Peer Reviewed Journal Articles

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Abstract: In three studies, we examined the relationship between free will beliefs and job satisfaction over time and across cultures. Study 1 examined job satisfaction for 137 American workers on an online labor market over a 6-months period. Study 2 examined job satisfaction for 14,062 employees from 16 countries and examined country-level moderators. We found a consistent positive relationship between the belief in free will and job satisfaction. The relationship was above and beyond other agency constructs (Study 2), mediated by perceived autonomy (Studies 2-3), and stronger in countries with a higher national endorsement of the belief in free will (Study 3). We conclude that free will beliefs predict outcomes over time and across cultures beyond other agency constructs. We call for more cross-cultural and longitudinal studies examining free will beliefs as predictors of real-life outcomes.
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Huo, Baofeng, Yo, Yuxiao, Zhao, Xiande, Wei, Jiang and Hua, Zhongsheng. forthcoming. "Environmental uncertainty, specific asset, and opportunism in 3PL relationships: A transaction cost economics perspective". International Journal of Production Economics. (A*).
Abstract: Service provider opportunism is a serious concern in third party logistics (3PL) relationships. However, our knowledge about antecedents of 3PL providers’ opportunism is limited. According to transaction cost economics (TCE), increased transaction costs give rise to opportunism. This study incorporates key constructs (i.e., environmental uncertainty, specific asset, and opportunism) from TCE and conducts a transaction cost analysis. We argue that environmental uncertainty and specific asset create exchange hazards that result in opportunism. Meanwhile, specific asset reduces coordination costs raised by environmental uncertainty. Building on the arguments, this study tests a model, which hypothesizes that environmental uncertainty (demand, supply, and technology uncertainty), and specific asset (user and supplier specific asset) are positively related to opportunism, and that environmental uncertainty is positively related to specific asset. Structural equation modeling is used to examine data from 247 3PL relationships from China. The results show that demand uncertainty decreases opportunism, supply uncertainty increases opportunism, and technology uncertainty does not have a significant effect. User specific asset increases opportunism, while provider specific asset decreases opportunism. Demand and supply uncertainty have positive effects on user specific asset, but non-significant effects on provider user asset, while technology uncertainty does not have a significant impact on user or provider specific asset. In general, our findings are supported by the rationale of TCE and some surprising findings may be explained by industrial or cultural distinctions. This study contributes to 3PL literature and practices.
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Jiang, Zhengrui, Qu, Xinxue (Shawn) and Jain, Dipak C.. forthcoming. “Optimal Market Entry Timing for Successive Generations of Technological Innovations". MIS Quarterly (FT50)
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Abstract: Innovative work behavior has recently attracted considerable interest of both researchers and practitioners. Although extant research provides valuable insights into employees’ innovative behavior, knowledge on top executives’ innovative behavior, its antecedents, and its outcomes is scarce. Drawing on upper echelons theory, this study considers whether different facets of top executives’ positive self-regard enhance or harm their innovative behavior. The authors theorize that top executives’ selfism, hypercore self-evaluation, and overconfidence—all of which imply a strong positive self-regard—distinctly determine their willingness and ability to engage in innovative behavior, which in turn is critical for new product program newness. Time-lagged data from a sample of 214 top executives and 647 matched subordinates reveal that seemingly similar psychological characteristics of top executives affect innovative behavior differently. Selfism and overconfidence negatively influence innovative behavior, whereas the effect of selfism remains unchanged regardless of their tenure or power. Hence, this study provides a more fine-grained perspective on top executives’ positive self-regard and its contingencies in the innovation context.

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Abstract: Purpose This study aims to empirically investigate the mechanisms through which absorptive capacity (AC), trust and information systems jointly influence product innovation. Design/methodology/approach This study proposes a research model to examine the mediating role of AC on the impacts of trust and information systems on product innovation and the moderating roles of trust and information systems on the relationship between AC and product innovation. The hypotheses are empirically tested using regression and bootstrapping methods and data collected from 276 manufacturing firms in China. Findings This study finds that trust and information systems positively affect product innovation and the effects are fully mediated by AC. AC also significantly enhances product innovation and the effect is amplified by trust as well as information systems. In addition, the results show that trust and information systems improve AC both individually and interactively. Originality/value The findings extend existing knowledge on the antecedents of AC and the contingent conditions under which a manufacturer’s AC is more effective than that of its rivals. The results also clarify the mechanisms through which trust and information systems improve product innovation. This study provides insights into the complex relationships among a manufacturer’s sociotechnical systems, knowledge management processes and new product development, and reveals how to design organizational systems to fully capitalize the value of AC on product innovation.

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Trade Journal Articles


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Cases


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

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