

**The Ninth International Symposium on Multinational Business Management--
Entrepreneurship, Organizational Change and Employment Management**

第九届企业跨国经营国际研讨会——
企业家精神，组织变革与雇佣管理

June 16-18, 2017

Nanjing, China

Call for Papers

(First Announcement)

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Conference Background

Facing the increased pressure of international financial crisis and economic downturns, entrepreneurship has been considered as one of the new engines of economic development nowadays. Governments are encouraging entrepreneurship with the hope that it can boost the domestic economy and guarantee employment stability. Effects have emerged that it has been a driving force for local governments to transform their development concepts and government functions. Besides, entrepreneurship also contributes to accelerate the integration of different social strata and to facilitate harmonious social interactions. In the long run, entrepreneurship has important spillover effects beyond the above areas. It could have a potential impact on such domains as the pressure for organizational change and reflections on the current employment relations management.

In order to adapt to the business environment change, it is essential for organizations to keep pace with the environmental demands. This adaptation requires organizations to obtain necessary information from the external environment, maintain and strengthen the effectiveness of organizational operations. In the meantime, the attitudes and behavioral patterns of organizational members, and the according human resource policies such as employment relations management, also require substantial adjustments. However, since organizational change could impose high uncertainty and tremendous impact on employees' working routines, most organizations are facing resistance forces which restrict organizational change. Some of the fierce confrontations are manifested as industrial disputes and labor unrest. Such situations could be a tougher problem for multinational companies, due to the national differences in employment policy, cultural background, union history, and legal system. How can companies foster sustainable development with entrepreneurship while successfully responding to the challenges of organizational change and employment relations management?

To explore solutions to these issues, and to meet the new challenges facing management scholars, the School of Business, Nanjing University, will host the ninth International Symposium on Multinational Business Management on June 16-18, 2017. This symposium follows the earlier conferences held in 1992, 1996, 1999, 2002, 2005, 2008, 2011, and 2014. The symposium aims to provide a forum for scholars, entrepreneurs, and CEOs from multinational firms to discuss how corporations can survive and thrive in the environment of entrepreneurship, organizational change and employment relations management. We have chosen "Multinational Business Management--Entrepreneurship, Organizational Change and Employment Relations Management" as the theme of the ninth International Symposium on Multinational Business Management.

We cordially invite you to participate in this international symposium, to be held in Nanjing, People's Republic of China on June 16-18, 2017. It will be our privilege to welcome you to share your research results, management experience, and creative ideas with participants from diverse backgrounds. We call for academic papers from scholars, experts, and practitioners at home and abroad.

Conference Theme

Submissions may include theoretical issues, new ideas, methodological issues, empirical studies, or case studies in the field of enterprise management and developments of Chinese and/or multinational

corporations in entrepreneurship, organizational change and employment management.

Research Topics

Research topics related to entrepreneurship, organizational change and employment relations management are welcome for consideration. The following are possible topics.

- Business Policy and Strategy in Multinational Companies
- Conflict Management
- Corporate Finance and Accounting
- Corporate Social Responsibility
- Employment Relations Management
- Entrepreneurs and Entrepreneurship
- Ethics in Business
- Human Resource Management in a Global Economy
- Innovation Management
- Joint Venture Management under the China's Belt and Road Initiative
- Labor Relations Management
- Legal Issues in Industrial Relations
- Logistics and E-commerce
- Marketing Management
- Operations Management
- Organizational Development and Change
- Psychological Counseling
- Risk Management
- Sustainable Development

Submission Requirements of Paper Presentations:

The proceedings of the Ninth International Symposium on Multinational Business Management and Selected Research Papers from the Symposium will be published. Failure to comply with the instructions provided below will preclude inclusion of the paper in the publication. Authors whose papers are accepted should submit a hard copy and an e-version of the paper, via e-mail, to the Secretariat: hrm2017@nju.edu.cn

Author(s) of a paper to be published in the proceedings must type his/her paper in a format suitable for direct photographic reproduction by the publisher. In order to ensure uniform style throughout the volume, all the papers should be prepared strictly according to the instructions set by the organizer. A laser printer should be used to print the text. The complete camera-ready copy will be reduced to 75% by the publisher and will be printed in black and white only.

● **Cover Page**

All papers must include a cover sheet with the following information:

Contact Person's Affiliation, Professional Title, Address, Phone #, Fax #, Email address.

● **Paper Format**

The first page should be the cover sheet described above. The body of the paper should be no less than 10 (A4) and no more than 25 (A4) pages including all tables, figures, notes, and references. Papers must be written in English and follow the current style sheet.

1. Microsoft Word for Office 2000XP is the word processor used. A word processor compatible with MS

Word is acceptable.

2. Use 12-point courier font and traditional default margin settings. All papers, tables, footnotes, and equations should be numbered.
3. First letter of each word in the paper's title should be capitalized, and the title should be centered and in bold type.
4. Centered two spaces below the title are the author's name and institutional affiliation. Author's addresses, and /or E-mail are footnoted, as are any comments by the author.
5. The word ABSTRACT in capital letters is centered and in bold-type two spaces below the last author's entry. The short abstract follows two spaces below.
6. Following the ABSTRACT include the key words on a separate line.
7. Double space and start the text. Do not use a heading called INTRODUCTION.
8. No more than three levels of headings should be used. The first level headings are capitalized, left justified and bold. The second level headings have the first letters of each word capitalized, left justified and bold. The third level headings have the first letters of each word capitalized. All headings are on a single line.
9. Footnotes should be used sparingly. Do not use endnotes. Footnotes are not used for literature citations. Rather, the work should be cited by the author's name and year of publication in the body of the text [e.g. (McCarty, 1995)].
10. Use double space between lines of text, but single space between lines of text and numbers in tables.
11. Tables and Figures are labeled as such, e.g., Table 1 or Figure 1, centered and bold. Double space should be between label and title. Center and bold the title of the table or figure. Double space and insert a line from the left side margin to the right side margin, forming the top border of the table or figure. Repeat the line at the bottom of the table or figure as the bottom border. Minimize the use of lines within the table and use no lines on the sides of tables and figures. Authors should insert tables and figures in the text after the first text reference, as close as possible to the reference.
12. References start on a new page with the title REFERENCES capitalized, centered and bold. Entries should be arranged in alphabetical order according to the last name of the first author. Double space should be between entries. For example: Shuming Zhao and Juan Du, "Thirty-two Years of Development of Human Resource Management in China: Review and Prospects," *Human Resource Management Review*. No. 3, 2012: 179-188. This should be listed in reference as: Zhao, S.M. and Du, J. "Thirty-two Years of Development of Human Resource Management in China: Review and Prospects," *Human Resource Management Review*, 2012, 3: 179-188.

- **Submission Deadline**

The deadline for submitting the full-length paper is December 1, 2016. All the papers will be double-blind reviewed. The Secretariat will inform the author(s) of acceptance or non-acceptance of papers by **March 1, 2017**.

- **Acknowledgement of receipt**

We will acknowledge receipt of the submission by e-mail to the corresponding author.

Conference Dates

The Ninth International Symposium on Multinational Business Management will be held in Nanjing, P.R. China on June 16-18, 2017.

Tentative Schedule

June 10, 2016	First announcement
December 1, 2016	Deadline for submitting full-length paper
March 1, 2017	Invitation letter and registration form (the 2nd Announcement)
May 1, 2017	Deadline for early bird registration
June 16, 2017	On-site Registration
June 17, 2017 Morning	Opening Ceremony, Keynote Speeches, and Plenary Session
June 17, 2017 Afternoon	Parallel Sessions
June 18, 2017 Morning	Keynote Speeches and Plenary Session
June 18, 2017 Afternoon	Parallel Sessions Conference Plenary Session and Closing Ceremony

Languages

Papers submitted to the symposium must be in English. The working language for the plenary sessions of the Symposium will be English. Simultaneous interpretation will be provided for plenary sessions. No interpretation will be provided for parallel sessions. All paper presentations and session discussions will be in English.

Conference Payment

	Early bird registration fee (before May 1, 2017)	Regular registration fee
Participants from Mainland China	RMB1600 yuan	RMB2400 yuan
Student attendees from Mainland China	RMB800 yuan	RMB1200 yuan
Overseas participants	US\$350	US\$400
Overseas students	US\$180	US\$200

You may pay registration fees by cashier's check or remittance.

For RMB payment:

Account Name: Nanjing University
Account Number: 4301011309001041656
Bank Name: ICBC Hankou Road sub-branch Nanjing

For USD payment:

Account Name: NANJING UNIVERSITY
Account Number: 524858209957
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SWIFT NO.: BKCHCNBJ940

Please specify that the payment is for the Ninth International Conference registration fees. The fee includes welcoming reception, all meals during the symposium, and symposium proceedings. The

fee does not include transportation for participants from his/her location to the symposium, accommodations, insurance and medical fees, etc.

Accommodations

The organizer will assist participants to reserve hotel accommodations at the conference rate.

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