

Annual Conference Program of the Academic Association for Organizational Science, 2027
Conference Theme: Management and Organizations Facing the Challenges of a Multipolar Global Economy

		A会場 (2階 : 一横講堂)		
	10:00~11:15	Keynote Speech 1 Management Reform at Nippon Steel and Lessons from the U.S. Steel Acquisition Nippon Steel Corporation Representative Director, Chairman and CEO Eiji Hashimoto (In Japanese with English Translation)		
		Room B (2F: Medium Conference Rooms 1-4)	Room D (1F: Large Lecture Hall)	
	11:45~13:00	Luncheon Session Building the Future of Our Academic Community: Supporting the Entry, Growth, and Relationship Building of Diverse Researchers Toshio Murase, Associate Professor, School of Commerce, Waseda University Chiaki Ito, Associate Professor, Graduate School of International Management, Yokohama City University Naoki Takada, Assistant Professor, Graduate School of Business Administration, Hitotsubashi University	Organizational Behavior and HRM 1 Chair: Yunyue Yang (Yokohama National University) "Digital Literacy in Action: Navigating Learning and Interdependence Toward Knowledge Sharing" Younggun Kim (Sogang University), Jang-Ho Choi (Sogang University) "Neurodiversity and Person-Environment Mismatch in East Asian Workplaces: Guanxi as a Relational Job Demand and Resource" Debora Gottardello (The University of Edinburgh), Yu Yang (University of Illinois Chicago), Xiji Zhu (Hitotsubashi University), Susanne Bruyere (Cornell University) "The Price of Harmony: Effect of "Wa" on the Execution of Growth Strategy in Japanese Firms" Borja Sanchez (Hitotsubashi University)	
		Room A (2F: Hitotsubashi Hall)	Room C (1F: Special Conference Rooms 1-3)	Room D (1F: Large Lecture Hall)
Oct 24, 2026	13:15~14:30	Recombining Managerial Resources and the Startup Ecosystem Jin-ichiro Yamada, Professor, Graduate School of Management, Kyoto University Suguru Miyake, President and Representative Director, Nihon M&A Center Holdings Inc. Yaichi Aoshima, Professor, Institute of Innovation Research, Hitotsubashi University	Leadership Chair: Toshio Murase (Waseda University) "Early-Life Imprints and Future-Oriented Corporate Decisions" Jungwon Min (Inha University) "How Does Leader Presenteeism Translate into Employee Presenteeism? The Motivational Pathways and Boundary Role of Self-Sacrificial Leadership" Yiming Xu (Hitotsubashi University), Xiji Zhu (Hitotsubashi University), Peiyi Zheng (Hitotsubashi University)	Entrepreneurship 1 Chair: Yasutaka Jikuya (Yokohama National University) "Moving Beyond Entrepreneurial Motivation to Explain Startup Continuity in a University Entrepreneurship Program" Raymond Sintos (Ateneo de Davao University), Forhad Hossain (Sophia University) "How Does Decision-Making Shape Firm Performance? An Integrative Review of the Guiding, Enabling, and Constraining Roles of Entrepreneurial Orientation" Kiran Wang (Yokohama National University), Yasutaka Jikuya (Yokohama National University) "Where Does the Spark Fade? Women's Entrepreneurial Readiness and Action in Japan and Korea" Juyeong Park (Sogang University), Minsu Jung (Sogang University)
	14:45~16:00	Room A (2F: Hitotsubashi Hall) Keynote Speech 2 Innovation Management in the Age of AI and Geopolitical Disruption Dr. Kenneth G. Huang Dean's Chair & Professor National University of Singapore (In English with Japanese Translation)		
	16:15~17:00	Room A (2F: Hitotsubashi Hall) Presidential Address 67 Years of the Academic Association for Organizational Science: Past and Future Hisanaga Amikura, President, Academic Association for Organizational Science		
	17:00~18:00	General Assembly		
	18:00~19:30	Room B (2F: Medium Conference Rooms 1-4) Reception		
		Room B1 (2F: Medium Conference Rooms 1 & 2)	Room B2 (2F: Medium Conference Rooms 3 & 4)	Room C (1F: Special Conference Rooms 1-3)
	9:30~10:45	Editorial Committee Session The Reality of Organizational Science: Tips and Strategies for Publication Takashi Nishimura, Professor, Faculty of Business Administration, Toyo University Hakaru Iguchi, Associate Professor, Graduate School of Management, Tokyo Metropolitan University Daisuke Kikawa, Associate Professor, Faculty of Business Administration, Hosei University Kenya Ito, Doctoral Student, Graduate School of Commerce, Waseda University Atsushi Akiike, Associate Professor, Graduate School of Economics and Management, Tohoku University	International Management in the Post-Globalization Era: Challenges and Opportunities for Multinational Enterprises Shuta Tsuchiya, Ph.D. Student, Lee Kong Chian School of Business, Singapore Management University Tetsuya Usui, Professor, Faculty of International Social Sciences, Gakushuin University Kiyohiro Oki, Associate Professor, Graduate School of Economics, The University of Tokyo	Social Innovation(Session starts at 9:55) Chair: Chi Nghia Nguyen (Tohoku University) "Between Inclusion and Invisibility: Organizational Practices of Local Governments in LGBTQ Tourism Promotion in Japan" Junya Yanagi (Kyoto University), Takuya Saito (Sapporo International University) "Navigating Authenticity and Legitimacy: Repair Professionals' Experiences in Finland" Savu Rovanto (Hitotsubashi University)
		Room B1 (2F: Medium Conference Rooms 1 & 2)	Room B2 (2F: Medium Conference Rooms 3 & 4)	Room C (1F: Special Conference Rooms 1-3)
	11:00~12:15	Management Studies and the Humanities/History Hidemasa Nakamura and Ryoosuke Yokoe Associate Professors, Graduate School of Business Administration, Hitotsubashi University Moderators: Minoru Shimamoto and Ken Sakai (Hitotsubashi University)	Management Judgment and AI: Can AI Become a Manager? Takayuki Yamane, Head of the AI Strategy Office, DX Division, Mitsui Fudosan Co., Ltd. Masahiro Kazama, Chief AI Officer (CAIO), Ubic, Inc. Susumu Nagayama, Associate Professor, Graduate School of Social Data Science, Hitotsubashi University Moderator: Kazumi Nishino (Hitotsubashi University)	Technology Management and Innovation Policy Chair: Hiroshi Shimizu (Waseda University) "Industrial Policy and the Conditions of Adjustment: Latent Indirect Effects in Japan's PVC Industry" Jumma Nomura (Grenoble Ecole de Management) "Industrial Structure Transition and Systemic Failures in a Long-Cycle Technology-Based Sector: The Case of Taiwan's Biopharmaceutical Industry" Jerry Ming-Chieh Chu (National Tsing Hua University), Chan Yuan Wong (National Tsing Hua University) "Loud but Locked In: When High Fork Cost Lets a Platform Owner's Chokepoint Power Go Unchecked – The Layered GISAID Case and an Agent-Based Model" Tomonoshin Aoki (Hitotsubashi University)
Oct 25, 2026	12:15~13:15	Room B (2F: Medium Conference Rooms 1-4) Lunch		
		Room B (2F: Medium Conference Rooms 1-4)	Room C (1F: Special Conference Rooms 1-3)	Room D (1F: Large Lecture Hall)
	13:30~14:45	Challenges for Local Organizations and Human Resources in Tourism Promotion Jusuke Ikegami, Dean and Professor, Graduate School of Business and Finance, Waseda University Tomohiro Muraki, President and Representative Director, Intheory Inc.; Co-Founder, Tourism Exchange Japan Moderator: Hiromi Kamata (Hitotsubashi University)	Innovation and Data Science Chair: Tohru Yoshioka-Kobayashi (Hitotsubashi University) "Institutional Co-Evolution Under Algorithmic Pressure: Verification Infrastructure in Open Source Software Communities" Masayuki Hatta (Surugadai University) "Hybrid Intelligence in Group Ideation: Overcoming the Limits of Human- and AI-Generated Ideas" Laura Bischoff (Philippus-University Marburg), Michael Stephan (Philippus-University Marburg) "Reshaping Search Strategies in Scientific Discovery with AI: Evidence from Drug Repurposing" Jinju Lee (Hitotsubashi University)	Organizational Behavior and HRM 2 Chair: Sung-Chul Noh (Hitotsubashi University) "Working Shorter but Faster: How Norms Against Extended Work Hours Intensify Work and Network Activities" Ruilin Huang (Stockholm School of Economics), Isana Lupo (ESSEC Business School), Frida Perner (Stockholm School of Economics) "Extending Job Crafting Theory to Gig Economy: A Qualitative Study under Algorithmic Management" Man Lung Jonathan Kwok (The Hong Kong Polytechnic University), Raymond Kwong (Hong Kong Metropolitan University), Herman H. H. Tse (Monash University) "Development of Psychological Safety at the Dyadic and Group Level: How They Relate" Anju Hanahara (The University of Tokyo)
	15:00~16:15	Room B (2F: Medium Conference Rooms 1-4)	Room C (1F: Special Conference Rooms 1-3)	Room D (1F: Large Lecture Hall)
		Research and Practice on Managing Organizations and People: Involvement and Diversity Ikutaro Enatsu, Professor, Research Institute for Economics and Business Administration, Kobe University Hideki Tanaka, Professor, Faculty of Policy Studies, Doshisha University Atsushi Yogo, Associate Professor, Faculty of Business Administration, Nanzan University Shohei Hayashi, Associate Professor, Faculty of Commerce, Chuo University Yoku Date, President and Representative Director, Business Research Lab, Inc. Takashi Kitabayashi, Executive Officer, Kawasaki Heavy Industries, Ltd. Masahito Morishima, Executive Officer, Fuji Yakuhin Co., Ltd.	Design and Innovation Practices Chair: Yutaka Yamauchi (Kyoto University) "Manufacturing for Design: How Manufacturing Capabilities Generates New Design through Visualization and Dialogue" Senju Hanahara (Kyoritsu Women's University) "Is Medical Device Innovation Part of Doctors' Work? Reconsidering Professional Roles Through User Innovation" Masaya Onuma (Yokohama National University), Tatsuya Kubota (Seijo University), Atsushi Tsumita (Seijo University) "Subordination or Innovation? Globalization and Knowledge Creation in the Academic Community" Sungchul Noh (Hitotsubashi University)	Organizations and Institutions Chair: Naoki Wakabayashi (Kyoto University) "Managing Disruptive Transformation through Capability Reconfiguration and Organizational Identity Reconstruction" Charlotte Walker (Stockholm School of Economics) "Non-market Risks, Liability of Origin, and Legitimacy Building of EMNEs: A Multi-case Study of Chinese Firms in the US Market" Yuanqun Gong (University of Hyogo), Balazs Fazekas (Ritsumeikan University) "Managing Under Illiberalism: A Constitutive Review" Wenjie Liu (City University of Hong Kong)