



ABRI
AMSTERDAM BUSINESS RESEARCH INSTITUTE

ABRI PhD DAY

April 22nd, 2024

We are happy to invite you to the upcoming ABRI PhD day, which will take place on Monday, the 22nd of April. The program will start at 11:00 and we plan to close the day in an informal way with drinks at 15:40. Lunch is included.

During the PhD day, ABRI PhD candidates will present their work in progress. In doing so, our PhDs will demonstrate what is new and exciting in their research, and in return will receive constructive feedback on their work from senior faculty members and colleagues. Next to the presentations and paper discussions, there will be a panel discussion on the common challenges that we are all facing in academia (interesting to both PhDs and faculty members) with renowned scholars from our ABRI community. In general, we expect to generate and tap into the inspiring and vivid energy that forms the basis of our work.

You are kindly invited to participate in one or several parts of the PhD Day to celebrate the interesting work of ABRI PhDs and support and strengthen our community.

Programme ABRI PhD Day 2024

11.00 – 11.15	Welcome with coffee and tea (HG-14A33)	
11.15 – 11.30	Opening talks Philipp and Maria (HG-14A33) <i>Moving to presentation rooms</i>	
	<i>Group A in HG-14A33</i> <i>Chair: Philipp Tuertscher</i>	<i>Group B in HG-11A22</i> <i>Chair: Maria Tims</i>
11.30 – 12.10	Presentation 1A – Ekaterina Mavrina (KIN) Reviewers: Francesco Balocco, Victor Gisling	Presentation 1B – Vedika Lal (M&O) Reviewers: TBA
12.10 – 12.50	Presentation 2A – Di Dong (M&O) Reviewers: Maura Soekijad, Kathleen Stephenson	Presentation 2B – Claire Schulze Schleithoff (M&O) Reviewers: Katharina Cepa, Lena Knappert
12.50 - 13.30	Lunch (HG-14A33)	
	<i>Group A in HG-14A33</i> <i>Chair: Philipp Tuertscher</i>	<i>Group B in HG-11A22</i> <i>Chair: Maria Tims</i>
13.30 - 14.10	Presentation 3A - Krishna Balajirao Manoorkar (EGS) Reviewers: Patrick Kopman, Wan Fokkink	Presentation 3B - Christian Franssen (OA) Reviewers: Wouter Stam, Guanlian Xiao
14.10 - 14.50	Presentation 4A - Lei Chen (M&O) Reviewers: Jost Sieweke, Rafael Wilms	Presentation 4B - Cynthiana Hartono (ACC) Reviewers: Niklas Meyer, Atiqa Rehman
15:00 - 15.40	Panel Discussion: Christine Moser, Francesco Balocco, Xander Koolman (HG-11A22)	
15.40 - 17.00	Drinks (HG-11A22)	

PhD Presenters

Presentation 1A – Ekaterina Mavrina

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Track: Digital Innovation & Transformation (KIN)

Attention of Specialists and Organizational Structure in Complex Product Development



Limited attentional capabilities and bounded rationality of individuals increase the risks that specialists performing different tasks in new product development will not pay sufficient attention to each other. This may result in the loss of development efficiency and impaired product quality. In this paper, I study the role of organizational structure in shaping individual attention and ask the following question: will specialists be more inclined to rely on local or distant sources of inputs in the presence of task interdependencies defined by organizational structure? I applied multilevel ERGM to the data on valuable and less valuable interactions involving the teams of bioinformaticians and neuroscientists who collaborated in assay development projects in the dementia scientific consortium.

Analyzing both valuable and less valuable interactions gave me an opportunity to compare the sources of inputs that were encoded into cognitive representations (valuable interactions) with the sources of inputs that were simply noticed (less valuable interactions). I found that although organizational structure played a role in directing individual attention towards the tasks of others, there were systematic asymmetries in whether the individuals were more likely to encode or to simply notice the inputs received during cross-team interactions. The asymmetries in attentional patterns depended on whether the teams were assigned a role of input providers or input recipients in the organizational structure. More interestingly, I find a moderating role of specialization mismatch. The attentional processes were flipped when the interactions were happening across specialization boundaries. A closer look into the data revealed that the bioinformaticians were more likely to see their interactions with the neuroscientists as highly valuable for their tasks (tended to encode the inputs), whereas neuroscientists viewed those interactions as less valuable (tended to only notice the inputs). Using the information from the interviews, I propose that domain-specific ways of problem-solving and resulting differences in the levels of causal ambiguity may be the drivers behind the found attentional asymmetry between specialization domains.

Presentation 1B – Vedika Lal

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Track: Organizational Behaviour (M&O)

The Advocate in Me: Exploring how Self-Advocacy is Enacted by Men and Women and the Mechanisms that Facilitate It



Research consistently shows that women advocate for themselves less than men (Bowles et al., 2019; Wade, 2001) and when they do, they are penalized for it (e.g., being perceived as non-hirable or non-promotable; Fiske et al., 1991; Heilman, 2001; Rudman & Glick, 1999; Rudman & Phelan, 2008). This may stem from societal expectations and gendered roles that assume that advocating for oneself is more agentic and assertive, associated more with men compared to women (Wood & Eagly, 2002), and that engaging in it is more likely to lead to a backlash effect for women (Amanatullah, 2008). However, recent research has delved deeper into strategies that impact career progression for both men and women, particularly influencing women's exploration of nontraditional career paths (Bowles, 2019). This calls for further investigation into the behaviors that encourage career advancement, especially those that challenge prevailing assumptions, and the contexts that facilitate it. Through inductive interviews with 81 men and women who are directors in a pharmaceutical company we find that despite gendered perceptions, women self-advocate as much as men, that self-advocacy is enacted in various subtle and overt ways, and that mechanisms within the organization, like regular talent development plans and access to supportive managers, facilitate the enactment of self-advocacy. By developing a more nuanced understanding of self-advocacy, our findings suggest that women can, in some contexts, advocate strongly for themselves disrupting deep-seated societal expectations and gendered assumptions of behaviors at work.

Presentation 2A – Di Dong

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Track: Organizational Behaviour (M&O)

(Re) Constructing Career Orientation During the School-to-Work Transition: An Explorative Study on Chinese Graduates Studying in the Netherlands



Through a two-year qualitative study of Chinese graduates studying in the Netherlands, we build theory about career orientation construction. We found that orientation construction was triggered by unexpected events, study and work changing and international experiences: an experienced mismatch between what Chinese graduates expected (wave 1) and what they are doing now (wave 2). These shifts in experiences and perceptions necessitated a process of orientation customization (enhancing, or hanging), which were part of interrelated orientation and work experiencing cycles. Implications of our findings (e.g., for career development) for both theory and practice are discussed.

Keywords: Career Orientation Construction, Graduates, Career Development

Presentation 2B – Claire Schulze Schleithoff

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Track: Organizational Behaviour (M&O)

So, You've Got Pain? – Make Meaning of It! Why and How Individuals Turn Traumas Into Meaningful Work



This paper explores how individuals manage to turn their traumas into meaningful work experiences. Drawing on the insights of 45 diversity, equity and inclusion (DEI) professionals, we found that their own (traumatic) experiences with discrimination and exclusion plays an important role for their profession. More specifically, DEI professionals aim to establish initiatives in organizations that address the inequalities they were facing for their whole lives and fight for justice and better conditions for others. Hence, through their work, DEI professionals realize the relevance in their own stories and subsequently find meaningfulness in their traumas. In so doing, they view their work as meaningful. We further saw that they apply two strategies that help them to deal with their work in order to draw on their traumas and turn them into work meaningfulness. These strategies are detaching emotionally from drawbacks and turning to their social network. Our findings provide new insights to the literature on meaningful work as well as the literature on post-traumatic growth. In addition, we provide valuable insights for practitioners in their endeavour to foster DEI throughout organizations.

Key words: Diversity, equity and inclusion, meaningful work, traumas, meaning making, post-traumatic growth

Presentation 3A – Krishna Balajirao Manoorkar

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Track: Ethics, Governance and Society

Non-distributive description logic



We define LE-ALC, a generalization of the description logic ALC based on the propositional logic of general (i.e. not necessarily distributive) lattices, and semantically interpreted on relational structures based on formal contexts from Formal Concept Analysis (FCA). The description logic LE-ALC allows us to formally describe databases with objects, features, and formal concepts, represented according to FCA as Galois-stable sets of objects and features. We describe ABoxes and TBoxes in LE-ALC, provide a tableaux algorithm for checking the consistency of LE-ALC knowledge bases with acyclic TBoxes, and show its termination, soundness and completeness. Interestingly, consistency checking for LE-ALC with acyclic TBoxes is in PTIME, while the complexity of the consistency checking of classical ALC with acyclic TBoxes is PSPACE-complete.

Presentation 3B – Christian Franssen

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Track: Operations Analytics

Feature-Based Network Construction: From Sampling to What-if Analysis



Social, organizational, and financial networks are characterized by structural features, such as degree distribution, triangular closures, and assortativity. In this paper, we introduce the Feature-Based Network Construction (FBNC) framework for constructing continuously (and non-negatively) weighted networks of small to medium size (up to a few hundred nodes), satisfying pre-specified features. FBNC can be applied for hard constraint sampling of networks, where generated network instances satisfy given features exactly. This allows, for example, for reconstruction of networks when data on the actual interlinkages between entities are unavailable and only high-level characteristics (features) are known. Moreover, it can be used for protecting the privacy of the individual agents in the network. FBNC can also be applied to what-if analysis in network design applications, where we examine the impact of striving for a new feature while simultaneously controlling the transformation of the graph. For the mathematical foundation of FBNC, we develop a steepest feasible descent algorithm for bounded and Markovian graphs. Moreover, we show that choosing appropriate norms allows for implicit regularization of new links and we show how the steepest feasible descent is efficiently computed. Numerical experiments in social network management and financial network regulation demonstrate the value of FBNC in policy-making for management and regulators.

Keywords: network construction, steepest feasible descent, network what-if analysis, implicit regularization

Presentation 4A – Lei Chen

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Track: Organizational Behavior (M&O)

COVID-19 and the Contagion of Leaders' Overconfident Signaling



We analyze the strength of overconfident signaling in the personal tweets of 93 national leaders during the first twelve months of the COVID-19 pandemic to explore the possibility that the strength of leaders' overconfident signaling may have been positively related to their countries' economic outcomes (consumer and business confidence) but negatively related to health outcomes (confirmed cases and deaths). We find the strength of leaders' overconfident signaling, aggregated across this period, is associated with nation-level variation in confirmed cases and COVID-19-related deaths. We find no evidence for a positive relationship and weak evidence for a negative relationship between the strength of leaders' overconfident signaling and nation-level variation in economic outcomes across this period.

Keywords: Overconfidence, national leaders, COVID-19, leadership, Twitter, LIWC

Presentation 4B – Cynthiana Hartono

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Track: Accounting & Financial Management

Climate-related disclosure and impairment loss: Evidence of the Carbon Majors



This paper aims to investigate the incorporation of climate-related developments in financial reporting by examining whether firms include climate-related considerations in their impairment disclosures. We develop a measure of climate-related impairment disclosure using textual analysis and the Natural Language Processing algorithm BERT. Using impairment disclosures of the top 100 polluting companies in the world (Carbon Majors), we find that the number of climate-related impairment disclosures has increased significantly since 2019, but that this is primarily driven by European companies. The amount of climate-related impairment

disclosures in the rest of the world remains, however, relatively low. Using the modified Feltham-Ohlson (1995) model, we document a more unfavorable valuation of impairment losses accompanied by climate-related disclosures, suggesting investors are concerned not only about the impaired assets but also about the information implied by the impairment loss about climate risks. The residual value of assets under impairment may be perceived as slightly higher. Our study sheds light on the variability of disclosing behavior among regions and the negative implications of disclosing, suggesting the need for a regulatory approach.

Keywords: Climate risks, impairment, market valuation, disclosures, reporting quality, textual analysis