

13. VASTUULLISEN LIIKETOIMINNAN TUTKIMUSPÄIVÄT

13TH ANNUAL RESPONSIBLE BUSINESS RESEARCH CONFERENCE

12.-13.3.2025

Programme including workshop sessions

*Kiitämme Liikesivistysrahastoa tapahtuman taloudellisesta tuesta.
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Programme

All times are Finnish times (GMT+2)

12.3.2025

- 10:00–10:30 Registration, coffee
(Pinni B, Lasikabinetti)
- 10:30–10:45 Welcome: Professor Johanna Kujala and Vice President Tapio Visakorpi, Tampere University
(Pinni B1100 / Zoom)
- 10:45–12:00 Keynote: Dr. Rajat Panwar
“Frontiers in corporate sustainability: Where do we go from here?”
(Pinni B1100 / Zoom)
- 12:00–13:00 Lunch
(Pinni B, Minerva, at own cost)
- 13:00–15:00 Workshop 1
Track 1: Biodiversity I (Pinni B1100)
Track 2: Degrowth (Pinni B1097)
Track 3: Sustainability, circularity and values (Pinni B, Lasikabinetti)
EBEN Track 4: Employee wellbeing and business ethics education
(Hybrid: Pinni B4078 + Zoom)
Track 5: Stakeholders and sustainability (Zoom)
- 15:00–15:30 Coffee
(Pinni B, Lasikabinetti)
- 15:30–17:30 Workshop 2
Track 1: Eettinen ja vastuullinen johtaminen (Pinni B1100)
Track 2: Sustainability reporting (Pinni B1097)
Track 3: Stakeholder engagement and sustainability issues (Pinni B, Lasikabinetti)
EBEN Track 4: Ethical issues in global world (Hybrid: Pinni B4078 + Zoom)
Track 5: Sustainable business models (Zoom)
- 18:00 Conference dinner (Restaurant Muusa, Satakunnankatu 10, Tampere)

13.3.2025

08:30–10:00 Workshop 3

Track 1: Biodiversity II (Pinni B1100)

Track 2: Kestävä ja vastuullinen liiketoiminta (Pinni B1097, in Finnish)

Track 3: Sustainability and digitalization (Pinni B, Lasikabinetti)

EBEN Track 4: Philosophical perspectives to business ethics (Hybrid: Pinni B4087 + Zoom)

Track 5: Kestävän työn ja ihmisten johtaminen (Zoom)

10:00–10:30 Coffee

(Pinni B, Lasikabinetti)

10:30–12:30 Workshop 4

Track 1: Sustainability transition (Pinni B1100)

Track 2: Sustainability management and performance (Pinni B1097)

Track 3: Sustainable tourism and sustainability governance (Pinni B, Lasikabinetti)

EBEN Track 4: Leadership (Hybrid: Pinni B4087 + Zoom)

Track 5: Managing and accounting for sustainability (Zoom)

12:30–13:30 Lunch

(Pinni B, Minerva, at own cost)

13:30–15:00 Panel discussion: The futures of business-biodiversity relationship

(Pinni B1100 / Zoom)

15:00

Closing and the best conference paper award

Keynote: Frontiers in corporate sustainability: Where do we go from here?"



Rajat Panwar, Professor of Responsible and Sustainable Business Management at Oregon State University, USA. A native of India, Dr. Panwar is an interdisciplinary scholar holding two doctoral degrees: a PhD in Forestry and a DBA in Sustainability and Strategy. He has published extensively in business, forestry, and interdisciplinary journals, as well as in practitioner-oriented outlets such as California Management Review and Harvard Business Review. Dr. Panwar is a lead author for the “Business and Biodiversity” assessment by the Intergovernmental Platform for Biodiversity and Ecosystem Services and the National Nature Assessment being conducted by the

US government. He has contributed to multiple United Nations regional and global reports and co-edited two books. Dr. Panwar is a versatile educator who has taught at undergraduate, graduate, and doctoral levels across Asia, Australia, Europe, North America, and South America. His teaching focuses on corporate sustainability, corporate responsibility, and international business management. Dr. Panwar is the Deputy Editor of the journal Business & Society and is a member of the editorial boards for Business Strategy & the Environment, Business Strategy & Development, and Organization & Environment. He is the President-Elect of the International Association for Business and Society (IABS) and is on a five-year leadership track with the Social Issues in Management (SIM) Division of the Academy of Management, where he currently serves as Program Chair.

Panel discussion: The futures of business-biodiversity relationship

Moderators: Annika Blomberg and Riikka Tapaninaho

Panelists

Rajat Panwar (see bio above)



Laura Albareda, Professor of Sustainable Business and Entrepreneurship at LUT University Business School. Her research focuses on business collective action, commons organizing – commoning – and polycentric governance. She applies these concepts to business-nature regeneration, climate futures, bioeconomy and circular economy. Laura is lead researcher of the project “Action4Commons” theorizing on collective stakeholder action on biodiversity in the mining sector. She sits on the board of the “Sustainable Circularity of Inorganic Materials Research Platform” (SCI-MAT) at LUT University. Laura is PI of EU Horizon Europe projects, RELIEF and

REINFORCE exploring circular business models of Lithium-Ion Batteries for electrical cars, PRIMED on waste valorization and bioeconomy value chains. Her research on Polycentric governance of privately owned resources in circular economy systems has been awarded by the AOM Dexter Award Best International Paper (2019) Best Business Ethics Paper (2019) and RRBM Distinguished Winner of Responsible Research in Management Award (2023), co-sponsored by the Academy of Management Fellows Group. Her latest article at Journal of Management Studies: Biocentric Work on the Anthropocene: How actors regenerate degenerated natural commons.



Anne Quarshie, Assistant Professor of Biodiversity and Business at Turku School of Economics, Department of Management and Entrepreneurship. Her research interests include sustainable, biodiversity-respectful, and regenerative business and supply chain management, interorganizational interactions, and disaster response. She is involved in the BIODIFORM and BIODIFUL research consortia, which investigate the interface between biodiversity and business. Her research has received recognitions such as the IPSERA Best Doctoral Dissertation in Purchasing Award 2017, and her articles have appeared e.g. in the Journal of Business Ethics,

Organization & Environment, Journal of Operations Management, Journal of Supply Chain Management, and Journal of Purchasing and Supply Management. She teaches sustainable and nature-respectful business at Turku School of Economics and the Finnish Doctoral Program in Business Studies (KATAJA).

<https://www.utu.fi/en/people/anne-quarshie>

Workshop programme

Wednesday 12 March 2025

13:00–15:00 Workshop 1

Track 1 – Pinni B, room B1100	Track 2 – Pinni B, room B1097	Track 3 – Pinni B, Lasikabinetti	EBEN Track 4 – Hybrid Pinni B4078 & Zoom	Track 5 – Zoom
Biodiversity I Chair Riikka Tapaninaho	Degrowth Chair Heta Leinonen	Sustainability, circularity and values Chair Mari Ainasoja	Employee wellbeing and business ethics education Chair Elina Riivari	Stakeholders and sustainability Chair James Forson
Osei, B. D. Doing business the regenerative way: Effective strategies towards biodiversity conservation and societal wellbeing	Pollach, I. To grow or not to grow: Corporate growth narratives in the post-growth era	Tkaczyk, M., Thakuri, P. K., Tiitola, V., Laine, T. & Korhonen, T. Increasing value-based selling capabilities of ecologically sustainable solutions in the B2B sector	Daka, E. Effect of gender-based violence on the well-being of employee in corporate environments: An analysis	Tewary, A. & Parida, R. Beyond circularity: Integrating regeneration into supply chains for climate resilience
Albareda, L. & Porokara, D. From fragmented to place-based governance: Understanding polycentricity in mining and biodiversity in Finland	Aaltonen, V. “Could they live in that empty room?” An autoethnographic study of multispecies interaction, relationality, and degrowth	Tonteri, H. & Holopainen, J. Are green values better reflected in regular than in spontaneous purchases? – Dual-process approach in the context of digital shopping	Alatalo, P. Vastuullisuus henkilöstöjohtamisen eettisenä tutkimusilmiönä	Liyanage, D. Optimizing onboarding practices for cross-cultural integration: A study on new employees’ experiences
Taimisto, H., Tiitola, V., Hirvensalo, A., Laine, T. & Korhonen, T. Understanding the customer value of biodiversity in the B2B sector	Käpylä, J. Degrowth pedagogy in management and business education	Haukka, T. European sustainability targets and assumptions in 2030 for circular economy – Perspectives from the Finnish vision and roadmap for sustainable textiles	Kinnunen, A. Representation and image of management accountants – Biases and ethical challenges in generative AI	Zahran, A. & Hazlett, S.-A. Sustainability in HEIs: A practice model for stakeholder engagement
Tapaninaho, R., Lappalainen, I., Blomberg, A. & Kujala, J. Joint value creation for biodiversity in mining: From minimizing harm to fostering regeneration	Leinonen, H. Stakeholder engagement in enabling the sufficiency-focused paradigm	Ainasoja, M., Mesiranta, N., Vänskä, M., Mattila, M. & Näränen, E. From wardrobe to well-being: Practices linking circular clothing consumption and sustainable well-being	Riivari, E., Heikkinen, S. & Garcia-Rosell, J.-C. Building network for business ethics education: Teaching business ethics in times of social outrage	Forson, J. Applying the theory of stakeholder engagement in a metamodernist society

15:30–17:30 Workshop 2

Track 1 – Pinni B, room B1100	Track 2 – Pinni B, room B1097	Track 3 – Pinni B, Lasikabinetti	EBEN Track 4 – Hybrid Pinni B4078 & Zoom	Track 5 – Zoom
Eettinen ja vastuullinen johtaminen Chair Johanna Kujala	Sustainability reporting Chair Elina Paemurru	Stakeholder engagement and sustainability issues Chair Anne Ketola	Ethical issues in global world Chair Anniina Kinnunen	Sustainable business models Chair Francisco Romera
Nuutinen, S. & Bordi, L. Ammatillisen toimijuuden näkökulma työhyvinvoinnin yhteiskehittämiseen	Lilo, R., Paemurru, E. & Päril, Ü. Enhancing accountability in reports through language: A holistic theoretical framework	Gonzalez Porras, L. Exploring wanted and unwanted frames in international megaprojects: Implications for stakeholder engagement	Nawaz, A. & Abbas, Z. Exploring the heterogeneous perceptions and drivers of sustainable investment decisions among individual investors in an emerging economy	Obaidullah Shah, S. & Abbas, Z. Exploring the circular business model in the SMEs: A business model adaptation perspective
Kangas, E., Joensuu-Salo, S. & Viljamaa, A. Inklusiivinen johtaminen edistää innovaatioita pk- yrityksissä	Leppänen, K. & Lehtimäki, H. Sustainability reporting as a boundary object bridging organizational knowledge and logics	Machado, T., Ghabcheloo, R., Brach, C. & Seppänen, M. Quantified framework to classify and prioritise stakeholders in emergent ecosystems	Mahajan, R. & Aggarwal, V. The Invisible Artisans: Exploring the Lives and Contributions of Women in Bagru Hand Block Printing in Rajasthan	Wodu, R. Leveraging digital technology for value creation and sustainable business model in the Nigerian agri- food system
Niemi, S., Pietiläinen, V. & Suhonen, M. Miten kestävä henkilöstö- johtaminen huomioi ekologisen kriisin?	Paemurru, E. & Päril, Ü. An ambiguous nature of 'integration': Conceptualising integration in sustainability reporting	Lumme, M. & Olkkonen, L. The role of corporate political activity in shaping EU corporate sustainability due diligence directive	Ibadildin, N. Responsible business decision- making in Kazakhstan and Finland amid sanctions imposed on Russia	Ciria-Berzosa, M. Family-owned businesses and the bioeconomy
Nousiainen, S. Sarjakuva inklusiivisen tiedontuotannon menetelmänä		Ketola, A. & Oksanen, H. Simplifying sustainability: The comprehension challenges of model clauses for supply chain contracts	Lämsä, A.-M. & Pucetaite, R. How can petty corruption manifest in organizational life?	Romera, F., & Le Bigot, E. SMEs, business models and circular economy for local sustainable development. Findings from a structured multiple case study

Thursday 13 March 2025

8:30–10:00 Workshop 3

Track 1 – Pinni B, room B1100	Track 2 – Pinni B, room B1097	Track 3 – Pinni B, Lasikabinetti	EBEN Track 4 – Hybrid Pinni B4087 & Zoom	Track 5 – Zoom
Biodiversity II Chair Laura Albareda	Kestävä ja vastuullinen liiketoiminta (in Finnish) Chair Jenni Laaksonen	Sustainability and digitalization Chair Appu Haapio-Karjalainen	Philosophical perspectives to business ethics Chair Jose-Carlos Garcia-Rosell	Kestävä työn ja ihmisten johtaminen (In Finnish) Chair Ida Parkkinen
Dzage, E., Sääksjärvi, I. & Quarshie, A. Impact of artisanal and surface gold mining on tropical biodiversity: The case of 'Galamsey' in Ghana	Sipponen, M. & Kaihua, H. Sosiaalisen vastuullisuuden merkitykset matkailuyritysten sidosryhmien arvonluonnissa	Li, C., Xi, N., Holopainen, J. & Hamari, J. Virtual reality and sustainable consumption: The effects of avatar representation	Hatami, A., Keränen, A. & Firoozi, N. Who cares and about what? Doctors reflecting about ethics, process of care and leadership	Kuittinen, M., Kantola, J. & Kinnunen, J. Self-managing the autonomous work and beyond
Blomberg, A., Jokinen, A. & Kujala, J. Action situations of collective action for biodiversity in mining	Käyhkö, E. Miten kestävyiden transformaatio näkyy liiketoimintamalleissa? Tapaus Stockmann-Lindex	Li, X. & Xi, N. The effect of gamification on consumer engagement: Examining perceived value and risk in gamified e-commerce platforms	Hingorani, P. Sustainability: The Gandhian way	Kinnunen, J., Leppälä, K., Parkkinen, I., Laukkanen, M., Ynnilä, T. & Lehtimäki, H. Kiertotalous ja sen osaamistarpeet Pohjois-Savon ja Pohjois-Karjalan organisaatioissa
Albareda, L., Kimpimäki, J.-P. & Jokinen, A. Bridging the divide: Policy perspectives, research futures, and the role of biodiversity in management studies	Laaksonen, J. & Haapaniemi, R. Valinnat ja rajoitteet vastuullisuusraportoinnin tekstintuotantoprosesseissa	Haapio-Karjalainen, A., Luomaranta, T., Asikainen, E. & Mansikkamäki, P. Fostering green and digital transition for sustainability	Bafna, A. & Garcia-Rosell, J.-C. Jainism and business ethics	Parkkinen, I., Leppälä, K., Lehtimäki, H. & Thatchenkery, T. Sustainability leadership: Strength-based practices within organizations

10:30–12:30 Workshop 4

Track 1 – Pinni B, room B1100	Track 2 – Pinni B, room B1097	Track 3 – Pinni B, Lasikabinetti	EBEN Track 4 – Hybrid Pinni B4087 & Zoom	Track 5 – Zoom
Sustainability transition Chair Anna Vuorio	Sustainability management and performance Chair Salme Näsi	Sustainable tourism and sustainability governance Chair Elina Vikstedt	Leadership Chair Riikka Tapaninaho	Managing and accounting for sustainability Chair Tracey Dodd
Mattila, M., Vänskä, M., Mesiranta, N., Ainasoja, M. & Närvänen, E. Bringing circularity to the operating room: A qualitative case study	Härri, A. & Halme, M. Distant ownership and place-based sustainability: Case of investment funds as forest owners in Finland	Bacchus, C. C. & Keo, C. Storytelling for sustainability in developing economy tourism: A cross-case analysis of ecotourism organizations in Cambodia and Trinidad and Tobago	Marzohl, N., Dodd, T. & Zhang X. S. Adaptive stewardship, directors' duties in action	Strasburger, M., Dodd, T. & Nelson, T. Real-time pricing and renewable energy: Evaluating consumer shifts and carbon impact in Germany
Abdalhafez, I. Sustainability transition and corporate responsibility initiatives in the energy sector in volatile contexts: A qualitative exploration	Mohammed, O. & Arslan, A. Responsible business practices and their manifestation in economically constrained contexts	Plotnikova, E., Baumeister, S. & Sarna, B. The interplay between voluntary decarbonization commitments, stakeholder cooperation and internationally set goals: Finnish tourism sector prospective.	Kallinen-Kuisma, M. Leadership in Esports – Business or Parenting?	Rathobei, K. Quality management's support for sustainable development
Vuorio, A., Uzhegova, M. & Hakala, H. Sustainable accelerators as drivers of sustainable business transformation: Case Baltic impact accelerator	Kihn, L. & Näsi, S. Strategic priorities and organizational performance from the standpoint of corporate social responsibility	Tervonen, T., Levänen, J. & Kainiemi, L. Understanding the EU CSRD through the lens of enforced institutional change	Tasnia, M. & Shakil, M. H. Board gender diversity and environmental innovation in the banking sector: Exploring the role of diverse leadership in sustainable finance	Panero, M., De Bernardi, P. & Forliano, C. Corporate accountability for nature: Exploring the role of dialogic accounting in nature-positive corporate strategies
Vuorio, A. & Uzhegova, M. What is stopping them? The barriers and drivers of sustainability performance in SMEs		Vikstedt, E., Welinder, O., Penttilä, V. & Vakkuri, J. Participatory pathways towards agenda 2030: Commitment-based accountability in hybridized governance	Shakil, M. H. Board diversity and biodiversity impact reduction: A comparative study using machine learning and panel regression approaches	Canil, J., Heong, C. S., Dodd, T., Li, W., Park, J. & Zurbrugg, R. Rethinking corporate climate disclosures: Accountability gaps in mandatory reporting frameworks