

Newsletter

Faculty Research Publications



China Depth, Global Breadth

Peer Reviewed Journal Articles

Chng, D., Kim, T.-Y., Gilbreath, B., & Andersson, L.. forthcoming. "Employees are Watching: Behaviors That Make Leaders Credible". *MIT: Sloan Management Review*. (FT50).

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Feldman, Gilad, Farh, Jiing-Lih and Wong, Kin Fai Ellick. 2018. "Agency Beliefs Over Time and Across Cultures: Free Will Beliefs Predict Higher Job Satisfaction". *Personality and Social Psychology Bulletin*. (A*) 44, 3, 304-317.

Abstract: In three studies, we examined the relationship between free will beliefs and job satisfaction over time and across cultures. Study 1 examined 252 Taiwanese real-estate agents over a 3-months period. Study 2 examined job satisfaction for 137 American workers on an online labor market over a 6-months period. Study 3 extended to a large sample of 14,062 employees from 16 countries and examined country-level moderators. We found a consistent positive relationship between the belief in free will and job satisfaction. The relationship was above and beyond other agency constructs (Study 2), mediated by perceived autonomy (Studies 2-3), and stronger in countries with a higher national endorsement of the belief in free will (Study 3). We conclude that free-will beliefs predict outcomes over time and across cultures beyond other agency constructs. We call for more cross-cultural and longitudinal studies examining free-will beliefs as predictors of real-life outcomes.

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Hu, Haiju and Zhao, Xiande. 2018. "Building supply chain quality management theory from case study in China". *International Journal of Services Technology and Management*. 24, 1/2/3.

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Huo, Baofeng, Ye, Yuxiao, Zhao, Xiande, Wei, Jiang and Hua, Zhongsheng. forthcoming. "Environmental uncertainty, specific asset, and opportunism in 3PL relationships: A transaction cost economics perspective". *International Journal of Production Economics*. (A*).

Abstract: Service provider opportunism is a

serious concern in third party logistics (3PL) relationships. However, our knowledge about antecedents of 3PL providers' opportunism is limited. According to transaction cost economics (TCE), increased transaction costs give rise to opportunism. This study incorporates key constructs (i.e., environmental uncertainty, specific asset, and opportunism) from TCE and conducts a transaction cost analysis. We argue that environmental uncertainty and specific asset create exchange hazards that result in opportunism. Meanwhile, specific asset reduces coordination costs raised by environmental uncertainty. Building on the arguments, this study tests a model, which hypothesizes that environmental uncertainty (demand, supply, and technology uncertainty), and specific asset (user and supplier specific asset) are positively related to opportunism, and that environmental uncertainty is positively related to specific asset. Structural equation modeling is used to examine data from 247 3PL relationships from China. The results show that demand uncertainty decreases opportunism, supply uncertainty increases opportunism, and technology uncertainty does not have a significant effect. User specific asset increases opportunism, while provider specific asset decreases opportunism. Demand and supply uncertainty have positive effects on user specific asset, but non-significant effects on provider user asset, while technology uncertainty does not have a significant impact on user or provider specific asset. In general, our findings are supported by the rationale of TCE and some surprising findings may be explained by industrial or cultural distinctions. This study contributes to 3PL literature and practices.

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Jiang, Zhengrui, Qu, Xinxue (Shawn) and Jain, Dipak C.. forthcoming. "Optimal Market Entry Timing for Successive Generations of Technological Innovations". *MIS Quarterly* (FT50)

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Rupp, D. E., Shao, R., Skarlicki, D. P., Paddock, E. L., Kim, T. Y., & Nadisic, T.. forthcoming. "Corporate Social Responsibility and Employee Engagement: The Moderating Role of CSR-Specific Relative Autonomy and Individualism". *Journal of Organizational Behavior*. (A*).

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Faculty Research Publications

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Stock, Ruth, Groß, Matthias and Xin, Katherine R.. forthcoming. "Will Self-Love Take a Fall? The Effect of Top Executives' Positive Self-regard on Firm Innovativeness". *Journal of Product Innovation Management*.

Abstract: Innovative work behavior has recently attracted considerable interest of both researchers and practitioners. Although extant research provides valuable insights into employees' innovative behavior, knowledge on top executives' innovative behavior, its antecedents, and its outcomes is scarce. Drawing on upper echelons theory, this study considers whether different facets of top executives' positive self-regard enhance or harm their innovative behavior. The authors theorize that top executives' selfism, hypercore self-evaluation, and overconfidence—all of which imply a strong positive self-regard—distinctly determine their willingness and ability to engage in innovative behavior, which in turn is critical for new product program newness. Time-lagged data from a sample of 214 top executives and 647 matched subordinates reveal that seemingly similar psychological characteristics of top executives affect innovative behavior differently. Selfism and overconfidence negatively influence innovative behavior; hypercore self-evaluation has a positive effect. A structural mediation analysis confirms a multistage, causal chain that links the three psychological characteristics with product program newness, mediated by top executives' innovative work behavior. Furthermore, moderated mediation analysis suggests that some demographic characteristics of top executives moderate the effects of hypercore self-evaluation and overconfidence on innovative behavior, whereas the effect of selfism remains unchanged regardless of their tenure or power. Hence, this study provides a more fine-grained perspective on top executives' positive self-regard and its contingencies in the innovation context.

Contact: katherinexin@ceibs.edu

Zhang, Min, Zhao, Xiande and Lyles, Marjorie A.. forthcoming. "Effects of absorptive capacity, trust and information systems on product innovation". *International Journal of Operations & Production Management*.

Abstract: Purpose This study aims to empirically investigate the mechanisms through which absorptive capacity (AC), trust and information systems jointly influence product innovation. Design/methodology/approach This study proposes a research model to examine the mediating role of AC on the impacts of trust and information systems on product innovation and the moderating roles of trust and information systems on the relationship between AC and product innovation. The hypotheses are empirically tested using regression and bootstrapping methods and data collected from 276 manufacturing firms in China.

Findings This study finds that trust and information systems positively affect product innovation and the effects are fully mediated by AC. AC also significantly enhances product innovation and the effect is amplified by trust as well as information systems. In addition, the results show that trust and information systems improve AC both individually and interactively.

Originality/value The findings extend existing knowledge on the antecedents of AC and the contingent conditions under which a manufacturer's AC is more effective than that of its rivals. The results also clarify the mechanisms through which trust and information systems improve product innovation. This study provides

insights into the complex relationships among a manufacturer's sociotechnical systems, knowledge management processes and new product development, and reveals how to design organisational systems to fully capitalise the value of AC on product innovation.

Contact: xiande@ceibs.edu

Trade Journal Articles

Cai, Jiangnan (John). 2018. "Healthcare reform needs to resolve the issue of effective supply". *China Health Insurance journal*. Special issue for Annual Conference of the National Congress.

Contact: jncai@ceibs.edu

Cai, Jiangnan (John). 2018. "Institutional arrangement is the precondition for establishing a universal platform of social health insurance". *China Health Insurance journal*. 3.

Contact: jncai@ceibs.edu

Xin, K. R. & Yan, J. . 2018 Feb. "The Next Step of Entrepreneurial Innovation 《创业创新的下一站》". *Business Review*. 5.

Contact: katherinexin@ceibs.edu

Xin, K. R. & Yan, J.. 2018 Jan. "Looking Back at the Present Situation from Future 《站在未来看现在》". *Business Review*. 5.

Contact: katherinexin@ceibs.edu

Newspaper Articles

Cai, Jiangnan (John). 2018 March 15. Payment methods for medical services should be adjusted systematically. *Pharmaceutical Economics Newspaper*.

Contact: jncai@ceibs.edu

Cases

Chang, Vincent and Zhao, Liman. 2018. "乐活生鲜：精益创业探索之路 (B)". CI-818-001.

Contact: vchang@ceibs.edu

Han, Jian and Zhao, Ziqian. 2018. "万达执行力的背后：商业模式、信息化与人". CC-418-011.

Contact: jianhan@ceibs.edu

Prashantham, Shameen and Ruan, Livia. 2018. "Depth or Breadth: The Growth Strategy of Ruff Company". CC-818-006.

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Ramasamy, Bala, Pi, Cythnia, Heide, Ruurd Feikes van der.

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Faculty Research Publications

2018. "Royal DSM: From Mining to Chemicals, from State-owned to Private". CC-318-012.
Contact: bramasamy@ceibs.edu

Ramasamy, Bala and Ruan, Livia. 2018. "ShaanMei Group Facing Winter of the Coal Market". CI-318-010.
Contact: bramasamy@ceibs.edu

Ramasamy, Bala and Ruan, Livia. 2018. "ShaanMei Group". CC-218-004.
Contact: bramasamy@ceibs.edu

Wang, Gao and Zhu, Qiong. 2018. "蔡司品牌在中国镜片市场的渗透". CC-518-008.
Contact: wgao@ceibs.edu

Zhao, Liman and Lee, Jean. 2018. "Xiangdu: Sucession of Entrepreneurial Spirit". 9B18C002.
Contact: jeanlee@ceibs.edu

Zhao, Xiande and Zhu, Qiong. 2018. "京东在新零售时代的战略布局". CI-318-002.
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Zhang, Weijiong and Kuai, Dimeng. 2018. "上海海立（集团）股份有限公司（B）". CI-318-005.
Contact: zweijiong@ceibs.edu

Zhang, Yu and Qian, Wenying. 2018. "华强北：深圳产业发展与转型的缩影". CC-318-009.
Contact: zyu3@ceibs.edu

Zhang, Yu and Qian, Wenying. 2018. "分析师杨成：中国5G产业和中兴通讯". CI-318-003.
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Zhang, Yu and Qian, Wenying. 2018. "eMeet:移动办公音箱的创业路径". CI-318-013.
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Zhou, Dongsheng and Ruan, Liyang. 2018. "龙吐司：新零售时代的产品为王". CC-518-007.
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