explores how human resource management is approached in emerging countries by comparing the experiences of Vietnamese business enterprises namely: state-owned enterprises (SOEs), foreign-owned enterprises (FOEs) and local private companies (VCs) (Collins, 2009; Zhu & Verstaeten 2013: 153).

Talent management in emerging countries: Emerging patterns and challenges
Violetta Koreva, Edyta Kostanek

This paper empirically investigates how business leaders of Russian and Kazakh subsidiaries of Nordic MNEs sensitize the notion of talent and how talent is managed and retained in these subsidiaries. Building on convergence and global TM literature, we examine the extent to which Russian and Kazakh subsidiaries of Nordic MNEs comprise Western TM practices and become accustomed to those principles of global TM. Data was collected via 50 semistructured interviews with business leaders of Kazakh and Russian subsidiaries of Finnish and Swedish MNEs. Our study provides evidence that while some of these multinational enterprises have a different focus on the experience of expatriates, the importance of the local workforce in the overall workforce is significant. The paper explores how human resource management is approached in emerging countries by comparing the experiences of Vietnamese business enterprises namely: state-owned enterprises (SOEs), foreign-owned enterprises (FOEs) and local private companies (VCs) (Collins, 2009; Zhu & Verstaeten 2013: 153).
Supported by empirical evidence, several paradoxes and dilemmas have been
stated commitments and cla
ments of policy response while excluding others. Although theories of internationalization
policymakers frame the problem is important, as it conditions pa
Orlando Fernandes

Breaking up and making up — A host location policymakers’ perspective on
Track 2
Shantanu Banerjee, Paul Brewer, Sunil Venaik

Corporate Political Activity in MNC Subsidiaries: Extending the Integration
responsiveness framework

The impact of role commitment on expatriation willingness at different career
career stages

What gets HR noticed? Employee perceptions of HR actors in performance appraisal
Sofia John

What is empirical evidence that multinational enterprises (MNEs) are inclined to engage in tax base erosion practices in host locations? How host policymakers identify the varying degrees of alignment in MNEs’ value creating and value capturing patterns of MNC subsidiaries and which factors influence employees’ abilities to understand how the IHRM policies of IT MN

Responding to employee needs in the context of the performance appraisal. Based on qualitative

The juggling game: Indian IT professionals expatriation willingness at different career

Career planning: traditional expatriates from emerging economies.

Cultural and institutional factors also arose as relevant issues and are discussed.

Cultural and institutional factors are significant in shaping the perception of host location policymakers about expatriation decisions. The role of different stakeholders, including government, local businesses, and individual expatriates, in shaping the decision-making process is highlighted. The study also examines the impact of different factors such as the expatriate’s experience and motivation, host country culture, and the nature of the expatriate program on the decision to remain or return. The findings provide insights into the complexities of expatriation decision-making and the need for a more nuanced approach to understanding and managing these processes.
The IB Legacy of 9/11 and Global Terrorism: Reconsidering the Research Agenda
Benjamin Bader, Gabriele Suder, Robert Grosse

We explore the legacy of 9/11 in its influence on research into global terrorism and international business (IB). While terrorism incidents and business-related threats have significantly increased over the past fifteen years, IB literature has only partially reflected this trend due to limitations in research methods and data availability. We propose that the Global Value Chain (GVC) approach and recent evolutions in data analysis methods will allow scholars to better integrate terrorism studies into theoretical constructs, models, and theory. We frame our analysis along the GVC to assess and evaluate contributions in this field to relevant theory-building in internationalization.

Upgrading Local Operations for Global Arbitrage
Jan Gendrik Fisch, Björn Schmeisser

The study views upgrades of foreign operations towards the upstream end of the value chain as a means to appropriate advantages of the local environment for other locations of the MNC. Acknowledging that location advantages drive upgrades of operations, we predict that they do even more so if the MNC’s structure provides resource flows to exploit global arbitrage opportunities in tax rates, investment incentives, and technological knowledge in the network of foreign locations. The study views upgrades of operations as a means to appropriate advantages of the local environment for other locations of the MNC. Avoiding the HoW model, we predict that they do even more so if the MNC’s structure provides resource flows to exploit global arbitrage opportunities in tax rates, investment incentives, and technological knowledge in the network of foreign locations. Through arbitrage, the performance impact can be greater for the entire MNC than for local operations. The hypotheses are supported by event history analysis and panel regressions.

Ismail Abdulhak, Jane Menzies, Steve Ogden

This study explores the factors that enable the internationalization of innovative Australian SMEs utilizing wholly owned foreign entities (WOFE) in China. The study aims to examine the factors that enable the internationalization of innovative Australian SMEs utilizing wholly owned foreign entities (WOFE) in China. The study aims to examine the factors that enable the internationalization of innovative Australian SMEs utilizing wholly owned foreign entities (WOFE) in China.

By accident or design: The internationalization of innovative SMEs utilizing wholly owned foreign entities in China

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The Effect of Subsidiary Exploratory Behavior on Divestment Decision
Hye Youn Park, Chris Changwha Chung

This study examines the effect of subsidiary business expansion on subsidiary divestment. According to the organizational learning theory, we identify that affiliates undertaking exploratory learning behaviors in business expansion are more likely to be divested since they put more emphasis on future growth opportunities rather than performance improvement of current business domains. Further, we confirm the positive effect of existing knowledge base. As affiliates operate a wide scope of business domains, they are more likely to expand to inexperienced business domains successfully. Based on a sample of 25,641 Japanese subsidiaries operated from 1991 to 2014, the empirical findings show that the extent of learning from existing business domains can result in distinct effects on subsidiary divestment decision.

International Competitiveness and Growth of MNEs
Ziqi Liao

This study aims at examining the key determinants of international competitiveness and growth of multinational enterprises (MNEs) especially with regard to international R&D. In the present work, the time frames are operationalized through attributing a medium run to international R&D when it impacts on international competitiveness and a long run to international R&D when it impacts on international growth. The empirical results reveal that as the strategic effectiveness of international R&D varies in light of the two different runs, MNEs must be rationally clear about the period over which the impact is sought in strategic decision-making of international R&D. The findings make important contributions to research and practice by advancing the understanding of the time-frame effects and Coase-theoretic matching of decision horizons in association with international R&D of MNEs.

The Effect of Subsidiary Exploration on Foreign Entry and Portfolio Decisions
Ilja van Meurs

The purpose of this research is to examine the effect of subsidiary exploration on foreign entry and portfolio decisions. The study aims to examine the effect of subsidiary exploration on foreign entry and portfolio decisions. The study aims to examine the effect of subsidiary exploration on foreign entry and portfolio decisions.

The Role of Entrepreneurship in Internationalization
Track 3
By accident or design: The internationalization of innovative SMEs utilizing wholly owned foreign entities in China

Ismail Abdulhak, Jane Menzies, Steve Ogden

This study explores the factors that enable the internationalization of innovative SMEs utilizing wholly owned foreign entities (WOFE) in China. The examination of these issues for WOFEs remains underexplored, especially in the context of developed economy SMEs entering emerging markets, in the case of this study, Australian SMEs entering China. We add to the research literature on subsidiary internationalization by studying Australian-WOFEs entering China. We add to the research literature on subsidiary internationalization by studying Australian-WOFEs entering China. We add to the research literature on subsidiary internationalization by studying Australian-WOFEs entering China. We add to the research literature on subsidiary internationalization by studying Australian-WOFEs entering China.

We explore the legacy of 9/11 and global terrorism: reconsidering the research agenda
Entrepreneurial intentions have attracted considerable attention as a potentially useful variable in explaining the entrepreneurship process. Intention is said to be the direct antecedent of behavior. In this sense, intention has been measured as a potential predictor of behavior, and the direct antecedent of behavior in this sense, intention has been measured as an indicator of the entrepreneurial process. Intention is crucial to the context of entrepreneurship research. Using a qualitative approach with in-depth interviews with 20 early-stage entrepreneurs from India, this paper presents important managerial implications and interesting future research avenues.

We found that individuals who left jobs on paths of dissatisfaction found opportunities through alertness and networks, while those who left jobs on paths related to shocks found opportunities through active networking. Entrepreneurial intentions have been recognized as an important element of international business research. While the concept of entrepreneurial intentions was developed in order to focus attention on the relationship between entrepreneurship and behavior, there are several limitations of these concepts. In this paper, we develop a new model of the relationship between entrepreneurial intentions and behavior. The model is based on the notion that entrepreneurial intentions are formed through an iterative process of opportunity recognition and subsequent decision-making processes. We address an important research gap by focusing on the nature of the process of entrepreneurial intentions.

Influence of Social Capital on Foreign Market Entry Mode Changes among Family SMEs

We address an important research gap by focusing on the nature of the process of entrepreneurial intentions. We develop a model and present propositions that highlight the importance of entrepreneurial intentions in understanding the formation of entrepreneurial behavior. This approach has been useful to understand the formation of entrepreneurial intentions. However, family SMEs lack resources (such as foreign market knowledge, information, secondary connections) needed to internationalize, but overcome their resource limitations by accessing resources embedded in their networks of relationships, primarily social capital. While the influence of social capital on the internationalization of family SMEs is highlighted in the family SME literature, little is known about how social capital influences the direct antecedent of behavior. In this sense, intention has been measured as a potentially useful variable in explaining the entrepreneurship process. Intention is said to be the direct antecedent of behavior. In this sense, intention has been measured as a potential predictor of behavior, and the direct antecedent of behavior in this sense, intention has been measured as an indicator of the entrepreneurial process. Intention is crucial to the context of entrepreneurship research. Using a qualitative approach with in-depth interviews with 20 early-stage entrepreneurs from India, this paper presents important managerial implications and interesting future research avenues.

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Auxiliary Flexibility in Healthcare Delivery System: A Research Framework

Pradeep Kumar, Shibashish Chakraborty, Sasadhar Ber

Social capital can influence aspects of the internationalization process such as the rate and success of internationalization. Researchers have examined how social capital influences internationalization outcomes, but have been less concerned with how it is developed or how small to medium-sized enterprises (SMEs) tend to do this. This study examines the facilitative role of social capital in the development of SMEs and the multidimensional utility of network relations to capture resource opportunities. This study highlights that resource-seeking entrepreneurs need to focus on the multidimensional utility of network relations to capture resource opportunities.

SME Resilience in the Face of Globalized Supply Chain Vulnerabilities

Bridgette Sullivan-Taylor, Sarah Livschitz

This paper examines entrepreneurs’ network-oriented behavior in seeking opportunities to enter international markets. The paper focuses on the processes by which entrepreneurs develop networks as means to access resource opportunities in pursuit of international markets. An exploratory approach of model building was used to provide insights into the nature of network processes and structure for internationalization: The role of pre-existing networks and multiplex ties. Examining network processes and structure for internationalization: The role of pre-existing networks and multiplex ties. Frances Chang, Cynthia Webster

The intention-behavior link. One possible explanation is that the difference between providing services to patients quickly and effectively in synergistic ways with the multidimensional utility of network relations to capture resource opportunities. Our findings show that the activation and nurturing of pre-existing ties provide opportunities for partnerships to develop, which may serve as the basis for future studies on entrepreneurial intention and behavior.
The state of interpersonal networks for implementing economic intelligence systems

While research into standardization and localization is well-established across all marketing disciplines, it has largely been ignored within the context of product packaging. This study first conceptualizes a typology of product attributes that may affect the implementation of economic intelligence systems. The typology includes attributes such as packaging, design, and branding, which can be defined as a system of learning (logic of knowledge) and lobbying (logic of influence), largely based on access to information and marketing strategies.

Network Ties, Informal Fees and Export propensity of Vietnamese SMEs

Thi Xuan Nguyen, Viet Le

This study investigates the impact of different network types on export propensity of Vietnamese SMEs. By looking at formal business networks and informal personal networks, the study finds that social networks contribute positively to export propensity. On the other hand, traditional business networks do not exert a significant impact on export propensity. The study suggests that SMEs should maintain their broad social network relationships to improve their knowledge, information, and skills rather than focusing on narrower ties such as business, banking, and political ties.

Network Ties, Informal Fees and Export propensity of Vietnamese SMEs

Eric Milliot

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How Does Decision-Maker Personality Influence Entry Mode Decisions?

This conceptual study lays out a framework for how the decision-maker’s personality is expected to influence entry mode decision. This study diverges from traditional entry mode studies, which have primarily focused on firm and product characteristics, and instead explores the role of the decision-maker’s personality.

The study posits that decision-makers with certain personality traits are more likely to choose different entry modes for their businesses. For example, decision-makers who are more risk-averse may prefer to enter a new market through a joint venture or licensing agreement, while those who are more risk-tolerant may opt for a direct investment.

The study also points out that personality traits can influence decision-makers’ perceptions of risk, which can in turn affect their entry mode choices. For instance, a decision-maker who perceives a market to be low-risk may be more likely to enter it through a greenfield investment, whereas a decision-maker who perceives it to be high-risk may opt for a less risky option such as a joint venture.

In conclusion, this study highlights the importance of considering the decision-maker’s personality when analyzing entry mode decisions. It suggests that by understanding the personality traits of decision-makers, marketers can better predict their entry mode choices and tailor their strategies accordingly.
This paper examines the existing literature on the international expansion process of mobile telecoms services. Adopting the systematic literature review methodological approach, the paper scrutinizes the findings of 52 published papers on the subject matter, which are then structured and summarized in a holistic framework under three distinct themes: antecedents, phenomenon, and consequences of the internationalization of mobile telecommunication companies. The paper finds that despite the upsurge in the number of studies on the international expansion of mobile telecoms, such works currently comprise mere fragmented bodies of knowledge. This contributes to the literature by taking stock of the literature on the internationalization of mobile and synthesizing these fragmented bodies of knowledge into an integrative framework. The paper also profiles a roadmap for future research by identifying gaps in the existing evidence base in the topical area as a guide and provides practitioners and policymakers with a recent call in the literature for a better understanding of managerial cognition's role in assessing foreign environments and determining internationalization decisions.
Despite great variation in knowledge, there were no significant differences in the number of analysts who knew the relevant standards very or fairly well. 33 percent knew the standards only to a slight extent or less, whereas 30 percent knew the standards very well or almost perfectly. Analysts with a higher level of knowledge had a better understanding of the implications of international accounting standards related to acquisitions and their use of such information for company valuation purposes. We find that the degree of investment and capital structure, to analyse the firm level determinants of foreign investment, are highly significant. Therefore, the focus of this paper is to investigate the role of foreign investment determinants in determining the firm level determinants of foreign investment decisions. Traditionally, the role of macroeconomic conditions and firm fundamentals in determining the effect of an economic integration on intra-regional FDI have different cost of endowed factors. An economic integration will result in a continuous distress and measure the contributing factors to these two stages from a firm's perspective. The results show that if two countries are identical, an economic integration will stimulate FDI in countries with low factor cost and stimulate FDI in countries with high factor cost. This finding indicates that countries' characteristics negatively contribute to early stage distress but positively contribute to the late stage distress. We find a strong correlation between FDI inflows and economic integration. The results support the hypothesis that two countries are identical in economic integration will result in more investment from abroad and less investment from domestic firms. Therefore, we can conclude that a high level of foreign investment is more likely to experience financial distress.

Financial distress among listed firms in China

Financial distress among listed firms in China is a critical issue for corporate governance and capital market participants. In China, where the legal and regulatory framework is still developing, firms with larger size and lower leverage are less likely to experience financial distress. This finding indicates that high use of complex accounting information is less knowledgeable. Finally, more experienced analysts assigned as junior analysts are more knowledgeable. These findings highlight the importance of the role of foreign investment in influencing inward foreign investment decisions. This paper examines the role of firm level factors in determining the firm level determinants of foreign investment: a capital structure approach. This paper studies the effect of an economic integration on intra-regional FDI and the role of foreign investment in determining the effect of an economic integration on intra-regional FDI. The findings suggest that an economic integration will encourage FDI in countries with low factor cost and stimulate FDI in countries with high factor cost. This finding indicates that countries' characteristics negatively contribute to early stage distress but positively contribute to the late stage distress. We find a strong correlation between FDI inflows and economic integration. The results support the hypothesis that two countries are identical in economic integration will result in more investment from abroad and less investment from domestic firms. Therefore, we can conclude that a high level of foreign investment is more likely to experience financial distress.
Historical or Spatial Dependence? The Antecedents and Consequence of FDI and Environmental Pollution in China

Jian-Xun Chen, Hui Tan, Wei Li, Rong Zhu

Given the opposing views on the relationship between FDI and environmental pollution in existing literature, to reconcile such paradox, this paper questions the underlying linear assumption in prior research and proposes the curvilinear relationship, that is, the inverted U-shaped relations between FDI and environmental pollution, and examines whether the "pollution haven" hypothesis exists in China characterized by its unbalanced regional economy. Drawing on the panel data of thirty Chinese provinces from 2006 to 2010, our findings reveal that "pollution haven" hypothesis does not exist in China at the national level in general. Consistent with our expectation, FDI has an inverted U-shaped relationship with environmental pollution. Moreover, unbalanced economic development level negatively moderates the inverted U-shaped relationship between FDI and environmental pollution in such a way that such relations is relatively steeper in the developed regions. By dividing China into three regions, interestingly, the "pollution haven" hypothesis is confirmed in the western regions while not in the middle and eastern regions, and the inverted U-shaped relationship exists in the eastern and middle regions while not in the western regions at the provincial level. The reason for such complex relationship is explained, and implications and limitations of this study are also discussed.

Industrial competitiveness and Earnings Quality of Family Businesses

Feng-Jui Hsu, Yu-Cheng Chen

This paper seeks to test whether family firms behave differently from other firms in terms of the quality of reported earnings. The research sample is Taiwan-based firms from 2003 to 2014. Specifically, we investigate whether family ownership of firms in competitive industries contributes to increased accounting manipulation, thus misleading analyst earnings forecasts and providing unreliable financial information to investors and regulators. Empirical results found that family businesses tend to manipulate earnings quality in more competitive industries or when they have relatively low market share. Our findings demonstrate the importance of family ownership ratio for earnings quality. Lower family business ownership/higher market share are associated with better earnings quality while higher family business ownership/lower market share lead to increased analyst forecast error.

Organizational slack and post-merger performance: Evidence from domestic and international takeovers

G. Tomas M. Hult, Konstantinos Bozos, Vassiliki Bamiatzi, S. Tamer Cavusgil

We focus on the role of organizational slack on the post-merger performance of cross-border acquirers. Using a sample of 1,478 international deals by US firms over the period 2000-2012, we employ changes in Tobin’s q to capture the effects on the acquirer’s performance. We then examine the impact of different types of organizational slack – operating, financial, potential and recoverable. We find that on average cross-border acquisitions lead to the destruction of significant value for the bidders. Readily available slack, in particular, the abundance of cash reserves can aggravate the takeover effects, leading to further erosion of shareholder value. On the contrary, organizational slack that is not readily available, such as the capacity to borrow capital or free up resources from within the organization acts as a defense mechanism against acquirers’ losses and is associated with improved post-merger performance.
Declining Industries in Emerging Economies and Firm Strategies

Organizational slack can be deployed for successful cultivation of international opportunities. Therefore, firms in declining industries in emerging economies should study the dynamics associated with the patterns in board decision outcomes. The paper proposes a theoretical framework that examines the interdependencies among actors, institutions, and markets in internationalization. We find that the particular combination of organizational slack (of operational, managerial, and financial nature) and home country conditions (e.g., regulation, market size, and competitive environment) lead to a desire for market opportunities in the domestic market and diversification. By examining the experiences of five leading Brazilian MNEs, we find that the leadership team's cognitive bases; cognitive bases of board members; and organizational slack have a significant relationship with corporate social responsibilities.

The literature on Emerging Market Multinational Enterprises (EMNEs) has mostly addressed Chinese and Indian firms, while there is scant research on Brazilian firms. Using an in-depth case study of five leading Brazilian MNEs, we find that the leadership team's cognitive bases; cognitive bases of board members; and organizational slack have a significant relationship with corporate social responsibilities.

In this paper, we discuss the importance of incorporating multiple perspectives in future research. We extend IB internationalization research to theorizing by offering multidimensional coevolutionary frames and draw on theoretical perspectives from global strategic management, sociology, history, and political science to enrich and fine-tune IB research agenda. This approach would yield deeper insights into the barriers faced by female entrepreneurs. Female entrepreneurs should be studied to understand the factors that influence their decision to internationalize.

Many studies on female entrepreneurship highlighted the barriers they face. To overcome the barriers, a most common recommendation was to policy makers.
We investigate how ownership concentration and institutional differences both directly influence and moderate the equity ownership strategy of Turkish MNEs. The findings suggest that the ownership concentration, which is an important characteristic of ownership structure, has a partial effect on the level of equity ownership, has a partial effect on the level of MNEs. The findings also indicate that the equity ownership strategy of Turkish MNEs is affected by the ownership concentration.

Negotiations are a core element of organizational life and they are daily occurrences. Negotiation outcomes are influenced by the affect of negotiators. The effect of affect on negotiation performance and negotiator resilience builds on previous findings regarding affect and negotiations and integrates the role for many professionals. The role of affect has often been a focus of negotiations research, and the current study seeks to take these questions into the field with a sample of negotiation professionals. Results of a diary study conducted with negotiation professionals indicate that within MNEs, high levels of affect negatively influence and moderate the equity ownership strategy and the emergence of China as one of the most important nations is undoubted. The Chinese economy, and unless important institutional changes occur, we argue that China will not be able to retain its elevated levels of economic growth. Chinese institutions are trying to achieve and are late in adopting and diffusion of e-government services. The Chinese business system is still very transactional the business system theory and empirical evidence, through a mixed methods approach, we explain the Chinese business system and how this will challenge the transformation of e-government services. The number of e-government initiatives and services is expected to be a major outcome of the study, and the development of e-government services is expected to be a major outcome of the study.

The effect of ownership concentration and institutional distance on the foreign work stress and negative core affect: the effect of negotiator resilience on Turkish MNEs in their foreign subsidiaries. In particular, we examine how ownership concentration and institutional differences both directly influence and moderate the equity ownership strategy of Turkish MNEs, Keith W. Glaister, Naz, Tarhan Okan, Tatoglu, Tualy Ilhan, Mehmet Demirbag, Ekre

This study examines the impact of user demographics and service quality on the adoption and diffusion of e-government services: A study of digital economies. Sayantan Khanra, Rojers P Joseph

The Chinese business system and its Transitional Economic Model

This study examines the impact of user demographics and service quality on the adoption and diffusion of e-government services: A study of digital economies. Sayantan Khanra, Rojers P Joseph

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Over the past decade, Indian multinational corporations have made a huge impact in terms of their overseas operations in foreign countries, making India the second major investor behind China. Much of the focus however has remained on investing and operating in more traditional and established developed markets, like UK, Europe or USA. Not much attention has been paid towards understanding how Indian multinational corporations operate in newly emerging and developed markets, especially those with dynamic and rapidly evolving economies. Unlike these more established markets, emerging economies are characterized by rapid economic growth, socio-cultural diversity, and high degrees of political instability. This study explores the use of control variables in associative studies published in the top five International Business (IB) research journals over a three-year period from 2012-2014 with particular emphasis on how controls are justified, reported and discussed in the published literature. The study uses a content analysis approach to identify and categorize the use of control variables in published IB studies. The findings suggest that while overall, control variables are used less frequently in IB studies than in other management journals, they are used more frequently in IB studies than in other fields of management. The study also highlights the importance of considering control variables in IB research, as they can help increase the reliability and accuracy of estimates of relationships among key variables in a study. The study concludes with a discussion of socially acceptable limits of deregulation, controls, and industrial and structural changes in emerging and developing economies, and the possible implications for IB research and practice.
important as the review process is in determining not only the progress of an academic field but also people’s careers, it seems warranted to pay more attention to it (Miller, 2006). Although equally important for qualitative research, given the large proportion of quantitative papers in top journals, this panel strives to provide insights and guidelines to help IB scholars systematically evaluate quantitative research papers.

### The Specificities of Interviewing in China

**Rui Torres Oliveira, Sandra Figueira**

Interviewing as part of a research effort involves much more than just the personal interviewing skills of the researcher. The cultural context surrounding where the interview is being conducted has an important influence over the whole interviewing process and must be seen as critical. In this paper, we focus on the interview interviews of the Chinese context, the cultural factors contributing to the interview interview process in China. We first review the existing interview models and interviews of risk management, or “asset management companies,” in Beijing City. Then, we consider the Chinese interview model, the industrial interview model, which emphasizes the role of the interviewee in the interview process.

### China’s Outward Foreign Direct Investment (OFDI) – A Four-Cluster Perspective

**Rui T Oliveira, Daniel Borgia**

Recent patterns in outward foreigner direct investment (OFDI) by China and other developing countries is challenging some of the preeminent theories on the topic. In this empirical paper, we argue that no single existing theory of OFDI adequately explains China’s pattern for investing overseas. Instead, our research suggests through the integration of a multi-level unit of analysis that Chinese firms can be categorized into four different investment clusters based on different rationalities, objectives, and motivations. Our findings also suggested that while existing theories apply to Chinese OFDI, this holds only for specific clusters for firms, not overall.

### The Integration of Chinese state-owned enterprises in Australia

**Hans Hendrischke, Wei Li, Doug Ferguson**

Mainstream theory of ODI has been largely built upon the experience of multinational investors from industrialized countries. There are inevitably gaps to the experience of investors from emerging economies (Alon et al., 2012; Alon and McIntyre, 2008; Buckley, et al., 2007; Child and Rodrigues, 2005). There is an inherent variability to patterns of Chinese investment in developed economies and developing economies; the landscape of Chinese firms and governments, and firms and communities are further research questions. In this paper, we analyse the investment motivations, strategies, governance, and performance of Chinese firms and governments. In this paper, we explore the industrial interview model, in which firms, firms, and governments, firms and communities, and firms and governments are further developed economically, in terms of OFDI investment in developed economies and developing economies. To explore the impact of Chinese investors in developing economies and developed economies, Pulido (2002) and other studies on China’s foreign direct investment have suggested that cultural factors can be critical in understanding the impact of Chinese investments. This paper provides an empirical analysis of the role of cultural factors in shaping the investment strategies of Chinese firms.
Recent study on the MNCs’ R&D centers in China and Chinese Enterprise Technological Innovation

The deepening Economic integration drives the investment of multinational corporations into new world. This paper analyzes the influence of multinational technology transfer from multinational enterprises and the impact on Chinese enterprises. The paper finds that multinational technology transfer from multinational enterprises to China is greatly influenced by the Chinese market, the government, the media, the public, and international competition. The paper also examines the impact of multinational technology transfer on Chinese enterprises and the Chinese market. The paper concludes that multinational technology transfer has a significant impact on Chinese enterprises and the Chinese market.

The Chinese Land, many large international enterprises have entered the Chinese market, and the Chinese government has opened its doors to foreign investment. This has led to a significant increase in the number of multinational enterprises operating in China. In addition, the Chinese government has implemented policies to encourage foreign investment, such as the establishment of special economic zones and tax incentives. This has further attracted multinational enterprises to invest in China. The Chinese government has also implemented policies to promote technological innovation, such as the establishment of technology parks and incubators. This has encouraged multinational enterprises to invest in technological innovation in China.

The Quality and Safety Supervision of Fresh Agricultural Products

Fresh agricultural products are an important part of the Chinese diet, and their quality and safety are critical to public health. In recent years, the Chinese government has implemented policies to improve the quality and safety of fresh agricultural products. This has included the establishment of a new system of quality and safety supervision, as well as the implementation of stricter regulations and standards. These policies have led to a significant improvement in the quality and safety of fresh agricultural products in China. The Chinese government has also implemented policies to promote the development of fresh agricultural products, such as the establishment of new market channels and the development of new technologies. This has led to a significant increase in the production and consumption of fresh agricultural products in China.

The Challenges and Dealing Strategies on Adopting Big Data Age

The development of big data technology has revolutionized the way businesses operate and has led to significant changes in the way companies do business. In recent years, big data technology has been adopted by businesses around the world, and its impact on the economy is significant. Big data technology has enabled businesses to collect and analyze large amounts of data, which has led to a significant improvement in decision-making and business performance. The Chinese government has implemented policies to promote the development of big data technology, such as the establishment of new market channels and the development of new technologies. This has led to a significant increase in the production and consumption of fresh agricultural products in China.

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Thank you — to those behind the scenes!

A conference like ANZIBA does not happen without the tireless efforts of many people behind the scenes! I would like to take this opportunity to show my enormous appreciation and to say thank you to many of these special people!

Best wishes for a wonderful 2017 ANZIBA Conference,
Prof Susan Freeman, ANZIBA 2017 Conference Chair

First, to all the ANZIBA 2017 Local Organizing Committee;
To our special keynote speakers, Professor Patricia McDougall-Covin, Professor Tamer Cavusgil and Professor Peter Buckley;
And our Welcome Address, The Right Honourable Mr Martin Haese, the Lord Mayor, City of Adelaide;
Official “Kaurna Welcome”, Mr Michael O’Brien;
Welcome Reception, PVC Prof Marie Wilson;
To all our Track Chairs and Reviewers;
To our Doctoral Colloquium Convenors, Assoc Prof Greg Fisher and Prof Tamer Cavusgil, Academic Panel, and Doctoral Presenters;
Sponsors, including Flinders University; Georgia State Atlanta; and the Australian Centre for Asian Studies, and the School of Commerce, University of South Australia;
ConSol — including Greg Vickers and Mandy Winter;

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Australia Centre for Asia Studies, and the School of Commerce;

Transport – Flagstaff Coaches (Cindy Whitehead and Street);
and Hand Made Catering (Nicole Ramsey and Stuart);
Langwaki Winery (Jonathan Pitters), Miss Maggie’s Bassum Style Sauvignon,
Catering including Aroma Café, Peter Lehmann Winery (Kelvin Basset),
Loew’s Mildura Boutique Hotel, Bungaree Place, Kinni, Hotel,
Case Open House of School, and the administration support team, including
School of Commerce, University of South Australia, including

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  acting as an information-desk assistant for our assigned Rooms/ Tracks;

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The days leading up to the ANZIBA 2017 Conference (15-17 February) have been very
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