

## ZHENZHEN XIE (谢真臻)

### Office

Department of Management  
School of Business and Management  
Hong Kong University of Science and Technology  
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### Home

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### EDUCATION

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09/2007-07/ 2013	<b>Hong Kong University of Science and Technology</b>	<b>Hong Kong</b>
(expected)	PhD candidate in the department of management, School of Business and Management Major in strategic management/ organization theory, Minor in organizational behaviour <u>Dissertation</u> : Internationalization, institutions, and indigenous innovativeness of Chinese Automobile Industry <u>Committee</u> : Jiatao Li (supervisor), Prithviraj Chattopadhyay, Bilian Ni Sullivan, Jinyu He, Naubahar Sharif, Christopher Marquis <u>Proposal Defended</u> : June, 2012 <u>Current Progress</u> : Data collected; preliminary analysis underway <u>Dissertation Abstract</u> : The thesis aims to advance the research on innovations in emerging economies by investigating how various foreign linkages and local institutions independently and interactively influence the innovativeness of Chinese automobile manufacturers. Three empirical studies are designed to look into the innovation input, output and payoff of Chinese automobile manufacturers respectively. Study 1 proposes that Chinese firms' tendency to invest in R&D first increases and then decreases with firm-level export intensity. When the local firms have foreign parents or the FDI intensity in the local industry is high, the increased tendency to invest in R&D stimulated by export is reduced. Better local technology supply, however, can enhance the likelihood of in-house R&D stimulated by export. Study 2 proposes an inverted U-shaped relationship between export intensity and firms' tendency to make product innovation. Domestic competition measured with FDI intensity and industry concentration makes the inverted U-shaped steeper. Study 3 looks into how foreign linkages and local institutional factors influence Chinese auto manufacturers' likelihood of getting financial and strategic benefits from technological innovations. It proposes a 2x3 matrix framework, arguing that technological innovation may not bring positive returns to a firm in three conditions. Some foreign linkages and local institutional factors both internal and external to firms tend to make the above conditions.	
09/2005-08/ 2007	<b>Tilburg University</b>	<b>Tilburg, the Netherlands</b>
	Mphil with distinction in CentER for Research in Economics and Business Major in institutional economics	
09/2001-07/2005	<b>Tsinghua University</b>	<b>Beijing, China</b>
	B. S. in School of Economics and Management (SEM) Major in Economics, Concentration in Finance, Minor in English	

### RESEARCH INTERESTS

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- Foreign Direct Investment, Cross-border Mergers and Acquisitions
- Innovation
- Research & Development Alliances
- Emerging economies

### RESEARCH

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#### A. Journal Articles (English)

[1] Li, J. T. & Xie, Z. 2011 Global R&D strategies in an emerging economy: The development and protection of technological competencies. *European Management Review*.

#### B. Journal Articles (Chinese)

[2] Duan, Z. & Xie, Z. 2006. Analyze network relation's influence on internationalization from software enterprise outsourcing business. *Special Zone Economy (特区经济)*, Vol. 10: 89-92.

#### C. Book Chapters

[3] Li, J. T. & Xie, Z., in press. "Incentives," In Teece, D., and M. Augier, eds., *Palgrave Encyclopedia of Strategic Management*.

#### D. Working projects

[4] Li, J. T. & Xie, Z. Global R&D alliances in an emerging economy: The protection of technological competencies. Requested to revise and resubmit to *Long Range Planning* (Expected resubmission July, 2012).

[5] Xie, Z. & Li, J. T. Internationalization and indigenous technological efforts of emerging economy firms: The roles of multinational corporations and local institutions. Under review of *Journal of International Management*.

[6] Li, J. T., Qian, C. & Xie, Z. Organizational learning, knowledge spillovers and expatriate assignment practices in overseas subsidiaries.

[7] Xie, Z. & Wezel, F. Z. Institutional pressures and ownership-based entry mode choice: Evidence of international mergers and acquisitions by Chinese firms.

[8] Li, J. T. & Xie, Z. Asymmetric interactions between different entry modes: Evidence of cross-border mergers and acquisitions by Chinese firms.

[9] Li, J. T. & Xie, Z. How home institutions influence international acquisitions by Chinese companies.

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#### CONFERENCE PRESENTATIONS

2012	Xie, Z. & Li, J. T. Export intensity, domestic market competition, and product innovation in an emerging economy. <i>Academy of Management 2012 Annual Meeting</i>
2012	Xie, Z. Multiple roles of multinational corporations, local Institutions and indigenous technological efforts in an emerging economy. <i>Academy of International Business 2012 Conference</i>
2010	Li, J. T. & Xie, Z.. <i>2010 Asia Academy of Management Conference</i>
2010	Xie, Z. Institutional pressures and ownership-based entry mode: International M&As by Chinese firms. <i>Academy of Management 2010 Annual Meeting</i>
2010	Li, J. T. & Xie, Z. Uncertainty and ownership strategies of Chinese firms in international mergers and acquisitions., was accepted by <i>Academy of International Business 2010 Conference</i>
2009	Li, J. T. & Xie, Z. Managing uncertainty in international mergers and acquisitions: Ownership strategies of Chinese firms. <i>The 29<sup>th</sup> Strategic Management Society Annual International Conference</i>
2009	Xie, Z. Uncertainty and ownership-based entry mode: International mergers and acquisitions by Chinese firms. <i>Academy of Management 2009 Annual Meeting</i> .

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#### INVITED PRESENTATIONS/CONSORTIUMS/WORKSHOPS

2012	Long Range Planning Special Issue Workshop: Exploring the strategic role of subsidiaries in competence-creation. <i>John H. Dunning Centre for International Business and the International Business &amp; Strategy group at the Henley Business School</i>
2011	International Management Division Doctorial Consortium, San Antonio. <i>Academy of Management 2011 Annual Meeting</i>
2011	Technology and Innovation Management Division Doctorial Consortium, San Antonio. <i>Academy of Management 2011 Annual Meeting</i>

2011	2011 IACMR Research Method Workshop, Xiamen. <i>International Association for Chinese Management Research</i>
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## RESEARCH EXPERIENCE

2007	Dissertation in Tilburg University. "Strategic Alliances between Partners with Conflicting Strategic Motivations of Entry-A Study on Foreign Aerospace Industry's Entry into China", supervised by Hennart, J.
2005-2007	Research assistant for Prof. Hennart, J. in CentER of Tilburg University.
2006	Chen, F., Zhao, J. & Xie, Z. Pension reforms in China: Mixed system and transition cost. <i>China Center for Insurance and Social Security Research</i> , Peking University, 2006

## TEACHING EXPERIENCE

02/2010-05/2010	School of Business and Management, Hong Kong University of Science and Technology. TA of undergraduate class <i>Introduction to Management</i> .
06/2010-08/2010	School of Business and Management, Hong Kong University of Science and Technology. Instructor of undergraduate class <i>Introduction to Management</i> .

## SELECTED AWARDS, HONORS & RESEARCH GRANTS

2007-now	Post Graduate Scholarship, Hong Kong University of Science and Technology
2005-2007	CentER Scholarship, Tilburg University
2004	Scholarship for excellence in study, Tsinghua University,
2003	Citibank Scholarship for social work and leadership
2002	Scholarship for leadership and teamwork, Tsinghua University

## PROFESSIONAL AFFILIATIONS & SERVICES

2008-now	Member of Academy of Management (AoM)
2009-now	Member of the Academy of International Business (AIB)
2010-now	Member of International Association for Chinese Management Research (IACMR)
2009-2011	Reviewer for <ul style="list-style-type: none"> <li>● International Association for Chinese Management Research 2012 biennial meeting</li> <li>● Academy of Management 2011 annual meeting</li> <li>● Academy of Management 2010 annual meeting</li> <li>● Academy of International Business 2010 annual meeting</li> </ul>

## WORK EXPERIENCE

05/2007-08/2007	<b>Stork Fokker AESP</b> <b>the Netherlands</b> <i>Fulltime intern</i> Worked in the proposal department to come up with an expansion strategy in China. The proposal contained both strategic level and action level suggestions, well received by the senior management.
01/2006-01/ 2007	<b>Faculty of Economics &amp; Business Administration, Tilburg University</b> <b>the Netherlands</b> <i>Part-time Research Assistant</i> Conducted research on direct FDI in the US, mainly in charge of database management, Japanese translation and data collection.
04/2005-06/2005	<b>McKinsey &amp; Company</b> <b>Beijing, China</b> <i>Fulltime Intern</i> Member of Beijing pharmacy team, in charge of financial analysis and part of action plan. Constructed a strategic merger plan for a famous pharmaceutical corporation in China, and the unit

newly founded by this merger performs well now.

**Computer Skills:**

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- Proficient in STATA and Microsoft Office (Word, Excel, Powerpoint, Access)
- Experienced in SAS, Eviews, SPSS, HLM.

**Language Skills:**

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- Chinese: Native speaker
- English: Fluent

**Hobbies:**

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- Enthusiastic for sports, such as Kong Fu, jogging and swimming, with awards in the Sports Meeting of Tsinghua University
- Enthusiastic in travelling, having been to many countries
- Good at painting and writing, with two published essays in Chinese