



Africa Academy of Management (AFAM)

Advancing Africa through
Management Knowledge and Research

Botswana Conference

8-11 January 2014

Programme

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Le amogetswe (Welcome)!

Dear Conference Participants,

As the Program Chair, it is my pleasure to welcome you to the 2ND Biennial conference for Africa Academy of Management (AFAM).

This is a very exciting event as it marks our first conference to be held on the continent of Africa. One of our goals in holding these conferences is to engage and understand the rich diversity of the continent dispelling the tendency to homogenize such a vast region of the world. We chose Botswana because good governance and management have enabled it to be on a positive growth trajectory since independence. It reflects the strategy and mission of AFAM to promote management knowledge and education that enable African economies to advance. The Conference draws participants from Africa, Asia, Americas, Australia, the Caribbean and Europe, all seeking to understand and inform Africa management scholarship. As a result of that breadth, we have a wide range of exciting topics ranging from poverty eradication to celebration of the emergence of supranational organizations in Africa. The Conference pledges to deliver current and relevant information for scholars and practitioners interested in management scholarship of Africa. It will also provide opportunities for scholars, industry leaders and government officials to exchange ideas on management best practices from Africa's vantage point.

We have created a program consisting of academic tracks, experiential programs and culturally-infused adventures. The tracks for the conference include Entrepreneurship and Small Business; Organizational Behavior and Human Resource Management; Public Policy, Administration of Government, and Non-governmental Organizations; Strategy and International Management and General Management.

The beautiful city of Gaborone provides the ideal setting for AFAM's 2nd Biennial conference. Gaborone is a vibrant city with a thriving business culture that still boasts unspoilt natural environments. The weather will be in the 90's (between 36° –40° C) with lows in the 60's (between 16°- 20°C), a very much welcomed change for those coming from the frigid temperatures of the northern hemisphere. The 2014 conference program builds on the program format of Academy of Management Africa Conference, 2013. Together with our gracious hosts from University of Botswana we have put together a program that infuses local culture throughout your stay. Starting from the cuisine, we have incorporated local dishes to give you a first-hand experience of the Batswana (people of Botswana) cuisine. We will also explore Gaborone through experiential business tours, cultural adventures, and even go on a game safari which will conclude with a bonfire storytelling circle! For those who want to explore Botswana further, we have facilitated two days after the conference for you to visit the Okavango Delta region.

I look forward to meeting all of you in Gaborone in January at what promises to be a most stimulating and enjoyable conference!

Eileen Kwesiga, PhD

2014 Conference Program Committee Chair



About the Africa Academy of Management (AFAM)

The Africa Academy of Management (AFAM) is a professional group of academics and practitioners interested in management scholarship and teaching in Africa. The primary purpose of AFAM is the development and improvement of members' capabilities for research and teaching of management in organizations in Africa. The secondary purpose is the promotion and advancement of management in Africa. AFAM also provides an outlet for scholarly work on management in African organizations. We aim to (1) Foster the general advancement of knowledge and scholarship in the theory and practice of management among African scholars and/or academics interested in management and organization issues in Africa. Africa is defined broadly to include all of Africa and individuals of African descent in the Diaspora (i.e., The Caribbean, South America, Europe, Asia, Oceania, Middle East, and North America); and (2) Perform and support educational activities that contribute to the intellectual and operational leadership in the field of management within the African context. We have partnered with the Academy of Management to offer faculty development workshops in Ghana and Rwanda during the past two years.

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Bryan School of Business and Economics, University of North Carolina at Greensboro (USA)
Strategy and International Management

Dr. Constant D. Beugré
Delaware State University
Organizational Behavior and Human Resource Management

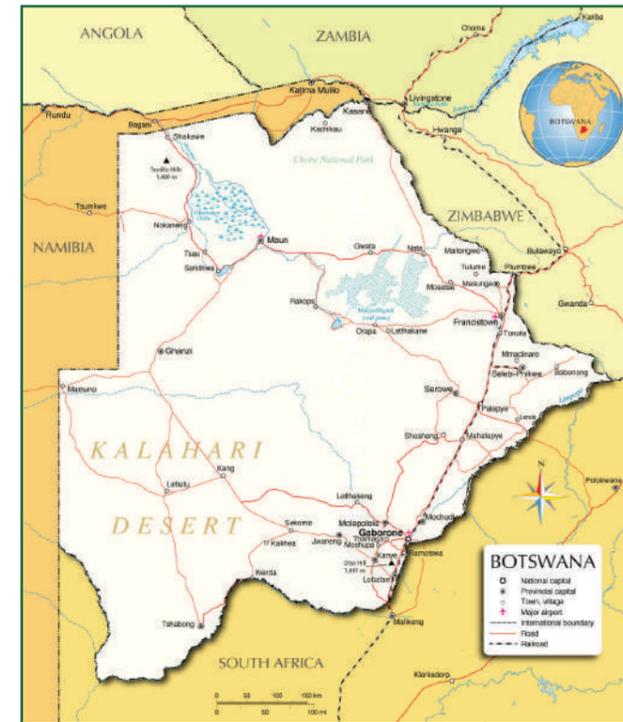
Dr. Benson Honig
DeGroote School of Business, McMaster University (Canada)
Entrepreneurship and Small Business

Dr. Elham Metwally
American University in Cairo (Egypt)
Public Policy, Administration of Government, and Non-governmental Organizations

Dr. Judy Muthuri
University of Nottingham, School of Business (UK)
General Management

Dr. Amanuel Tekleab
Wayne State University (USA)
PDW

Why Botswana?



Botswana is a beacon in Africa for its stable uninterrupted civilian leadership and its progressive social policies. The Botswana Democratic Party has been in office since independence in 1966 and has provided wide freedom to opposition parties as well as good governance. It is one of the few African countries that have shown steady economic growth. Shortly after independence, Botswana had a GDP per capita of about US\$70 and was ranked among the poorest nations of the world. Today, Botswana is on track as one of the fastest-growing economies in the world with a GDP per capita of about \$14,000. The country has also been said to possess the best credit risk in Africa. The mainstay of the economy is mineral extraction, predominantly diamond mining. Tourism is now a growing sector due to the country's conservation practices and extensive nature reserves. Although, Botswana has done well in realizing the Millennium Development Goals (MDGs) having already surpassed the target set on Universal Primary Education, the government has identified the need to accelerate development. The government is pursuing a strategy for economic development and sustainable growth to diversify the country and decrease reliance on minerals, especially diamonds. This strategy is aimed at mitigating the challenges of a slowing GDP, low FDI in recent years, unemployment (especially in rural areas and among youth), and income inequality.

The natural terrain is mostly flat and arid with 70% of the landscape comprised of the Kalahari Desert. The oldest inhabitants of the land are the Khoisan (indigenous San people). The Khoisan has been featured in movies such as "Gods must be Crazy", and the oldest cave paintings in both Botswana and South Africa from over twenty thousand years ago were done by the Khoisan. Today, they are small minority who are unsuccessfully striving to hold on to their traditional way of life of hunting and gathering. The rest of ethnic groups in Botswana are the Tswana (or Setswana) 79%, Kalanga 11%, Basarwa 3%, other, including Kgalagadi and white 7%. Botswana's neighbors are South Africa to the south and southeast, Namibia to the west and north, Zimbabwe to the northeast and Zambia to the north.

Our Hosts



UNIVERSITY OF BOTSWANA

Our local host is the Centre of Specialization in Public Administration and Management (CESPAM) in the Faculty of Social Sciences, University of Botswana. CESPAM's mandate is to educate leaders in the SADC public sector in best practice in public administration and management to empower them to lead and manage their respective organizations efficiently and effectively. The University of Botswana began as a part of a larger university system known as **UBBS**, or the **University of Bechuanaland (Botswana), Basotoland (Lesotho), and Swaziland** that was founded in 1964 to reduce the three countries' reliance on tertiary education in apartheid-era South Africa. After Botswana and Lesotho became independent in 1966, the university was called the University of Botswana, Lesotho, and Swaziland (UBLS). (Source: Wikipedia). After the withdrawal of Lesotho from the union, a joint University of Botswana and Swaziland existed for several years until in the early 1980s the university was amicably divided into two separate national universities. Today, the University of Botswana has 18, 717 students, 7 Faculties, and 2, 794 academic and support staff.

Local Arrangements Committee

Dr. Mpabanga

Director, CESPAM; Chairing

Mrs. V. Botshelo

Admin Officer, CESPAM

Mrs. S. Muyela

Personal Secretary, Deputy Dean's Office

Mrs. W. Noge

Secretary, PAS

Ms. D. Molefe

Secretary, Faculty Administrator's office

Ms. B. Otsile

Personal Assistant, Dean's Office

Ms. S. Masisi

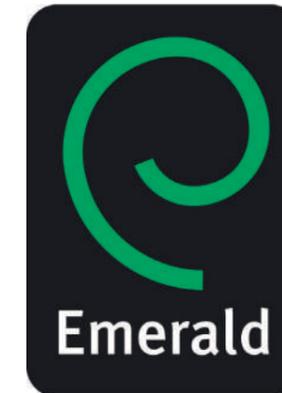
Secretary, Dean's Office

Ms. M. Mophalane

Personal Assistant, CESPAM

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Our Time Together

1. Registration

The registration desk will be open beginning on 7 January.

2. Experiential Learning Journeys

During our time in Botswana, you will have a chance to visit an organization to learn about how it manages its operations, staff and resources. When you register you will have an opportunity to sign up for one of the sites described below. Transportation will be provided from the Conference Centre promptly at 1 p.m. on 10 January. You will have a further chance to engage with the hosts at these organizations during lunch on 11 January. We have four experiential learning sites:

a. Ostrich Abattoir

Botswana has the largest population of wild ostriches in the world. In 1994, the Department of Wildlife and National Parks' aerial surveys estimated Botswana's wild ostrich population to be about 60 000 with the largest population being in north-western Kgalagadi and south-west Ngamiland. Commercial ostrich farming started in Botswana in the late 1980s. Currently, breeding birds reared commercially in Botswana are estimated to be slightly over 1000. Ostrich's products are mainly leather, eggs and low fat meat which is very popular in the Middle East and Europe.

b. Diamond Polishing Company

Debswana Diamond Company (Pty) Ltd is a partnership between the Government of the Republic of Botswana and De Beers Group, whose main purpose is to mine and recover diamonds optimally and responsibly. Debswana operates Orapa, Letlhakane, Jwaneng and Damtshaa mines in Botswana. The four mines have contributed enormously to the economic growth of Botswana, not only in terms of direct foreign exchange and government revenues generated by diamond sales, but also through the multiplier effect on taxes, employment and infrastructure in remote areas. The country's impressive economic record has been built on a foundation of diamond mining, prudent fiscal policies, international financial and technical assistance, and a cautious foreign policy.

c. Geological Survey

From its inception, the organization has focused on groundwater development due to the need to supplement the very limited surface water resources of much of the country. Since geological information is a pre-requisite to a successful groundwater development, there has been systematic regional mapping of the whole country. The survey started with conventional geological mapping (often under very tough conditions) and has accumulated vast amounts of information over the years. This systematic build-up of information and the need to study the unexposed Kalahari areas has meant that the Survey had to use not only the traditional methods of "observation and interpretation", but also the more advanced methods of remote sensing and geophysical surveys

d. BOTECH

Botswana Technology Centre (BOTECH) is a leading Research and Technology Organization established by the Botswana Government in 1979. BOTECH supports the national development goals by aligning research, science and technology products and services with the National Development Plans. The organization, which leads in harnessing innovative science and technology for the transformation of Botswana into a globally competitive nation, is renowned for successful implementation of energy projects. It operates under the Ministry of Communications, Science and Technology.

3. Bahurutshe Cultural Village

Along the heart of the beautiful hills of Mmankgodi is the Bahurutshe Cultural Village. This is a place where the Bahurutshe tribe's culture is kept alive and relevant through traditional art. The village welcomes visitors looking to experience the culture and traditions of the locals. Visitors are taught how to dance by adult women clad in mateisi with a few dressed in traditional leather dress. After the dance you will be ready to enjoy a traditional buffet lunch that includes, bogobe, phaleche, seswaa, morogo, tswana breed boiled chicken and, yes you guessed it, authentically Botswana!

4. Game Park Safari and Bonfire Storytelling

Mokolodi Nature Reserve is a private not-for-profit game reserve in southern Botswana. Founded in 1994 by The Mokolodi Wildlife Foundation, it is situated on 30 km sq. of donated land 10 km south of the capital Gaborone. The nature reserve is inhabited by a wide variety of indigenous African game, bird and reptile species, some of which are rare and vulnerable to the threat of extinction. The southern White Rhinoceros herd at Mokolodi Nature Reserve is part of a national breeding programme which contributes to the re-building of the national herd in Botswana. The park contains many species of wildlife such as white rhino, cheetah, mountain reedbuck, giraffe, zebra, red hartebeest, sable, gemsbok, reared elephants, kudu, impala, hyena, leopard and water buck. The park is developed as a game sanctuary with an extensive network of paths, which permits viewing the wild life at close quarters. The park administration is planning to expand its limits of conservation area up to the Lion Park.

Conference Track Description Summaries

The conference program of paper sessions, symposia and workshops, and experiential learning journeys are keyed to the four conference themes:

Track 1: Entrepreneurship and Small Business

The entrepreneurship and SME track will focus on both empirical and conceptual papers examining issues relating to sustainability in both entrepreneurial and family and small business research in Africa. Topics range from incubation, nascent entrepreneurship to microenterprise promotion and training.

Track 2: Organizational Behavior and Human Resource Management

This combined track includes conceptual and empirical papers including all aspects of both organizational behavior and human resources management, preferably in an African context.

Track 3: Public Policy, Administration of Government, and Non-governmental Organizations

We encouraged papers from academics, researchers, and professionals that investigate public and non-governmental organizations. Topics range from public governance; capacity building; public service quality; public management in complex environments; E-government; workplace democracy and public administration; education and training to public accountability and social enterprise

Track 4: Strategy and International Management

The Strategy and International Management track welcomes conceptual and empirical papers that focus on all areas of strategy and international management in an African context both in the private and public sector; and a comparative analysis of the African context with other contexts of the world.

Track 5: General Management

The General Management track welcomes conceptual and empirical papers that focus on general management in the African context including but not limited to the following topics: innovation and change management, corporate governance and accountability, sustainable decisions in organizations, and corporate social responsibility.

Useful phrases in Tswana

Notes: sg = singular (said to one person), pl = plural (said to more than one person). The words *rra* (sir) and *mma* (madam) are used in formal phrases.

English	Setswana (Tswana)
Welcome	O amogetswe (sg) Le amogetswe (pl)
Hello	Dumela
How are you?	O tsogile jang? Le kae? (sg) Le tsogile jang? (pl)
Reply	Ke tsogile sentle / Re teng (sg) Re tsogile sentle (pl)
What's your name?	Leina le gago ke mang? (frm) O mang? (inf)
My name is ...	Leina la me ke ...
Where are you from? I'm from ...	Ko gae ke kae? Ke tswa ko ...
Pleased to meet you	Ke itumelela go goitsi
Good morning	Dumêla rra/mma (frm)
Good afternoon	Thupama e e monate
Good evening	Muitsibowa a a monate
Good night	Borôkô! Robala sentle (sleep well)
Goodbye	Tsamaya sentle (Go well - said to the those leaving) Sala sentle (Stay well - said to the those staying) Go siame / Ke tla go bona (see you) Ke tla go bôna kamoso (see you tomorrow) Ke tla go bôna kgantele (see you later)
Have a nice day	Tlhôla sentle
I don't understand	Ga ke tthaloganye
I don't know	Ga ke itse sepe
Please speak more slowly	Bua ka bonya
Please say that again	Ke kopa o boeletse gape
Please write it down	Ke kopa o e kwale fa fatshe
Do you speak Tswana? Yes, a little	A o bua Setswana? Ee, fela ga nnyane
How do you say ... in Tswana?	Wa bo o reng ... ka Setswana?
Excuse me	Intshwarele
How much is this?	E ke bokae?
Sorry	Ke kopa tshwarelo
Please	Tswêê-tswêê
Thank you	Ke a leboga, rra/mma Ke itumetse, rra/mma
Response	
Where's the toilet?	Ntlwana ya boitiketso e kae?
Leave me alone!	Ntllogele!
Help!	Nthuse!
Fire!	Molelo!
Stop!	Ema!
Call the police!	Bitsa mapodisi!

(from <http://www.omniglot.com>)

2014 Program Schedule

AFRICA ACADEMY OF MANAGEMENT 2nd Biennial Conference

WEDNESDAY JANUARY 8th 2014

	Track 1 Mitigating Constraints for SME's in Transition Environments	Track 2 New Opportunities For SME Consideration	Track 3 Economic Growth Issues	Track 4 BOP Strategies and Economic Development	Track 5 ESRC Seminar on CSR among SMEs from Emerging & Developing Economies
	Block 247/Room 009/04 Ground Floor	Block 247/Room 261/20 First Floor	Block 247/Room 131 First Floor	Block 247/Room 005/02 Ground Floor	Block 247/Room 037/07 Ground Floor
SESSION CHAIR	Alice de Koning, Salem State University, USA	J. J. Prinsloo, North West University, South Africa	Hasan Iftekhar, Fordham University, USA	Miguel Rivera-Santos, EM Lyon Business School, France	George Frynas, Middlesex University, UK
2:00 - 3:30 pm	<p>Future Time Perspective and Small Business Growth in Developing Regions</p> <p><i>Jacob Vermeire, Vlerick Business School, Belgium; Miguel Meuleman, Vlerick Business School, Belgium; & Willy Lens, KU Leuven, Belgium</i></p> <p>Productive Entrepreneurship, Infrastructure and Institutions: Insights from the Champagne Fairs</p> <p><i>Alice de Koning, Salem State University, USA</i></p> <p>The Contribution of Mobile-Banking to the Development and Improvements of Entrepreneurship in Tanzania Mainland</p> <p><i>Hellena Mohamed Mushi, Mzumbe University, Tanzania & Neema Mwalyagile, Mzumbe University, Tanzania</i></p>	<p>Creating New Mechanisms of Sustainable Entrepreneurial Action: Evidence from Uncertain Institutional Contexts</p> <p><i>David Lingelbach, University of Baltimore, USA; Ven Sriram, University of Baltimore, USA; Tigineh Mersha, University of Baltimore, USA; & Kojo Saffu, Brock University, Canada</i></p> <p>Subjective Adventure Motorcycling experiences and Marketing Possibilities</p> <p><i>J. J. Prinsloo, North West University, South Africa & G. W. Collin, Tshwane University of Technology, South Africa</i></p> <p>Social and Economic Institutional Factors and Business Start-up Difficulty in Africa</p> <p><i>Kaustav Misra, Saginaw Valley State University, USA; Joseph Ofori-Dankwa, Saginaw Valley State University, USA & Scott Julian, Wayne State University, USA</i></p>	<p>Stock Exchanges and Economic Growth: Evidence from Africa</p> <p><i>Bill B. Francis, Rensselaer Polytechnic Institute, USA; Iftekhar Hasan, Fordham University, USA; & Eric Ofori, Rensselaer Polytechnic Institute, USA & University at Albany, USA</i></p> <p>Tax Composition and Economic Growth in Nigeria</p> <p><i>Ofuan James Ilaboya University of Benin, Nigeria; & E. Ofiafoh, University of Benin, Nigeria</i></p> <p>Regional Trade Groups and FDI in Africa: An Exploration of Investment Patterns.</p> <p><i>Charlotte Broaden, Southern New Hampshire University, USA; Eklou Amendah, Southern New Hampshire University, USA & Lowell Mathews, Southern New Hampshire University, USA</i></p>	<p>Channel captains and their impact on local economic development: Evidence from the textile industry in Tanzania.</p> <p><i>Robert E. W. Schuffel, University of Groningen, The Netherlands; B. W. J. Pennink, University of Groningen, The Netherlands & D. Mbona, International Business and Trade Tanzania Initiative (IBUTTI), Tanzania</i></p> <p>From Value-Price-Cost to Thamani-Bei-Gharama: Three market contexts and a universal framework</p> <p><i>Aldas Kriauciunas, Purdue University, USA & Miguel Rivera-Santos, EM Lyon Business School, France</i></p>	<p>CSR among SMEs: An introduction</p> <p><i>Laura Spence, Royal Holloway, University of London, UK</i></p> <p>A developing country view of CSR in Micro and Small Enterprises: Problems, Prospects, and Paradoxes</p> <p><i>Ken Amaeshi, University of Edinburgh, UK; Emmanuel Adegbite, Durham University Business School, UK; Chris Ogbachie, Pan African University, Nigeria; & Obianuju I. J. Anakwue, Nottingham University Business School, UK</i></p> <p>Political CSR in an SME Perspective. African perspectives in a European Framework</p> <p><i>Søren Jeppesen, Copenhagen Business School, Denmark & Mette Morsing, Copenhagen Business School, Denmark</i></p>
3:30-4:00 pm	TEA BREAK: Block 247/Foyer LUNCH: Block 259/Foyer				



WEDNESDAY JANUARY 8th 2014

PDW Developing a Vibrant African Scholarship through Doctoral Study		Track 5 Microfinance Governance and Performance		Session: ESRC Seminar on CSR among SMEs from emerging & developing economies	
Block 247/Room 261/20 First Floor		Block 247/Room 131 First Floor		Block 247/Room 005/02 Ground Floor	
SESSION CHAIR	Vincent Bagire, Makerere University Business School, Uganda	Elham Metwally The American University of Cairo, Egypt	Judy Muthuri, Nottingham University Business School, UK		
4:00-5:30 pm	<p>Developing a Vibrant African Scholarship through Doctoral Study</p> <p><i>Vincent Bagire, Makerere University Business School, Uganda; Thomas Senaji, Kenya Methodist University, Kenya; & David Zoogah, Morgan State University, USA</i></p>	<p>Does Gender Diversity Affect the Performance of Microfinance Firms?</p> <p><i>Darline Augustine, Rochester Institute of Technology, USA; Christopher O. Wheat, Rutgers Business School, USA; Shalei V.K. Simms, School of Business, SUNY-Old Westbury, USA; & Charles Malgwi, Bentley University, USA</i></p> <p>External Governance and MFI Sustainability: Evidence from Africa</p> <p><i>Tanweer Hasan, Roosevelt University, USA</i></p>	<p>CSR in Mozambique: What can SMEs learn from Mozal's experience?</p> <p><i>Lara Conselho, Universidade Eduardo Mondlane, Mozambique</i></p> <p>Impediments to community corporate involvement of SMEs in Enugu, Nigeria</p> <p><i>Onyenekenwa Cyprian Eneh, University of Nigeria, Nsukka, Nigeria</i></p> <p>Why do SMEs go green? An analysis of wine firms in South Africa</p> <p><i>Ralph Hamann, University of Cape Town, South Africa; James Smith, University of Cape Town, South Africa; Pete Tashman, Portland State University, USA; & R. Scott Marshall, Portland State University, USA</i></p> <p>MSEs and employment creation: A case study of manufacturing MSEs in South Africa</p> <p><i>Geoffrey Wood, Warwick Business School, UK</i></p>		
<p>OPENING RECEPTION 06:00-10:00 pm Block 247/Lecture Theatre/Foyer</p>					

THURSDAY JANUARY 9th 2014

Track 1 Innovative Models of Entrepreneurial Action		Track 2 Diversity in Organizations		PDW Anti-Corruption Content in Business School Curricula		Track 4 FDI and Internationalization		Track 5 PDW: Research Strategies in Discussion	
Block 247/Room 009/04 Ground Floor		Block 247/Room 261/20 First Floor		Block 247/Room 131 First Floor		Block 247/Room 005/02 Ground Floor		Block 247/Room 037/07 Ground Floor	
SESSION CHAIR	Lutisha S. Vickerie, Rutgers University School of Business, United States	David Zoogah, Morgan State University, USA	Kemi Ogunyemi, Pan-Atlantic University, Lagos Business School, Nigeria	D. Deo Sharma, Stockholm School of Economics, Sweden	Ralph Hamann, University of Cape Town, South Africa				
8:30-10:00 am	<p>Entrepreneurship and the Nigerian cultural context</p> <p><i>Olajumoke Familoni, Lead City University, Nigeria</i></p> <p>The Resourced-Based View & Entrepreneurship Capital in Emerging Markets</p> <p><i>Lutisha S. Vickerie, Rutgers University School of Business, USA</i></p> <p>The Development of Public Employees of Egypt Air vs. Delta</p> <p><i>Elham Metwally, Amira Gaber, Dina Adly, & Yousra, Gohar, The American University in Cairo, Egypt.</i></p>	<p>Tribal Diversity and Firm Performance: A Dual Process Model</p> <p><i>David Zoogah, Morgan State University, USA</i></p> <p>Zimbabwean Trailing Spouses: A South African Experience</p> <p><i>Varaidzo V M Wekwete, University of Johannesburg, South Africa; Roslyn De Braine, University of Johannesburg, South Africa; & Anita Bosch, University of Johannesburg, South Africa</i></p> <p>What he wants is not what she wants: Using VIE Theory to Test Manager and Worker Motivation in Ghanaian SMEs.</p> <p><i>Bill Buenar Pupilampu, Central University College, Ghana; & Samuel Adomako, University of Ghana Business School, Ghana</i></p>	<p>Anti-Corruption Content Integration in African Business Education: Challenges and Alternative Approaches</p> <p><i>Ronald E. Berenbein, UN Principles for Responsible Management Education, Germany; Kemi Ogunyemi, Pan-Atlantic University, Lagos Business School, Nigeria; Andrew H. Mbwambo, Mzumbe University, Dar Es Salaam Campus College, Tanzania; Shiv K. Tripathi, Mzumbe University, Dar Es Salaam Campus, Tanzania; & Nyaribo Misuko, School of Business and Public Management, KCA University, Nairobi Kenya</i></p>	<p>South African Multinationals in Africa: Growth and Controversy</p> <p><i>Geoffrey Wood, Warwick Business School, U.K. & Kamel Mellahi, Warwick Business School, U.K.</i></p> <p>Factors Determining Firms' strategy of Internationalization: A case study of Poland</p> <p><i>Alpha Ayande & Sabourin Vincent, University of Québec at Montréal, Canada</i></p> <p>Exploring Intra-Regional Expansion Opportunities and Liabilities of African Firms: A Study of Nigerian Banks</p> <p><i>Franklin Ngwu, Glasgow Caledonian University, UK.; Ifedapo Adeleye, Lagos Business School, Nigeria; & Chris Ogbachie, Lagos Business School, Nigeria</i></p>	<p>Research strategies in discussion: Top-tier publishing from the periphery, maintaining relevance to local contexts, ethics, and other tensions</p> <p><i>Nceku Nyathi, University of Cape Town, South Africa; Benson Honig, McMaster University, Canada & Ralph Hamann, University of Cape Town, South Africa</i></p>				
10:00-10:30 am	<p>TEA BREAK Block 247/Foyer</p>								

THURSDAY JANUARY 9th 2014

	Track 1 Technology in Entrepreneurship & Small Business	Track 2 Leadership in Africa and the African Diaspora	Track 3 Technology and Entrepreneurship	Track 4 M&A and Corporate Governance	Track 5 Organisational Innovation for Sustainability
	Block 247/Room 261/20 First Floor	Block 247/Room 261/20 First Floor	Block 247/Room 131 First Floor	Block 247/Room 005/02 Ground Floor	Block 247/Room 037/07 Ground Floor
SESSION CHAIR	Roxanne Zolin, Queensland University of Technology, Australia	Bill Buenar Puplampu, Central University College, Ghana	Brett A. Gilbert, Rutgers University, USA	Kimberly Ellis, Florida Atlantic University, USA	Ralph Hamann, University of Cape Town, South Africa
10:30-12:00 pm	<p>Re-Awakening an Underexplored Model: Lessons for the Internationalization of SMEs in the Emerging African Market</p> <p>Marcellinus Chum Dike, Aalto University School of Business, Finland</p> <p>Complexity Development Theory and Enterprise Development at the Bottom of the Pyramid</p> <p>Roxanne Zolin, Queensland University of Technology, Australia</p> <p>Budding Entrepreneurship: An Ethnographic Account of Household Enterprises as Skills Guilds, and Apprenticeship Incubators of Indigenous Knowledge in Banyankore of S.W. Uganda</p> <p>Emmanuel Mutungi, Kyambogo University, Uganda</p>	<p>Effective Leadership and Motivation in the African Diaspora (LEAD: The Case of the United States and Canada)</p> <p>Bella L. Galperin, University of Tampa, USA; Terri Lituchy, University of the West Indies, Barbados & Concordia University, Canada; Tolulope Bewaji, St. Xavier University, USA; David Ford, University of Texas, Dallas (USA) & Moses Acquah, University of North Carolina at Greensboro, USA</p> <p>Leadership Effectiveness in Africa: Lessons from Egypt, Ghana, Kenya, Nigeria, and Uganda</p> <p>Thomas A. Senaji, Kenya Methodist University, Kenya; Elham Metwally, American University of Cairo, Egypt; Samuel Seijaaka, Makerere University Business School, Uganda; Hassan Adedoyin-Rasaq, Lagos State University; Bill Buenar, Puplampu & Evans Sokro, Central University, College, Ghana</p> <p>Leadership Effectiveness and Motivation: A look at the Caribbean</p> <p>Terri Lituchy, University of the West Indies, Barbados; Khaleid Holder, University of the West Indies, Barbados; & Betty Jane Punnett, University of the West Indies, Barbados; Nicole Knight, University of the West Indies, Barbados; Tolulope Bewaji, St. Xavier University, USA; & Reccia Charles, University of the West Indies, Barbados.</p>	<p>Political and Economic Complexities in African Mining Public Private Joint Ventures: A Case Study</p> <p>Cyrlene Claasen, ESC Rennes School of Business, France</p> <p>Science and Technology Capacity in Africa: a new index</p> <p>Gayle Allard, IE Business School, Spain</p> <p>High Technology Industries in Distressed Urban Communities</p> <p>Brett A. Gilbert, Rutgers University, USA; Christopher Wheat, Rutgers University, USA & Lutisha S. Vickerie, Rutgers University, USA</p>	<p>Mergers and Acquisitions in Africa: Review of existing literature and roadmap for future research</p> <p>Kimberly Ellis, Florida Atlantic University, USA; Taco H. Reus, Erasmus University Rotterdam, The Netherlands; & Bruce T. Lamont, Florida State University, USA</p> <p>Deal-making in Africa: Do we buy all or some of the target?</p> <p>Kimberly Ellis, Florida Atlantic University, USA & Phyllis Y. Keys, Morgan State University, USA.</p> <p>Board Capital in South Africa</p> <p>Dzidziso Kamuriwo, Cass Business School, UK.; & Amon Chizema, Loughborough University, U.K.</p>	<p>Cross-sector collaboration initiatives as intermediaries for sustainability innovation</p> <p>Verena Bitzer, University of Cape Town, South Africa</p> <p>Effect of organizational culture on pursuing a sustainable corporate strategy: A case study of a South African financial services firm</p> <p>Jess Schulschenk, University of Cape Town, South Africa</p> <p>Shared risk or shared value? Exploring Ecological Embeddedness in the Insurance Industry</p> <p>Kristy Faccor, University of Cape Town, South Africa</p> <p>Organizational responses to competing logics: Community development within the mining sector in South Africa</p> <p>Farai Kapfudzaruwa, University of Cape Town, South Africa</p>
12:00-1:30 pm	LUNCH Block 259/Foyer				

THURSDAY JANUARY 9th 2014

	Track 1 Strategic Orientations of African Firms	Track 2 Gender, Leadership and Performance	PDW Human Rights Issues in Africa Business Education	Track 4 National and International Strategies	Track 5 Organizational Culture and Leadership
	Block 247/Room 261/20 First Floor	Block 247/Room 261/20 First Floor	Block 247/Room 131 First Floor	Block 247/Room 005/02 Ground Floor	Block 247/Room 037/07 Ground Floor
SESSION CHAIR	Joyce Kimosop Komen, Moi University, Kenya	Michelle Mey, Nelson Mandela Metropolitan University, South Africa	Shiv K. Tripathi, Mzumbe University, Dar es Salaam Campus, Tanzania;	Michael Gravier, Bryant University, USA	Faith Ngunjiri, Concordia College, USA
1:30-3:00 pm	<p>Effect of Management Behaviors and Environmental Dynamics on market orientation Behaviours of Botswana's 'Small service firms</p> <p>Olumide Olasimbo Jaiyeoba, University of Botswana, Botswana & Olalekan Usiobaifo Asikhia, Babcock Business School, Lagos, Nigeria</p> <p>Strategic Capabilities as Determinants of Firm Performance in Women Owned Entrepreneurial ventures in Nairobi, Kenya</p> <p>Joyce Kimosop Komen, Moi University, Kenya, Margaret White, Oklahoma State University, USA; & Michael Korir, Moi University, Kenya</p> <p>Employee Perceptions of Job Conditions in Explaining Employee Job Satisfaction: A Stakeholder's Perspective</p> <p>Thadeus Mkwamwa, Nicas Nibengo, & Joan Itanisa, St Augustine University, Tanzania</p>	<p>Geeks and Freaks: How Women in the Free/Open Source Software Development Community Experience and Deal with the Double Bind Situation</p> <p>Metiu Anca, ESSEC Business School France; & Otilia Obodaru, Rice University, USA</p> <p>The "Ticket to the Dance": A Meta-Analytical Investigation of Female Leadership and Organizational Performance.</p> <p>Courtney Masterson; Eric Michel, & Jenny Hoobler, University of Illinois at Chicago, USA</p> <p>The Impact of Supervisory Support on Female Employees' Attitudes and Behaviors</p> <p>Anthonie Theron, Nelson Mandela Metropolitan University, South Africa; Paul Poisat, Nelson Mandela Metropolitan University, South Africa; & Michelle Mey, Nelson Mandela Metropolitan University, South Africa</p>	<p>Aligning Business Dignity and Human Rights Issues in Africa Business Education: Way Forward to Promote Sustainable Development</p> <p>Kemi Ogunyemi, Pan-Atlantic University, Lagos Business School, Nigeria; Shiv K. Tripathi, Mzumbe University, Dar Es Salaam Campus, Tanzania; Andrew H. Mbwambo Mzumbe University, Dar Es Salaam Campus College, Tanzania</p>	<p>The Contribution of National Culture to Logistics Strategy, Structure, and Performance.</p> <p>Michael Gravier, Bryant University, USA; & Timothy G. Hawkins, Western Kentucky University, USA</p> <p>Heterogeneity of Disruptive Innovations and Organizational Responses in Emerging Market Context.</p> <p>Solomon Habtay, University of Witwatersrand, South Africa; & Magnus Holmen, Chalmers University, Sweden</p> <p>Westernized Africans: A Narrative Discourse on Generational Differences, Power Distance and the Implications for African Management Philosophy.</p> <p>Mofopeloluwa Adegboye, Olusoji George & Damilola Olarewaju, University of Lagos, Nigeria</p>	<p>Business Culture in Ghana: An Exploratory Study</p> <p>Bill Buenar Puplampu, Central University College, Ghana</p> <p>Leadership Traits and Business Sustainability in Ugandan SMEs: A Qualitative Analysis</p> <p>Samuel Seijaaka, Makerere University Business School, Uganda</p> <p>Selling Hope: A New Way of Managing the African Pentecostal Church</p> <p>Samuel K. Bonsu, Ghana Institute of Management and Public Administration (GIMPA), Ghana; & Brigid Appiah-Otoo, GIMPA, Ghana</p>
3:00-3:30 pm	BREAK Block 247/Foyer				



THURSDAY JANUARY 9th 2014

	Track 1	Track 2	PDW	Track 4	Track 5
	Business Model for SME's	Work Life Balance and Performance Management	Proximity and Globalization	Knowledge Management	Poverty and Economic Development in Africa
	Block 247/Room 261/20 First Floor	Block 247/Room 261/20 First Floor	Block 247/Room 131 First Floor	Block 247/Room 005/02 Ground Floor	Block 247/Room 037/07 Ground Floor
SESSION CHAIR	Katharina Poetz, University of Copenhagen, Denmark	Theuns Pelser, North-West University, South Africa	Metiu Anca, ESSEC Business School, France	Ulrich Schmitt, University of Stellenbosch Business School, South Africa, & Knowcations, Botswana	Sammy Bonsu, GIMPA, Ghana
3:30-5:00 pm	<p>Business Model Innovations for Infrastructure Services: How East African Business Venture Can Do Well Through Doing Good</p> <p><i>Heiko Gebauer, Swiss Federal Institute of Aquatic Science and Technology, Switzerland; Samuel Sebhatu, Karlstad University, Sweden; & Sumburani Sigauke, Botho University, Botswana</i></p> <p>The challenges faced by small scale family businesses in Africa: Evidence from Kenya</p> <p><i>Gatobu Rintaugu Mugwika, Meru University of Science & Technology, Kenya</i></p> <p>Many opportunities, one big challenge: two entrepreneurial tales of growing micro and growing big in a Tanzanian context</p> <p><i>Katharina Poetz, University of Copenhagen, Denmark</i></p>	<p>Burnout stress, absenteeism and employee commitment: The moderating effect of managerial support</p> <p><i>Clive M. Mukanzi, Jomo Kenyatta University of Agriculture & Technology, Kenya; Hazel Gachunga, Jomo Kenyatta University of Agriculture & Technology, Kenya; & Thomas A. Senaji, Kenya Methodist University, Kenya.</i></p> <p>Influence of Working Conditions on Employee Career Change Intention: the Case of Moi University, Kenya</p> <p><i>Rose S. Boit, Moi University, Kenya; Gloria J. Tuwei, Moi University, Kenya; Loice C. Maru, Moi University, Kenya; & Nebert K. Matelong, Moi University, Kenya</i></p> <p>Exposing the Performance Management Experience of the Free State Department of Health, South Africa</p> <p><i>S.M. Semakula-Katende North-West University, South Africa; E.D. Schmickl, Cranefield College, South Africa; Theuns G. Pelser, North-West University, South Africa</i></p>	<p>Proximity and Globalization</p> <p><i>Metiu Anca, ESSEC Business School, France; Jeanne Wilson, The College of William and Mary, USA; & Michael Boyer O'Leary Georgetown University</i></p>	<p>Leveraging Personal Knowledge Management Systems for Business and Development.</p> <p><i>Ulrich Schmitt, University of Stellenbosch Business School, South Africa & Knowcations, Botswana</i></p> <p>Knowledge Management: A Comparative Analysis of the Kenya Context with other Context of the World</p> <p><i>Susan Nyegera Laiboni, Kenya Methodist University, Kenya</i></p> <p>Engineering change management as a process enabler for collaborative product design</p> <p><i>Emmanuel Kodzi, Jr., Rollins College, USA; & Tebogo P. Chauke, BAE Systems, South Africa</i></p>	<p>The Courtship between the Hungry Dragon and the Lions on the Move: A case of Economic engagement between China and Sub Saharan Africa</p> <p><i>Charles Okumu, University of Technology Sydney, Australia</i></p> <p>Why Africa is Poor?</p> <p><i>Hellena Mohamed Mushi, Mzumbe University, Tanzania; & Neema Mwalyagile, Mzumbe University, Tanzania</i></p> <p>China's Soft Power Strategy Approach to Trade in Africa.</p> <p><i>Jason Yin, & Sofia Vaschetto, Seton Hall University, USA; & Mzamo P Mangaliso, University of Massachusetts-Amherst, USA</i></p>
5:15-6:30 pm	SOCIAL HOUR WITH AJOM JOURNAL LAUNCH				

FRIDAY JANUARY 10th 2014

	Track 2	Track 3	Track 4	Track 5
	Organizational Change & Dynamics	Human Capital and Talent Management	Resources, Institutions and Innovation	Corporate Corruption and Social Responsibility
	Block 247/Room 131 First Floor	Block 247/Room 261/20 First Floor	Block 247/Room 005/02 Ground Floor	Block 247/Room 037/07 Ground Floor
SESSION CHAIR	Philip Best, Victoria University of Wellington, New Zealand	Paul Poisat, Nelson Mandela Metropolitan University, South Africa	Vincent Bagire, Makerere University Business School, Uganda	Olajumoke Familoni, Lead City University, Nigeria
8:30-10:00 am	<p>Back @ Work: Managing Change Following Unprotected Industrial Action in the Mining Industry</p> <p><i>Elonya Niehaus-Coetzee Institute for Telling Development, South Africa; Laetitia Zeeman, University of Brighton, UK; Johann Roux, Institute for Telling Development, South Africa; & Dirk Kotze, Institute for Telling Development, South Africa</i></p> <p>The Differential Impact of Cultural, Social, Economic, Technological, Political, and Other Institutional Forces on Cross-border Operations</p> <p><i>Olajumoke Familoni, Lead City University</i></p> <p>Cultural Values as drivers for business: Indigenous Perspectives from South Africa and New Zealand</p> <p><i>Philip Best, Victoria University of Wellington, New Zealand; Zanele Ndaba, University of the Witwatersrand, South Africa</i></p>	<p>Effect of Promotion Opportunity on Career Change Intentions if Non-Teaching Staff of Moi University Eldoret Municipality in Kenya</p> <p><i>Rose S. Boit, Moi University, Kenya; Gloria J. Tuwei, Moi University, Kenya; Loice C. Maru, Moi University, Kenya; & J. Komen, Moi University Kenya</i></p> <p>Human Capital Management: Taking Human Resources to the Next Level in Anglophone West Africa</p> <p><i>Enyonam C. Kudonoo, Ghana Technology University College, Ghana; & Victoria Tsedzah, Methodist University College, Ghana</i></p> <p>A Comparative Analysis of talent Management Strategies in the Banking Sector in the Southern African Region</p> <p><i>Paul Poisat, & Michelle Mey, Nelson Mandela Metropolitan University, South Africa</i></p>	<p>Institutions, resources, and organizational effectiveness in Africa</p> <p><i>David B. Zoogah, Morgan State University, USA.</i></p> <p>An examination of the resource and performance configurations</p> <p><i>Vincent Bagire, Makerere University Business School, Uganda; Evans Aosa, University of Nairobi, Kenya; & Zackary Awino, University of Nairobi, Kenya.</i></p> <p>FDI and firm innovation: The role of the institutional environment and absorptive capacity</p> <p><i>Kevin Chastagner, Peking University HSBC Business School, China; Arvin Sahaym, Washington State University, USA; & John B. Cullen, Washington State University, USA.</i></p> <p>Strategic Management of BOP Initiatives: An Empirical Application to the Case of Company Nestlé in Africa.</p> <p><i>Marielle Payaud, Universite de Lyon, France & Dwight Merunka, Aix-Marseille University and Kedge Business School, France</i></p>	<p>Corporate Engagement with the Challenge of Corruption</p> <p><i>Lutz Preuss, Royal Holloway University of London, UK; Ralf Barkemeyer, University of Leeds, UK; & Lindsay Lee, University of Leeds, UK</i></p> <p>How does Corporate Social Action by MNEs Subsidiaries Lead to Improved legitimacy in Foreign Host Countries?</p> <p><i>Ona Akemu, Rotterdam School of Management, The Netherlands</i></p> <p>Corporate Governance and Corruption in Africa: Unmasking the Scandals within Cooper Motor Corporation (CMC) in Kenya</p> <p><i>Judy Muthuri, Nottingham University Business School, UK; & Mona Moufahim, University of Durham, UK</i></p>

FRIDAY JANUARY 10th 2014

	Track 1	Track 2	Track 3	Track 4	Track 5
	Entrepreneurship and the Informal Economy	Values and Management in Africa	Sustainability and Economic Growth	Social Responsibility and Governance	Political and Strategic CSR
	Block 247/Room 261/20 First Floor	Block 247/Room 261/20 First Floor	Block 247/Room 131 First Floor	Block 247/Room 005/02 Ground Floor	Block 247/Room 037/07 Ground Floor
SESSION CHAIR	Benson Honig, McMaster University, Canada	Geoffrey Wood, University of Warwick, U.K.	Hamid H. Kazeroony, University of Phoenix, USA	Lutz Preuss, Royal Holloway University of London, U.K.	William K. Darley, King Abdulaziz University; Jeddah, Saudi Arabia
10:00-11:30 am	<p>Informal Economy Entrepreneurship and Creative Capitalism in sub-Saharan Africa</p> <p><i>Constant Beugré, Delaware State University, United States; & David Zoogah, Morgan State University</i></p>	<p>A Comparative Analysis of Talent Management Strategies in the Banking Sector in the Southern African Region</p> <p><i>Paul Poisat and Michelle Mey, Nelson Mandela Metropolitan University, South Africa</i></p> <p>The Limits of Transnational Solidarity: COSATU and the Swaziland and Zimbabwean Crises.</p> <p><i>Geoffrey Wood, University of Warwick, U.K.</i></p> <p>Organizational Behavior, Culture and Pentecostalism: Adapting Behavioral Management to Spirituality in Nigeria.</p> <p><i>Damilola Adeniyi Olarewaju & Mopefepoluwa Adegboye, University of Lagos, Nigeria</i></p>	<p>Continuous Capacity Building for Sustainable Economic Growth, in the area of Information Communication Technology with special reference to emerging African Economies</p> <p><i>Shrishail Angadi, Jain University, India; N. M. Bhatta, Tata Consulting Services, India; & M. M. Bagali, Jain University, India</i></p> <p>Assessing ICT training in South Africa with special reference to Cisco Academies: Lessons for Africa?</p> <p><i>Gratitude Kudyachete, Nelson Mandela Metropolitan University, South Africa; & Arnolds, Cecil, Nelson Mandela Metropolitan University, South Africa</i></p> <p>Sustainable Management Development in Africa: Overcoming Social Transitions</p> <p><i>Hamid H. Kazeroony, University of Phoenix, USA; Yvonne du Plessis, University of Pretoria, South Africa; & Dorothy Summers, University of Botswana, Botswana</i></p>	<p>Cross-vergence in CSR Priorities of Developing Country Firms.</p> <p><i>Lutz Preuss, Royal Holloway University of London, U.K.; & Ralf Barkemeyer, Leeds University, U.K.</i></p> <p>Good Governance of African Companies in the Global Marketplace: Insights from a Survey of the Congolese Elite.</p> <p><i>Richard Mpoyi, Middle Tennessee State University, USA.</i></p> <p>Corporate Social Responsibility in Emerging Markets: Engagement Between Companies and Local Communities in India</p> <p><i>Singh, Ramendra, IIM Calcutta, India</i></p>	<p>"Muddling Through" Conflicting Political and Economic Pressures: A Political Approach of Corporate Community Involvement</p> <p><i>Nolywé Delannon, HEC Montreal, Canada</i></p> <p>Analysis of perception level and CSR practices in Senegalese telecommunication sector.</p> <p><i>Diane Abdoulaye, ISM-Dakar, Senegal</i></p> <p>Diffused Capitalism: Local Resource Mobilization at the BoP</p> <p><i>Sammy Bonsu, GIMPA, Ghana; & Pia Polska, Hanken School of Economics, Finland</i></p>
11:45-12:30 pm	<p>LUNCH Block 259/Foyer</p>				
<p>EXPERIENTIAL TRIPS 1-3 PM BUSES DEPART 1 p.m.</p>					
<p>GAME PARK SAFARI & BONFIRE STORY TELLING 4 - 8 PM</p>					

SATURDAY JANUARY 11th 2014

	PDW – Leadership in the Diaspora	Administrators In Higher Education Panel	Leadership and HRM	Poster sessions	Track 5
	Block 247/Room 261/20 First Floor	Block 247/Room 148 First Floor	Block 247/Room 131 First Floor	Block 247/Room 005/02 Ground Floor	Block 247/Room 037/07 Ground Floor
SESSION CHAIR	Terri Lituchy, University of the West Indies, Barbados	Paul Sears	Lena Zander, Uppsala University, Sweden		Nceku Nyathi, University of Cape Town, South Africa
8:30-10:00 am	<p>PDW LEAD: Leadership and Motivation in Africa and African Diaspora</p> <p><i>Terri Lituchy, University of the West Indies, Barbados; & Betty Jane Punnett, University of the West Indies, Barbados; Vincent Bagire, Makerere University Business School, Uganda; Thomas A. Senaji, Kenya Methodist University, Kenya; Bill Buenar Puplampu, Central University College, Ghana; Elham Kamal, American University of Cairo, Egypt; Moses Acquaaah, University of North Carolina at Greensboro, USA; Akenntoolove Corbin & Nicole Knight,, University of West Indies, Barbados</i></p>	<p>Enhancing the Quality of Management Education in Africa</p> <p><i>Paul Sears, University of Finlay, USA; Samuel Ssejaka, Makerere University Business School, Uganda, Hellicy Ngambi, Mulungushi University, Zambia; & Bill Buenar Puplampu, Central University College, Ghana</i></p>	<p>Conceptualizing a Framework for Team transformational leadership, HRM and competitiveness in the African Diaspora: A resource-based perspective</p> <p><i>Akhentoolove Corbin, University of the West Indies, Barbados</i></p> <p>Empowering, coaching and interacting: Developing Interpersonal leadership Measures</p> <p><i>Lena Zander, Uppsala University, Sweden</i></p> <p>Strategic Human Resources Management and Competitiveness in Africa: Exploring Institutional Effects</p> <p><i>Yetunde Anibaba & Ifedapo Adeleye, Lagos Business School, Nigeria</i></p>	<p>Pension funds and socially responsible investment: A comparative study of Nigeria and South Africa.</p> <p><i>Ayodeji Olaifa, University of Cape Town</i></p> <p>Concepts of Systems Thinking applied to Complex Project Management in Africa</p> <p><i>Birgit Andrag, Systems Excellence Group, South Africa; Simon Nfor, Neotel Africa, South Africa; Ingwa Sichula, Metro Rail (PRASA), South Africa; Carl Kies, Reutech Radar Systems, South Africa; Carlos Ferraz, Mobility International, South Africa; Graham Dawes, Deloitte, South Africa; & Tom Ryan, University of Cape Town, South Africa</i></p>	<p>The Role of Faculty Research in African Management Education</p> <p><i>William K. Darley, King Abdulaziz University, Saudi Arabia; & Denise J. Luethge, Northern Kentucky University, USA</i></p> <p>Voice and Representation: Collaborative Autoethnography as Method for Studying African Leadership and Management Realities</p> <p><i>Faith Wambura Ngunjiri, Concordia College, USA</i></p> <p>The Road Ahead for Management Research in Sub-Saharan Africa</p> <p><i>Isaac Wanasika, University of Northern Colorado, USA</i></p>
10:00-10:30 am	<p>TEA BREAK Block 247/Foyer</p>				



SATURDAY JANUARY 11th 2014

Track 1		Track 2		PDW		Track 5	
Finance and the Regulatory Environment of SME's		Emotional Intelligence, Leadership & Motivation		Editors Panel		Innovation and Sustainable Solutions	
Block 247/Room 261/20 First Floor		Block 247/Room 148 First Floor		Block 247/Room 131 First Floor		Block 247/Room 037/07 Ground Floor	
SESSION CHAIR	Iftexhar Hasan, Fordham University, USA	Aaron Cohen, University of Haifa, Israel	Vishwanath Baba, Canadian Journal of Administrative Sciences			Birgit Andrag, Systems Excellence Group, South Africa	
10:30-12:00 pm	<p>A conceptual analysis of the regulatory environment in South Africa</p> <p><i>Ekaete Benedict, University of the Free State, South Africa; & Samuel Mensah, University of the Free State, South Africa</i></p> <p>SMME Owner's Financial Literacy and Business Growth</p> <p><i>Chukuakadibia Eresia-Eke, University of Pretoria, South Africa; & Catherine Raath, University of Pretoria, South Africa</i></p> <p>Bank Financing and New Venture Formation in China: Quantity vs. Quality</p> <p><i>Iftexhar Hasan, Fordham University, USA; Nada Kobeissi, Long Island University, USA; Haizhi Wang, Illinois Institute of Technology, USA; & Mingming Zhou, University of Colorado-CS, USA</i></p>	<p>The Relationship of Emotional Intelligence and Burnout with OCB: An Examination among Arab Teachers</p> <p><i>Aaron Cohen & Israel Mohammed Abedallah, University of Haifa, Israel</i></p> <p>Sense of Coherence and Mindfulness of Women in Leadership in Higher Education.</p> <p><i>Lynette Louw, Claude-Helene Mayer, Rhodes University, South Africa, Sabine Surtee, Rhodes University, South Africa</i></p> <p>African Light: Women in the Executive Boardroom will add Light to the African Continent.</p> <p><i>Birgit Andrag, Systems Excellence Group, South Africa</i></p>	<p>What makes a paper interesting?</p> <p><i>Vishwanath Baba, Canadian Journal of Administrative Sciences, Benson Honig, Entrepreneurship Theory and Practice, Moses Kiggundu, Africa Journal of Management (AJOM); & Geoffrey Wood, Warwick Business School, U.K, British Journal of Management</i></p>			<p>Transforming Institutions: the Case of IS Innovation for Agriculture Advisory Services in Ghana</p> <p><i>Mira Slavova, SAP, South Africa</i></p> <p>Sustaining Technology Adoption among Farmers</p> <p><i>Margaret J. Crabbe, GIMPA, Ghana; & Moses Acquah, University of North Carolina at Greensboro, USA</i></p> <p>Engagement, Expectations and Attributions: Questions on Capacity Development for Knowledge and Innovation Management</p> <p><i>John Schermerhorn, Ohio University, USA; Rebana Mmereki & Gangappa Kuruba, University of Botswana, Botswana</i></p>	
12:00 -2:00 pm	<p>LUNCH-PANEL FORUM FROM EXPERIENTIAL TRIPS</p> <p>Block 247/Lecture Theatre Ground Floor</p>						
2:00-5:00 pm	<p>BOTSWANA CULTURAL VILLAGE</p>						
6:30-11:00 pm	<p>CLOSING GALA</p> <p>Library Auditorium/Foyer</p>						

