



NORDISK FÖRETAGSEKONOMISK FÖRENING • NORDIC ACADEMY OF MANAGEMENT



The 26th Nordic Academy of Management Conference
Bringing Research Together
25-27 August 2021
Örebro University School of Business, Sweden

Call for Papers

We invite you to submit your research to explore the theme of “*Bringing Research Together*” for the 26th biennial NFF Conference in Örebro. We are looking forward to receiving your submissions.

Track 3.2 – International Migrants in Business

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Co-Chairs:

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Description:

International migration has long been treated in business research primarily from the perspective of voluntary global mobility, undertaken by people of their own free will in the quest for more attractive work opportunities. The prevalent globalization narrative in international business (IB) and related fields such as international human resource management (IHRM) suggests a world in which such mobility is largely unfettered by external constraints, and largely devoid of more sinister drivers such as human rights violations, economic hardship, and natural disasters. The Covid-19 epidemic has harshly illustrated the fragility of this world view even from the perspective of relatively privileged actors such as cosmopolitan entrepreneurs (Nummela, Paavilainen-Mäntymäki, Harikkala-Laihininen & Raitis, 2020), while the UN 2020 World Migration Report (https://www.un.org/sites/un2.un.org/files/wmr_2020.pdf) reminds us that international migration remains a quickly growing megatrend that will have a massive impact on society, including business and entrepreneurship. To synthesise, efforts are needed to correct the business literature overemphasis on business elites and expatriates, relative to research on migrant individuals and their economic participation and venturing more broadly (e.g. Elo, Täube, & Volovelsky, 2019), which remain under-explored particularly insofar as activities and roles beyond employee status are concerned.

We argue that current research efforts to understand this highly significant phenomenon and its implications for business and management are hampered by being excessively splintered across different subfields of our discipline. At the individual and team levels of analysis, there is entrepreneurship research as exemplified above, but also international management research on the roles people spanning cultural and linguistic boundaries can play in large MNEs (e.g., Mäkelä, Barner-Rasmussen, Ehrnrooth & Koveshnikov, 2019), and international marketing research e.g. on migrant actors' role in internationalization (Elo, Minto-Coy, Silva & Zhang, 2020) and transnational entrepreneurs as integrators and enactors of resources (e.g. Gurāu, Dana & Katz-Volovelsky, 2020). At the firm level,

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research on expatriation, diversity management, and global talent pools also engages with international migration. Further, international migration has been explored – albeit from quite different underlying premises – in terms of its consequences for labor markets and regional, national and supranational competitiveness, under headings such as ‘brain drain’ and ‘global cities’ (e.g., Goerzen, Pedersen, Veglio, Elter & Gooderham, 2019).

Against this background, the present NFF 2021 track aims to provide a forum for dialogue, integration and mutual learning across these and other fields engaging with international migration. We want to create an arena for discussing underlying assumptions and exchanging perspectives to understand the key challenges that it poses for business, and accordingly welcome work on topics including, but not limited to:

- Identities of migrant actors in business, e.g. in terms of home/host culture vs cosmopolitanism; how these identities are defined and by whom, and how they may change over time and/or circumstances
- Migrant women as actors in business
- How migrant actors’ linguistic and cultural skills (and the interrelationships between these) impact their career opportunities and influence the success of the organizations in which they work, e.g. by acting as boundary spanners
- The different roles that migrant entrepreneurs and intrapreneurs may play in different contexts
- The relevance of categories such as migrant and cosmopolitan in local, national and regional contexts, including urban agglomerations
- Migration as a driver of human rights issues in IB

Keywords:

International Migration and Mobility, Cosmopolitanism, International/migrant Entrepreneurship, Identity and Identification, Diversity Management, Global Talent/expatriate Management

References:

Elo M, Täube F and Volovelsky EK (2019) Migration ‘against the tide’: Location and Jewish diaspora entrepreneurs. *Regional Studies* 53(1): 95–106.

Goerzen A., Pedersen T., Veglio V., Elter F. & Gooderham P. (2019): Global Cities: A New Perspective on Cultural Differences at the Sub- and Supra-national Levels. *Academy of Management Proceedings* (1), <https://doi.org/10.5465/AMBPP.2019.12553abstract>

Gurău, C., Dana, L. P., & Katz-Volovelsky, E. (2020). Spanning transnational boundaries in industrial markets: A study of Israeli entrepreneurs in China. *Industrial Marketing Management*, 89, pp. 389-401

Nummela N., Paavilainen-Mäntymäki E., Harikkala-Laihinen R. & Raitis J. (2020): When all doors close: Implications of COVID-19 for cosmopolitan entrepreneurs. *International Small Business Journal*, <https://doi.org/10.1177/0266242620954127>

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Mäkelä K., Barner-Rasmussen W., Ehrnrooth M. & Koveshnikov, A. (2019): 'Potential and recognized boundary spanners in multinational corporations'. *Journal of World Business*, 54: 335-349, <https://doi.org/10.1016/j.jwb.2019.05.001>. Journal of World Business Paper of the Year 2019.

Author guidelines:

Go to www.oru.se/NFF2021 for more information about how to submit a paper. The deadline for abstract submission is 30 January 2021. Full paper due: 21 June 2021.

We very much look forward to welcoming you in Örebro!

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