HONG KONG BAPTIST UNIVERSITY
SCHOOL OF BUSINESS
DEPARTMENT OF MANAGEMENT
AY 2018-2019

3rd DEPARTMENTAL SEMINAR

Date: 19 October 2018 (Friday)
Time: 2:30pm – 4:00pm
Venue: Room WLB917, The Wing Lung Bank Building for Business Studies, Shaw Campus

Dr. Alex MAKAREVICH
Assistant Professor of Management
ESADE Business School, Spain

WILL PRESENT A RESEARCH SEMINAR ON

Organizational Status and the Adoption of New, Norm-deviant Organizational Practices: A Theory of Status Cementation and an Empirical Investigation

ABSTRACT

In this study we develop a theory of status ‘cementation’ by considering the impact of organizations’ entrenchment in the status hierarchy on adoption of new norm-deviant organizational practices. We argue that actors who are new in their status positions have a lower propensity to follow patterns of behavior with respect to adoption of new norm-deviant practices than actors of similar status who are entrenched in their positions. We propose that status mobility- and age-related processes affect ‘cementation’ of organizations in status positions and elaborate on their underlying mechanisms. Our empirical analyses based on original data from the Japanese banking industry support our theorizing and show that the relationship between status and adoption is moderated by the degree of organizational entrenchment in status positions, resulting in a less pronounced U-shaped relationship for new-in-status and younger organizations.

ALL ARE WELCOME
Short Bio of Dr. Alex MAKAREVICH
Alex Makarevich is an Assistant Professor of Management at ESADE Business School in Barcelona, Spain. He holds a Ph.D. from Stanford University and an M.Phil. from the University of Oxford. Alex studies how different aspects of network embeddedness shape firms’ behavior and outcomes, as well as performance of their alliances, in several empirical contexts. Topically, he has contributed to the following research areas in management: firm and alliance performance, new market entry, the adoption of new organizational practices, and corporate venturing. His work has appeared in the Strategic Management Journal, Journal of Management Studies, the Academy of Management Best Paper Proceedings, and other outlets.