Africa Academy of Management (AFAM)

Transforming Organizations in the Digital Era: Dignity, Justice, and Prosperity in Africa

7th Biennial Conference
January 8-10, 2024

Hosted By: Stellenbosch Business School, Stellenbosch University

Conference Program

www.africaacademyofmanagement.org
# Table of Contents

Welcome .............................................................................................................................................. 2

About the Africa Academy of Management (AFAM) ................................................................. 3

Africa Academy of Management Awards .................................................................................... 4

About our Host: Stellenbosch Business School ................................................................. 5

About the City of Cape Town .................................................................................................................. 5

AFAM Executive Committee .................................................................................................................. 7

Local Organizing Committee: Stellenbosch Business School ..................................................... 8

AFAM 2024 Conference Track Chairs ....................................................................................... 9

Hotel Accommodation ..................................................................................................................... 10

Our Sponsors ........................................................................................................................................ 12

Experiential Learning Trips ............................................................................................................... 13

AFAM 2024 Junior Faculty & Doctoral Consortium ....................................................................... 14

2024 AFAM Conference Program Schedule .................................................................................... 15
Dear Delegates,

On behalf of the AFAM executive committee and the local conference organizing committee, we are pleased to welcome you to the 7th Biennial AFAM conference and to picturesque Cape Town.

It is increasingly a cliché to remark on the transformative effects of technology and their implications for shaping the contours of the competitive landscape in which contemporary organizations operate. For Africa-based organizations, it has become more important than ever to develop a contextualized actionable knowledge base for designing management practices to promote their survival and ultimately success.

The theme of the 7th biennial conference ‘Transforming Organizations in the Digital Era: Dignity, Justice, and Prosperity’ addresses challenges and opportunities in leveraging technological advances to enhance the competitiveness of Africa-based organizations. This is reflected in the wide range of papers, professional development workshops, and symposia. Collectively, these scholarly sessions speak to the intellectual task of developing and the practical task of leveraging contextualized management knowledge to improve the well-being of organizations as well as that of their stakeholders including employees, customers, and communities.

The inaugural AFAM conference was hosted by the Gordon Institute of Business Science (GIBS), University of Pretoria. Since then, AFAM’s flagship journal, the Africa Journal of Management (AJOM), has quickly established itself as a premier journal and an authoritative source of Africa-related management knowledge and research. A highlight of the 7th Biennial conference is a plenary ‘Reflections on African Management and Organizational Scholarship’ in celebration of AJOM’s 10th anniversary. We cordially invite all participants to the plenary where our distinguished panelists will address the twin issues of research and practice of management, and the contributions of this knowledge to our understanding of management in general.

We hope you find the conference intellectually engaging. We also hope you enjoy the many social activities the local organizing committee has meticulously put together.

Samuel Aryee
Program Chair

Sherwat Elwan Ibrahim
Deputy Program Chair
About the Africa Academy of Management (AFAM)

The Africa Academy of Management (AFAM) is a professional group of academics and practitioners interested in management scholarship and teaching in Africa. The primary purpose of AFAM is the development and improvement of members’ capabilities for research and teaching of management in organizations in Africa. The secondary purpose is the promotion and advancement of management in Africa. AFAM also provides an outlet for scholarly work on management in African organizations. We aim to

1. Foster the general advancement of knowledge and scholarship in the theory and practice of management among African scholars and/or academics interested in management and organization issues in Africa. Africa is defined broadly to include all of Africa and individuals of African descent in the Diaspora (i.e. The Caribbean, South America, Europe, Asia, Oceania, Middle East, and North America); and

2. Perform and support educational activities that contribute to the intellectual and operational leadership in the field of management within the African context.

We have partnered with different institutions to offer four (4) Africa Faculty Development Workshops (AFDWs) in Egypt, Ghana, Rwanda, and South Africa:

- 2021 AFDW was hosted online by Stellenbosch Business School, South Africa. Twenty-two (22) junior faculty and doctoral students participated in the workshop.
- 2019 AFDW was held at the School of Business at The American University in Cairo, Egypt. The workshop was partially sponsored by the AACSB. Twenty-three (23) junior faculty and doctoral students participated in the workshop.
- 2017 AFDW was hosted by the KNUST Business School in Kumasi, Ghana. The workshop was sponsored by ECOWAS Investment and Development Bank and 14 junior academics and doctoral students participated.
- 2015 AFDW held in Pretoria, South Africa. The workshop was sponsored by AFAM and the University of Pretoria. 20 junior academics and doctoral students participated.
- 2012 AFDW was held in Kigali, Rwanda. The workshop was sponsored by The Academy of Management (AOM). 15 junior academics and doctoral students participated.
- 2011 AFDW was held at Ghana Institute of Management and Public Administration (GIMPA).

We have launched a new initiative, Africa Journal of Management (AJOM) Fellowship Program. The AJOM Fellowship Program aims to match a promising young scholar from Africa with a mentor to work on joint research. The first sponsor of this Fellowship Program is the University of Wisconsin at Whitewater, USA, in 2017 and the second sponsor is McMaster University in Canada in 2019. We are seeking other university sponsors and we hope that you will help us to identify those that may be interested including your own Universities! We also have the Stella Nkomo Junior Faculty Award given to an African Junior Faculty who has published a high-quality paper in AJOM within the past year. The candidate is selected by the AJOM editorial team.

AFAM Membership: Join Today!

Membership in AFAM provides a platform for building collaborative and supportive relationships for and with African and other scholars in the Diaspora who engage in, or who have an interest in research on management and organizations in Africa. We invite you to visit the AFAM website (www.africaacademyofmanagement.org) to learn more about the organization.
## The Africa Academy of Management (AFAM) Awards

<table>
<thead>
<tr>
<th>Award</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emerald Africa Academy of Management Trailblazer Award</td>
<td>The <strong>Emerald Africa Academy of Management Trailblazer Award</strong> was set up by the Africa Academy of Management (AFAM) to recognize a scholar of the academy who has taken a leadership role in the promotion of and advancement of scholarship and/or teaching on management in Africa. Candidates of the academy should have distinguished themselves not only in making a significant contribution to organizational phenomena in Africa using scientific methods but also in the development and improvement of research and teaching of management in organizations in Africa. Actions that may indicate “trailblazing” behavior include exemplary research contributions to knowledge about management issues in Africa; moving forward a content-related journal or scholarly series or advancing management education through an innovative, novel intervention.</td>
</tr>
<tr>
<td>The Stella Nkomo Junior Faculty Award</td>
<td>This award, named, Stella Nkomo Award for Best Paper published in the Africa Journal of Management by a Junior African Scholar, is intended to honor Prof. Stella Nkomo, the first President of the Africa Academy of Management (AFAM). It was established at the 4th Biennial Conference in Addis Ababa, Ethiopia. The Stella Nkomo Award for the Best Paper by a Junior African Scholar, henceforth (SNABJAS) will be selected by the Editor-in-Chief and his team each calendar year beginning in 2018.</td>
</tr>
<tr>
<td>The AJOM Fellowship Award</td>
<td>The Africa Journal of Management (AJOM) Junior Faculty Fellowship is awarded annually to a qualified junior (early career) Faculty member from an Africa-based university to attend the Academy of Management (AOM) annual conference or other appropriate international conference to present a paper co-authored with a senior academic from an international business school. The Fellowship seeks to assist a junior (early career) academic at an Africa-based university who has published in the Africa Journal of Management (AJOM) or presented a paper at Africa Academy of Management (AFAM) to undertake collaborative research with a senior academic through a mentorship relationship. The goal of the collaboration is a co-authored conference paper presentation and at least one journal article.</td>
</tr>
</tbody>
</table>
About Our Host

Stellenbosch Business School,
Stellenbosch University, Cape Town,
South Africa

The Stellenbosch University Business School (SBS), one of the oldest business schools in South Africa, is a proudly African business school with a global reputation. SBS was the first business school of an African university to receive the three international accreditations: AACSB, EQUIS and AMBA. This Triple Crown of accreditations is held by less than one per cent of business schools in the world.

SBS is part of the more than 100-year-old Stellenbosch University, an international institution of distinction and the top research university in Africa. It is well over 50 years since SBS opened its doors to 14 MBA students. Today, the school has over 29 000 alumni who have excelled in managerial and leadership roles all over the world – many of them at the highest level. The overarching ethos of SBS education is responsible leadership.

SBS strives to be the pre-eminent knowledge partner in Africa. This commitment is reflected in its African Association of Business Schools (AABS) participation, and by addressing relevant business and social issues particular to Africa in research; by offering full programmes in Development Finance and core courses in African business; by recruiting increasing student numbers from the rest of Africa; and by establishing an executive education impact throughout the African continent via SBS’s Executive Development arm, SBS-ED.

SBS’s areas of expertise can be clustered into themes, which correspond with the collective intellectual capacity of our faculty members, 13 academic programmes, and the focus of our five research centres. For our clients, this translates into gaining a global perspective with unique African contextualisation. Our areas of expertise are enhanced by the research undertaken by our faculty members and PhD, MBA and MPhil students, academic conferences and masterclasses, and faculty and student exchanges (we have partnership agreements with 65 schools around the world).

About the City of Cape Town and Stellenbosch

Cape Town is the second most populous city in South Africa and is also the legislative capital of the country. Colloquially named the Mother City, Cape Town is known for its cosmopolitan harbour area abuzz with visitors, and for its setting amid two UNESCO World Heritage Sites, namely the biodiverse Cape Floral Region which includes majestic Table Mountain, and infamous Robben Island, where Nelson Mandela was incarcerated for 27 years. A scenic southerly drive brings visitors to Cape Point, named the Cape of Storms by Bartolomeu Dias, the first European navigator to round the tip of Africa in 1488 – later optimistically renamed the Cape of Good Hope by John II of Portugal to celebrate the opening of the sea route to India.

Stellenbosch is the second oldest European settlement in South Africa, after Cape Town. The leafy town became known as the City of Oaks (or Eikestad in Afrikaans and Dutch) because of the large number of oak trees that were planted by its founder, Simon van der Stel, Commander and Governor of the Cape from 1679 to 1699. Today ancient oaks still throw their dappled shade on the whitewashed buildings of the old town and surrounding gabled farmsteads, contributing to their remarkable charm. The South African wine industry was established by Van der Stel and today Stellenbosch is the primary location for viticulture and oenology research. The Stellenbosch, Paarl and Franschhoek valleys form the Cape Winelands, South Africa’s world-renowned wine region.
CONFERENCE REGISTRATION

The registration desk is open daily from 8:30am – 5:00pm.
AFAM Executive Committee

Moses Acquaah: President
University of North Carolina at Greensboro, USA

Judy Muthuri: Vice President
University of Nottingham, UK

Amanuel Tekleab: Treasurer
Wayne State University, USA

Baniyelme D Zoogah: Immediate Past President
McMaster University, Canada

Nceku Nyathi: Communications Director
Royal Holloway University, UK

Elham Metwally: Secretary
The American University in Cairo, Egypt

Samuel Aryee: Program Chair
University of Surrey, UK

Sherwat Elwan Ibrahim: Deputy Program Chair
American University in Cairo, Egypt

Benson Honig: Executive at Large
McMaster University, Canada

Juliana Namada: Executive at Large
US International University in Africa

Julie Nyanjom: Executive at Large
Edith Cowan University, Australia

Mira Slavova: Executive at Large
Warwick University, UK

Dorothy Mpabanga: Regional Director, Southern Africa Region
University of Botswana, Botswana

Nathaniel Adebayo: Regional Director, West African Region
The Polytechnic, Ibadan, Nigeria
Local Organizing Committee at Stellenbosch Business School, Stellenbosch University

Chair:
Natasha Winkler-Titus

Members
Charles Adjasi
Miias de Klerk
Samantha Walburgh-Parsadh

AFAM 2024 Conference Organizing Committee
Samuel Aryee
Program Chair
University of Surrey, UK
Sherwat Elwan Ibrahim
Deputy Chair
American University in Cairo, Egypt

Members
Mira Slavova
Warwick University, UK
Lilian Otaye-Ebede
University of Liverpool, UK
Amanuel Tekleab
Wayne State University, UK
Dorothy Mbabanga
University of Botswana, Botswana
AFAM 2024 Conference
Track Chairs

Track 1: Entrepreneurship and Small Business
Constant Beugre
Delaware State University, USA

Track 2: Organizational Behavior and Human Resource Management
Natasha Winkler-Titus
Stellenbosch University, South Africa

Track 3: Public Policy, Administration of Government, and Non-governmental Organizations
Jean Kabongo
University of South Florida Sarasota-Manatee, USA

Track 4: Strategy and International Management
Tahiru Liedong
University of Bath, UK

Track 5: Social Issues in Management in the Context of Africa
Mumbi Maria Wachira
Strathmore Business School, Kenya

Track 6: Sustainability and Green Management
Moataz Darwish
American University in Cairo, Egypt

Track 7: PDW/Symposia
Lilian Otye-Ebode
University of Liverpool, UK
Lollya Kagher
University of Aberdeen, UK

Track 8: Management Practice
Obi Berko Domoah
University of Ghana

Track 9: Teaching and Learning
Frances Tuer
McMaster University, Canada
Grace Abban-Amphiah
Ghana Institute of Management and Public Administration, Ghana

Track 10: Doctoral Consortium & Junior Faculty Consortium
Hermann Ndofor
Indiana University, USA
Michael Holmes
Florida State University, USA

Track 11: All Academy Poster Session
Samuel Aryee
University of Surrey, UK
Sherwat Elwan Ibrahim
American University in Cairo, Egypt
Hotel Accommodation

The Organizing Committee of the AFAM 2024 Conference has negotiated competitive rates with one 4-star and two 3-star hotels. These designated conference hotels provide excellent comfort as well as opportunities to network before and after each day’s sessions. Please click the link to your preferred hotel and make your reservation online. The Booking Reference Code is: AFAM 2024. You will receive confirmation of your reservation directly from the hotel. We encourage you to make your reservation at your earliest as the height of the tourist season in South Africa coincides with the period of our conference. AFAM will only provide free transport to and from these hotels to the Stellenbosch Business School campus.

Hotel Name: Excellent Guest House  
CONTACT PERSON: info@excellentguesthouse.co.za (link sends e-mail)  
PHONE: +27 (0)84 474 4444

Protea Hotel by Marriott® Tyger Valley  
CONTACT PERSON: protea.tygervalley@marriott.com (link sends e-mail)  
PHONE: +27 (0) 21 913 2000

Protea Hotels by Marriott Durbanville  
CONTACT PERSON: rooms@phdurbanville.com (link sends e-mail)  
PHONE: +27 21 913 9256

Please note that AFAM will be offering free transport to and from these hotels to the Stellenbosch Business School Campus, the AFAM2024 conference venue!

The buses will promptly depart from the hotels at 7.15am every morning. They will return the delegates every day depending on the activities scheduled – please refer to the daily program schedule.

We appreciate that some individuals might have their own preferences for hotel accommodation while in South Africa. Unfortunately, we are unable to make additional travel arrangements outside the designated conference hotels.
A Sincere Thank you to:

OUR SPONSORS

[Logos of Sellenbosch University, Stellenbosch Business School, Villiera Wines]

OUR PARTNERS

[Logos of PRME, CARISCA, Pebbles Project, PRME Chapter Africa, CMH]

[Image of a group of people with a QR code]
Experiential Learning Trips

Tuesday, January 9 2024
Time: 1:30pm to 5:30 pm

Learn about the history of Dutch and British rule in South Africa and how the country came to freedom and democracy. Walk through the Company Gardens, visit Slave Lodge, and District Six Museum.

Walk through the Company Gardens: This oasis right in the center of the city is a favorite for both locals and tourists. It was first built as a refreshment station for the trade route that rounded the tip of Africa between Europe and the east. Ships sent by the Dutch East India Company would stop by after months at sea and stock up on fresh produce grown in the garden. Near the Adderley Street entrance, a statue of Queen Victoria stands overlooking the Slave Lodge, while a statue of Jan Smuts looks on. Just over the road is the St George's Cathedral, known as the “people’s church”—even during the apartheid era, all races were welcomed. It was also the starting point for the 30,000-strong demonstration led by Archbishop Desmond Tutu in 1989—and where Tutu coined the phrase ‘rainbow people’ to describe the diversity of South Africa’s population.

Visit Slave Lodge: One of the oldest buildings in Cape Town. It has answered to many names over the last three centuries, namely the Slave Lodge, Government Offices Building, Old Supreme Court, and South African Cultural History Museum. All these names reflect the long and rich history of the building. Exhibitions on the lower-level of this museum explore the long history of slavery in South Africa.

Visit District Six Museum: The area known as District Six got its name from having been the Sixth Municipal District of Cape Town in 1867. Its earlier unofficial name was Kanaldorp, a name supposedly derived from the series of canals running across the city, some of which had to be crossed in order to reach the District (kanaal is the Afrikaans for ‘canal’). The Museum existed as a peripatetic movement between 1989 and 1994, building support for the work of memory through creating collecting points and storytelling opportunities in different parts of the city. The diaspora of District Sixers played an important role in shaping and contributing to the Museum’s exhibition and program, and they continue to be pivotal to the ongoing work of memory and holistic restitution. Their desire to return and re-member is ever present in this work.
### AFAM 2024 Junior Faculty & Doctoral Consortium

Day 1: Sunday January 7: 8:00 am to 8:00 pm  
Day 2: Wednesday January 10: 8:00 am to 12:00 pm

<table>
<thead>
<tr>
<th>Co-Chairs (Organizers)</th>
<th>Journal Editors</th>
<th>AFAM Facilitators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hermann Ndofor</td>
<td>Helena Barnard (U. of Pretoria)</td>
<td>Bella Galperin (U. of Tampa)</td>
</tr>
<tr>
<td>Indiana University</td>
<td>Maria Kraimer (Rutgers U.)</td>
<td>Wayne Hochwarter (Florida State U)</td>
</tr>
<tr>
<td>Michael Holmes</td>
<td>Bruce Lamont (Florida State U.)</td>
<td>Ed Levitas (University of Wisconsin-Milwaukee)</td>
</tr>
<tr>
<td>Florida State University</td>
<td>Rebecca Namatovu (Copenhagen Business School)</td>
<td>dt ogilvie (Rochester Institute of Technology)</td>
</tr>
<tr>
<td></td>
<td>Orlando Richard (U. of Massachusetts - Amherst)</td>
<td>James Walsh (U. of Michigan)</td>
</tr>
<tr>
<td></td>
<td>Enrica Ruggs (U. of Houston)</td>
<td>Baniyelme D Zoogah (McMaster U.)</td>
</tr>
<tr>
<td></td>
<td>Scott Seibert (Rutgers U.)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Johann Fortwengel (King’s College)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>#</th>
<th>Time – Day 1</th>
<th>Boabab Room</th>
<th>Protea Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00am – 8:30am</td>
<td><strong>INTRODUCTION</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>08:30am - 10:30am</td>
<td>Session 1 (Journal Editors)</td>
<td>Session 1 (Journal Editors)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Helena Barnard (JIBP)</td>
<td>Maria Kraimer (JOMSR)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Bruce Lamont (AJOM)</td>
<td>Rebecca Namatovu (AJOM)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Enrica Ruggs (JOM)</td>
<td>Orlando Richard (JOM)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Scott Seibert (JOMSR)</td>
<td>Johann Fortwengel (JMS)</td>
</tr>
<tr>
<td>10:30am – 10:45am</td>
<td><strong>TEA &amp; COFFEE BREAK- Space Bar</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>10:50am – 12:20pm</td>
<td>Session 2 (AFAM Facilitators)</td>
<td>Session 2 (AFAM Facilitators)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>African Context (Zoogah)</td>
<td>Art &amp; Craft (Walsh)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Literature Reviews (Galperin)</td>
<td>Data Collection (Hochwarter)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Scholarly Writing (ogilvie)</td>
<td>Idea to Publication (Levitas)</td>
</tr>
<tr>
<td>12:35pm – 12:50pm</td>
<td><strong>TEA &amp; COFFEE BREAK- Space Bar</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>1:00pm – 2:30pm</td>
<td>General Session: Setting the Hook (Michael Holmes)</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>2:30pm – 3:15pm</td>
<td>LUNCH BREAK- Bell Restaurant SBS campus</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>3:20pm – 3:50pm</td>
<td>General Session: Different Types of Contributions (Bruce Lamont)</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>3:50pm – 5:30pm</td>
<td>General Session: Replication Studies (Maria Kraimer &amp; Scott Seibert)</td>
<td></td>
</tr>
<tr>
<td>6:00pm – 8:00pm</td>
<td><strong>2024 AFAM Conference Reception- SBS Main building</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>#</th>
<th>Time – Day 2</th>
<th>Marula Room</th>
<th>Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>8:30-Noon</td>
<td>General Session: Writing Session - Introduction (All Facilitators)</td>
<td>Boabab</td>
</tr>
</tbody>
</table>
## 2024 Program Schedule

**SUNDAY JANUARY 7, 2024**

8:00am – 5:30pm  
Venue: Stellenbosch Business School

**DAY 1: JUNIOR FACULTY / DOCTORAL STUDENTS CONSORTIUM**  
AFAM EDITORS & FACILITATORS SESSIONS

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Topic</th>
<th>Facilitator</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 am – 8:30 am</td>
<td>Session 0</td>
<td>Introduction</td>
<td>Hermann Ndofor, Michael Holmes</td>
</tr>
<tr>
<td>8:30 am - 10:30 am</td>
<td>Session 1</td>
<td>Editors Panel</td>
<td>Helena Barnard, Bruce Lamont, Enrica Ruggs, Scott Seibert</td>
</tr>
<tr>
<td>8:30 am - 10:30 am</td>
<td>Session 1</td>
<td>Editors Panel</td>
<td>Maria Kraimer, Rebecca Namatovu, Orlando Richard, Johann Fortwengel</td>
</tr>
<tr>
<td>10:30 am -10:45 am</td>
<td></td>
<td><strong>TEA &amp; COFFEE BREAK</strong></td>
<td></td>
</tr>
<tr>
<td>10:50 am - 11:20 am</td>
<td>Session 2</td>
<td>Research in African Context</td>
<td>Baniyelme Zoogah, Bella Galperin, dt ogilvie</td>
</tr>
<tr>
<td>11:20 am - 11:50 am</td>
<td></td>
<td>Doing Literature Reviews</td>
<td></td>
</tr>
<tr>
<td>11:50 am - 12:20 pm</td>
<td></td>
<td>Scholarly Writing as a Habit</td>
<td></td>
</tr>
<tr>
<td>10:50 am - 11:20 am</td>
<td>Session 2</td>
<td>Art &amp; Craft of Scholarship</td>
<td>Jim Walsh, Wayne Hochwarter, Ed Levitas</td>
</tr>
<tr>
<td>11:20 am - 11:50 am</td>
<td></td>
<td>Collecting Interesting Data</td>
<td></td>
</tr>
<tr>
<td>11:50 am - 12:20 pm</td>
<td></td>
<td>From Ideas to Publication</td>
<td></td>
</tr>
<tr>
<td>12:35 pm –12:50 pm</td>
<td></td>
<td><strong>TEA &amp; COFFEE BREAK</strong></td>
<td></td>
</tr>
<tr>
<td>1:00 pm - 2:30 pm</td>
<td>Session 3</td>
<td>Setting a Hook with Your Introduction</td>
<td>Michael Holmes (Editors &amp; Facilitators)</td>
</tr>
<tr>
<td>2:30 pm - 3:15 pm</td>
<td></td>
<td><em>(and Roundtable Breakouts)</em></td>
<td></td>
</tr>
<tr>
<td>3:20 pm - 3:50 pm</td>
<td>Session 4</td>
<td>Different Types of Contributions</td>
<td>Bruce Lamont</td>
</tr>
<tr>
<td>3:50 pm - 5:30 pm</td>
<td>Session 5</td>
<td>Conducting Replication Studies</td>
<td>Maria Kraimer, Scott Seibert</td>
</tr>
<tr>
<td>6: 00pm – 8:00pm</td>
<td></td>
<td><strong>2024 AFAM Conference Reception</strong></td>
<td></td>
</tr>
</tbody>
</table>

**Shuttles depart for hotels at 8:15pm**
2024 AFAM Conference Opening Ceremony
Monday, January 8

Venue: Bell Restaurant (SBS Campus)
Time: 12:15-2:00pm

Welcome Remarks
Dr. Nicky Newton-King
Chair of Council,
Stellenbosch University, South Africa

Keynote Speaker
Professor Edward Kieswetter
Commissioner,
South African Reserve Bank

ALL-ACADEMY PLENARY
Celebrating AJOM at 10
See page 20 for details

PDW – Paper Development Workshop with AOM Journals Editors
By INVITATION ONLY – see page 26 for details
<table>
<thead>
<tr>
<th>ROOM</th>
<th>Track 1</th>
<th>Track 2</th>
<th>Track 3 &amp; Track 8</th>
<th>Track 4</th>
<th>Track 5</th>
<th>PDW/Symposium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marula</td>
<td>Towards a digital workplace</td>
<td>Development through partnerships</td>
<td>Triggers of firm performance</td>
<td>Growth and Sustainability</td>
<td>Getting real about business and Conflict in Africa</td>
<td></td>
</tr>
<tr>
<td>Fynbos</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rooibos</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mopani</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Protea</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Session Title**

- Honeybush: Understanding entrepreneurship
- Marula: Towards a digital workplace
- Fynbos: Development through partnerships
- Rooibos: Triggers of firm performance
- Mopani: Growth and Sustainability
- Protea: Getting real about business and Conflict in Africa

**Session Chair**

- Victor Udeozor, Nottingham Trent University, UK
- Gloria Mbokota, University of Pretoria, South Africa
- Francis Gaudreault, Zayed Military University, UAE
- John A Parnell, University of North Alabama, USA
- Franklin Nakpodia, University of Durham, UK

**Tracks**

- **Track 1: Entrepreneurship and Small Business**
  - Leadership learning and development: An exploratory comparative study of AI-based versus human-based conversations
  - Digital competences in higher education: A conceptual framework
  - Unleashing the power of artificial intelligence in talent attraction and recruiting: A multiple case study
  - Workplace digitalization utilization: The knotty behavioral issues in Nigerian cases
  - The role of technology factors in decent work, job satisfaction and work engagement: Findings from South Africa
  - The role of technology factors in decent work, job satisfaction and work engagement: Findings from South Africa
  - The role of technology factors in decent work, job satisfaction and work engagement: Findings from South Africa
  - The role of technology factors in decent work, job satisfaction and work engagement: Findings from South Africa

- **Track 2: Organizational Behavior and Human Resource Management**
  - Positive multiculturalism in the co-creation of smart public transport: Lessons from Mauritius' light rail transit system.
  - New breed of Business-NGO partnerships:
    - Juanita Trusty, Cal State University, US
    - Frances Fabian, University of Memphis, US
    - Michelle Montague-Mfum, University of Richmond, US
    - Andrea Trusty King, Cal State University, US
  - Public-private partnerships to address health workforce policy imperatives
  - Seongwon Choi, Cal State University, US
  - Ganisher Davlyatov, University of Oklahoma, USA
  - William Opoku-Agyeman, University of North Carolina, Wilmington, USA
  - Africantization of developmental state model: On Rwanda's industrial policy and institutional arrangements
  - Francis Gaudreault, Zayed Military University, UAE
  - Virginia Bodolica American University in Sharjah, UAE

- **Track 3 & Track 8: Public Policy and Management Practice**
  - In search of superior performance: How and when does learning capability matter?
  - Henry Mensah, Ahmed Agyepong
  - Kweku Appedo-Ankrah
  - Felicity Asiedu-Appiah, KNUST, Ghana
  - Firm size, market and nonmarket strategies and performance in South Africa
  - John A Parnell, University of North Alabama, USA
  - Michael Trollo, University of Tulsa, USA
  - The domain of organizational identity and firm's international growth
  - Lilac Nachum, Richard
  - Holowczak, Baruch, CUNY, US
  - Abdullah Verachia, University of Pretoria, South Africa
  - Dynamic capabilities in business ecosystem in developing countries
  - Lucy Wamalwa, KCA, Kenya

- **Track 4: Strategy and International Management**
  - Challenges and opportunities in Africa
  - Erin Makarius, University of Akron, USA
  - Alosys Newenham-Kahindi, University of Victoria, Canada
  - Charles Stevens, Rutgers University, USA

- **Track 5: Social Issues in Management**
  - Opportunities from resource scarcity:
    - How African social entrepreneurs pursue inclusive growth in local contexts
    - Giacomo Ciambotti, Mater Pietrini, Universita Cattolica del Sacro Cuore, Italy
  - Navigating institutional challenges in a sub-Saharan African economy: The role of corporate governance for multinational enterprises
    - Franklin Nakpodia, University of Durham, UK
  - On the unintended relational impact of corporate sustainability
    - Sebastian Mena, Hertie School
  - Micro –finance for smallholder farms
    - Hamid H Kazerroony
  - Amsalu Gutema, Walden University, USA
<table>
<thead>
<tr>
<th>Room</th>
<th>Session Title</th>
<th>Chair</th>
<th>University</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Honeybush</td>
<td>Institutional context of Entrepreneurship</td>
<td>Shelter Selorm Teyi</td>
<td>Copenhagen Business School, Denmark</td>
<td>Rinse and repeat? Entrepreneurial pre-entry search by habitual entrepreneurs in the informal</td>
</tr>
<tr>
<td>Marula</td>
<td>Culture and leadership</td>
<td></td>
<td></td>
<td>Shelter Selorm Teyi</td>
</tr>
<tr>
<td>Fynbos</td>
<td>Digitalization, partnership and competitiveness</td>
<td>Olaf Brunninge</td>
<td>Jonkoping University, Sweden</td>
<td>Hamid H Kazerroony</td>
</tr>
<tr>
<td>Rooibos</td>
<td>Strategy and performance</td>
<td>Amon Simba</td>
<td>Nottingham Trent University, UK</td>
<td>Olof Brunninge</td>
</tr>
<tr>
<td>Mopani</td>
<td>Radical perspectives from the African continent on decent work for a life of dignity, justice, and prosperity</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Boabab</td>
<td>Incubator for teaching-related research: Developing project ideas on management education in Africa</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**DAY 1: MONDAY JANUARY 8, 2024**

**10:30 am - 12:00 pm**

- Rinse and repeat? Entrepreneurial pre-entry search by habitual entrepreneurs in the informal economies: A regional focus on innovations in Praia Cabo Verde
- Overcoming resistance to innovation in small economies: A regional focus on innovations in Praia Cabo Verde

**12:15 - 12:45 pm**

- The role of indigenous norms and values for innovation adoption in Sub-Saharan Africa: Towards a reiteration of Roger’s framework
- Toward a grounded model of technology adoption in Moroccan handicraft SMEs
- The role of indigenous norms and values for innovation adoption in Sub-Saharan Africa: Towards a reiteration of Roger’s framework

**12:45 - 1:15 pm**

- Decolonizing leadership theorying in a globalizing and digitizing African context
- African leadership philosophies: Harnessing indigenous wisdom for holistic leadership and human resources management in a global context
- Calling for a theoretical framework to address the problem of indigeneity and identity research in Africa

**1:15 - 1:45 pm**

- Digital disruption of Africa’s electoral process: Insights from Nigeria’s 2023 presidential election
- Oluwaseun Kolade
- Sheffield Hallam University, UK
- Demola Obembe
- De Montfort University, UK
- Joseph E Eyong
- University of Texas at Dallas, USA
- Joshuaf Oluwemi
- University of Derby, UK
- Unmasking the effects of ownership and chain affiliation on administrator turnover in healthcare organizations
- Gregory N Orewa
- University of Texas at San Antonio, USA

**1:45 - 2:15 pm**

- Institutional anaesthesitization and heliotropic strategies
- Baniyelme D Zoogah
- McMaster University, Canada
- Mike Peng
- University of Texas at Dallas, USA
- A strategic use of non-market options: Philanthropy and informal payments practices by African entrepreneurs
- Mahdi Tajeddin
- Simon Fraser University, Canada
- Amon Simba
- Nottingham Trent University, UK
- Sorin M.S. Kramer
- University of Surrey, UK

**2:15 - 2:45 pm**

- Culture and mixed signals: Do broad CSR strategies reduce risk everywhere?
- Limin Fu
- Monash University, Australia
- Dirk Boehe
- Monash University, Australia
- Supply chain irresponsibility: The role of stakeholder orientation and institutional distance
- Mohammad U. A. Boodoo
- University of Pretoria, South Africa
- Alok Choudhary
- Warwick University, UK
- Rob Klassen
- Western University, Canada

**2:45 - 3:15 pm**

- Antecedents and consequences of telemedia implementation: A bibliometric analysis and future research directions
- Alaie Arajou
- Warwick University, UK
- Marci Amaral Baptista
- Africa Business School, Morocco

**LUNCH AND CONFERENCE OPENING CEREMONY**

**VENUE:** Bell Restaurant- SBS Campus
<table>
<thead>
<tr>
<th>ROOM</th>
<th>Honeybush</th>
<th>Marula</th>
<th>Fynbos</th>
<th>Rooibos</th>
<th>Mopani</th>
<th>Boabab</th>
</tr>
</thead>
<tbody>
<tr>
<td>Session Title</td>
<td>Social and technological context of entrepreneurship</td>
<td>Human Capital and organizational performance</td>
<td>Internationalization and organizational performance</td>
<td>Publishing and reviewing Africa entrepreneurship research</td>
<td>Developing Africa case studies for research and teaching</td>
<td>Advancing sustainable practices: The role of African Business Schools in climate leadership</td>
</tr>
<tr>
<td>Session Chair</td>
<td>Filip de Beule</td>
<td>Qin Zhou</td>
<td>Vincent Ogutu</td>
<td>Tiana Marcado-Soares</td>
<td>Arielle Newman</td>
<td>Organizers</td>
</tr>
<tr>
<td></td>
<td>Catholic University of Leuven, Belgium</td>
<td>University of Leeds, UK</td>
<td>Strathmore Business School, Kenya</td>
<td>Maria Angela Campelo de Melo</td>
<td>University of Syracuse, USA</td>
<td>Sherwat E Ibrahim</td>
</tr>
<tr>
<td></td>
<td>Hybridity of logics: Exploring legitimacy approaches for social entrepreneurs in institutional voids</td>
<td>Human capital practices: Mediation moderation model of work engagement and use of technology on employee performance</td>
<td>Board performance in strategic monitoring: Cross-country evidence</td>
<td>A new way of seeing for Africa: People united by kinship and the internationalization of African firms</td>
<td>Path dependence as an implicit trade friction: The impact of European colonization on China’s export to Sub-Saharan Africa</td>
<td>American University in Cairo, Egypt</td>
</tr>
<tr>
<td></td>
<td>Alex Bignotti</td>
<td>Kings College London</td>
<td>Vera Carvalherra</td>
<td>Lilac Nachum</td>
<td>Marco A Baptista</td>
<td>Judy Muthuri</td>
</tr>
<tr>
<td></td>
<td>University of Pretoria, South Africa</td>
<td>University of Johannesburg, South Africa</td>
<td>T Diana Marco</td>
<td>Baruch, CUNY, USA</td>
<td></td>
<td>University of Nottingham, UK</td>
</tr>
<tr>
<td></td>
<td>Getting your bearings right: Navigating technology ventures founding process in poor communities</td>
<td>A new way of seeing for Africa: People united by kinship and the internationalization of African firms</td>
<td>Vincent Ogutu</td>
<td></td>
<td>Arielle Newman</td>
<td>Moataz Darwish</td>
</tr>
<tr>
<td></td>
<td>Mikhail Samuelsson</td>
<td>Olorunjwoon Samuel</td>
<td>Strathmore Business School, Kenya</td>
<td></td>
<td></td>
<td>American University in Cairo, Egypt</td>
</tr>
<tr>
<td></td>
<td>Susanne Nilsson</td>
<td>Juliana Kibatta</td>
<td>Kenya</td>
<td></td>
<td></td>
<td>Judy Muthuri</td>
</tr>
<tr>
<td></td>
<td>Badri Zolfaghari</td>
<td>University of Witwatersrand</td>
<td></td>
<td></td>
<td></td>
<td>University of Nottingham, UK</td>
</tr>
<tr>
<td></td>
<td>University of Cape Town, South Africa</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>University of Pretoria, South Africa</td>
</tr>
<tr>
<td></td>
<td>Empathy, entrepreneurship and society</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>University of Pretoria, South Africa</td>
</tr>
<tr>
<td></td>
<td>Chima Ha</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>University of Pretoria, South Africa</td>
</tr>
<tr>
<td></td>
<td>SUNY, South Korea</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>University of Pretoria, South Africa</td>
</tr>
<tr>
<td></td>
<td>Country-level drivers of crowdfunding platform creation in Africa</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>University of Pretoria, South Africa</td>
</tr>
<tr>
<td></td>
<td>Anne Boncori</td>
<td>Juliana Siwale</td>
<td></td>
<td></td>
<td></td>
<td>University of Pretoria, South Africa</td>
</tr>
<tr>
<td></td>
<td>University of Helsinki, Finland</td>
<td>Olu Aluko</td>
<td></td>
<td></td>
<td></td>
<td>University of Pretoria, South Africa</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Nottingham Trent University, UK</td>
<td></td>
<td></td>
<td></td>
<td>University of Pretoria, South Africa</td>
</tr>
<tr>
<td></td>
<td></td>
<td>African companies in business-to-business partnerships: Advancing research on success factors and sustainable development</td>
<td></td>
<td></td>
<td></td>
<td>University of Pretoria, South Africa</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Simon Zufie</td>
<td></td>
<td></td>
<td></td>
<td>University of Pretoria, South Africa</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Richard Adu-Gyamfi</td>
<td></td>
<td></td>
<td></td>
<td>University of Pretoria, South Africa</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Reutlingen University, Denmark</td>
<td></td>
<td></td>
<td></td>
<td>University of Pretoria, South Africa</td>
</tr>
</tbody>
</table>

**DAY 1: MONDAY JANUARY 8, 2024**

<table>
<thead>
<tr>
<th>Track 1</th>
<th>Track 2</th>
<th>Track 3</th>
<th>PDW Symposium</th>
<th>PDW Symposium</th>
<th>PDW Symposium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entreprenuership and Small Business</td>
<td>Organizational Behavior and Human Resource Management</td>
<td>Strategy and International Management</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**SESSIONS**

**2:15pm - 3:45pm**

**TEA & COFFEE BREAK**

**VENUE:** Space bar area

2:45 - 4:00pm
## ALL ACADEMY SESSION

**Celebrating AJOM at 10: Reflections on African Management and Organizational Scholarship**

### MODERATOR: Stella Nkomo, University of Pretoria, South Africa

<table>
<thead>
<tr>
<th>ROOM</th>
<th>Yellowwood Auditorium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Panelists:</td>
<td></td>
</tr>
<tr>
<td>Baniyelme Zoogah, McMaster University, Canada</td>
<td></td>
</tr>
<tr>
<td>Jim Walsh, University of Michigan, USA</td>
<td></td>
</tr>
<tr>
<td>Bruce Lamont, Florida State University, USA</td>
<td></td>
</tr>
<tr>
<td>Sharon Alvarez, University of Pittsburgh, USA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>President of the Academy of Management</td>
</tr>
<tr>
<td><strong>Time</strong></td>
<td>4:10 pm - 6:20 pm</td>
</tr>
</tbody>
</table>

### CARNIVAL - Social/ Networking Event

- **SBS Campus**
- **Time**: 6:30pm - 8:50pm

**Note:** Buses promptly depart to the Conference Hotels
<table>
<thead>
<tr>
<th>Time</th>
<th>Session Title</th>
<th>Session Chair</th>
<th>Topic</th>
<th>Organizers</th>
<th>PDW/Symposium</th>
<th>PDW/Symposium</th>
<th>PDW/Symposium</th>
</tr>
</thead>
<tbody>
<tr>
<td>09:00</td>
<td>Examining youth social entrepreneurship as a means of job creation in Sub-Saharan Africa</td>
<td>Samuel Fosso Wamba TBS Education, France</td>
<td>The impact of organizational trust on teachers’ job satisfaction: The mediating role of behavioral trust.</td>
<td>Mira Slavova</td>
<td>Lara Bianchi, University of Nottingham, UK</td>
<td>Dan Leclair, Global Business Schools Network</td>
<td>Ted London, University of Michigan, USA</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Willingness to restore, motivation to restore and workplace restorative behavior: The moderating role of capability to restore breastfeeding support in the South African context.</td>
<td>Stephanie Ewuzie</td>
<td>Rebecca Namatov, Copenhagen Business School, Denmark</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Customer mistreatment and African immigrant employees Joy O Abedionu.</td>
<td>Elvor Oborn</td>
<td>April Wright, Warwick University, UK</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>University of South Africa.</td>
<td>Warwick University, UK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Navigating the effects of abusive supervision on turnover through psychological contract breach among third parties.</td>
<td>葑ternational students in Ukraine</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yannick Gripp.</td>
<td>Diane Lawong</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Johannes Kraak Wiebe Knol.</td>
<td>Joel Seunda Tanly</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Radboud University, Netherlands.</td>
<td>University of Alabama, USA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>09:30</td>
<td>How does manager education affect productivity of informal enterprises?</td>
<td>Dawit Assefa, Mwakasa Mzumbe University, Tanzania</td>
<td>Organizing youth social entrepreneurship as a means of job creation in Sub-Saharan Africa.</td>
<td>Christine Smith</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Willingness to restore, motivation to restore and workplace restorative behavior: The moderating role of capability to restore breastfeeding support in the South African context.</td>
<td>Anne Crafford, Warwick University, UK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Customer mistreatment and African immigrant employees Joy O Abedionu.</td>
<td>Elleoer Oborn</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>University of South Africa.</td>
<td>Warwick University, UK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Navigating the effects of abusive supervision on turnover through psychological contract breach among third parties.</td>
<td>葑ternational students in Ukraine</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yannick Gripp.</td>
<td>Diane Lawong</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Johannes Kraak Wiebe Knol.</td>
<td>Joel Seunda Tanly</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Radboud University, Netherlands.</td>
<td>University of Alabama, USA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:00</td>
<td>The new and upright in Africa? Understanding the moral behavior of new ventures in the face of bribery demands</td>
<td>George Acheampong, University of Ghana, Ghana</td>
<td>The new and upright in Africa? Understanding the moral behavior of new ventures in the face of bribery demands.</td>
<td>Cristen Smith</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Dawit Assefa, Mwakasa Mzumbe University, Tanzania</td>
<td>Anne Crafford, Warwick University, UK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Navigating the effects of abusive supervision on turnover through psychological contract breach among third parties.</td>
<td>Elleoer Oborn</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yannick Gripp.</td>
<td>Diane Lawong</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Johannes Kraak Wiebe Knol.</td>
<td>Joel Seunda Tanly</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Radboud University, Netherlands.</td>
<td>University of Alabama, USA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:30</td>
<td>Aligning ubuntu and umunnumonics with Africapitalism to address macro-economic challenges in Africa</td>
<td>Jude C Iwouha, University of Agriculture and Environmental Sciences, Nigeria</td>
<td>Aligning ubuntu and umunnumonics with Africapitalism to address macro-economic challenges in Africa.</td>
<td>Christa Smith</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Jude C Iwouha, University of Agriculture and Environmental Sciences, Nigeria</td>
<td>Anne Crafford, Warwick University, UK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Navigating the effects of abusive supervision on turnover through psychological contract breach among third parties.</td>
<td>Elleoer Oborn</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yannick Gripp.</td>
<td>Diane Lawong</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Johannes Kraak Wiebe Knol.</td>
<td>Joel Seunda Tanly</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Radboud University, Netherlands.</td>
<td>University of Alabama, USA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>You are part of the ageing workforce: Are you prepared?</td>
<td>Cristen Smith</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>University of South Africa.</td>
<td>Anne Crafford, Warwick University, UK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Navigating the effects of abusive supervision on turnover through psychological contract breach among third parties.</td>
<td>Elleoer Oborn</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yannick Gripp.</td>
<td>Diane Lawong</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Johannes Kraak Wiebe Knol.</td>
<td>Joel Seunda Tanly</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Radboud University, Netherlands.</td>
<td>University of Alabama, USA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11:00</td>
<td>Social Purpose and Civic Common leadership challenges and practice response behavior</td>
<td>Samuel Fosso Wamba TBS Education, France</td>
<td>Social Purpose and Civic Common leadership challenges and practice response behavior.</td>
<td>Joseph Eyong, University of Derby, UK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Willingness to restore, motivation to restore and workplace restorative behavior: The moderating role of capability to restore breastfeeding support in the South African context.</td>
<td>Kennedy Degu</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Customer mistreatment and African immigrant employees Joy O Abedionu.</td>
<td>Elvor Oborn</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>University of South Africa.</td>
<td>Warwick University, UK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Navigating the effects of abusive supervision on turnover through psychological contract breach among third parties.</td>
<td>Diane Lawong</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yannick Gripp.</td>
<td>Joel Seunda Tanly</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Johannes Kraak Wiebe Knol.</td>
<td>University of Alabama, USA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Radboud University, Netherlands.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>You are part of the ageing workforce: Are you prepared?</td>
<td>Cristen Smith</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>University of South Africa.</td>
<td>Anne Crafford, Warwick University, UK</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Navigating the effects of abusive supervision on turnover through psychological contract breach among third parties.</td>
<td>Elleoer Oborn</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yannick Gripp.</td>
<td>Diane Lawong</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Johannes Kraak Wiebe Knol.</td>
<td>Joel Seunda Tanly</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Radboud University, Netherlands.</td>
<td>University of Alabama, USA</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TEA & COFFEE BREAK - Space Bar area**
<table>
<thead>
<tr>
<th>Day 2: Tuesday January 9, 2024</th>
<th>All-Academy Poster Presentations (Next to Mopani)</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.30AM – 10.00am (Parallel Session)</td>
<td></td>
</tr>
<tr>
<td>1. The role of network embeddedness in the relationship between internationalisation and performance of SMEs</td>
<td>Grace Abban-Ampiah, GIMPA, Ghana, Frederick Owusu Sarpong, GIMPA, Ghana, Samuel Adomako, University of Birmingham, UK, Otto Afu, GIMPA, Ghana</td>
</tr>
<tr>
<td>2. An explanation of social sustainability interventions and paradoxical tensions in sustainable warehousing: An emerging market perspective</td>
<td>Assilah Agigi, University of Pretoria, South Africa</td>
</tr>
<tr>
<td>3. Bad apples, bad barrels…or bad orchards? Causes and context of corruption in Africa</td>
<td>Charles Stevens, Rutgers University, USA, Aloysius Newenham-Kahindi, University of Victoria, Canada, Anastasia Bailey, Rutgers University, USA</td>
</tr>
<tr>
<td>4. Employees perceptions of workplace spirituality in the South African context</td>
<td>Natasha Tigedi, Central University of Technology, South Africa</td>
</tr>
<tr>
<td>5. Understanding the context of the blue-collar workers in South Africa: Unpacking the context of decent work, Eileen Koekemoer, Esli Kekana, University of Pretoria, South Africa</td>
<td></td>
</tr>
<tr>
<td>6. The relationship between personal social media use in the workplace and social media attachment in influencing employee well-being</td>
<td>Poppie Nyetanyane, Central University of Technology, South Africa</td>
</tr>
<tr>
<td>7. The impact of ethnic harassment on anxiety and subsequent job performance: Does a clan culture buffer or bolster the effects?</td>
<td>LaStarr Holie, Orlando Richard, Mzamo Mangaliso, University of Massachusetts, USA</td>
</tr>
<tr>
<td>8. Modeling the drivers of green buying behaviour of millennials in an emerging economy</td>
<td>Pearl Molebatsi, Central University of Technology, South Africa</td>
</tr>
<tr>
<td>9. The relationship between technology adoption and employee engagement in remote settings</td>
<td>Stellenbosch University, South Africa</td>
</tr>
<tr>
<td>10. Variations in accountability systems of informal taxation and community development across regions in Kaduna State, Nigeria</td>
<td>Jacob A Iormbagah, Joseph Sarwuan Tarka University, Nigeria, Victor Okafor, Michael Okpara University of Agric, Nigeria, &amp; Daniel T Tyodon, Joseph Sarwuan Tarka University, Nigeria</td>
</tr>
<tr>
<td>11. The effect of digital technology adoption and entrepreneurial ecosystem on venture performance among African microentrepreneurs</td>
<td>Sarah Kimakwa, Cal State University, USA, Carla Jones, Sam Houston State University, USA, Sibin Wu, University of Texas at Rio Grande Valley, USA</td>
</tr>
<tr>
<td>12. Generativity-control tension in digital platform governance mechanisms: A case study of the national social investment management systems (NASIMS)</td>
<td>Emeka A Onyeokoro, Warwick University, UK</td>
</tr>
<tr>
<td>13. The emergence of entrepreneurial ecosystems in resource-constrained contexts: The effect of global connectedness, Yeguignafere Diarrassouba Mahamadou B Diambeidou, Universite Catholic Louvain, Belgium</td>
<td></td>
</tr>
<tr>
<td>14. Entrepreneurship as the digital equalizer, Sarah Kimakwa, Cal State University, USA, Sibin Wu, University of Texas at Rio Grande Valley, USA Carla Jones, Sam Houston State University, USA</td>
<td></td>
</tr>
<tr>
<td>15. Opening the black box of international higher education collaborations in East Africa, Olof Brunninge, Jonkoping University, Sweden, Anders Melander, Jonkoping University, Sweden, Andrew Schenkel, Stockholm School of Economics, Ciara Sutton, Stockholm School of Economics</td>
<td></td>
</tr>
<tr>
<td>16. Decolonising the curriculum and globalization: Convergence or divergence? Ekene Okwechime, Anglia Ruskin University, UK Catherine Olusanmi, Napier University, UK</td>
<td></td>
</tr>
</tbody>
</table>

**Tea & Coffee Break**

**Venue:** Space Bar area
| 17. | Foundation is gender-specific: Why women need start-up support? Anett Hermann, Marie-Therese Claes, Vienna University |
| 18. | Routes for future prosperity: The case of the manufacturing sector in Rwanda  
Shyaka Gilbert, University of Rwanda, Rwanda, Anders Melander, Jonkoping University, Sweden, Carla Goncalves Machado, Jonkoping University, Sweden, & Samuel Mutarindwa, University of Rwanda, Rwanda |
| 19. | Project Management: Sub Sahara Africa higher education challenges and partnerships,  
Robert Harris, University of Lewisburg, USA |
| 20. | A critical examination of digital technologies’ impact on diversity, equity, and inclusion in contemporary society,  
Bongani Dlamini, DUT, South Africa |
| 21. | Exploring HRM policies and practices in a sample of Moroccan public organizations,  
Leonardo Liberman, Amal Tlanti, UM6, Morocco |
| 22. | Remote work in nonprofit organizations: The intersection of employee well-being and community,  
Kunle Akingbola, Lakehead University, Canada |
| 23. | How conscious are customers of their value co-creation processes in the hotel experience,  
Clement Nangpiire, UDS, Ghana |
| 24. | Presidential charismatic leadership in Tanzania,  
Bella Galperin, University of Tampa, USA, Lemayon Melyoki, University of Dar es Salaam |
| 25. | Perception of autonomy, job satisfaction and employee engagement: A discussion on return to work policies influence on the South African ICT industry,  
Sibussio R Banyini, & Adetola Adekunle, University of Reading, UK |
| 26. | Seeking validation or avoiding rejection: How attachment styles influence feedback seeking,  
Anna E Kuria, Mona Hafner, Michael Frese, University of Leuphana, Germany |
| 27. | Advancing African management skills for the 21st century: The value of an applied anthropological perspective,  
Theodore Petrus, UFS, South Africa |
| 28. | Impact of training and development practices on selected job-related employee deviant behaviors in government department in Limpopo Province, South Africa: A justice perspective,  
Fhatuwani Raliphaswa, Lineo Dzansi, Denis Dzansi, Central University of Technology, South Africa |
| 29. | Exploring organizational resilience and its determinants in Ethiopian banking firms  
Betelhem F Tekletesion, Addis Ababa University, Ethiopia, Jorge Gomes, University of Lisbon, Portugal, Belaynesh T Nidaw, Addis Ababa University, Ethiopia |
| 30. | Creativity in Africa,  
dt Ogilvie, Rochester Institute of Technology, USA, Vincent Ogutu, Strathmore Business School, Kenya,  
Mahamadou Biga Diamebeidou, Catholic Universite of Louvain, Belgium |
| 31. | Determinants of implementation of public procurement act on commercial state corporations  
Lucy Arula, Mary Mwanzia & Carolyne Ntara, KCA University, Kenya |
| 32. | Strategic financial management and performance of family businesses in Ghana  
Dennis Oteng, Ravens Consulting, Ghana & Moses Acquaah, University of North Carolina, Greensboro, USA |
## DAY 2: TUESDAY JANUARY 9

### Session Chairs

<table>
<thead>
<tr>
<th>Room</th>
<th>Organizer/Editors</th>
<th>Track 1 Entrepreneurship and Small Business</th>
<th>Track 5 Social Issues in Management</th>
<th>Track 8 Sustainability and Green Management</th>
<th>PDW/Symposium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boabab</td>
<td>Marc Gruber EPFL, Switzerland</td>
<td>Sociocultural context of entrepreneurship</td>
<td>Gender, technology and social enterprise</td>
<td>Implementing sustainability practices</td>
<td>Challenges and opportunities for leaders in HRM to advance human-centred artificial intelligence</td>
</tr>
<tr>
<td></td>
<td>Dan LeClair</td>
<td>Alex Bignotti University of Pretoria</td>
<td>Kenneth Amaashi European University Institute, Italy</td>
<td></td>
<td>African universities, social innovation and sustainable development</td>
</tr>
<tr>
<td>Rooibos</td>
<td></td>
<td></td>
<td></td>
<td>PDW/Symposium</td>
<td>Tribes and entrepreneurship theory: Four perspectives</td>
</tr>
<tr>
<td>Fynbos</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marula</td>
<td></td>
<td></td>
<td></td>
<td>PDW/Symposium</td>
<td></td>
</tr>
<tr>
<td>Protea</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Honey Bush</td>
<td></td>
<td></td>
<td></td>
<td>PDW/Symposium</td>
<td></td>
</tr>
<tr>
<td>Mopani</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Editors

- **Matthew Grimes**  
  University of Cambridge, UK
- **Georg von Krogh**  
  ETH, Switzerland
- **Davide Ravasi**  
  University College London, UK
- **Floor Rink**  
  University of Groningen, Netherlands
- **Tal Simons**  
  Erasmus University, Netherlands
- **Christian Troester**  
  Kuhne Logistics University, Germany

### Track 1: Entrepreneurship and Small Business

- **The Paradox of Gendered Positioning in Women's Entrepreneurship**  
  Michael Zisu
- **Higosong**  
  Open University, UK
- **Unveiling the dual nature of family support in female entrepreneur: A paradox perspective**
  Mulu Hundera
  University of Cologne, Germany
- **Unlocking refugee endeavors: Entrepreneurship as an empowering catalyst for facilitating refugee integration in transitional countries**
  Toli Jembere Amare
  McMaster University, Canada
- **Ethnic entrepreneurship among Ghanaian immigrants in the UK and South Africa: Exploratory analysis from a social marketing viewpoint**
  Martin Owusu Ansah
  University of Kent, UK
- **The unintended consequences of transnational family African immigrant-owned firms**
  Julia Siwale
  Nottingham Trent University, UK
- **The Paradox of Gendered Positioning in Women's Entrepreneurship**
  Michael Zisu
  Higosong
  Open University, UK
- **Unveiling the dual nature of family support in female entrepreneur: A paradox perspective**
  Mulu Hundera
  University of Cologne, Germany
- **Unlocking refugee endeavors: Entrepreneurship as an empowering catalyst for facilitating refugee integration in transitional countries**
  Toli Jembere Amare
  McMaster University, Canada
- **Ethnic entrepreneurship among Ghanaian immigrants in the UK and South Africa: Exploratory analysis from a social marketing viewpoint**
  Martin Owusu Ansah
  University of Kent, UK
- **The unintended consequences of transnational family African immigrant-owned firms**
  Julia Siwale
  Nottingham Trent University, UK

### Track 5: Social Issues in Management

- **Marketing strategies employed by women members of parliament: A case of national parliament in Kenya**
  Brigitte M Wabuyabo-O Konga
  KCAU, Kenya
- **Deconstructing the controversial performance of microfinance institutions: A sense making lens to loan defaulting**
  Rosa Bote
  Neoma Business School, France
- **Technological objective dimensions, business group affiliation, and innovation**
  Steven Day
  North Carolina Central University, US

### Track 8: Sustainability and Green Management

- **Developing and implementing eco-innovations: Which strategies exist? An empirical examination**
  Anna Peters
  Mohammad S. Schuster
  Dominik K. Kanbach
  HHL Leipzig Graduate School of Management, Germany
- **Towards achieving zero emissions: The relationship between a country’s level of globalization and greenhouse gas emissions**
  Sam Nyinimah
  Manchester Metropolitan University, UK
  J. Amankwa-Amoah
  University of Kent, UK
  Kenneth Egedi
  Manchester Metropolitan University, UK
  J. Amankwa-Amoah
  University of Kent, UK
  Kenneth Egedi
  Manchester Metropolitan University, UK

### PDW/Symposium

- **The role of social identity and experience in the formation of social entrepreneurial intentions among South Africa’s youth**
  Alex Bignotti
  Sonal Das
  Clavis N Fubah
  University of Pretoria, South Africa
- **Deconstructing the controversial performance of microfinance institutions: A sense making lens to loan defaulting**
  Rosa Bote
  Neoma Business School, France
- **Technological objective dimensions, business group affiliation, and innovation**
  Steven Day
  North Carolina Central University, US

### PDW/Symposium

- **Organizers**
  Caren Brenda Scheepers  
  University of Pretoria, South Africa
- **Lilian Otaeye-Ebbe**  
  University of Liverpool, UK
- **Organizers**
  Annika Surmeier  
  University of Cape Town, South Africa
- **David Littlewood**  
  University of Sheffield, UK

### Challenges and Opportunities for Leaders in HRM to Advance Human-Centred Artificial Intelligence

- **African universities, social innovation and sustainable development**
- **Tribes and entrepreneurship theory: Four perspectives**

### PDW/Symposium

- **The role of university-based sustainability centres: Implications for African universities**
  Gordon Ikueyey
  ESG Advisory, Nigeria
  Kenneth Amaashi
  European University Institute, Italy
- **Factors explaining motivation for sustainable entrepreneurship across international contexts**
  Marina Klevtsova
  Ekaterina Ivanova
  HSE University, Russia

### PDW/Symposium

- **Unlocking refugee potential in South Africa: Exploratory analysis from a social marketing viewpoint**
  Martin Owusu Ansah
  University of Kent, UK
- **The unintended consequences of transnational family African immigrant-owned firms**
  Julia Siwale
  Nottingham Trent University, UK
- **The Paradox of Gendered Positioning in Women’s Entrepreneurship**
  Michael Zisu
  Higosong
  Open University, UK
- **Unveiling the dual nature of family support in female entrepreneur: A paradox perspective**
  Mulu Hundera
  University of Cologne, Germany
- **Unlocking refugee endeavors: Entrepreneurship as an empowering catalyst for facilitating refugee integration in transitional countries**
  Toli Jembere Amare
  McMaster University, Canada
- **Ethnic entrepreneurship among Ghanaian immigrants in the UK and South Africa: Exploratory analysis from a social marketing viewpoint**
  Martin Owusu Ansah
  University of Kent, UK
- **The unintended consequences of transnational family African immigrant-owned firms**
  Julia Siwale
  Nottingham Trent University, UK
- **The Paradox of Gendered Positioning in Women’s Entrepreneurship**
  Michael Zisu
  Higosong
  Open University, UK
- **Unveiling the dual nature of family support in female entrepreneur: A paradox perspective**
  Mulu Hundera
  University of Cologne, Germany
- **Unlocking refugee endeavors: Entrepreneurship as an empowering catalyst for facilitating refugee integration in transitional countries**
  Toli Jembere Amare
  McMaster University, Canada
- **Ethnic entrepreneurship among Ghanaian immigrants in the UK and South Africa: Exploratory analysis from a social marketing viewpoint**
  Martin Owusu Ansah
  University of Kent, UK
- **The unintended consequences of transnational family African immigrant-owned firms**
  Julia Siwale
  Nottingham Trent University, UK
<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
</table>
| 12:15 - 1:15pm | LUNCH BREAK AND PRESIDENTIAL ADDRESS  
VENUE: Bell Restaurant- SBS campus |
| 1:30 – 5:30pm  | **Experiential Trips (1:30pm - 5:30pm)**  
**Prompt Departure:** All Delegates must board buses by 1:20pm |
| 5:40pm  | **Note:** Buses promptly depart to the SBS Campus at 5.40pm  
From where you will be transported to your respective Conference Hotels |
<table>
<thead>
<tr>
<th>Session Chair</th>
<th>Title</th>
<th>Room</th>
<th>8:30-10:00 am</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mias de Klerk</td>
<td>Strategic OD and navigating the employee experience through engagement, career development and recognition</td>
<td>Marula</td>
<td>Strategic OD and navigating the employee experience through engagement, career development and recognition</td>
</tr>
<tr>
<td>Benedictine University, USA</td>
<td>Globalization and corporate social responsibility in Nigeria: The behavioral perspective</td>
<td>Boabab</td>
<td>Globalization and corporate social responsibility in Nigeria: The behavioral perspective</td>
</tr>
<tr>
<td>Yaba Technology, Nigeria</td>
<td>For love or money? The willingness of employees to sacrifice salary for spirituality</td>
<td>Honey Bush</td>
<td>For love or money? The willingness of employees to sacrifice salary for spirituality</td>
</tr>
<tr>
<td>University of Pretoria, South Africa</td>
<td>Going bonkers: A supervisor perspective on mentally ill employees</td>
<td>Rooibos</td>
<td>Going bonkers: A supervisor perspective on mentally ill employees</td>
</tr>
<tr>
<td>Stellenbosch University, South Africa</td>
<td>Professional development workshop with AOM</td>
<td>Boabab</td>
<td>Professional development workshop with AOM</td>
</tr>
<tr>
<td>Session Title</td>
<td>Room</td>
<td>Session Chair</td>
<td>Abstract/Title</td>
</tr>
<tr>
<td>---------------</td>
<td>------</td>
<td>---------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Context and strategy implementation</td>
<td>Marula</td>
<td>Desmond Ayentimi, University of Tasmania, Australia</td>
<td>Student preferences for arts-based methods in leadership education: A cluster analysis from Morocco, Albrecht Fritzschke, Rabat Business School, Morocco, Hendrik Sebastiaan Kriek, University of Witwatersrand, South Africa, Vignettes as an instructional strategy in experiential learning for sustainability topics, Michelle A Montague-Mfuni, University of Richmond, USA.</td>
</tr>
<tr>
<td>Enhancing the learning experience</td>
<td>Fynbos</td>
<td>Michelle A Montague-Mfuni, University of Richmond, USA</td>
<td>Helena Barnard, University of Pretoria, SA, Maria Kraimer, Rutgers University, USA, Bruce Lamont, Florida State University, USA, Rebecca Namatovu Copenhagen Business School, Denmark, Orlando Richard, University of Massachusetts - Amherst, Enrica Ruggs, University of Houston, USA, Scott Selbert, Rutgers University, USA, Johann Fortwengel, King’s College London, UK.</td>
</tr>
<tr>
<td>General Session: Writing Session - Introduction (All Facilitators)</td>
<td>Boabab</td>
<td></td>
<td>Does a theory of value add value? Evidence from a randomized control trial with Tanzania entrepreneurs, Rajshree Agarwal, Francesca Bacco, Arnaldo Camuffo, Andrea Coali, Alfonso Gambardella, Haji Msangi, Steve Sonka, Anna Temu, Betty Waizel, Audra Wormald, University of North Carolina, Chapel Hill, Small enterprise debt financing: A review of current trends in the literature, Olapeju C Ogunmokun, De Montfort University, UK, Gig work as a pathway to decent work in Sub-Saharan Africa, Desmond Ayentimi, University of Tasmania, Australia, John Burgers, Torrens University, Australia, Albert Amankwa, University of Tasmania, Australia, Shaun Ruggunan, University of Witwatersrand, South Africa, Exploring implementation complexity: A study on warehouse management systems in fast-moving environments, Natasha Winkler Titus, Stellenbosch University, South Africa, Marie Therese A. J. Claes, Vienna University of Economics and Business, Austria, Organizers: Alexander Glosenberg, Loyola Mountmary University, USA, Michael Gielnik, University of Cape Town, Janine Peschmann, University of Leuphana, Germany, Ines Meyer, University of Leuphana, Germany, George von Krogh, ETH, Zurich, Marc Gruber, EPFL, Switzerland.</td>
</tr>
<tr>
<td>Hybrid/Remote work models: Challenges and opportunities in the higher education sector</td>
<td>Protea</td>
<td></td>
<td>New developments in personal initiative (PI) training for entrepreneurs inside and outside of the African continent, Paper Development Workshop with AOM, Organizers: Alexander Glosenberg, Loyola Mountmary University, USA, Michael Gielnik, University of Cape Town, Janine Peschmann, University of Leuphana, Germany, Ines Meyer, University of Leuphana, Germany, George von Krogh, ETH, Zurich, Marc Gruber, EPFL, Switzerland.</td>
</tr>
<tr>
<td>Paper Development Workshop with AOM</td>
<td>Honey Bush</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time</td>
<td>Event</td>
<td>Venue</td>
<td></td>
</tr>
<tr>
<td>--------</td>
<td>------------------------------</td>
<td>----------------------------</td>
<td></td>
</tr>
<tr>
<td>12:00-</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12:45pm</td>
<td>LUNCH BREAK</td>
<td>VENUE: Bell Restaurant SBS Campus</td>
<td></td>
</tr>
</tbody>
</table>

consumer goods manufacturing
Kelvinne Mocke
University of Pretoria, South Africa

challenges and opportunities in Africa
Erin Makarius
University of Akron, USA
Aloysius Newenham-Kahindi
University of Victoria, Canada
<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:00pm</td>
<td><strong>ALL ACADEMY SESSION DEANS’ FORUM</strong></td>
</tr>
<tr>
<td></td>
<td>ROOM: YELLOWWOOD - SBS Main Building</td>
</tr>
<tr>
<td></td>
<td><strong>Participating Deans:</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Moderator:</strong> Abel Adekola, Dean</td>
</tr>
<tr>
<td></td>
<td>College of Business and Engineering</td>
</tr>
<tr>
<td></td>
<td>Wilkes University, PA, USA</td>
</tr>
<tr>
<td></td>
<td>Charles Adjasi, Acting Director</td>
</tr>
<tr>
<td></td>
<td>Stellenbosch Business School</td>
</tr>
<tr>
<td></td>
<td>Stellenbosch University, Cape Town, South Africa</td>
</tr>
<tr>
<td></td>
<td>Sharon Alvarez, AOM President</td>
</tr>
<tr>
<td></td>
<td>Joseph M. Katz Graduate School of Business</td>
</tr>
<tr>
<td></td>
<td>Thomas W. Olofson Chair in Entrepreneurial Studies</td>
</tr>
<tr>
<td></td>
<td>University of Pittsburgh, PA, USA</td>
</tr>
<tr>
<td></td>
<td>Hailu Elias, Dean</td>
</tr>
<tr>
<td></td>
<td>College of Business and Economics</td>
</tr>
<tr>
<td></td>
<td>Addis Ababa University, Ethiopia</td>
</tr>
<tr>
<td></td>
<td>Khaled Hassanein, Dean</td>
</tr>
<tr>
<td></td>
<td>DeGroote Business School</td>
</tr>
<tr>
<td></td>
<td>McMaster University, Canada</td>
</tr>
<tr>
<td>2:15pm</td>
<td><strong>ALL ACADEMY BUSINESS MEETING</strong></td>
</tr>
<tr>
<td></td>
<td>VENUE: Yellowwood</td>
</tr>
<tr>
<td></td>
<td>Note: Buses promptly depart to the Conference Hotels at 3:40pm</td>
</tr>
</tbody>
</table>
2024 AFAM Conference Closing Ceremony

Time: 6.30 pm – 10.00 pm

VENUE: Pigalle Cape Town
57a Somerset Rd, Green Point, Cape Town

Keynote Speaker
Professor Michael Barrett
Judge Business School
Cambridge University, UK

Buses depart promptly from the Conference Hotels at 5.30pm.
2024 AFAM Biennial Conference
Winners of Best Paper Award

Track 1 Entrepreneurship and Small Business
Rinse and Repeat? Entrepreneurial Pre-entry Search by Habitual Entrepreneurs in the Informal Economy
Shelter Selorm Teyi-Copenhagen Business School

Track 2 Organizational Behavior and Human Resource Management
Navigating the Effects of Abusive Supervision on Turnover Through Psychological Contract Breach Among Third Parties
Yannick Griep-Radboud University
Johannes Kraak-Radboud University
Wieke Knol-Radboud University
Elizabeth Beekman-Radboud University

Track 3 Public Policy, Administration of Government, and Non-Governmental Organizations
Africanization of Developmental State Model: On Rwanda’s Industrial Policy and Institutional Arrangements
Francis Gaudreault-Zayed Military University /Rabdan University
Virginia Bodolica-American University of Sharjah

Track 4 Strategy and International Management
Institutional Anaesthetization and Heliotropic Strategies
Baniyelme D Zoogah-McMaster University
Mike Peng-University of Texas at Dallas

Track 5 Social Issues in Management
Deconstructing the Controversial Performance of Micro-Finance Institutions: A Sensemaking Lens on Loan Defaulting
Rose Bote—Neoma Business School

Track 6 Sustainability and Green Management
Assessing Adoption Barriers of Sustainable Packaging in Egypt
Carol Ramses Morgan-American University in Cairo
Sherwat Elwan Ibraham-American University in Cairo

Track 8 Management Practice
An Empirical Study on Competitive Intelligence and Firm Competitiveness
Zohor Kettani-Africa Business School
Abdulkader Aljandali-Africa Business School

Track 9 Teaching and Learning
Student Preferences for Arts-Based Methods in Leadership Education: A Cluster Analysis from Morocco
Albrecht Fritzscche-Rabat Business School
Hendrik S Kriek-University of Witwatersrand
Have a safe and pleasant journey to your respective homes. Our 8th Biennial Conference would be held in January 2026.