Departmental Seminar (2019-2020)

Performance Implications of Temporal Transition between Exploration and Exploitation

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Time: 10:30 am - 12:00 nn

Venue: Room WLB602  
The Wing Lung Bank Building for Business Studies  
Shaw Campus, Hong Kong Baptist University

Abstract

Literature suggests that firms may approximate ambidexterity over time by alternating between periods of exploration and exploitation. We theorize and empirically test performance implications of temporal transition between exploration and exploitation and their boundary conditions. We find that, on average, temporal transition has a negative effect on firm performance. However, the performance effects turn positive when firms are more experienced in temporal transition or dealing with low levels of organizational complexity. Our finding indicates that although temporal transition between exploration and exploitation is a highly challenging task for most firms, firms with certain characteristics can leverage temporal transition and improve firm value.

Short bio

Jingoo Kang holds a PhD/MSc in Managerial Science and Applied Economics from the Wharton School of the University of Pennsylvania and currently serves on the editorial review board of the Journal of International Business Studies (JIBS). His research interests include exploration and exploitation, corporate social responsibility, and managerial behavior.