

# Newsletter

## Faculty Research Publications



China Depth, Global Breadth

### Peer Reviewed Journal Articles

Ciampa, V., Sirowatka, M., Schuh, S. C., Fraccaroli, F. & Van Dick, R. . forthcoming. "The negative link between organizational identification and counterproductive work behaviors: The moderating role of ambivalent identification". *Journal of Business Ethics*. (FT50).  
Contact: [sschuh@ceibs.edu](mailto:sschuh@ceibs.edu)

David, E. M., Shoss, M., Johnson, L., & Witt, L. A.. forthcoming. "Examining the effects of supervisor and subordinate congruence in emotional stability on subordinate emotional exhaustion". *Journal of Research in Personality: Special Issue on "The Role of Personality in the Experience of Working and in the Workplace"*.

**Abstract:** We sought to better understand the impact of leader emotional stability on follower burnout. Drawing on conservation of resources theory, we examined the emotional exhaustion consequences of supervisor-subordinate emotional stability congruence. Study 1 consisted of 299 light construction and maintenance workers and their supervisors. Study 2 was comprised of 294 workers at a city permits office and their supervisors. As hypothesized, both samples revealed that the highest levels of subordinate emotional exhaustion occurred when both supervisor and subordinate emotional stability were low. Our polynomial regression results suggest that the effects of leader and follower emotional stability are not simply a matter of similarity; subordinates low in emotional stability are disproportionately and negatively impacted by a low-emotional stability leader.

Contact: [edavid@ceibs.edu](mailto:edavid@ceibs.edu)

Han, J. H, Liao, H, Kim, S., and Han, J.. forthcoming. "Narcissism and empowerment: How narcissism influences the trickle-down effects of organizational empowerment climate on performance". *Journal of Management Studies*. (FT50).

Contact: [jianhan@ceibs.edu](mailto:jianhan@ceibs.edu)

Han, J., Sun, J., and Wang, H.. forthcoming. "Do High Performance Work System Generate Negative Effects? How and When?". *Human Resource Management Review*.

Contact: [jianhan@ceibs.edu](mailto:jianhan@ceibs.edu)

Huang, Sheng, Maharjan, Johan and Thakor, Anjan

V.. forthcoming. "Disagreement-induced CEO turnover". *Journal of Financial Intermediation*.

**Abstract:** We propose and test a new explanation for forced CEO turnover, and examine its implications for the impact of firm performance on CEO turnover. Investors may disagree with management on optimal decisions due to heterogeneous prior beliefs. Theory suggests that such disagreement may be persistent and costly to firms; we document that this induces them to sometimes replace CEOs who investors disagree with, controlling for firm performance. A lower level of CEO-investor disagreement serves to partially "protect" CEOs from being fired, thus reducing turnover-performance sensitivity, which we also document. We also show that firms are more likely to hire an external CEO as a successor if disagreement with the departing CEO is higher. Disagreement declines following forced CEO turnover. Using various empirical strategies, we rule out other confounding interpretations of our findings. We conclude that disagreement, independently of firm performance, affects forced CEO turnover.

Contact: [shenghuang@ceibs.edu](mailto:shenghuang@ceibs.edu)

Lee, B., Kim, T.-Y., Gong, Y., Zheng, X., & Liu, X.. forthcoming. "Within or outside? Differentiating between internal and external job change intention". *Human Resource Management*. (FT50).

Contact: [blee@ceibs.edu](mailto:blee@ceibs.edu)  
[tykim@ceibs.edu](mailto:tykim@ceibs.edu)

Siciliano, Gianfranco. forthcoming. "Has IFRS increased accounting uniformity?". *Accounting in Europe*.

**Abstract:** I examine the effect of International Financial Reporting Standards (IFRS) adoption on the accounting uniformity of financial statements for a sample of large firms listed on Euronext. Using Taplin's (A unified approach to the measurement of international accounting harmony\*. *Accounting and Business Research*, 34(1), 57-73) uniformity index, I find that IFRS enhances uniformity of financial statements of firms within the same country (national uniformity) and between countries (international uniformity). The change in uniformity is not, however, homogeneous within and across jurisdictions that are subject to different accounting regulations before IFRS adoption. Those countries whose local GAAP was further from IFRS prior to adoption experience a greater

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increase in uniformity after IFRS adoption. I also find that international uniformity is increased most for items where IFRS eliminated divergence with local GAAP and for items where no regulation existed under local GAAP; when IFRS preserved the accounting choice set prescribed under local GAAP, uniformity does not increase. The main contribution relies on showing that the various forms of the relationship local GAAP-IFRS prior to the shift matter when examining the direct effect of IFRS adoption on the convergence of financial reporting practices.

Paper: <https://doi.org/10.1080/17449480.2019.1632468>

Contact: [gianfranco.siciliano@ceibs.edu](mailto:gianfranco.siciliano@ceibs.edu)

Wang, Qi, Feng, Juan, Jiang, Xuping and Xie, Jinhong. forthcoming. "Multiple Winner Award Rules in Online Procurement Auctions".

*Production and Operations Management*. (FT50).

Contact: [qwang@ceibs.edu](mailto:qwang@ceibs.edu)

Wu, X., Lyu, Y., Kwan, H. K., & Zhai, H. 2019. "The impact of mentoring quality on protégés' organization-based self-esteem and proactive behavior: The moderating role of traditionality." *Human Resource Management*. (FT50) 58, 4, 417-430.

Contact: [kwanhokwong@ceibs.edu](mailto:kwanhokwong@ceibs.edu)

Ye, Y., Zhu, H., Chen, Y., Kwan, H. K., & Lyu, Y.. forthcoming. "Family ostracism and proactive customer service performance: An explanation from conservation of resources theory". *Asia Pacific Journal of Management*.

**Abstract:** Despite the burgeoning interest in work-family conflict, little is known about how family stressors influences employees' attitudes and behaviors in the workplace. This study focused on family ostracism and investigated its impact on employees' proactive customer service performance (PCSP). Drawing on conservation of resources (COR) theory, this study further examined the mediating role of emotional exhaustion and the moderating role of family centrality. Using time-lagged data from 264 supervisor follower dyads of two hotels in the mainland of China, this study found that family ostracism negatively affected employees' PCSP by eliciting emotional exhaustion. In addition, the findings indicated that family centrality strengthened the direct effect of family ostracism on emotional exhaustion and the indirect effect of family ostracism on PCSP via emotional exhaustion such that the relationships were stronger when family centrality was high. Finally, this study discussed the theoretical implications of these results and provided practical several implications for organizations.

Paper: <https://link.springer.com/article/10.1007/s10490-019-09677-x>

Contact: [kwanhokwong@ceibs.edu](mailto:kwanhokwong@ceibs.edu)

Yoshikawa, Toru, Shim, Jung Wook, Kim, Chang Hyun and Tuschke, Anja. forthcoming. "How do board ties affect the adoption of new practices? The effects of managerial interest and hierarchical power". *Corporate Governance: An International Review*.

Paper: <https://onlinelibrary.wiley.com/doi/full/10.1111/corg.12300?campaign=wolarlyview>

Contact: [chkim@ceibs.edu](mailto:chkim@ceibs.edu)

Zhang, L.L., Farh, J.L. 2019. "Separating truth from error: A closer look at the effect of grouped versus intermixed questionnaire format". *Asia Pacific Journal of Management*. 36, 881-901.

**Abstract:** A topic of ongoing debate in survey research is whether items measuring different constructs should be grouped by construct or intermixed. Previous researchers have failed to reach a consensus on whether grouping or intermixing measurement items leads to better construct validity. The inconsistency of their findings has to a large extent resulted from a tendency to confound true variance and systematic error variance. Drawing on measurement and cognitive theories, we propose that for established measures with satisfactory psychometric properties, grouped items capture less unsystematic and systematic error variance and more true variance than their intermixed counterparts. This argument is supported by the findings of a field experiment with 853 students in 142 project teams, who reported their teams' relationship and task conflict on grouped and intermixed items. The theoretical and practical implications of these findings for researchers who use survey instruments are discussed.

Contact: [jlfarh@ceibs.edu](mailto:jlfarh@ceibs.edu)

Zheng, Yuyan, Graham, Les, Farh, Jiing-Lih, Huang, Xu. forthcoming. "The Impact of Authoritarian Leadership on Ethical Voice: A Moderated Mediation Model of Felt Uncertainty and Leader Benevolence".

*Journal of Business Ethics*. (FT50).

Contact: [jlfarh@ceibs.edu](mailto:jlfarh@ceibs.edu)

Zou, Peng, Wang, Q. iXie, Jinhong and Zhou, Chenxi. forthcoming. "Does Doing Good Lead to Doing Better in Emerging Markets? An Event Study of Socially Responsible Investment Index Announcements in China". *Journal of the Academy of Marketing Science*. (FT50).

Contact: [qwang@ceibs.edu](mailto:qwang@ceibs.edu)

## Trade Journal Articles

Huang, Sheng and Meng, Yuan. 2019 June. "'股份回购'制度红利，上市公司如何用得更好？". *Harvard Business Review (China)*.

Contact: [shenghuang@ceibs.edu](mailto:shenghuang@ceibs.edu)

Sheng, Songcheng and Xie, Jieyu. 2019. "各国央行盯住2%通胀目标是刻舟求剑——对中长期通胀的思考". *清华金融评论*. 6.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Sheng, Songcheng. 2019. "加强主要经济体宏观政策协调，努力创造正面外溢效应". 第十一届陆家嘴论坛（2019）会前刊《加快国际金融中心建设 推动经济高质量发展》.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Sheng, Songcheng, Jiang, Yile and Long, Yu. 2019. "为什么数字货币Libra项目会被叫停？". *中国金融*. 15.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Sheng, Songcheng. 2019. "美国加征关税难改我国经济平稳发展趋势". *当代金融研究*. 3.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Xin, K. R. & Yan, J. . 2019 Aug. "Breaking the Industrial Magic Spell

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## Faculty Research Publications

《打破行业魔咒》". *Business Review*, 5.

Contact: [katherinexin@ceibs.edu](mailto:katherinexin@ceibs.edu)

Xin, K. R. & Yan, J. . 2019 July. "Three Things Executives Should Do  
《企业高管应做的三件事》". *Business Review*. 5.

Contact: [katherinexin@ceibs.edu](mailto:katherinexin@ceibs.edu)

### Newspaper Articles

Ramasamy, Bala and Yeung, Mathew. 2019 October 14. A strong case  
for calm talks to resolve trade row. *China Daily*.

Paper: <https://www.chinadaily.com.cn/a/201910/14/WS5da3d354a310cf3e35570468.html>

Contact: [bramasamy@ceibs.edu](mailto:bramasamy@ceibs.edu)

Sheng, Songcheng and Shen, Xinfeng. 2019 July 9. 目前需要保持人民  
币汇率的基本稳定. *经济参考报*.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Sheng, Songcheng and Ren, Xiaoxun. 2019 July 23. 加强风险管理措施  
让网贷回归普惠金融本源. *一财网*.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Sheng, Songcheng. 2019 August 7. 人民币汇率仍将保持基本稳定. *经  
济参考报*.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Sheng, Songcheng. 2019 August 6. 盛松成: 人民币汇率通过了“破  
7”的压力测试. *时代周报*.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Sheng, Songcheng and Yu, Zizhen. 2019 August 17. 盛松成解读LPR形  
成机制: 引导贷款利率下行, 谁更受益?. *澎湃新闻*.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Sheng, Songcheng. 2019 Aug. "独家专访盛松成: 人民币将保持基本  
稳定, 企业应更重视汇率风险管理". *第一财经*.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

Sheng, Songcheng, Song, Hongwei and Wang, Heng. 2019 Aug. "如何  
理解政治局会议对房地产市场发展的要求". *第一财经*.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

### Books

Gong, Yan. 2019 Jan. *创业裂变(Lean Venture)*. 复旦大学出版社.

Contact: [gongy@ceibs.edu](mailto:gongy@ceibs.edu)

Jiang, Jianqing. 2019 Jan. *世界金融百年沧桑记忆2*. 中信出版社.

Contact: [jjiang@ceibs.edu](mailto:jjiang@ceibs.edu)

Jiang, Jianqing. 2019 Jan. *中国大型商业银行股改史*. 中国金融出版  
社.

Contact: [jjiang@ceibs.edu](mailto:jjiang@ceibs.edu)

Sheng, Songcheng. 2019 July. *中欧陆家嘴金融评论2018 (CEIBS  
Lujiazui Financial Review 2018)*. 中国金融出版社.

Contact: [ssongcheng@ceibs.edu](mailto:ssongcheng@ceibs.edu)

### Cases

Chang, Vincent, Velamuri, Sita Ramakrishna and Zhao, Liman. 2019.  
"信安科技: 新创企业的融资困境 (A)". CI-819-064.

Chang, Vincent, Velamuri, Sita Ramakrishna and Zhao, Liman. 2019.  
"信安科技: 新创企业的融资困境 (B)". CI-819-065.

Chang, Vincent, Velamuri, Sita Ramakrishna and Zhao, Liman. 2019.  
"信安科技: 新创企业的融资困境 (C)". CI-819-066.

Contact: [rvelamuri@ceibs.edu](mailto:rvelamuri@ceibs.edu)

Chen, Weiru and Chen, Bingliang. 2019. "钉钉: 打造数字化时代的工  
作新方式". CI-319-068.

Contact: [weiruchen@ceibs.edu](mailto:weiruchen@ceibs.edu)

Chen, Weiru and Chen, Bingliang. 2019. "高德不止是一张地图  
(amap.com)". CI-319-060.

Contact: [weiruchen@ceibs.edu](mailto:weiruchen@ceibs.edu)

Chen, Weiru and Qian, Wenying. 2019. "房多多数数字化: 赋能经纪人的  
开放平台". CI-319-054.

Contact: [weiruchen@ceibs.edu](mailto:weiruchen@ceibs.edu)

Chng, Han Ming Daniel and Chen, Bingliang. 2019. "New Business  
Strategy for Echolac in China". CC-319-069.

Contact: [dchng@ceibs.edu](mailto:dchng@ceibs.edu)

Fang, Yue and Huang, Xiayan. 2019. "暴风集团海外并购: 亲身历  
险, 方知深浅". CI-319-055.

Contact: [fyue@ceibs.edu](mailto:fyue@ceibs.edu)

Kim, Changhyun and Chen, Bingliang. 2019. "Is Huawei gonging to be  
the next Samsung?". CC-319-067.

Contact: [chkim@ceibs.edu](mailto:chkim@ceibs.edu)

Lee, Jean, Tan, Leah and Long, Rain. 2019. "JD.COM: HR Management  
Challenges arising from rapid growth and transformation". 9B19C024.

Contact: [jeanlee@ceibs.edu](mailto:jeanlee@ceibs.edu)

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Lee, Jean, Han, Jian, Zhao, Ziqian, Tan, Leah and Long, Rain. 2019. "JD.COM (A): A New Chief Human Resources Officer". 9B19C022.  
Lee, Jean, Han, Jian, Zhao, Ziqian, Tan, Leah and Long, Rain. 2019. "JD.COM (B): Culture Consolidation and Talent Review". 9B19C023.  
Contact: [jeanlee@ceibs.edu](mailto:jeanlee@ceibs.edu)  
[jianhan@ceibs.edu](mailto:jianhan@ceibs.edu)

Lee, Jean, Zhao, Liman and Lu, Yunting. 2019. "Scanteak: the Making of Successors in a Family Firm (A)". 9B19C001.  
Lee, Jean, Zhao, Liman and Lu, Yunting. 2019. "Scanteak: the Making of Successors in a Family Firm (B)". 9B19C002.  
Contact: [jeanlee@ceibs.edu](mailto:jeanlee@ceibs.edu)

Lin, Chen and Zhang, Chi. 2019. "始祖鸟：以数据洞察提升获客效率". CI-519-044.  
Contact: [linc@ceibs.edu](mailto:linc@ceibs.edu)

Lin, Chen and Zhang, Chi. 2019. "必胜客：品牌年轻化的挑战". CI-519-043.  
Contact: [linc@ceibs.edu](mailto:linc@ceibs.edu)

Lin, Chen and Zhang, Chi. 2019. "肯德基：数字化重构竞争优势". CI-519-042.  
Contact: [linc@ceibs.edu](mailto:linc@ceibs.edu)

Prashantham, Shameen and Zhong, Jim. 2019. "Sumec Textile Co., Ltd". CC-319-058.  
Contact: [sprashantham@ceibs.edu](mailto:sprashantham@ceibs.edu)

Rui, Meng and Zhu, Qiong. 2019. "西贝：创造共享价值的商道". CI-719-046.  
Contact: [oliver@ceibs.edu](mailto:oliver@ceibs.edu)

Velamuri, Sita Ramakrishna and Zhang, Tracy. 2019. "Approaches to Innovation (B): YI Technology". CC-019-070.  
Contact: [rvelamuri@ceibs.edu](mailto:rvelamuri@ceibs.edu)

Wang, An-Chih Andrew and Zhang, Chi. 2019. "沮丧的罗以伦". CI-419-056.  
Contact: [wac@ceibs.edu](mailto:wac@ceibs.edu)

Wang, Taiyuan and Xue, Wenting. 2019. "Corporate Venture Capital Industry Note ". CC-819-045.  
Contact: [taiyuan.wang@ceibs.edu](mailto:taiyuan.wang@ceibs.edu)

Xin, Katherine Rong and Zhong, Jim. 2019. "从中国万华到全球万华". CI-319-050.  
Contact: [zhua@ceibs.edu](mailto:zhua@ceibs.edu)

Xin, Katherine Rong and Zhong, Jim. 2019. "中国万华收购匈牙利宝思德". CI-319-049.  
Contact: [zhua@ceibs.edu](mailto:zhua@ceibs.edu)

Zhang, Hua and Zhong, Jim. 2019. "中农网：我是谁？". CI-319-052.  
Contact: [zhua@ceibs.edu](mailto:zhua@ceibs.edu)

Zhang, Hua and Zhong, Jim. 2019. "雅戈尔：国际品牌运营与数字化转型". CI-319-051.  
Contact: [zhua@ceibs.edu](mailto:zhua@ceibs.edu)

Zhang, Yu and Cao, Zhijing. 2019. "视源股份：成长与升级之路". CI-319-062.  
Contact: [zyu3@ceibs.edu](mailto:zyu3@ceibs.edu)

Zhang, Yu and Cao, Zhijing. 2019. "明珞汽车：创业与升级战略". CI-319-061.  
Contact: [zyu3@ceibs.edu](mailto:zyu3@ceibs.edu)

Zhang, Yu and Xue, Wenting. 2019. "Bilibili New Industry Competition". CC-319-059.  
Contact: [zyu3@ceibs.edu](mailto:zyu3@ceibs.edu)

Zhang, Yu and Zhang, Chi. 2019. "特地陶瓷：转型与升级之路". CI-319-063.  
Contact: [zyu3@ceibs.edu](mailto:zyu3@ceibs.edu)

Zhao, Xiande, Ruan, Liyang and Wang, Liang. 2019. "霸王（伏牛堂）：破除餐饮边界". CI-619-053.  
Contact: [xiande@ceibs.edu](mailto:xiande@ceibs.edu)

Zhou, Dongsheng and Ruan, Liyang. 2019. "熊猫逗娃（A）：转战共享童车？". CI-519-047.

Zhou, Dongsheng and Ruan, Liyang. 2019. "熊猫逗娃（B）：如何快速跑马圈地？". CI-519-048.  
Contact: [zdongsheng@ceibs.edu](mailto:zdongsheng@ceibs.edu)

Zhou, Dongsheng and Ruan, Liyang. 2019. "Netflix: A Game Changer for Movie Rental Industry". CC-519-041.  
Contact: [zdongsheng@ceibs.edu](mailto:zdongsheng@ceibs.edu)

## Awards & Honors

Farh, Jiing-Lih Larry. 2019. CEIBS Medal for Research Excellence.

Xu, Bin. 2019. CEIBS Medal for Teaching Excellence.  
Wang, Gao. 2019. CEIBS Medal for Teaching Excellence.

Huang, Sheng. 2019. CEIBS Power of One Service Excellence Award for Faculty Members.

Sheng, Songcheng. 2019. CEIBS Power of One Service Excellence Award for Faculty Members.

Tsamenyi, Mathew Kwame. 2019. CEIBS Power of One Service Excellence Award for Faculty Members.

Xin, Katherine Rong. 2019. CEIBS Power of One Service Excellence

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### Award for Faculty Members.

Prashantham, Shameen. 2019. CEIBS Research Excellence Award.  
Schuh, Sebastian Christian. 2019. CEIBS Research Excellence Award.

Ramasamy, Bala. 2019. CEIBS Teaching Excellence Award.  
Schuh, Sebastian Christian. 2019. CEIBS Teaching Excellence Award.  
Xin, Katherine Rong. 2019. CEIBS Teaching Excellence Award.

Xu, Dingbo. 2019. Prof. Xu was appointed as Vice President of the China Association of Chief Financial Officers.

Zhao, Xiande. 2019. Professor Zhao was awarded the Fellow of ASCOM in recognition of his contribution in operations and supply chain management research and practice in China and for founding ASCOM (Association of Supply Chain and Operation Management).