

Call for Papers
Strategica International Academic Conference 2015
Local versus Global
Submission deadline: February 15, 2015

Mini Track: Rethinking an Evergreen Phenomena: Organizational Culture at the Crossroads

Mini Track Chairs:

Dr. Balázs Heidrich, Budapest Business School, Hungary

Dr. Anikó Csepregi, University of Pannonia, Hungary

Organizational culture still plays a key role in organizational performance and the achievement of organizational strategy. This significance appears in the way organizations make an attempt to measure their organizational culture and subcultures in favour of developing their strategy for the ever changing needs of the environment. Furthermore not only SMEs or multinational companies but also higher education institutions make an attempt to measure their organizational culture and subcultures within for the same reason. The concept of organizational culture is addressed from multiple disciplinary perspectives as well which all give them different meanings thus this mini-track welcomes a wide range of topics that use a wide range of approaches including theoretical and empirical papers employing qualitative, quantitative and critical methods.

Publication opportunity:

Papers accepted for the conference will be published in the conference proceedings, subject to author registration. The proceedings have an ISBN and details of the proceedings accreditations are listed on the conference website.

Selected papers will be published in one of the following academic journals indexed in prestigious databases: Economics and Sociology, Journal of International Studies, Management Dynamics in the Knowledge Economy, Pannon Management Review.

As well as full academic papers, the following submissions are welcomed:

Work in Progress: Researchers are invited to submit current projects which are either at the proposal stage or are work in progress.

PhD Research: Doctoral Candidates are invited to submit papers describing their research.

Case Study Submissions: Submissions should be written to publishable standards.

Submission details:

Abstracts: All submission types require an abstract up to 700 words in the first instance, to be received by **15 February 2015**. Please read the guidelines at <http://strategica-conference.ro/submission-registration-instructions/>.

Submissions: Only accepted by e-mail at strategica@facultateademangement.ro.

Full papers: If the abstract has been selected, papers must have between 4,000 and 6,000 words in length, including abstract, figures, references and appendices. By 26 April 2015, papers should be sent as .doc or .docx attachments by e-mail to strategica@facultateademangement.ro, including in the subject of your email the track you are addressing.

All full papers will be double-blind reviewed by members of the conference committee to ensure an adequate standard, that the proposed subject of their abstract has been followed, that the paper is of a suitable length, the standard of English is adequate and the paper is appropriately referenced.

Important dates:

Abstract submission deadline: February 15, 2015

Notification of abstract acceptance: February 28, 2015

Full paper due for review: April 26, 2015

Notification of paper acceptance (with any requested changes): June 28, 2015

Early bird registration closes: July 31, 2015

Final paper due (with changes): August 30, 2015

Final author registration date: September 15, 2015

The conference programme committee is currently being updated. Full details will be posted on the conference website as soon as they are confirmed.

Complete conference details appear at: <http://strategica-conference.ro/>.

This .pdf is an abbreviated call for papers. The full updated call for papers can be found online at: <http://strategica-conference.ro/call-for-papers/>.

Call for Papers

European Journal of Cross-Cultural Competence and Management (EJCCM)

Culture, Integration and Communication: Issues and Approaches in Higher Education Contexts

Submission deadline: February 28, 2015

Guest Editors

Dr. Katharina Chudzikowski, University of Bath, UK

Dr. Daniel Dauber, University of Warwick, UK

There is a growing number of studies associated with the internationalisation of higher education (HE) that reflect the increasing challenges in this sector. These studies are informed across several disciplines and include research into mobility, the mutual influence of higher education systems, strategies in teaching and learning and the delivery of acquired skills (Altbach & Knight, 2007; Enders, 2004; Kehm & Teichler, 2007; King, Marginson & Naidoo, 2013; Naidoo, 2011; Scott, 2000; Van Damme, 2001).

The aim of this special issue is to further explore through the lens of management the integration of cultural, language and communication issues in the sphere of higher education, and to investigate the various influences and contingencies of contextual factors.

Suitable topics include, but are not limited to, the following:

- Cultural integration policies/practices in higher education
- Student/staff integration on campus
- Intercultural competence of students and staff in higher education
- Management of multicultural campuses
- Cross-cultural communication in higher education
- Multicultural teamwork in higher education (students/staff)
- Practices/issues of teaching multi-cultural classrooms

SUBMISSION DEADLINE: 28 FEBRUARY 2015

Contact:

Dr. Daniel Dauber (Executive Editor): d.dauber@warwick.ac.uk

Call for Papers
7th International Conference
Small and medium sized enterprises in a globalized world
Submission deadline: March 20, 2015

Conference Objectives:

The main objective of the present conference is to encourage researches concerning SMEs in a globalized world through networking and collaboration between academics and practitioners. The conference also aims to serve as a forum between entrepreneurs, managers, academics and researchers who are invited to exchange information, knowledge and experience in the broad field of SMEs matters.

Conference Language: English.

Conference Main Topics:

- opportunities and challenges that SMEs face in globalization
- development strategies for SMEs in the context of globalization;
- local, regional and global issues for SMEs;
- microfinance, angel finance, venture capital and the SMEs;
- taxation and accounting matters for SMEs;
- entrepreneurship;
- business opportunities in IT&C;
- knowledge and innovation;
- entrepreneurship and business statistics;
- marketing policies;
- HRM policies.

All the papers not investigating the above listed topics, thus discussing other challenging issues related to the general topic of the conference will be considered as well.

There will be organized a special panel for undergraduate, master and PhD student papers.

A panel session may be organized by a group of four – five people who give their regular presentations on a given subject (at their choice). After acceptance, the promoter will be responsible for the session and will chair it. In order to organize the Special Session, please send by **March 20th 2015** the following information: title of the session; a paragraph describing the content of the session; name, surname and affiliation of the session chair/co-chairs and email address.

Paper Submission – Calendar:

Abstract submission: March 20th, 2015

Notification of abstract acceptance: April 5th, 2015

Full paper submission: June 28th, 2015

Notification of accepted papers: July 31st, 2015

Early registration: August 31st, 2015

Confirmation of the participation: September 20th, 2015

Papers should be original and unpublished, and should not be under publication consideration with any other outlet.

Participants interested in presenting a paper should send a Word file (in English) including the paper title, the name of the author/ authors, institutional affiliation, e-mail address and an Abstract of maximum 500 words, no more than 5 key words and JEL classification: (http://www.aeaweb.org/journal/jel_class_system.html) until March 20th, 2015.

This file – which has the role of registration form, too – should be sent by e-mail using one of the following e-mail addresses: cornelia.pop@tbs.ubbcluj.ro or oana.gica@tbs.ubbcluj.ro.

Please include a separate page with the title, the name and the e-mail of the author/ authors for the double-blind review process. The page with the abstract should contain the title, the abstract, the key words and JEL classification.

The authors will be notified of the acceptance/ rejection of their proposals no later than April 5th, 2015.

The complete papers – in English – should be sent until June 28th, 2015.

The paper must be of maximum 15 pages – portrait or landscape (for tables and graphs) – including the Abstract, the References, and the Appendices.

The complete papers should be sent via e-mail using the e-mail addresses from above.

The notification of accepted papers will be done no later than July 31st, 2015.

For more details regarding the abstract and paper format, please see the last part of this announcement.

Paper Publication:

All submitted papers will be double-blind reviewed. The accepted papers will be published in the conference proceedings (electronic); at least one author must be registered for the presentation of the paper at the conference. Selected papers will be published in the journal *Studia Negotia* (indexed by: CEEOL, EBSCO, RePEc, DOAJ, Cabell's) or *Entrepreneurial Business and Economics Review* EBER (indexed in: ABI/INFORM Global, ProQuest Entrepreneurship, CEEOL, RePEc).

Registration fees:

Early registration fee: Regular participants 125 EUR, Undergraduate, master, PhD students, AACSB, and AFER members 85 EUR.

Late registration fee (starting with September 1st, 2015): Regular participants 150 EUR, Undergraduate, master, PhD students, AACSB, and AFER members 100 EUR.

The registration fee includes:

Conference proceedings – CD; Studia Negotia (indexed by: CEEOL, EBSCO, RePEc, DOAJ, Cabell's) with selected papers; Refreshments; Dinners; Day trip outside Cluj-Napoca during the 26th of September 2015; Late lunch for September 26th, 2015.

Please pay the registration fee in the following account: (will be announced in March 2015).

Please do confirm your participation until September 17th, 2015.

Accommodation:

Please visit: <http://www.booking.com>
<http://www.cluj4all.com/search/hoteluri-cluj>
<http://www.hoteluri.cluj.tourneo.ro>

Conference Chair, Associate professor dr. Ioan Alin Nistor, Dean of Faculty of Business.

Organizing committee contacts:

Prof.dr. Cornelia Pop: cornelia.pop@tbs.ubbcluj.ro

Lecturer dr. Oana Gica: oana.gica@tbs.ubbcluj.ro



Call for Papers

12th Chemnitz East Forum

Leadership and governance OF and IN public and private organizations in CEE countries

Submission deadline: April 30, 2015

The Chemnitz East Forum is a traditional institution and a platform for researchers studying management and organizational processes in transformational contexts of Central and East European (CEE) countries. The 12th Eastforum Chemnitz will particularly address the issues of leadership and governance in public and private enterprises in these contexts.

We would like to invite research papers exploring different aspects of leadership and corporate governance with respect to CEE countries. We particularly encourage research which critically deals with current leadership and governance challenges and tensions in public sector organizations, also with reference to

manifold effects of New Public Management, such as personnel shortages, workload compression or fear of job loss. Critical considerations of leadership topics in private enterprises are also welcome. Unlike mainstream leadership research, we would like to encourage potential submitters to explicitly deal with leadership as a context-specific and context-sensible phenomenon, be it public vs. private sector, country- or function-specific context. Additionally, studies fundamentally questioning leadership and its impact as well as the ideological aspects of leadership are highly appreciated. We welcome submissions based on traditional leadership and management research, as well as papers drawing on concepts from philosophy, anthropology, sociology or organization theories and making them fruitful for leadership studies. We are open to theory-based empirical studies, grounded in any methodological tradition (qualitative as well as quantitative), conceptual contributions or papers dealing with methodological issues or questions.

Papers may deal with (but are not limited to) the following topics:

- Political and administrative leadership in public administration: mission impossible?
- Comparative cross-country studies on leadership and governance • Public sector leadership: context-specific considerations
- Local concepts and myths of leadership in CEE countries
- Transfer of governance and leadership models from the West to the East and vice versa • Leadership and industrial relations in the CEE context
- Leadership and identity
- Women on top management teams in public and private sector organizations in the CEE: a success story?

We particularly encourage young researchers and PhD students to submit their papers. Selected papers submitted to the conference will be invited for publication in a special or regular issue of the Journal for East European Management Studies (JEEMS).

The conference fee is 150€. As far as possible, participants from East European countries will have the conference fee refunded.

Key dates of submission process:

- *Submission of extended abstracts:* Up to 1,500 words in doc or pdf; via email to Irma Rybnikova (irma.rybnikova@wirtschaft.tu-chemnitz.de) by 30 April 2015. Abstracts should contain the author(s) name(s), title and position, institution as well as e-mail address.
- *Notification of acceptance:* 31 May 2015
- *Submission of full papers:* 30 August 2015
- *Submission of presentations:* 2 September 2015

For additional details regarding East Forum conferences, please visit the homepage of the conference: <https://www.tu-chemnitz.de/wirtschaft/bw15/forschung/konferenzen/ostforum/>



Call for Papers

European Journal of International Management (EJIM)

The role of multinational enterprises in local market developments

Submission deadline: April 30, 2015

Guest Editors

Pervez N. Ghauri, Kings College, UK

Byung Il Park, Hankuk University of Foreign Studies, South Korea

Description

As globalization intensifies and new middle classes emerge in most markets, multinational enterprises (MNEs) have significantly increased their international business efforts. The recorded figure for 2010 revealed a more than triple increase of the worldwide foreign direct investment (FDI) activities since the year 2000, amounting to US\$20.4 trillion (UNCTAD 2011). The reason for the consistent expansion in MNEs foreign operations is closely associated with the increased realization that the presence of foreign firms is beneficial for both home and host countries. One view is that MNEs possessing sophisticated knowledge often function as a conduit for local firms to acquire foreign technology and know-how. In addition, MNEs also help in the creation of employment opportunities and an increase of exports strengthening the balance-of-payments position of the local economies (Park, 2011; Park and Ghauri, 2011). Likewise, home economies of MNEs achieve market expansion and learn about foreign markets.

However, some scholars (e.g., Chang, 2004; Ziegler, 2005) have shed light on the negative aspects of MNE operations, and even argue that MNEs are one of the primary obstacles inhibiting economic growth in developing countries. The explanations given by these scholars, proposing negative impacts are the following; often MNE activities are too vitalized and excessive, foreign firms attempt to dominate the market they enter and present a challenge to national sovereignty. Moreover, the aggravation of local competition against MNEs inevitably culls locally grown enterprises, which results in the deterioration of employment. In particular, MNEs re-invest only a fraction of their revenues in local economies and drain positive effects from both capital injections and the balance

of payments. This leads to serious reductions in foreign exchange reserves, forces local governments to borrow more foreign debt and pushes the local economy into a vicious economic circle. These negative effects cause hardship for local governments and negatively influence their investments in infrastructure, education and technology development. In this vein, they suggest that MNE operations are not much different from the establishment of colonies.

A key problem is that it is perhaps hard to say that an unlimited open-door toward MNEs and limitless competition based on market principles is the only correct answer for economic growth. In other words, we cannot merely overlook the adverse aspects of MNEs, and need to practically assess the value of foreign investment. There is a general consensus that the fundamental goals and aims of MNEs are to pursue corporate profits and increase organizational competitiveness in overseas markets, and thus such gloomy opinions about MNEs are unavoidable to some extent. In this vein, it is time to think about the ways to lessen the skeptical attitudes of FDI by identifying the role of MNEs in local market developments. We also suggest that the negative impression of FDI might be significantly reduced if MNEs engage in actions that go beyond their direct economic and financial interests, involve themselves in activities that are not required by the law but further social good and use their internal resources in ways to benefit local markets through committed participation as members of society.

Taken together, the objective of this special issue is to bring both theoretical and empirical advancements examining the role of MNEs in developing local markets in various areas (e.g., economic, social, institutional and ethical developments).

Subject coverage

We seek both theoretical and empirical papers that may address, but are not limited to, the following list of potential research questions:

- How does FDI function as a vehicle to enhance economic development in local markets? Does FDI from MNEs based in advanced economies trigger economic growth in developing countries in the long term?
- Who obtains more benefits from inward FDI between advanced and developing countries? Are there avenues for MNEs based in advanced economies to help developing countries to promote economic growth?
- Are there any different patterns of economic development through FDI between advanced and developing countries? What implications can be drawn from countries that have successfully leapfrogged into better economic status?
- What are the key factors promoting the positive spillover effects of FDI in developing economies?
- In the perspective of developing countries, what are the primary conditions that inhibit the negative economic outcomes from inward FDI?

- How does FDI contribute to social evolution, particularly in emerging and developing countries?
- What is the effect of profit remittance by MNEs in the local market economy? What encourages MNEs to re-invest profits in local markets?
- What motivates corporate social responsibility (CSR) practices in foreign markets? Is there any particular relationship between the level of foreign CSR and economic development in emerging and developing countries?
- What facilitates knowledge transfer from advanced to developing economies through FDI?
- Is there a correlation between FDI types (e.g., vertical versus horizontal or export-driven versus market-seeking) and economic contributions in emerging and developing countries?

References

Chang, H-J. (2004), *Globalization, economic development and the role of the State*, London, NY: Zed Books.

Park, B. I. (2011), Knowledge transfer of multinational enterprises and technology acquisition in international joint ventures, *International Business Review*, Vol. 20, pp. 75-87.

Park, B. I. and Ghauri, P. N. (2011), Key factors affecting acquisition of technological capabilities from foreign acquiring firms by small and medium sized local firms, *Journal of World Business*, Vol. 46, pp. 116-125.

UNCTAD (2011), *World investment report: Non-equity modes of international production and development*. Geneva: United Nations.

Ziegler, J. (2005), *L'empire de la honte*, Paris: Fayard.

Notes for Prospective Authors

Submitted papers should not have been previously published nor be currently under consideration for publication elsewhere.

All papers are refereed through a peer review process. A guide for authors, sample copies and other relevant information for submitting papers are available on the Author Guidelines page.

Deadlines for submission

Submission of Manuscripts: April 30, 2015

Notification to Authors: July 1, 2015

Final Versions Due: December 1, 2015

The issue is published: May 2016

Editors and Notes

All papers must be submitted online. To submit a paper, please go to Online Submissions of Papers. If you experience any problems submitting your paper online, please contact submissions@inderscience.com, describing the exact

problem you experience. (Please include in your email the title of the Special Issue, the title of the Journal and the names of the Guest Editors).



Call for Papers

The 2nd Academic Conference on China-Central and Eastern Europe (CEE): Cross-cultural dialogue, education and business

Societies, markets and cultures in transition

Submission deadline: April 30, 2015

Under the honorary patronage of:

HE Xu Jian, Ambassador of People's Republic of China

Prof. Wojciech Nowak, Rector of Jagiellonian University in Krakow

Date: **September 24 to 26, 2015**

Venue: Collegium Novum and Auditorium Maximum of **Jagiellonian University in Kraków, Poland**

Main organizers: Jagiellonian University Centre of Chinese Language and Culture "Confucius Institute in Kraków" and Beijing Foreign Studies University (China). The conference will take part in collaboration with the Embassy of the Peoples' Republic of China in Warsaw.

Co-organizers: Confucius Institute Ljubljana (Slovenia), Confucius Institute in Sofia (Bulgaria), Confucius Institute in Olomouc (Czech Republic), Confucius Institute ELTE Budapest (Hungary), Confucius Institute in Bucharest (Romania), Confucius Institute in Skopje (Macedonia).

The conference is also supported by the Faculty of Economics, University of Ljubljana; Institute of European Studies at the Chinese Academy of Social Sciences; Shanghai University of International Business & Economics; and the Alliance of Chinese and European Business Schools (ACE).

CONFERENCE AIM:

The conference aims to promote new kinds of cross-disciplinary academic, educational and professional dialogue and learning concerning any kind of China-CEE subject area. We shall also provide suitable publication outlets for high-quality papers presented at the conference. We would like to use a comparative approach and combine the diverse experiences and different research approaches across various disciplines from China and CEE in order to analyse similarities between the two regions, as well as to address future challenges related to socio-

economic and institutional transformations in China and CEE. Despite the great geographic distance that separating them, as well as obvious cultural differences, these two regions also have important common traits and can learn from each other. This offers great possibilities for interdisciplinary comparative research. Economic, socio-cultural and political transformations have dramatically altered both Chinese and Eastern European societies over the last few decades, and have created a new context in which both regions continue to undergo important changes and meet future challenges (such as i.e. aging population, social inequality, corruption, economic reforms, sustainable development, environmental issues, and others).

KEY TOPICS TO BE ADDRESSED:

The final conference panels will be organized according to the specific topics of accepted paper proposals. However, paper submissions should generally fit into one of the following subject tracks:

1. **LANGUAGE IN TRANSITION:** What influence have the recent socio-economic transformations had on language? What is the influence of foreign languages on local ones? What shapes national language policies? What are the approaches used and the challenges met when introducing Chinese in CEE countries? What interest have Chinese people taken in CEE languages?
2. **EDUCATION IN TRANSITION:** What role do education institutions (higher education institutions in particular) play in promoting closer relations between China and CEE? What kind of courses on doing business with/in CEE or China should business schools in these two regions offer? What kind of curricula and courses are needed in order to develop appropriate skills and to encourage closer collaboration between China and CEE? What is the role of Confucius Institutes in promoting Chinese language, culture and business? Examples of best practices in successful China-CEE education projects at all levels of education.
3. **CULTURES IN TRANSITION:** How have economic transformations in China and CEE affected culture? How could one define modern national culture? To what degree does culture follow/continue tradition (and what kind of tradition)? Have globalization and economic integration brought about cultural convergence, or are we seeing glocalization instead? Can we even talk about cultural divergence or convergence? How does culture “function” within the market economy and economic transition? How and which kinds of cultures impact cooperation between China and CEE? What is the role of the state or private sponsorship in the area of culture? How important are “raditionalist” and “revivalist” groups? What values do they want to uphold or revive?
4. **SOCIETIES IN TRANSITION:** What are the biggest challenges that societies in China and CEE currently face? What are the sources and

consequences of such social changes? How has socio-economic transformation affected existing social structures and mechanisms? What influences have economic transformation and transition had upon various generations (i.e. the so-called “Generation Y”)? Do people born under the “new economic order” cope better than their parents? How do societies address growing social and economic inequality?

5. **MARKETS AND ECONOMIES IN TRANSITION:** What are the characteristics of markets and market reforms in China and CEE? Can the two regions learn from each other’s transformations? What market reforms are still necessary, and what kind of institutions should still be developed? What institutional voids prevent further market development? Is the present economic situation in China and CEE similar due to their past experience of fully planned economy? Are these similarities due to adaptation to the world economy and the challenges of globalization? What are the prospects of foreign direct investment and/or trade patterns between China-CEE? What role does the 16+1 pragmatic platform play in China-CEE economic integration? What are the implications from the so called New Silk Route for CEE?
6. **BUSINESS IN TRANSITION:** What business opportunities remain unexplored between Chinese and CEE firms? How much do companies in China and CEE know about each other, their customers, suppliers, competitors? Which resources and capabilities are needed in order to strengthen business collaboration between China and CEE? What are the key similarities/main differences between China and CEE managers, consumers, tourists, employees etc.? What are successful and unsuccessful business strategies in China-CEE business ventures?
7. **SPECIAL ACE TRACK:** This is a special and primarily business-oriented subject track for members of the ACE network (Alliance of Chinese and European business schools). The structure and content of the track will be organized based on received submissions. Please contact Wei Shen (wei.shen@lancaster.ac.uk) and Matevz Raskovic (matevz.raskovic@ef.unilj.si) for more details, and e-mail your submission directly to them.

SCIENTIFIC COMMITTEE OF THE CONFERENCE:

- Adam W. Jelonek, Jagiellonian University, Institute of Middle and Far Eastern Studies
- Joanna Wardega, Jagiellonian University, Institute of Middle and Far Eastern Studies & Confucius Institute in Krakow
- Adina Zemanek, Jagiellonian University, Institute of Middle and Far Eastern Studies
- Matevž Rašković, University of Ljubljana, Faculty of Economics & Confucius Institute Ljubljana

- Luminița Bălan, University of Bucharest, Confucius Institute in Bucharest; Faculty of Foreign Languages and Literatures, Department of Sinology
- Jana Rošker, University of Ljubljana, Faculty of Arts, Sinology
- Mitja Saje, University of Ljubljana, Faculty of Arts, Sinology
- Andreja Jaklič, University of Ljubljana, Faculty of Social Sciences & Centre for International Relations
- Tony Fang, Stockholm University, Business School
- Wei Shen, Lancaster University, Management School & Confucius Institute Lancaster
- Richard Trappl, Vienna University, Sinology & Confucius Institute Vienna
- Kerry Brown, University of Sydney, China Studies Centre
- Zhao Gang, Beijing Foreign Studies University, School of European Languages & Cultures
- Ye Rong, Shanghai University of International Business & Economics, School of Languages
- Liu Zuokui, Chinese Academy of Social Sciences, Institute of European Studies
- Colin Sparks, Hong Kong Baptist University, School of Communication

IMPORTANT DATES:

- Submission deadline for abstracts (1,000 words): APRIL 30th 2015
- Notification to authors: MAY 31th 2015
- Deadline for registration and fee payment (if applicable): JULY 31th 2015
- Submission of full papers: full papers submitted only at the conference (on CD-rom or USB stick)

CONFERENCE FEE:

70 Euro (or 300 PLN) – conference materials, coffee breaks, lunch and banquet dinner included. No conference fee will be charged for representatives of participating CIs.

SUBMISSION GUIDELINES:

The official language of the conference is English. Papers and presentations of papers should be in English. An extended abstract of about 1,000 words (excluding references) should include: (1) Introduction with clear purpose, objectives, research questions and research motivation; (2) Short theoretical background with corresponding research hypotheses (if applicable); (3) Data and methodology (if applicable); (4) Key findings of the research; (5) Research contribution (can be a theoretical contribution, policy implications, and/or managerial recommendations). References should be provided according to the 6th APA referencing guide.

Abstracts should be submitted by APRIL 30th 2015 as a WORD file to the following e-mail address: conference.cikrakow@uj.edu.pl. Abstracts for the special ACE track should be submitted directly to wei.shen@lancaster.ac.uk and matevz.raskovic@ef.uni-lj.si.

ADDITIONAL INFORMATION:

For more information, visit the official conference website: www.china-cee.confer.uj.edu.pl

- Official conference e-mail: conference.cikrakow@uj.edu.pl
- CI in Krakow Director: Joanna Wardęga, PhD (e-mail: joanna.wardega@uj.edu.pl)
- Business-oriented subject track for members of the ACE network:
 - Wei Shen, PhD (e-mail: wei.shen@lancaster.ac.uk), and
 - Matevz Raskovic, PhD (e-mail: matevz.raskovic@ef.uni-lj.si).



Call for Papers

10th anniversary of the Colloquium on Organizational Change & Development

Change Management: Past, present and future

Submission deadline: June 2, 2015

EIASM and the event Chairs would like to invite you to the 10th anniversary of the Colloquium on Organizational Change & Development that will take place in Larnaca, Cyprus on 11-12 September 2015. The theme this year is: CHANGE MANAGEMENT: PAST, PRESENT AND FUTURE.

The deadline to submit your proposal is 2 June 2015.

Chairpersons:

Ruth Alas, Estonian Business School, Estonia

Christopher J. Rees, University of Manchester, UK and Beijing University of Technology

Soulla Louca, University of Nicosia

In summary, this year's colloquium will focus on the past, present and future of OCD. It will seek to promote discussion around:

- the origins of OCD theory and practice in order to explore how and where it has been used and with what effect;
- the current theoretical, methodological, environmental and political challenges facing the subject of OCD;

- possible directions for OCD theory and practice in the future.

The Chairs of the event will seek to mark the occasion of the 10th colloquium by publishing a special issue of an appropriate journal subject to editorial approval of selected papers.



Call for Papers

Journal of International Management

Management of Human Resources in MNCs from the BRICS countries (Brazil, Russia, India, China, South Africa): Emerging patterns, challenges and research agenda

Submission deadline: July 31, 2015

Guest Editors:

Pawan S. Budhwar (Aston University, Birmingham, UK), Rosalie L. Tung (Simon Fraser University, Vancouver, CANADA) and Arup Varma (Loyola University, Chicago, USA)

Ever since the publication of the Goldman Sachs report (Wilson and Purushothaman, 2003), the world has been carefully watching the growth and developments in the BRIC nations. South Africa sought membership to the BRIC Forum and was officially admitted as a member nation in December 2010. Since then the group has been renamed BRICS to reflect the five-nation membership. Not surprisingly, we have witnessed a number of critical developments in these five markets, such as creation of massive new markets for foreign firms; ever-increasing levels of both outward and inward FDI to and from them; and lately, the growth of MNCs from these markets which are challenging global players and even acquiring them. While research exists on HRM practices of MNCs from developed countries and their subsidiaries – including their operations in developing economies (e.g., Schuler et al., 2009), there is a dearth of publications on HRM systems in emerging market MNCs (EMNCs). Given the increasing awareness of the impact of HRM on organizational performance, the context-specific nature of HRM, the trend towards cross-vergence of HRM systems across the globe and the scarcity of reliable research evidence on HR policies and practices of MNCs from BRICS nation, it is both timely and topical to pursue a special issue on this topic.

Apart from the creation of useful information and knowledge for researchers, practitioners and policy makers, this special issue is expected to test the relevance of existing theoretical frameworks (e.g., OLI – ownership, location, inter-

nationalization; global standardization versus localization perspective; resource based view of the firm; institutional theory) to examine the nature and emerging patterns of HRM systems in MNCs from BRICS nations. Further, due to a combination of factors such as the heterogeneity of the BRICS nations, the motives for the growth of their respective MNCs being different, and the ownership of MNCs from these nations being different from developed nations MNCs, this special issue is expected to provide researchers the opportunity to examine and confirm the usefulness of new theoretical perspectives such as the LLL (linkage, leveraging, learning) (Mathews, 2006), dynamic capabilities perspective (Cazurra and Genc, 2008), ambidexterity perspective (Luo and Rui, 2009), ambicultural mode (Chen and Miller, 2010), reverse diffusion, spring board strategy (Luo and Tung, 2007), liability of country of origin, liability of foreignness and late mover disadvantage (e.g., Contractor et al., 2007; Guillen and Garcia-Canal, 2009), and hybridization or move towards the best practice model; contributing to developments in the fields of international HRM, international management, comparative management, and organizational learning (e.g., Tung, 2008; Horwitz and Budhwar, 2014).

The aim of this special issue is to create an opportunity to fill the above highlighted gaps in the existing body of literature by assembling conceptual, theoretical and empirical developments related to the topic of ‘management of human resources in the MNCs from BRICS nations’. HRM is generally acknowledged to be context-specific; and to better understand the nature of HRM systems relevant for EMNCs in different settings, it is important to analyze the business environment of the country of origin of these MNCs and the country of their operations (e.g., Khavul et al., 2010). Also, over the years, there has been an ongoing debates in the field of international HRM on topics such as the suitability of specific approaches to IHRM; global standardization versus localization of HRM policies; transfer of HR across subsidiaries and global sharing of best practice; global talent management; reverse knowledge transfers; the role of country specific HR centers in coordination and transfer of knowledge across the MNE operations; and convergence-divergence or cross-vergence of HRM across subsidiaries of MNCs operating in different parts of the world (see, e.g., Budhwar et al., 2009). However, the majority of these debates have been tested in MNCs from developed nations. In light of the rapid growth of MNCs from BRICS countries, a number of questions need addressing, such as what is the role of the HRM function in the internationalization of EMNCs? What IHRM approach(es) do EMNCs adopt? Are these similar to or different from those of developed countries MNCs? What kind of theoretical frameworks are suitable to investigate the emerging patterns of HRM systems in MNCs from BRICS nations? Do EMNCs emphasize global standardization, localization or glocalization of HRM systems? What are the key HRM challenges facing MNCs from emerging markets? This special issue is designed to address the aforementioned issues.

The following are illustrative questions/themes that are consistent with the spirit of this special issue. Authors are encouraged to contribute papers with wider perspectives, as long as the papers are in line with the broad theme of the proposed special issue.

- What is the nature of HRM systems of foreign firms originating from emerging markets, specifically Brazil, Russia, India, China and South Africa?
- What are the major factors that affect HRM policies and practices from EMNCs in their overseas operations?
- What theoretical frameworks are relevant to examine and highlight the context-specific nature of HRM in EMNCs?
- Are HRM systems of MNCs from BRICS countries convergent with systems of developed nations?
- How do MNCs from BRICS countries share their best HRM practices and transfer them between headquarters and subsidiaries?
- What is the experience of expatriates from MNCs of BRICS countries, and to BRICS countries?
- How can HR policies and practices affect organizational performance of EMNCs?
- What is the role of HR in the formation and implementation of global strategic alliances (e.g., mergers and acquisitions)?

Key dates for the SI:

Submission Deadline: 31 July 2015

Review Completion: 30 April 2016

Publication: 2016/17

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Call for Papers

International Journal of Emerging Markets

New wine in old bottles? The role of emerging markets multinationals in advancing IB theory and research

Submission deadline: October 1, 2015

Special Issue Editors:

Bersant Hobdari (Copenhagen Business School)

Lourdes Casanova (Cornell University)

Peter Hertenstein (University of Cambridge)

In many respects, multinationals are a defining invention of Western economies. But like much else, they are no longer the preserve of the West. The emerging economies are producing business giants of their own at a staggering rate. While

these businesses share the scale and ambition of their developed-world counterparts, their processes and patterns of growth are often dissimilar to those of their competitors in the developed world. They are success stories that are changing the narrative rules as they go along.

As emerging market countries gain in stature, their companies are taking center stage. Emerging market companies accounted for over 40 percent of world exports and around a quarter of outward foreign direct investment investments flows (UNCTAD, 2012; Contractor, 2013). These emerging market companies will continue to be critical competitors in their home markets while increasingly making outbound investments into other emerging and developed economies. Working to serve customers of limited means, the emerging market leaders often produce innovative designs that reduce manufacturing costs and sometimes disrupt entire industries.

The state of the literature is divided in between those who claim that emerging market multinationals are similar to their Western counterparts and those who claim that these multinationals are a new phenomenon requiring new theories and frameworks. Arguments in support of new theoretical models in which EMNEs can contribute to IB theory can be divided into two streams. Ramamurti (2009), on the one side of the argument stresses the role of country of origin and other contextual factors in shaping emerging market multinationals internationalization strategies. In this respect, there is a need for empirically grounded research to discover ownership-specific advantages of emerging market multinationals, which either help or hinder internationalization process (Ramamurti, 2012). On the other side of the debate, others, like Dunning, Kim, and Park (2008) and Williamson and Zeng (2009), give reasons to believe that emerging market multinationals do not behave differently because of their origin, but because of fundamental changes in the world economy. As a consequence, emerging market multinationals would act similar to young multinationals from developed countries. In between these opposing views, Cuervo-Cazurra (2012) argues that the behavior of emerging market multinationals can be explained by extending and modifying the existing models rather than building new ones.

Consequently, we are soliciting empirical and theoretical work addressing these complex relationships between various forms of contextual heterogeneities and emerging market multinationals. This special issue provides an opportunity to bring together the research of scholars from a diverse range of disciplinary traditions such as economics, sociology and political science. As such, the following list of potential research questions is merely illustrative of the broad range of studies that could fit in the special issue:

- Are emerging market multinationals different from similar-aged developing market multinationals?

- Does the change in global economic conditions call for a radical change in the behavior of multinationals?
- What opportunities do fine sliced global value chains open for entry and upgrading of emerging market multinationals in the global economy?
- Can emerging market multinationals help broaden the concept of ownership advantages beyond the traditional definition including technology and brand value?
- Does availability of finance and existence of internal capital markets shape the response of emerging market multinationals to the financial crisis?
- Do emerging market multinationals use CRS and sustainability initiatives as sources competitive advantage?
- Are there contextual elements that make emerging market multinationals truly unique?
- How does corporate governance affect internationalization strategies of emerging market multinationals?
- What are the dynamics of the interrelationship between institutional change and corporate strategy?
- Do emerging market multinationals possess institutional capabilities that can be transferred across borders?

Deadlines, Submission Guidelines and Co-Editor Information

Submissions to the Special Issue must be submitted through the IJoEM website. The deadline for submissions is **October 1, 2015**. For general submission guidelines, see:

http://www.emeraldinsight.com/products/journals/author_guidelines.htm?id=ijoem.

No late submissions will be accepted. We have a marked preference for submissions which debate with, extend, and/or refute the indicative literature cited below. Please indicate that your submission is to be reviewed for the Special Issue on Emerging Economy Multinationals. For questions about the special issue, please contact Bersant Hobdari, Guest Editor, at bh.int@cbs.dk.

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Invitation

2nd AIB-CEE Chapter Conference

***International Business and Research in the CEE Region:
Why Is It Worth Doing?***

September 17th - 19th, 2015

Warsaw, Poland

All International Business scholars are invited to attend the 2nd AIB-CEE Chapter Conference to be held in Warsaw (Poland) on 17-19 September 2015. The conference will be hosted by the Warsaw School of Economics.

The conference topic is in line with a general idea of establishment of the Central and Eastern European Chapter of the Academy of International Business, i.e.: to foster cooperation among scholars and specialists from Central and Eastern Europe in doing International Business research, disseminating its outcomes and improving International Business education. The conference organisers want also to draw the attention of International Business community to closer cooper-

ation with the enterprises from the CEE region actually doing international business conducting cross-border business operations within the region and beyond, including global operations.

You will find more information about the conference tracks at the website of AIB-CEE.