

2019 年度「若手研究者等海外渡航支援制度」渡航報告書

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渡航目的	Attending and presenting at the 45 th EIBA annual conference
訪問先機関・参加学会等	Leeds, U.K.; European International Business Academy
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<p>渡航報告（3～4000 字程度）</p> <p>*引用や参照部分については出典を明記し、必要であれば脚注を付すこと。</p> <p>Thanks to the support from the Department of Economics and Management, I have attended the 45th EIBA annual conference held in Leeds, U.K. It was my first international conference. I have tried to made the best use of this precious opportunity by attending almost all the conference activities, including the pre- and post-conference activities, of which the quality and values were by no means lower than the presentations in the main sessions.</p> <p>In the 45th annual conference of the second largest conference of my research field, International Business, I have made three presentations about my Ph.D projects. On the Dec.13th, which was my busiest day during the conference, I have participated the EIBA Danny Van Den Bulcke Doctoral Symposium in the morning, where I have presented my Ph.D research proposal, <i>Managing low-skilled migrant worker: an interdisciplinary approach</i>. Managerial research on low-skilled migrant worker issues is a missing link in migration studies and International Human Recourse Management (IHRM) studies. The lack of understandings on this issue has remained a research gap and limited our understandings in the relationship between employers and their migrant workers. My research aims to explore and understand what are the problems as experienced by Japanese managers and foreign migrant workers, and how are these problems being addressed from the perspectives of management. I have utilized a qualitative research method which includes interdisciplinary literature review and case studies. I have received invaluable suggestions from Prof. Catherine Welch, Prof. Rebecca Piekkari, Prof. Tony Fang and Prof. Svetla Trifonova Marinova not only on my research, but also on daily struggles of Ph.D students. For instance, how to form a more specific, valuable and answerable research question, how to do cross-cultural interview, and how to handle harsh criticism.</p> <p>In the afternoon, I participated in the Paper Development Workshop (PDW) of Journal of World Business (JWB), one of the top journals in the IB field. I was arranged to sit with other participants, who were mostly professors and associate professors, to present our paper and receive advices from each other and editors. The title of my paper is <i>Managing low-skilled migrant workers: An interdisciplinary review and explorative case studies of Japanese SMEs</i>. In this paper, I have systematically reviewed existing literature on the low-skilled migrant workers in the fields of migration study and management. To understand the current management practices adopted by SMEs and the status quo of the</p>	

migrant workers, I also conducted two explorative case studies in Japan. Through an interdisciplinary review and explorative case studies on Japanese SMEs, I have found some distinct features of this group of workers and integrated currently accumulated knowledge from migration studies and IHRM studies. Based on these findings, I have proposed a HRM conceptual framework for managing low-skilled migrant workers ethically and effectively. This paper can be seen as a report of the progress of my Ph.D research project. Although it was still in an early stage, the editors and professors have agreed on it is a promising topic and acknowledged its uniqueness, which is a huge encouragement for me. They have also pointed out some problems of my paper, such as lacking a clear definition of the research question and deeper data exploitation.

On the 14th, I have listened to some interesting presentations on the topics about internationalization and knowledge sharing of SMEs. Then on the 15th, I have presented at the poster session, where many Ph.D students and candidates have presented their work as well. I have presented a same paper with the one in PDW of JWB (Managing Low-skilled Migrant Workers: An interdisciplinary review and explorative case studies of Japanese SMEs). As migrant issue is being frequently discussed in Europe, many people have stopped in front of my poster and started reading it carefully. I went forward and presented my research to the audiences and answered their ad hoc questions. Although people might think poster session is less formal, I have made more communications and discussions with some scholars that truly feel interested in the migrant worker issue. And I believe building connections with other researchers and scholars can open up possibilities for future collaboration. Then, in the afternoon, I have attended a CSR session which was very interesting and inspiring.

Last, but not the least, on the last day, I have attended a post-conference activity, which is a workshop called Qualitative Case Study Research in International Business: Designing and Theorizing from the Case Study. We studied about the differences in the ideas and methods between Robert K. Yin and Kathleen M. Eisenhardt, who were always regarded as “orthodox” for case study researchers and cited along together. We also have discussed some criticisms of Yin’s and Eisenhardt’s ways of doing case studies on their linear mode of thinking of the case study research design and research process, ignoring the indivisible role of context in cases, and sacrifice the depth and richness of a single case data for replication and generalizability from multiple cases (Piekkari, R. & Welch, C., 2018). It was an intensive session that has lasted for whole day. The session was extremely helpful for me because I utilize case study research method for my study but could not have a scientific education on this research method in Japan. The mind-blowing ideas and arguments from the hosts Prof. Catherine Welch, Prof. Rebecca Piekkari and Prof. Emmanuella Plakoyiannaki certainly opened my minds and motivated us me do qualitative research with more rigor and craftsmanship attitude.

After the intensive four days, I have spent quite a time to organize new ideas, opinions, data and many other thoughts emerged during the conferences. After this fruitful trip to

England, I have felt much relieved and encouraged at the same time because of the practical suggestions on my research and inspiring words from experienced researchers. I will integrate these experiences with my daily study life and upgrade my research methods and skills. Again, I am sincerely grateful for the generous funds that Research Promotion Support Center has provided me.

Reference

Piekkari, R. & Welch, C. (2018). The case study in management research: beyond the positivist legacy of Eisenhardt and Yin?. In Cassell, C., Cunliffe, A. L., & Grandy, G. The sage handbook of qualitative business and management research methods (pp. 345-358). 55 City Road, London: SAGE Publications Ltd doi: 10.4135/9781526430212