

# IBSS ONLINE BROWN BAG “LUNCH & LEARN” SESSIONS

Employee and Organizational Performance in a Cross-Border Acquisition Context

**Date:** 19th August 2020, Wednesday

**Time:** 12:10 – 12:50

**Event Language:** English

**Live link:** Link of seminar will be sent upon registration

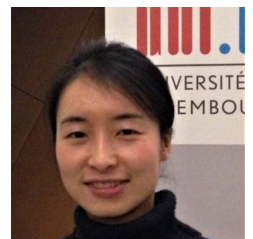
**Registration:** Please [click here](#) or scan the QR code



In the past few decades, Chinese firms have walked out mainland China to expand their business world, not only in marketing and trade but also investment. There have been various interesting aspects emerged in those outward investment by Chinese firms. People may pay attention to business performance, cross culture management. Scant research focuses on examining the link between individual level performance and organizational level performance in the context of cross-border mergers and acquisitions (M&A), for example, emotions of employees and their impacts on Post-merger Integration (PMI). Particularly employee withdrawal adversely affects organizations, and thus it has been associated with negative consequences for organizations, and it is regarded to be a counter-productive work behavior. This talk provides a view from an empirical investigation of the determinants of employee withdrawal and consequences of employee withdrawal on willingness to share tacit knowledge, knowledge transfer and cross border acquisition performance in the context of Chinese acquisition in the UK.

## About the Speaker: Dr Anna Yumiao Tian

Dr. Anna Yumiao Tian is Associate Professor in IBSS at XJTLU. Prior to this, she worked at Sheffield Business School, Sheffield Hallam University after she obtained her Ph. D in Teesside University with a full scholarship. Her Ph. D work was awarded Doctoral Fellowship by Northern Leadership Academy with less than 30 successful candidates across UK.



She has published academic papers in highly ranked journals such as Industrial Marketing Management, Journal of Business Ethics, International Marketing Review, The international Journal of Entrepreneurship and Innovation and various international conferences. She serves as editorial board member for International Journal of Family Business and Management, and reviewer for International Business Review, Journal of Business and Industrial marketing and Thunderbird International Business Review. Anna has been working with British government and organizations such as UKTI, NECC and LEP to assist local SMEs explore and maintain business and markets widely in Europe and Asia. She has also successfully attracted around £120K research fund across UK and China. Her work of consultancy has guided a major Chinese national railway and locomotive company successfully develop subsidiaries in oversea markets. Anna has been teaching various levels of students in UK universities and took responsibility of programme and course development. She served as external examiner for several UK universities and also led a European master programme with Turku School of Economics, Portsdam University Business and Malta University Business School. Anna is also serving a role as Deputy Head of Division and a panel member for University Review Board.