

Miércoles 27 de abril, 10:00, Sala de usos múltiples del Departamento de Economía (2024), 2ª planta

Tribunal: Ignacio Contín y Ainhoa Urtasun

Hora	Doctorando	Director/es	Trabajo
10:00	Yuting Hou	Alejandro Bello Teresa García	<p>Green practices and Green innovation performance: The role of CSR executive compensation</p> <p>Drawing on agency theory and stakeholder theory, this study examines how CSR executive compensation and green practices jointly affect green innovation performance. We propose that CSR executive compensation has both direct and indirect effects on green innovation performance, with green practices playing the role of mediator in the relationship. Using a sample of 2259 European companies covering the period of 2011-2020, our findings reveal that CSR executive compensation has a positive impact on green innovation performance. It also demonstrates that green practices mediate the impact of CSR executive compensation on green innovation performance. Finally, the results reveal that firm size and firm region are important potential factors that affect the company's green innovation performance.</p> <p>Idioma de presentación del trabajo: Inglés</p>
10:30	Muhammad Ismail	Alejandro Bello Teresa García	<p>Limiting not invented here síndrome in collaborative projects: Analysing the role of internal climate and social capital</p> <p>Despite having consensus on the negative relationship between individual's biased attitude towards externally generated ideas and the applicability of open innovation (OI) as a strategy, we find a gap in the literature regarding how individual unwillingness – not-invented-here syndrome (NIHS) – actually affects the innovation performance achieved through collaboration and what management tools are available to counter it. This study addresses these two questions by testing the relationship between NIHS and innovation performance and the impact of innovation climate as a way to contain this negative attitude. Based on quantitative survey data collected from 250 firms across France, Italy, Spain and Sweden, we confirm that innovation climate is a useful management tool to contain NIHS by opening individuals towards external ideas, ultimately helping firms to improve their innovation performance through collaboration. Most interestingly, we also find that the impact of NIHS on innovation performance achieved through collaboration is mediated through external social capital rather than having a direct impact.</p> <p>Idioma de presentación del trabajo: Inglés</p>

Miércoles 27 de abril, 11:30, Sala de usos múltiples del Departamento de Economía (2024), 2ª planta

Tribunal: Pablo Arocena y Ainhoa Urtasun

<p>11:30</p>	<p>Zahra Ahmadi</p>	<p>Alejandro Bello</p>	<p>Sustainability isomorphism in buyer-supplier relationships: The impact of supply chain leadership This paper examines in the context of manufacturing the relationship between sustainability practices adopted by focal (or buying) firms in buyer-supplier relationships and the sustainability performance of suppliers. By taking a multi-country and multi-industry sample from the fourth round of the High-Performance Management (HPM) project and applying a regression method, this paper presents an insightful view of how companies in different industries improve the sustainability performance of their key suppliers and how the leadership capability of leading firms can play an effective role in this link. Under institutional theory as well as from sustainability supply chain management and supply chain leadership perspectives, this study highlights that different sustainability practices adopted by a focal firm help to develop sustainability competences in suppliers to enhance their sustainability performance. The findings also improve the understanding of the role of leadership in translating isomorphism pressures (coercive, normative and mimetic) into sustainability improvement on the supplier side, and they improve the ability of supply chain leadership to strengthen that relationship. This study adds to the literature, enriches the debate by distinguishing between supplier monitoring and collaboration and identifies the effects of various relationships. Idioma de presentación del trabajo: Inglés</p>
<p>12:00 <u>Zoom</u></p>	<p>Juan Manuel Domínguez</p>	<p>Juan Franco</p>	<p>Towards the definition of a tool to measure organizational resilience in practice (part 2) Traditionally, organizational resilience has been linked to the ability to deal with and prosper through difficulties that an organization faces during its existence. In an increasing level of turbulence, resilience plays a role in helping an organization to effectively navigate and benefit from turbulence. The paper aims at building on current literature and empirical research in order to build a tool to effectively assess the level of organizational resilience, analyze the impact of different organizational factors, and, ultimately, be able to build more resilient organizations. Idioma de presentación del trabajo: Castellano</p>

Jueves 28 de abril, 10:00, Seminario Simon del Departamento de Gestión de Empresas (1030), planta primera

Tribunal: Alberto Bayo y Alejandro Bello

Hora	Doctorando	Director/es	Trabajo
10:00	Iván Alfredo Salazar	Lucía Garcés Martín Larraza	<p>Efficiency of Public R&D Grants: The role of ownership and size</p> <p>Public funding effects on R&D performance is a research area in the literature that has been studied by previous researchers whose conclusions are somewhat ambiguous. There's conclusive evidence that public funding does in fact enhance a firm's performance and this study aims to contribute to this body of literature by analysing which type of firms receive this public funding and, among them, which firms make a more efficient usage of the granted financial aid. By setting the study in Spain where 90% of the firms are small and medium sized ones, and 80% of the firms are family owned, we can evaluate the effect of public funding on the R&D performance of the firm while controlling for firm size and firm ownership. The results show that on average small firms do receive less funding than large firms. Small firms outperform the large counterparts when financial aid is granted; however, this effect seems to be the opposite when we evaluated family firms making used of financial aid. Finally, an interaction of our variables size and ownership; that is, a small family firm with financial aid, has a significant effect on the R&D performance of the firm when compared to its counterparts. Contributions to both literature and practice are stated.</p> <p>Idioma de presentación del trabajo: Inglés</p>
10:30	Ana Lucía Caicedo	Lucía Garcés Martín Larraza	<p>Collective psychological ownership from a perspective of family firms' heterogeneity</p> <p>Collective psychological ownership is understood as the collective possessive feeling shared by family members about the family business. However, there is little theoretical and empirical clarity, being a relatively new concept. To overcome this gap, the objective of this research was to explore the idea of collective psychological ownership from the heterogeneity of family businesses, for which we worked with multiple cases and an exploratory methodology. The results have allowed us to validate the theoretical proposals of Rantanen and Jussila (2011) and to propose new forms of interaction of the categories that make up the concept through the identification of the psychological mechanisms underlying them, which has been the most significant contribution of this research.</p> <p>Idioma de presentación del trabajo: Castellano</p>

11:00 Zoom	Prieto Fernández, María Teresa	Imanol Núñez	<p>The impact of skills mismatches on occupational accidents: An analysis of the effectiveness of organizational responses</p> <p>Despite the variety of research on the consequences of skill mismatches, none examines the consequences for workers' health that their lack of skills can produce. This paper analyzes the consequences of workers' under-skill on their occupational health through occupational injuries and sick leave duration. In addition, we test whether company actions to improve the skills of these workers reduce the obtained effect. Proposing a moderation model, we analyze a sample of 42,871 workers based on the Sixth European Working Conditions Survey (EWCS6), using logistic and Cox proportional hazards regressions. The results show that under-skilled workers are more prone to accidents and more extended periods of sick leave than other workers. Furthermore, although the results indicate that job-on-training, OHS information, and teamwork weaken the relationship between lack of training and injury, only teamwork results in a higher probability of medical discharge. Reducing the accident rate and its consequences requires regulatory changes that effectively include the personal characteristics of workers in risk assessment and preventive decisions.</p> <p>Idioma de presentación del trabajo: Castellano</p>
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JORNADAS DE DOCTORANDOS DEL DEPARTAMENTO DE GESTIÓN DE EMPRESAS

27 y 28 de abril de 2022

Jueves 28 de abril, 9:30, Sala de usos múltiples del Departamento de Economía (2024), 2ª planta

Tribunal: Javier Cebollada y Pilar Corredor

Hora	Doctorando	Director/es	Trabajo
09:30	Harold Bonilla	Isabel Abínzano Luis Muga	<p>Duty calls: Prediction of failure in reorganization processes</p> <p>This paper proposes a predictive model for the failure of reorganization processes by considering both financial and non-financial variables. To this end, we use a unique database that provides information on agreements in Colombia initiated and terminated in the period 2008-2018 under the protection of Act 1116 of 2006. The results of the stepwise estimation using logistic regression lead to a model that reliably anticipates the probability of failure in a reorganization, having as key predictors some indicators of solvency, indebtedness, and profitability, as well as other variables related to the economic rhythm and the context preceding the company's crisis. These conclusions have been confirmed by an "out of sample" analysis during 2019 and 2020, which proves the robustness of the estimates even during a period such as 2020 when the COVID-19 pandemic started to show its effects on the economy. The findings of this study could be applied by policymakers, owners, and managers to make decisions to improve the efficiency of reorganization processes and reduce the costs associated with bankruptcy.</p> <p>Idioma de presentación del trabajo: Castellano</p>

10:00	Álvaro Saavedra	Raquel Chocarro Mónica Cortiñas	<p>Respuesta emocional de los asistentes virtuales como valor añadido de un producto interactivo</p> <p>Hoy en día, se sigue experimentando un aumento exponencial en el uso de los Asistentes Virtuales tanto por parte de las empresas como de los consumidores. Sin embargo, en la literatura se han abordado las cuestiones más funcionales y utilitarias de éstos, por lo que, en este trabajo se van a analizar las cuestiones relativas a la interactividad emocional con los Asistentes Virtuales y como esa respuesta emocional afecta a las personas usuarias. También, se analizará si la interacción emocional puede aumentar o disminuir el valor añadido de un producto interactivo. Para ello, se realizará un estudio multi método a través de un experimento en un laboratorio con dispositivos como: eye-tracker, anillo respuesta galvánica, encefalograma (EEG), y por otro lado, un cuestionario para analizar las relaciones que se puedan dar, con un modelo de ecuaciones estructurales.</p> <p>Idioma de presentación del trabajo: Castellano</p>
10:30 Zoom	Lara Bou Fakhreddine	Mercedes Sánchez Marian García (University of Kent)	<p>The influence of health crises on consumers' worries about food: A Twitter-based study</p> <p>Over the last years, various health crises have emerged and caused disturbances in the food systems specifically related to food safety. Several studies have investigated contextual factors affecting people's worries about food during these crises using surveys and interviews but have rarely examined their sentiments expressed on social media. Thus, this study aims to explore how users' characteristics (number of followers and followings) and contextual factors (community healthy eating and exercise habits), determined sentiments about food within social media during a health crisis (COVID-19 pandemic). For this purpose, we gathered people's worries about food and COVID-19 on Twitter from the US through the pandemic. Qualitative and quantitative data were analyzed by a multilevel mixed-effect model. The main findings show that users with a high following number tended to express fewer positive sentiments about food. Results also reveal that a deterioration of the epidemic conditions exacerbates the negative relationship between community healthy eating habits and people's positive sentiments about food, whereas it attenuates the negative relationship between community exercise habits and people's positive sentiments about food. This study gives insights to food companies to improve food safety by adopting reliable communication strategies that could reduce people's food worries during a health crisis.</p> <p>Idioma de presentación del trabajo: Inglés</p>