Africa Academy of Management (AFAM)

Management Praxis in the African Context: Sustainability, Responsibility and Ethics

6th Biennial Conference
January 7-10, 2023

Hosted By: German University in Cairo
Cairo, Egypt

Conference Program
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Dear Delegates,

On behalf of the AFAM executive committee, we are delighted to welcome you to the 6th Biennial Africa Academy of Management (AFAM) Conference in Cairo, Egypt. In its relatively short existence, AFAM has made tremendous strides through its bi-annual conferences and flagship journal, The Africa Journal of Management (AJOM), in promoting contextualized understanding of management in Africa as well as inject African voices into the global discourse on management. As the world wrestles with significant economic and social challenges, AFAM, in conjunction with the global community of management scholars, are reflecting on the perennial question ‘Knowledge for what?’

Against this background, the theme of our 6th Biennial conference ‘Management Praxis in the African Context: Sustainability, Responsibility, and Ethics,’ aims to draw attention to how responsible management research and education can be leveraged to promote sustainable and ethical use of the earth’s resources. This theme is reflected in the many sessions that you would attend over the next three days which are organized into paper and poster presentations, PDWs, and symposia. In addition to these presentations, we also have sessions designed to develop the conceptual and methodological competencies of our PhD students and early career academics to conduct and publish rigorous research on Africa.

As you have come to expect, no AFAM conference is complete without learning about the practice of management in the host country as well as an opportunity to enjoy a break from our intellectual exertions and indulge in socio-cultural activities. AFAM has organized experiential learning trips to the National Museum of Civilizations and Old Cairo. The closing ceremony also offers an opportunity to experience and participate in a variety of Egyptian cultural activities.

AFAM’s viability and indeed relevance depends on its ability to recruit new members. We therefore encourage you to join AFAM and actively participate in its activities. As an affiliate of the Academy of Management (AOM), we have a huge presence as its conferences through our PDWs, social events, and the unique lanyards that adorn the necks of our proud members.

A conference of this nature is impossible without the support of several individuals and organizations. We are grateful to colleagues who submitted as well as reviewed papers and to the facilitators of our PDWs. We are also singularly grateful to the President of The German University in Cairo and his executive team for their enthusiastic and material support. We also owe a huge debt of gratitude to Dr. Ahmed Amin Mohamad (Chair) and members of the local organizing team for their energetic support.

We wish you an intellectually stimulating conference and a safe and pleasant return journey home. We look forward to seeing you again at the AFAM PDW at the 2023 AOM conference and the 7th Biennial 2024 AFAM conference hosted by University of Stellenbosch, South Africa.

Samuel Aryee
University of Surrey, UK

Lilian Otaye-Ebede
University of Liverpool, UK
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.
- 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>
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</thead>
<tbody>
<tr>
<td><strong>Emerald Africa Academy of Management Trailblazer Award</strong></td>
<td>The Emerald Africa Academy of Management Trailblazer Award 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><strong>The Stella Nkomo Junior Faculty Award</strong></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><strong>The AJOM Fellowship Award</strong></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 Hosts

Faculty of Management Technology, The German University in Cairo

The German University in Cairo is an independent, non-profit oriented Egyptian private institution. Managed by a consortium of Germans and Egyptians, GUC has the vision of building a leading center of excellence in teaching and research. GUC was established in 2002, in cooperation with the State Universities of Ulm and Stuttgart, under the patronage of the Egyptian Ministry of Higher Education, the Ministry of Science, Research and Arts, State of Baden- Württemberg, Germany, and supported by the German Academic Exchange Service (DAAD), the German Embassy in Cairo, the Arab/German Chamber of Industry and Commerce (AHK), the Federal Ministry of Education and Research, Germany, The State University of Tübingen, The State University of Mannheim and the Academy of Fine Arts Leipzig. The Faculty of Management Technology at the GUC offers Bachelor, Masters, Executive and Doctorate Programs in Management Technology. Its programs have been The Accreditation, Certification, and Quality Assurance Institute (ACQUIN), Chartered Institute of Marketing Association (CIM), Institute of Management Accountants (IMA), and Association of Chartered Certified Accountants (ACCA). The faculty also complies with the Principles for Responsible Management Education (PRME).
CONFERENCE REGISTRATION

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

Baniyelme D. Zoogah: President
McMaster University, Canada

Moses Acquaah: Vice President and Acting Treasurer
University of North Carolina at Greensboro, USA

Stella M. Nkomo: Immediate Past President
University of Pretoria, South Africa

Nceku Nyathi: Website and Communications Coordinator
Royal Holloway University, UK

Elham Metwally: Secretary
The American University in Cairo, Egypt

Abeba Mengistu: Executive Member at Large
University of Addis Ababa, Ethiopia

Judy Muthuri: Membership Coordinator
Nottingham University Business School, UK

Benson Honig: Liaison
McMaster University, Canada

Dorothy Mbapanga: Executive Member at Large
University of Botswana, Botswana

Samuel Aryee: Executive Member at Large and Program Co-Chair
University of Surrey, UK

Amanuel Tekleab: Executive Member at Large
Wayne State University, USA
Local Organizing Committee at German University in Cairo (GUC)

Chair:
Ahmed Amin Mohamed

Members
Menatallah Samir Darrag
Nourhan Ahmed Samy Ibrahim
Amira Magdy Mirghani
AFAM 2023 Conference Track Chairs

Track 1: Entrepreneurship and Small Business
Brett Anitra Gilbert
American University, USA

Track 2: Organizational Behavior and Human Resource Management
Bella Galperin
University of Tampa, USA

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
Ragda Mohamed Mamdouh El-Ebrashi
German University in Cairo, Egypt

Track 6: Sustainability and Green Management
Samuel Aryee
University of Surrey
Lilian Olaye-Ebede
University of Liverpool

Track 7: Management Practice
Sherwat Elwan Ibrahim
American University in Cairo, Egypt

Track 8: PDW/Symposia
Mohamad Saad
German University in Cairo, Egypt

Doctoral Consortium & Junior Faculty Consortium
Hermann Ndofor
Indiana University, USA
&
Amanuel Tekleab
Wayne State University, USA
Egypt at a Glance

Egypt, a transcontinental country linking northeast Africa with southwest Asia, dates to the time of the Pharaohs. Egypt, the land of Pharaohs, is a country full of wonders and sights that are great to behold. Everything from the Pyramids of Giza to the splendid Red Sea resorts creates a magical adventure for any tourist. Egypt, situated largely in the northeast of the African continent, shares land borders with Sudan in the south and Libya in the west. To the north, the coastline is on the Mediterranean Sea and to the east, the coast is on the Gulf of Aqaba. Ancient monuments have brought the Nile Valley in Egypt worldwide fame. These include everything from the Great Pyramids and Sphinx at Giza, to the Abu Simbel Temples, Karnak Temple Complex, Valley of the Kings, and more. Also, the Cairo Museum and Mosque of Muhammad Ali Pasha on the Sinai Peninsula are like pearls in the crown of Egypt’s magnificent tourist attractions.

Recommended Places to Visit in Egypt

The Giza Pyramids
One of the most sought-after sites and coined as one of the Seven Wonders of the World. The Giza Pyramids were built 4,500 years ago (c. 2575–c. 2465 BCE) as monumental tombs and are considered the relics of Egypt's Old Kingdom. The Pyramids overlook the west bank of the Nile River in Northern Egypt. They are located in the ancient ruins of the Memphis area that also include the famous Sphinx, an enormous statue of a lion with a human head. Ancient conquerors, travelers, and recent archeologists are always inspired by the majesty of the Pyramids and the mystery they hold.

Cairo Tower
At 187 meters, the Cairo Tower offers the most amazing panoramic views of the Egyptian capital. To appreciate the view, it is best to go up the tower's circular observation deck in the early morning or late afternoon for the clearest views of the city, where you can take memorable photos of the breathtaking view. You can also enjoy a close-up view of Cairo Opera House, El-Tahrir Square, The Island of Zamalek and the Nile River through the telescope. You'll also find a restaurant at the top of the tower. Occasionally, the restaurant revolves around the tower's main axis.

The Grand Egyptian Museum
The Grand Egyptian Museum (GEM), tentatively scheduled to open in late 2022, is located in Giza, Egypt. It will be home to over 100,000 artifacts, including the highly-anticipated Tutankhamun collection. Once completed, this state-of-the-art museum is set to be the largest archeological museum complex in the entire world.

Luxor and Aswan
Luxor and Aswan are two great Egyptian cities, located along the River Nile. These cities have a rich historical background and equally interesting cultural traditions. Luxor and Aswan are known to be the home of almost all the remaining intact ancient Egyptian temples that date back to around 4,000 years ago.

Travel Tips

- Egypt has an arid desert climate, meaning days are usually both hot and sunny. Because it is located in the Northern Hemisphere, seasons in Egypt follow much the same pattern as those in Europe and North America. Winter falling between November and January, and the peak summer months falling between June and August. Winters are generally mild, although temperatures can fall below 50 degrees Fahrenheit (10 degrees Celsius) at night.
- The country’s currency is the Egyptian Pound (EGP) and can be easily exchanged with USD or EUR through banks, exchange offices, and ATMs in locations such as malls. Financial transactions can be handled either in cash or by credit/debit cards.
Hotel Accommodation

Hotels

To provide conference participants with a hotel accommodation suitable to their budgets, AFAM has chosen the below hotels as main venues for your stay:

- **The Westin Cairo Golf Resort Hotel & Spa (New Cairo City) (Five Star Hotel).**
  The 5-star Westin Cairo Golf Resort & Spa is nicely located on a 27-hole championship golf course, inside the prestigious residential community of Katameya Dunes, a quiet upscale area of Cairo. Guests who would like history and culture can enjoy the Pyramids and the Sphinx, located only 42 km away. Cairo International Airport is 29 km from the property. This hotel is 20-minute drive to the German University in Cairo campus.

- **Baron Empain Palace (Heliopolis) (Four-Star Hotel).**
  Established in 1980, Baron Hotel Cairo is a boutique-style corporate hotel, ideally located in the heart of the Heliopolis area, an upscale residential, business, and leisure district. The hotel overlooks the famous historical Baron Empain Palace that was built in 1911. The hotel is located 3 km from the largest retail and leisure complex in Cairo, 5 km from Cairo International Airport, and 10 km from downtown and the Cairo Opera House, with easy access to some of the most popular commercial and industrial zones in Cairo. This hotel is 45-minute drive to the German University in Cairo campus.

- **NewCity Aparthotel - Suites & Apartments (New Cairo City) (Three-Star Hotel).**
  The 3-star Newcity Aparthotel - Suites & Apartments lies in New Cairo City district, 3.5 km from City Square Mall and 7 km from the German University in Cairo. Cairo Festival City is a 5-minute drive from NewCity Suites & Apartments, and Cairo International Airport is a 20-minute drive from the apartments. This hotel is 20-minute drive to the German University in Cairo campus.

Please note that AFAM will be offering free transport to and from these hotels to the GUC Campus, the AFAM2023 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 Egypt. Unfortunately, we are unable to make additional travel arrangements outside the designated conference hotels.
OUR SPONSORS:

GUC
German University in Cairo

emerald PUBLISHING

AACSB
Business Education. Connected.

McMaster University

DeGroote SCHOOL OF BUSINESS
EDUCATION WITH PURPOSE
Experiential Learning Trips
MONDAY, January 9 2023
Time: 1:00pm to 4:00 pm

AFAM has organized for conference delegates to visit two experiential learning trips as described below.

National Museum of Egyptian Civilization (NMEC)

Unlike other major museums that are centered around one certain era, the National Museum of Egyptian Civilizations tells the entire story of Egypt’s human history in one place. The museum opened its doors in 2017 and in April 2020, Royal Mummies were transferred through Cairo in a mega event that was broadcasted worldwide. Ramses II and III, Hatshepsut, Amenhotepl I, and Seti I and II are among the hugely familiar names of the 22 mummies that are displayed in a specially designed Royal Mummies Gallery.

NMEC is the first museum in the Arab world focusing on the earliest civilization in history - the ancient Egyptian civilization. It is the only museum in Egypt that offers visitors a general overview of all the different historic periods that encompass Egypt, this has been created via a multidisciplinary thematic approach designed to highlight Egypt's tangible and intangible heritage. https://nmec.gov.eg/

Old Cairo Tour (Khan El-Khalili)

Khan El-Khalili is one of the greatest and most ancient shopping bazaars in Egypt. It offers a unique shopping experience in one of the oldest areas in Old Cairo (1400 CE). Khan El-Khalili streets include an array of cultural souvenirs and Egyptian hand-made products. The gold and silver workshops mostly congregate just north of this street intersection with Al-Muizz Li-Din Allah Street, while the spice market section is just to the south. There is more than shopping when it comes to the streets of Khan El Khalili. One of the most famous Cairo coffee shops, El Fishawis, is also located there, where you can enjoy original Arabic coffee.
**Co-Chairs (Organizers)**

**Hermann Ndofor**  
Indiana University

**Amanuel Tekleab**  
Wayne State University

**Journal Editors**

- **Marc Gruber** (EPFL)
- **Jenny Hoobler** (Nova School of Business and Economics)
- **Rebecca Namatovu** (Copenhagen Business School)
- **Mike Peng** (University of Texas at Dallas)
- **Kevin Rockmann** (George Mason University)
- **Sherry Thatcher** (University of Tennessee Knoxville)

**AFAM Facilitators**

- **Bella Galperin** (University of Tampa)
- **Brett Gilbert** (American University)
- **Michael Holmes**, Florida State University
- **Benson Honig, McMaster University**
- **Judy Muthuri** (University of Nottingham)
- **Stella Nkomo** (University of Pretoria)
- **dt Ogilvie** (Rochester Institute of Technology)
- **James Walsh** (University of Michigan)

<table>
<thead>
<tr>
<th>#</th>
<th>Time</th>
<th>Doctoral Students</th>
<th>Room</th>
<th>Junior Faculty</th>
<th>Room</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8:00am – 8:30am</td>
<td><strong>INTRODUCTION</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| A | 08:30am - 10:30pm | Session 1 (Journal Editors)  
Kevin Rockmann (AMD)  
Jenny Hoobler (JAP)  
Mike Peng (AFJOM) |                | Session 1 (Journal Editors)  
Rebecca Namatovu (AJOM)  
Sherry Thatcher (AMR)  
Marc Gruber (AMJ) |               |
|   | 10:30am – 10:45am | **TEA & COFFEE BREAK** |            |                |               |
| B | 10:50am – 12:20pm | Session 2 (AFAM Facilitators)  
Benson Honig  
dt Ogilvie |                | Session 2 (AFAM Facilitators)  
Jim Walsh  
Judy Muthuri |               |
|   | 12:30pm – 1:15pm | **LUNCH BREAK** |            |                |               |
| C | 1:30pm – 3:00pm | Session 3 (AFAM Facilitators)  
Michael Holmes  
(Combined) |            |                |               |
|   | 3:00pm – 3:15pm | **TEA & COFFEE BREAK** |            |                |               |
| D | 3:20pm – 4:50pm | Session 4 (AFAM Facilitators)  
Brett Gilbert  
Bella Galperin |            | Session 4 (AFAM Facilitators)  
Stella Nkomo |               |
<p>|   | 5:00pm – 5:30pm | <strong>General Session: Both Junior Faculty and Doctoral Students</strong> |            |                |               |
|   | 6:00pm – 8:00pm | <strong>2023 AFAM Junior Faculty / Doctoral Students Consortium Social (Westin Hotel)</strong> |            |                |               |</p>
<table>
<thead>
<tr>
<th>Session</th>
<th>Participants</th>
<th>Topic</th>
<th>Time</th>
<th>Facilitator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Session 0</td>
<td>Junior Faculty and Doctoral Students</td>
<td>Introduction</td>
<td>8:00 am – 8:30 am</td>
<td>Hermann Ndofor Amanuel Tekleab</td>
</tr>
<tr>
<td>Session 1</td>
<td>Doctoral Students</td>
<td>Editors Panel</td>
<td>8:30 am - 10:30 am</td>
<td>Kevin Rockmann Jenny Hoobler Mike Peng</td>
</tr>
<tr>
<td>Session 1</td>
<td>Junior Faculty</td>
<td>Editors Panel</td>
<td>8:30 am - 10:30 am</td>
<td>Mark Gruber Rebecca Namatovu Sherry Thatcher</td>
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<td></td>
<td><strong>TEA &amp; COFFEE BREAK</strong></td>
<td>10:30 am -10:45 am</td>
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<tr>
<td>Session 2</td>
<td>Doctoral Students</td>
<td>Challenges of Ethical Research</td>
<td>10:50 am -11:35 am</td>
<td>Benson Honig dt Ogilvie</td>
</tr>
<tr>
<td>Session 2</td>
<td>Doctoral Students</td>
<td>Scholarly Writing as a Habit</td>
<td>11:35 am -12:20 pm</td>
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<tr>
<td>Session 2</td>
<td>Junior Faculty</td>
<td>The Questions We Ask</td>
<td>10:50 am -11:35 am</td>
<td>Jim Walsh</td>
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<tr>
<td>Session 2</td>
<td>Junior Faculty</td>
<td>Participatory Methodologies</td>
<td>11:35 am -12:20 pm</td>
<td>Judy Muthuri</td>
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<td></td>
<td><strong>LUNCH BREAK</strong></td>
<td>12:30 pm – 1:15 pm</td>
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<tr>
<td>Section 3</td>
<td>Doctoral Students and Junior Faculty</td>
<td>Setting a Hook with Your Introduction</td>
<td>1:30 pm – 3:00 pm</td>
<td>Michael Holmes Plus ALL</td>
</tr>
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<td></td>
<td></td>
<td><strong>TEA &amp; COFFEE BREAK</strong></td>
<td>3:00 pm – 3:15 pm</td>
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</tr>
<tr>
<td>Section 4</td>
<td>Doctoral Students</td>
<td>Doing Qualitative Research in Africa</td>
<td>3:20 pm – 4:05 pm</td>
<td>Brett Gilbert</td>
</tr>
<tr>
<td>Section 4</td>
<td>Doctoral Students</td>
<td>Systematic Literature Review</td>
<td>4:05 pm - 4:50 pm</td>
<td>Bella Galperin</td>
</tr>
<tr>
<td>Section 4</td>
<td>Junior Faculty</td>
<td>Challenges and Strategies for Doing Trustworthy Qualitative Research in the African Context</td>
<td>3:20 pm – 4:50</td>
<td>Stella Nkomo</td>
</tr>
<tr>
<td>General Session</td>
<td></td>
<td><strong>GENERAL SESSION JF/DS (QUESTIONS AND ANSWERS)</strong></td>
<td>4:50 – 5:30pm</td>
<td>ALL</td>
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</tbody>
</table>
2023 AFAM Conference Opening Ceremony
Sunday, January 8

Venue: HALL D1
Time: 12:15-2:00pm

Keynote Speaker
Engineer Mohamed Abdel Karim
Executive Director
Industrial Modernization Center

ALL-ACADEMY
MEET THE EDITORS PDW
See page 23 for details

PDW – Paper Development Workshop with AOM Journals Editors
By INVITATION ONLY – see page 25 for details
# PAPER SESSIONS DAY 1: SUNDAY JANUARY 8, 2023

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<tr>
<th>Track 1</th>
<th>Track 2</th>
<th>Track 3 &amp; Track 8</th>
<th>Track 4</th>
<th>Track 5</th>
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<tbody>
<tr>
<td><strong>Entrepreneurship and Small Business</strong></td>
<td><strong>Organizational Behavior and Human Resource Management</strong></td>
<td><strong>Public Policy and Management Practice</strong></td>
<td><strong>Strategy and International Management</strong></td>
<td><strong>Social Issues in Management</strong></td>
</tr>
</tbody>
</table>

### ROOM
- G025
- G018
- G113
- G103
- G105

### Session Title
- Gender and Entrepreneurship
- Strategic Human Resource Management
- Sustainable Development
- Context and Firm Performance
- Epistemology and Management

### Session Chair
- Sharon Alicia Simmons, Jackson State University
- Yvonne du Plessis, North-West University
- Edward Akoto, Henderson State University
- Howard Jean-Davis, Pepperdine University
- Giacomo Ciambotti, Universita Cattolica

<table>
<thead>
<tr>
<th>Title</th>
<th>Authors</th>
</tr>
</thead>
</table>
| Gender Stereotyping, Entrepreneurial Self-Efficacy and the Institutional Setting of Female Digital Entrepreneurial Intentions in the Arab World | Laila Sherif Bahloul, German University of Cairo, Egypt
Ragida Mohamed El-Ebrashi, German University of Cairo, Egypt |
| Effects of Gender Equality and Social Costs of Failure on Entrepreneurship Activity and High Growth Aspirations | Sharon Alicia Simmons, JSUMS, USA |
| The Endogamy Tradition and the Performance of Informal Owner-Manager Ventures in Sub-Saharan Africa | Peng Zhang, Simon Fraser University, Canada
Saul Estrin, London School of Economics, UK
Tomasz Mickiewicz, Aston University, UK |
| The Paradox of Gendered Positioning in Women’s Entrepreneurship | Michael Zisuh Ngosong, Open University, UK |
| Redefining HRM’s Strategic Role in a VUCA World: A Talent Wellness Perspective | Jennifer C Nzono, Yvonne Du Plessis, North-West University, South Africa
Tendal D. Sotwa, Botha University, Botswana |
| Towards Building a Legitimate HRM Department: An Institutional Theory Perspective | Mohamed M Saad, German University in Cairo, Egypt |
| Employees’ Access to Organizational Talent Management Opportunities: Signalling is Key | Prosper A Kwei, University of Applied Sciences, Norway |
| Toward a Developmental State in Africa? The case of Rwanda’s Developmentally-Oriented Leadership | Francis Gaudreault, Zayed Military University |
| Accessibility, Quality and Sustainability of Mission Statements: A Review of African Business Schools | Edward O Akoto, Henderson State University
Determinants of Job Satisfaction and Performance in the Moroccan Public Sector | Harit Satt, Khalid Teffahi, Al Akhawayn University
Ali Dossaoui, University of Sidi Mohammed Ben Abdellah
Virginia Bodelica, American University of Sharjah |
| What Happens When my Hand is in Your Pocket? | Carla D Jones, Sam Houston State University |
| Performance Discrepancy, Social Embeddedness and Informal Firms’ Willingness to Formalize | Selorm Agbleze, University of Leeds |
| The Role of Politics and Industry Choice in the Rise of the African Firm | Howard Jean-Davis, Wedu Keteoma, Pepperdine University
Top Manager Gender and Firm Involvement in Corruption: The Mediating Role of Bribery Request | Dawit Z Assena, University of Messina
Bisrat A Misanaw, NEOMA Business School |
| How Women Entrepreneurs Create Social Change by Filling Institutional Voids: Evidence from Sub-Saharan Africa | Rufai Haruna Kilu, University of Ghana
Rufai Haruna Kilu, University of Ghana |
| How Women Entrepreneurs Create Social Change by Filling Institutional Voids: Evidence from Sub-Saharan Africa | Brian Ganson, University of Stellenbosch
Sarah Cechvala, University of Oslo |
| Performance Discrepancy, Social Embeddedness and Informal Firms’ Willingness to Formalize | Howard Jean-Davis, Pepperdine University |
| How Women Entrepreneurs Create Social Change by Filling Institutional Voids: Evidence from Sub-Saharan Africa | Giacomo Ciambotti, Andrea Sottini, Universita Cattolica del Sacro Cuore |
| How Women Entrepreneurs Create Social Change by Filling Institutional Voids: Evidence from Sub-Saharan Africa | David C Littlewood, University of Sheffield |

### Tea & Coffee Break
VENUE: G BUILDING

8:30-10:00 am
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<tr>
<th>Track 1</th>
<th>Track 2</th>
<th>Track 3 &amp; Track 8</th>
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<tbody>
<tr>
<td><strong>Entrepreneurship and Small Business</strong></td>
<td><strong>Organizational Behavior and Human Resource Management</strong></td>
<td><strong>Public Policy and Management Practice</strong></td>
<td><strong>Strategy and International Management</strong></td>
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<tr>
<td><strong>ROOM</strong></td>
<td>G025</td>
<td>G018</td>
<td>G113</td>
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<tr>
<td><strong>Session Title</strong></td>
<td><strong>Institutional Context of Entrepreneurship</strong></td>
<td><strong>Leadership in Africa</strong></td>
<td><strong>Covid-19 and Well-Being</strong></td>
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<tr>
<td><strong>Session Chair</strong></td>
<td>Chad David Coffman Boise State University</td>
<td>Elham Metwally American University in Cairo</td>
<td>Steven William Day North Carolina Central University</td>
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<td><strong>PAPER SESSIONS DAY 1: SUNDAY JANUARY 8, 2023</strong></td>
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<td><strong>10:30 am - 12:00 pm</strong></td>
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<tr>
<td>The Institutional Context, Social Network and SMEs’ Performance in Egypt</td>
<td>Ubuntu-‘I am Because We Are’-Servant Leadership in South Africa</td>
<td>Covid-19 Cases in Under-resourced Nursing Homes: Effects of Employee Empowerment</td>
<td>GVC Participation as a Venue for Firm’s Upgrading? Models of Global Integration of African Firms</td>
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<tr>
<td>Mirna Hassan Alham De Montford University, UK</td>
<td>Kim Elizabeth Dowdeswell</td>
<td>Gregory N Orewa Ferhat D Zengui</td>
<td>Lilac Nachum Strathmore University</td>
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<tr>
<td>The Effect of Institutional Level on Embedded Agency Among Institutional Entrepreneurs</td>
<td>Jenny M Hooler University of Pretoria, South Africa</td>
<td>University of Alabama</td>
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<tr>
<td>Chad David Coffman Boise State University, USA</td>
<td>Understanding Leadership in the African Context</td>
<td>Justin C Lord Louisiana State University</td>
<td>The Digital Quartet: Transformational Leadership, Business Agility, Digital Strategy and Digital Transformation</td>
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<td>Upscaling and the Income Gap: How Inequality Influences Innovation Adoption Rates of Smallholder Farmers in Rural Tanzania</td>
<td>James Michaud Universite Laval, Canada</td>
<td>University of Alabama Ganisher Davlyatov</td>
<td>Mohammed Azy Mthsia</td>
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<tr>
<td>Gregor Mager Triesdorf University of Applied Sciences, Germany</td>
<td>Bella L Galperin University of Tampa, USA</td>
<td>University of the Incarnate Word Robert Weech-Maldonado</td>
<td>Nermeen Fawzy German University in Cairo</td>
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<td>Max Marhauer Leibniz University of Hanover, Germany</td>
<td>Betty Jane Punnett University of West Indies</td>
<td>University of Alabama University of Oklahoma Akbar Ghiasi</td>
<td>Employer Branding Strategies: Between Novelty and Measurement</td>
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<td>Christiana Weber Leibniz University of Hanover, Germany</td>
<td>Lemayon Melyoki University of Dar-es-Salaam</td>
<td>University of the Incarnate Word University of Oklahoma</td>
<td>Noram Nabil</td>
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<td>Anja FaBe Triesdorf University of Applied Sciences, Germany</td>
<td>Elham Metwally American University in Cairo</td>
<td>Robert Weech-Maldonado</td>
<td>Mohamed Saad</td>
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<td>Factors Affecting the Success of Start-Ups in Egypt</td>
<td>Clive Mukanzi Jomo Kenyatta University of Agric and Technology, Kenya</td>
<td>University of Alabama University of Alabama</td>
<td>Mentalalah Darrag German University in Cairo</td>
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<td>Maged Gebriel German University in Cairo</td>
<td>Thomas A Senaji The East African University</td>
<td>Relationship Between Emotional Labor and Well-Being of Service Professionals During Covid-19 Pandemic</td>
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<td>Robert Aziz German University in Cairo</td>
<td>Ali Taleb MacEwan University, Canada</td>
<td>Steven William Day North Carolina Central University</td>
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<td></td>
<td>The Role of Charismatic Leadership in Postcolonial Tanzania</td>
<td>Harold Lundy, Jnr Florida A &amp; M</td>
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<td>Bella L. Galperin University of Tampa</td>
<td>Christopher Torrance Savannah State University</td>
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<td>Baruch Lundy Florida A &amp; M</td>
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<td></td>
<td>The Moderating Role of Followers’ Personality on the Relationship Between Perceived Narcissistic Leadership and Job Satisfaction</td>
<td>Economic Evaluation Method for Strategic Health Policy Implementation.</td>
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<td>Ingy Mohamed H Khamis Ahmed Amin Mohamad German University in Cairo</td>
<td>Diane Lawong University of Alabama</td>
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<td>Workplace Happiness in an African Context: A Systematic Review Yasuko Yamahira Kyoto University, Japan</td>
<td>Seongwon Choi Trinity University</td>
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<td>George Munchus University of Alabama</td>
<td>Asia-Africa Tourism in a Post-Pandemic World: Hong Kong Travel Intentions to Kenya</td>
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<td>Ken Kamoze University of Nottingham</td>
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<td>Monica Choy Technological and Higher Education Institute, Hong Kong</td>
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**LUNCH AND CONFERENCE OPENING CEREMONY**
**VENUE: HALL D1**
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<td>Entrepreneurship and Small Business</td>
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<tr>
<td><strong>ROOM</strong></td>
<td>G025</td>
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<tr>
<td><strong>SESSION</strong></td>
<td>Indigenous Entrepreneurship</td>
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<tr>
<td><strong>Chair</strong></td>
<td>Constant Bugre, Delaware State University</td>
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<tr>
<td><strong>Title</strong></td>
<td>Understanding Managerial Intentions Toward Bribery Tolerance in Egypt</td>
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<tr>
<td><strong>University</strong></td>
<td>Hassan Ahmed, Cleveland State University</td>
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<tr>
<td><strong>Organizational Success</strong></td>
<td>Procurement Practices Can Obtain Quality Competitive Advantage for Real Estate Firms: Insights From Egypt</td>
</tr>
<tr>
<td><strong>Performance of SMEs</strong></td>
<td>Sustainable Adoption of the 4th Industrial Revolution Technologies by SMEs: The Case of the South African Ecosystem</td>
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<tr>
<td><strong>Social Issues in Management</strong></td>
<td>Corporate Environmental Responsibility of MNCs in Emerging Economies: Exploring the Strategies of Foreign MNCs in Egypt</td>
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<tr>
<td><strong>TEA &amp; COFFEE BREAK</strong></td>
<td>VENUE: G BUILDING</td>
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<td><strong>SESSIONS</strong></td>
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<td><strong>TRACK 2</strong></td>
<td>Organizational Behavior and Human Resource Management</td>
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<td><strong>SESSION</strong></td>
<td>Culture and Management</td>
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<tr>
<td><strong>Chair</strong></td>
<td>Baniyelme Zoogah, McMaster University</td>
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<tr>
<td><strong>Title</strong></td>
<td>A Material World: How Can Materiality Assessments be Used to Define Organizational Sustainability Priorities While Taking into Account United Nations SDG Jan Beyne University of Antwerp</td>
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<td><strong>Performance of SMEs</strong></td>
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<td>JANUARY 10, 2023</td>
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<td><strong>TRACK 3 &amp; TRACK 5</strong></td>
<td>Track 2 and Track 5: Public Policy and Management Practice</td>
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<tr>
<td><strong>ROOM</strong></td>
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<tr>
<td><strong>SESSION</strong></td>
<td>Crafting Organizational Success</td>
</tr>
<tr>
<td><strong>Chair</strong></td>
<td>Michelle Montague-Mlunji, University of Richmond</td>
</tr>
<tr>
<td><strong>Title</strong></td>
<td>Indigenous Knowledge Systems and Wealth Creation: Rwanda’s Pottery From Traditional to Modern Perspective Philemon Nshimiyimana University of Rwanda Olof Brunning Jonkoping University</td>
</tr>
<tr>
<td><strong>Performance of SMEs</strong></td>
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<td>Time</td>
<td>Activity</td>
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| 4:10 pm - 6:20 pm | Panelists:  
Stella Nkomo  
University of Pretoria  
Baniyelme Zoogah  
McMaster University  
Nic Beech  
Middlesex University  
Stephanie Decker  
University of Bristol  
Katy Mason,  
Lancaster University  
Sherwat Elwan Ibrahim  
American University in Cairo  
Jim Walsh  
University of Michigan |
<p>| 6:30 pm   | Note: Buses promptly depart to the Conference Hotels         |</p>
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<thead>
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<tr>
<td><strong>Session Title</strong></td>
<td>Entrepreneurship and Innovation</td>
<td>Motivation and Well-Being</td>
<td>Sustainability and Performance</td>
<td>Challenge of Sustainability</td>
<td>Leadership and Work Attitudes</td>
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<tr>
<td><strong>Sponsor</strong></td>
<td>University of Pretoria</td>
<td>Motshedisi Mathibe</td>
<td>University of Oslo</td>
<td>North-West University</td>
<td>University of Alabama</td>
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<td>Strategic Planning and Social Enterprise Performance in South Africa: The Mediating Effect of Network Capability</td>
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<td>Supply Chain Managerial Capability. Supply Chain Agility, and Supply Chain Performance: The Moderating Role of Stakeholder Involvement</td>
<td>Continuous Improvement Commitment in Nigerian Healthcare System</td>
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<td>James Baba Abugre, University of Ghana</td>
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<td>Bokuk Bahare Healthcare System</td>
</tr>
<tr>
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<td>Willie T. Chinyamurindi</td>
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<td>Movis Agbodza, University of Education</td>
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<td>Strategic Stretch and Leverage as a Business Development Way of Growth: The Case of SMEs and Startups in Egypt</td>
<td>The Relationship Between Unemployment, Subjective Well-Being and Health in Four African Countries</td>
<td>The Mediating Effect of Supply Chain Integration</td>
<td>Fanny Saruchera, University of Witwatersand</td>
<td>The Relationship Between Heavy Truck Drivers’ Job Satisfaction and Job Performance: The Mediating Role of Integrity</td>
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<td>Hisham Mostafa</td>
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<td>Elhadiid</td>
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<td>Strategic Planning and Social Enterprise Performance in South Africa: The Mediating Effect of Network Capability</td>
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<td>TIME</td>
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<td>Entrepreneurs Education in Primary and Secondary Schools: Roles and Attributes that Benefit Disadvantaged Communities</td>
<td>Sharon Alicia Simmons</td>
<td>Jackson State University</td>
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<td>Saving Wild Animals in Africa by Curbing Consumption in Asia</td>
<td>Ge Xiao</td>
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<td>3.</td>
<td>Global Production Ethics: The Role of Management</td>
<td>Wagiha Taylor, Dean Frear</td>
<td>Wilkes University</td>
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<td>4.</td>
<td>The Effects of Attitudes Towards Professional Psychological Help-Seeking on Client Participation: A Self-Determination Perspective</td>
<td>Nana Afua Kumiwaa Asante, Kofi Osei Frimpong</td>
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<td>Center for Applied Research and Innovation in Supply Chain in Africa-CARISCA</td>
<td>Adegoke Oke</td>
<td>Arizona State University</td>
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<td>6.</td>
<td>Coronavirus and Economic Growth: A Case of International Business and Risk</td>
<td>Mary Mwanzia</td>
<td>KCA University, Monarch University, Joseph Lekunze, North-West University</td>
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<td>7.</td>
<td>Organizational Learning Capabilities and Firm Performance Nexus: What are the Mechanisms and Boundary Conditions?</td>
<td>Ahmed Agyapong, Gladys Alonzo, Moses Acquaah</td>
<td>Kwame Nkrumah University of Science and Technology, Koforidua Technical University, University of North Carolina at Greensboro</td>
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VENUE: G BUILDING
### DAY 2: MONDAY JANUARY 9 - SYMPOSIA, PDW, AND CAUCUS

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<td>12:15 - 1:15 pm</td>
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<th>ALL ACADEMY MEET THE EDITORS PDW</th>
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**ROOM**

| G206 | G306 | G203 | G018 |

**Organizing Editors:**
- Herman Aguinis
  - George Washington University
- Tammy Allen
  - University of South Florida
- Lillian Turner Eby
  - University of Georgia
- Amy Hillman
  - Arizona State University
- Bruce Lamont
  - Florida State University
- Mo Wang
  - University of Florida

**Participating Editors:**
- Judy Muthuri
  - University of Nottingham
- Kenneth Amaeshi
  - European University Institute
- Sherwat Elwan Ibrahim
  - American University in Cairo
- Judy Muthuri
  - University of Nottingham
- Kenneth Amaeshi
  - European University Institute
- Lara Bianchi
  - University of Nottingham
- Mehdi Boussebaa
  - University of Glasgow
- Renson Mwangi
  - KCA University
- Frida G Mwiti
  - University of Kent at Canterbury
- Susan Njoroge
  - Responsible Business Consulting
- Adolf Acquaye
  - Rochester Institute of Technology, UAE
- Stella Nyongesa
  - Strathmore University
- Theresa Onaji-Benson
  - Gordon Institute of Business Science

**Organizers:**
- Judy Muthuri
- Kenneth Amaeshi
- Lillian Turner Eby
- Amy Hillman
- Bruce Lamont
- Mo Wang

**Presenters:**
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**Presenters:**
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- Kenneth Amaeshi
- Lillian Turner Eby
- Amy Hillman
- Bruce Lamont
- Mo Wang

**Panelists:**
- Bill B Puplampu
  - Central University
- Evelyn Chiyevo Garwe
  - Zimbabwe Ezekiel Guti University
- Ralph Hamann
  - University of Cape Town
- Dorothy Mpabanga
  - University of Botswana

**Organizers:**
- Philip Mirvis
  - Babson Institute for Social Innovation
- Stella Nkomo
  - University of Pretoria

**Panelists:**
- Heba Makram
  - Emirates Airline Group
- Vijay Pereira
  - NEOMA Business School
- Fred Guest
  - Top Talent Solutions

**Organizers:**
- Wayne F Cascio
  - University of Colorado, Denver
- David G Collins
  - Dublin City University

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**Organizers:**
- Mira Slavova
  - Warwick University
- Gerry McGivern
  - King’s College London

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<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>1:30 – 4:30pm</td>
<td><strong>Experiential Trips (1:30pm - 4:30pm)</strong></td>
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<td>Prompt Departure: All Delegates must board buses by 1:20pm</td>
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<tr>
<td>4:40pm</td>
<td>Note: Buses promptly depart Old Cairo at 4.40pm to your respective Conference Hotels</td>
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</tbody>
</table>
## PAPER SESSIONS DAY 3: TUESDAY JANUARY 10, 2023

<table>
<thead>
<tr>
<th>ROOM</th>
<th>PDW – Paper Development Workshop with AOM Journals Editors BY INVITATION ONLY</th>
<th>Track 2 Organizational Behavior and Human Resource Management</th>
<th>Track 2 Organizational Behavior and Human Resource Management</th>
<th>PDW/Symposium</th>
<th>PDW/Symposium</th>
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<tbody>
<tr>
<td>G206</td>
<td>G103</td>
<td>G113</td>
<td>G306</td>
<td>G107</td>
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</tbody>
</table>

### Session Title

- **Paper Development Workshop**
- **Culture and HRM Practices**
- **Experiencing Work**
- **Business Creativity in Africa**
- **Sustainable Business Models in Africa**

### Session Chair

- **Marc Gruber**
- **Natasha Winkler-Titus**
- **Ahmed Amin Mohamed**

### Co-Hosts

- **Kevin Rockman**
- **George Mason University**
- **Sherry Thatcher**
- **University of Tennessee**

### Facilitators

- **Matthew Grimes**
- **University of Cambridge**
- **Georg von Krogh**
- **ETH Zurich**
- **Floor Rink**
- **University of Groningen**
- **Quiinetta Roberson**
- **Michigan State University**
- **Kevin Rockman**
- **George Mason University**
- **Sherry Thatcher**
- **University of Tennessee**

### Training and Development, Incentive Pay and Employee Performance: The Moderating Role of Quality of Worklife

- **James Baba Abugre**
- **David Nasare**
- **Ahmad Moro**
- **University of Ghana**

### How Researchers in Low-Income Country Organizations Experience Structural Inequality in Global Health Research Collaboration

- **Tom Kakaire**
- **Gordon Institute of Business Science**

### Social Desirability Within the Tswana Culture

- **Simon Johannes Nteso**
- **Jan Alerym Nel**
- **Anne Carfford**
- **University of Pretoria**
- **Natasha Winkler-Titus**
- **University of Stellenbosch**

### The Effect of Employee Motivation at a Manufacturing Site

- **Nelda Mouton**
- **Steve Mashabane**
- **Francois Watson**
- **North-West University**

### Healthcare Employees’ Experience with Covid-19 in Africa: A Scoping Review

- **Lucy Odo Kiowi**
- **Institute of Accountancy, Arusha**
- **A Longitudinal Study of Work Values in Egypt**
- **Shady Mousa**
- **Ahmed Amin Mohamed**
- **German University in Cairo**

### The Gap Between Academia and Practice in Implementing Performance Management Systems in Organizations

- **Alhussain Ahmed Abd Elghany**
- **German University in Cairo**
- **A Review of Mindfulness Implications Within Organizations**
- **Mohamad Nabil Al-Midani**
- **Ashraf Rizkallah**
- **German University in Cairo**

### 8:30-10:00 am

**TEA & COFFEE BREAK**

**VENUE: G BUILDING**
<table>
<thead>
<tr>
<th>Room</th>
<th>Session Title</th>
<th>Time</th>
<th>Chair(s)</th>
<th>Organizers</th>
<th>Presenters</th>
<th>Venues</th>
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<tbody>
<tr>
<td>G206</td>
<td>Paper Development Workshop</td>
<td>10:30-12:00</td>
<td>Marc Gruber, EPFL</td>
<td>Yvonne du Plessis</td>
<td>Bruce T Lamont, Florida State University</td>
<td>G BUILDING</td>
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<td>Hamid Kazeroony, North-West University</td>
<td>Baniyelme Zoogah, McMaster University</td>
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<tr>
<td></td>
<td>Africanizing The Management and Organizational Praxis: Time for Action</td>
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<td>Stella Nkomo, University of Pretoria</td>
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<td>Grounding Theoretical Contributions in Practices and Experiences Indigenous to Africa</td>
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<td>Hamid Kazeroony, North-West University</td>
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<td>Building Better Business Models to Achieve Impact and Scale</td>
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<td>PhD/ Junior Faculty Consortium Part 2</td>
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<td>Hermann N’Dofor, Amanuel Tekleab</td>
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<td>LUNCH BREAK</td>
<td>12:00-12:45</td>
<td>Kevin Rockman, George Mason University</td>
<td>Bella Galperin, University of Tampa</td>
<td>Brett Gilbert, American University</td>
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<td>Sherry Thatcher, University of Tennessee</td>
<td>Michael Holmes, Florida State University</td>
<td>Benson Honig, McMaster University</td>
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<td>Judy Muthuri, University of Nottingham</td>
<td>Stella Nkomo, University of Pretoria</td>
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<td>dt Ogilvie, Rochester Institute of Technology</td>
<td>Judy Muthuri, University of Nottingham</td>
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<td>James Walsh, University of Michigan</td>
<td>Ted London, Michigan State University</td>
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Sherry Thatcher, University of Tennessee

**Presenters**

UN Agenda 2030 SDGs and AU Agenda 2063: Focus Areas  
Yvonne du Plessis, North-West University  
Baniyelme Zoogah, McMaster University  
Ted London, Michigan State University  
Bella Galperin, University of Tampa  
Brett Gilbert, American University  
Michael Holmes, Florida State University  
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dt Ogilvie, Rochester Institute of Technology  
James Walsh, University of Michigan
## DAY 3: TUESDAY JANUARY 10, 2023

### ALL ACADEMY SESSION

#### DEANS’ FORUM

**MODERATOR:** ABEL ADEKOLA  
Wilkes University

<table>
<thead>
<tr>
<th>ROOM</th>
<th>Hall D1</th>
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<table>
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<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
</table>
| 1:00 pm – 2:00 pm | Participating Deans:  
Hailu Elias  
Addis Ababa University  
Khaled Hassanein  
McMaster University  
Matrecia James  
St Bonaventure University  
Ehab Kamel  
German University in Cairo  
Cilliers Liezel  
University of Fort Hare  
Chris Ogbechie  
Pan-Atlantic University  
Gamal Shehata  
Cairo University  
Owolabi A Usman  
Ladoke Akintola University of Technology |

<table>
<thead>
<tr>
<th>Time</th>
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</thead>
</table>
| 2:15 – 3:30 pm | ALL ACADEMY BUSINESS MEETING  
VENUE: HALL D1  
Note: Buses promptly depart to the Conference Hotels at 3:40pm |
2023 AFAM Conference Closing Ceremony

Time: 6.30 pm – 10.00 pm

VENUE: HALL D1

Keynote Speaker
Khaled Hassanein
Dean, DeGroote Business School
McMaster University

Buses depart promptly from the Conference Hotels at 5.30pm.

Have a safe and pleasant journey to your respective homes

Our 7th Biennial Conference to be held in January 2024 would be hosted by Stellenbosch University, South Africa
2023 AFAM Biennial Conference
Best Papers Winners

Track 1
Entrepreneurship and Small Business
The Endogamy Tradition and the Performance of Informal Owner-Manager Ventures in Sub-Saharan Africa
Peng Zhang-Simon Fraser University
Saul Estrin-London School of Economics
Tomasz Mickiewicz-Aston University

Track 2
Organizational Behavior and Human Resource Management
Ubuntu-‘I am because we are.’ Servant Leadership in South Africa.
Kim Elizabeth Dowdeswell-University of Pretoria
Jenny Hoobler-Nova School of Business and Economics

Track 3
Public Policy, Administration of Government, and Non-Governmental Organizations
Toward a Developmental State in Africa? The Case of Rwanda’s Developmentally-Oriented Leadership and Capable Public Administration
Francis Gaudreault-Zayed Military University
Virginia Bodolica-American University of Sharjah

Track 4
Strategy and International Management
Performance Discrepancy, Social Embeddedness and Informal Firms Willingness to Formalize
Selorm Agbleze-University of Leeds

Track 5
Social Issues in Management
How Women Entrepreneurs Create Social Change by Filling Institutional Voids: Evidence from Sub-Saharan Africa
Giacomo Ciambotti-Universita Cattolica del Sacro Cuore
Andrea Sottini-Universita Cattolica del Sacro Cuore
David Christopher Littlewood-University of Sheffield

Track 6
Sustainability and Green Management
Sustainable Supply Chain Management Practices and Firm Performance: The Mediating Effect of Supply Chain Integration
Fanny Saruchera-University of Witwatersrand
Disraeli Asante-Darko-Ghana Institute of Management and Public Administration