



# ***'research today!' in the Business School***

## **London Centre for Business and Entrepreneurship Research**

### **Research Seminar Programme Spring 2018, Thursdays, 12-1pm, room LR391**

*'research today!'* is a research seminar series that shows the width of research in the Business School, and is a forum to foster the collaboration and exchange among interested colleagues. We meet weekly during teaching term times.

Interested guests are always welcome, from within or outside of the university! No registration is needed, please just join us. Contact and further information: Prof Karin Moser, Director of Research and Enterprise, email: [moserk@lsbu.ac.uk](mailto:moserk@lsbu.ac.uk)

15<sup>th</sup> February 2018 (moderator: Prof Karin Moser)

#### **Aidan McKearney, Senior Lecturer in HR: Sexual Citizenship**

##### **Abstract**

This talk discusses some key findings from a recent study, which explored the concept of sexual citizenship as it applies to the lives of gay men living in nonmetropolitan areas of Britain, and Ireland. Both countries have undergone dramatic, social, legal and cultural changes over recent decades, and have witnessed profound and progressive changes in public attitudes towards lesbian, gay and bisexual people. Given historical tendencies towards a 'metro-centric' bias in researching gay lives, this study took place outside the large metropolitan centres of population. It travels to a world of smaller towns, villages and farms. In making this journey, the research seeks to understand the life world, and experiences of gay men living within these locales. It explores the dynamics created by the intersection of sexuality and the space of the rural. Crucially it strives to develop an understanding of the nature, depth, and scope of the men's sexual citizenship, within their geographic context.

Forty-four men were interviewed- twenty-two in Britain, and twenty-two in Ireland. The men ranged from university students, to elderly farmers, and the study finds that men in both countries share similar experiences, concerns and worries. All of the men recall an awakening in childhood and adolescence that they were different from other male age mates, followed by a slow realisation that they could be gay. The interviews have produced testimonies revealing many examples of resilience, fortitude, acceptance and a determination to live and 'be themselves' within the context of an environment, which can and does pose distinct challenges for LGBT people.

22<sup>nd</sup> February 2018 (moderator: Dr Weiou Wu)

#### **Atta Muhammad, PhD student: A theoretical and empirical analysis of corporate disclosure quality within Pakistani listed banks: An evaluation of the revised Pakistani Corporate Governance Code, 2012**

##### **Abstract**

Corporate disclosure quality, board characteristics (board composition & structure) and firm financial characteristics are often considered to be inter-linked variables. These have been examined in prior literature with varying degrees of success. Most studies have focused on Corporate Governance and firm performance, mainly on industrial firms in developed countries. However, Corporate Governance has also great importance in emerging markets. Studies, within such markets are limited, especially in Pakistan where the Corporate Governance structure is in a transformational stage. The current relevant Corporate Governance Code was launched by the Security and Exchange Commission of Pakistan (SECP) in 2002 and revised in 2012. Such a revision both provokes and invites an empirical examination of the effect on corporate disclosure quality – if any.

In Pakistan, as in other countries, underlying most Corporate Governance issues lie the issues of agency conflict, asymmetry of information and self-interest tensions between managers and stakeholders. Such problems are aggravated in economies having family oriented ownership structures, such as in Pakistan. Thus, in Pakistan an important issue and potential problem is the presence of close family members (and/or related parties) as board members who are often appointed primarily to strengthen the founding family control over the organization.

Theoretically, the planned research is focused within the overall domain of Corporate Governance. In empirical and geographic terms, it is located across the listed Pakistani banking sector, during years prior to and post the introduction of the SECP revised Corporate Governance Code, 2012.

01<sup>st</sup> March 2018, (moderator: Cherry Cheung)

## **Dr John Opute, Senior Lecturer in international HR: What type of collective bargaining is emerging from Nigeria?**

### **Abstract**

There is a persuasive argument that collective bargaining has provided the platform for organisations to formulate and implement appropriate HRM practices to fit the global as well as the local context of their operations. Redefining relationships between institutional structures, decision making processes and the key actors in the employment relations system is essential in this new global environment. A research focus has been the trajectories of collective bargaining in economies that are transforming to democratic structures and emerging Sub-Saharan Africa provides an area, but there has been scant research on this transformation process in African countries.

Nigeria with its large population of around 170 million, its significant oil industry, and its emergence from a prolonged period of military dictatorship provides an excellent example of a transition economy where the institution of collective bargaining is increasingly important. The article contributes to this issue with empirical evidences from major institutional actors by examining the sustainability of existing collective bargaining mechanisms and the collective agreements derivable from this process. It examined how factors embedded in the cultural and institutional framework of collective bargaining impact on its strategic importance.

In conclusion, the article analyses some aspects of the trajectory of collective bargaining evolution albeit focusing on examining appropriate criteria (particularly employee orientation) for adopting a collective bargaining strategy, which provides the opportunity for both the employers and workforce to be more pragmatic. Furthermore, it demonstrates that collective bargaining has specific country orientations, reflecting the cultural predispositions of each country and the cultural paradigms and the connectivity of these issues.

08<sup>th</sup> March 2018, **12- 3pm** (moderator: Dr Rea Prouska)

## **WRITING WORKSHOP for staff and PhD students in BUS (12-3pm) by Prof Yehuda Baruch, University of Southampton: Writing for publishing in top refereed academic journals: The editorial view**

### **Abstract**

Academic writing and publishing is a critical aspect of being a successful scholar, with promotion, tenure, and effective teaching relying on publications in leading journals. Many academics, in particular at their early stages of the academic career, find academic writing a challenge, for a variety of reasons. This workshop is intended to help overcome this challenge. The knowledge provided during the workshop will guide and inform future writing, re-writing, reviewing, and publishing.

The workshop is led by Prof Yehuda Baruch who has published some 140 refereed journal papers (24 of which in the FT list), as well as 43 book chapters and five books (H-index of 53, with more than 14,000 citations). He is former Editor of Group & Organization Management (2007-2012), Editor of Career Development International (2004-2007) and Associate Editor, Journal of Managerial Psychology (2002-2005), and now Associate Editor of Human Resource Management (4\*, FT list). He is the VP for Research of EURAM, and served as the Chair of the Careers Division, the Academy of Management, and as a Track Chair in a number of major conferences.

15<sup>th</sup> March 2018 (moderator: Dr Gurjeet Dhesi)

## **GUEST TALK: Prof Marcel Ausloos, University of Leicester and GRAPES, Belgium: Best investment strategies for SMEs: Using outlier analysis to optimize performance**

### **Abstract**

Any research on strategies for business excellence aims at finding the appropriate course of actions for executives. Thus, discussions take place on how effective a performance measurement system can be estimated and/or be validated. It is argued that extreme value statistics provide the answer. It is demonstrated that the level and timing of investments allow to be forecasting small and medium size enterprises' (SME) performance at financial crisis times. The "investment level" is taken as the yearly total tangible asset (TTA). The financial/economic performance indicators defining "growth" are the sales or total assets variations; "profitability" is defined from returns on investments or returns on sales. Companies on the Italian Stock Exchange STAR Market serve as example. It is found from the distributions' extreme values that outlier companies (with positive performance) are those with the lowest but growing TTA. In contrast, the SME with low TTA, but which did not increase its TTA before the crisis, became a "negative outlier". The outcome of these statistical findings suggests the best strategies to SME board members.

Marcel Ausloos is a Belgian engineer (U. Liege, 1967). He was visiting professorship, at the Freie Univ. Berlin, before he returned to the University of Liege, where he spent his whole career, mainly teaching and performing some research on materials and in statistical physics. He holds a part-time chair at the School of Management, and School of Business, College of Social Sciences, at the University of Leicester, Leicester, LE1 7RH, UK. He founded the SUPRAS "horizontal" group of scientists belonging to various ULG laboratories (physics, chemistry, engineering) with fundamental or applied science interests on ceramics superconductors and magnetic materials. In parallel, he initiated the GRASP, later on reforming part of the group to become GRAPES (Group of Researchers for Applications of Physics in Economy and Sociology). Marcel is or has been a member of the editorial board of various journals, and very often chosen as a reviewer. He has of the order of 600 publications, in peer review journals and as peer review published communications at scientific meetings, with more than 300 different coauthors; he has edited 9 books.

22<sup>nd</sup> March 2018 (moderator: Sara Abdaless)

**Cherry Cheung, Senior Lecturer in Business Law: The development of social ventures, for the displaced, by the displaced**

**Abstract**

Our research explores what the role of bricolage is in the development of socially entrepreneurial ventures amongst displaced populations. We selected three social entrepreneurs from three different displacement contexts through semi-structured interviews. Our cross-case analysis found that bricolage was being deployed by displaced social entrepreneurs to start up a business. The outcomes of these activities enabled the displaced entrepreneurs to achieve their goal of re-engagement in business, despite possessing very few physical and financial resources.



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**The new season of “research today!” seminars opens on Thursday, 15th February 2018!**

Season Four of our “research today!” seminars opens on 15<sup>th</sup> February 2018. If you haven't been to one before, these are short presentations of emerging or new research in the Business School, followed by an informal discussion. They last an hour, they are happening every week from now until the end of term, and this season again has great talks with some exciting guests.

**Who can attend?** Anyone interested can attend, no registration is needed. Just join us!

**Who can present?** Researchers and doctoral students from the Business School and associated guests, visitors and collaborators. This is a research forum to exchange ideas, get to know each other's research and foster collaboration in a collegial and friendly environment. The Season Four programme is full, but you can still book a spot for Season Five in the summer if you contact Fabian Scholda, RA research management, quickly (email: [scholdaf@lsbu.ac.uk](mailto:scholdaf@lsbu.ac.uk)).

**What's in it for me if I come along?** How long do you have? Find out about sexual citizenship, corporate disclosure and corporate governance in the Pakistani banking sector, the future of collective bargaining in Nigeria or all you need to know about publishing in high level journals and more.

See new ways of presenting persuasively. Meet new colleagues. Discover things you have in common. Test new ideas and bring your best arguments. It could even lead to new research collaborations.

**Great! Just remind me where and when?** LR391, every Thursday from 12-1pm. You don't have to book, just roll up. We continue informally until 2pm for those who want to and have the time. Bring your lunch or coffee, and a sharp mind.

**Check the programme on what's on:** <http://www.lsbu.ac.uk/whats-on>

**Business School Research pages:** <http://www.lsbu.ac.uk/schools/business/research>

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