

# ----- NEWS

# 1

# SANDS CHINA LTD. X UM-FBA CAREER DAY 2023 WAS SUCCESSFULLY COMPLETED

## Teaching and Learning

Business Engagement

The University of Macau (UM) Faculty of Business Administration (FBA) and Sands China Ltd. jointly held the Sands China Ltd. x UM-FBA Career Day 2023 in the UM campus on 22 February 2023. This annual event has attracted over 70 students.

The Career Day, as inheriting the goal from previous years, aimed to introduce career opportunities at Sands China Ltd. to potential graduates of FBA. Latest developments of Sands China Ltd. were also highlighted. **Ms. Mandy LEI**, Assistant Manager of Human Resources of Sands China Ltd. kicked off with the introduction of the company with the career development programs and job opportunities in Sands China Ltd.

**Mr. Andrew LAI**, Assistant Vice President of Revenue Optimization and Distribution of Sands China Ltd., then introduced operations of Revenue Optimization and Distribution department, with examples illustrating the evaluation of potential high-value customers and strategies for profit maximization. On-site interview sessions were arranged for attending FBA students.



Ms. Mandy LEI, Assistant Manager of Human Resources, introduced Sands China Ltd.'s current development, career development programs and opportunities in Sands China Ltd.



Mr. Andrew LAI, Assistant Vice President of Revenue Optimization and Distribution, shared major tasks and operations of Revenue Optimization and Distribution department to students



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NEWSLETTER

Other attending guests included Mr. Teddy De Sousa, Director of Human Resources and Ms. Sonia Da Conceicao, Manager of Human Resources of Sands China Ltd. Prof. Li MIAO (苗莉教授), Head of Department of Integrated Resort and Tourism Management, and Prof. Brenda CHAN (陳詠嫻教授), Assistant Professor in Business Intelligence and Analytics of FBA also attended to network with the company representatives and discuss further industry collaboration.

Students were well-prepared for this career day with interesting questions for the guest speakers and their best performance during the interview. Positive feedback from students were received, in particular the onsite interview arrangement and the Q & A.



Photo of Q & A session



Onsite interviews were arranged for students



2 "MACAU'S ECONOMIC RECOVERY BET LIKELY TO PAY OFF" BY PROF. RICARDO SIU, EAST ASIA FORUM

Business Engagement

Service

Prof. Ricardo SIU (蕭志成教授), Associate Professor in Business Economics, shared his opinion entitled "Macau's economic recovery bet likely to pay off" at East Asia Forum on 9 March 2023.

Article sharing:

On 26 December 2022, the Chinese government officially lowered the severity of its COVID-19 pandemic classification from 'pneumonia' to 'infection'. Shortly afterwards, the country's zero-COVID policies were withdrawn and strict pandemic-control measures, including travel restrictions, were largely relaxed from 8 January 2023.

Macau then embarked on a tourism recovery journey after a threeyear-long meltdown. The initial recovery was largely pushed by the success of proactive policies introduced by the Macau government and pulled by the backlog in demand for tourism from China – especially from the Guangdong–Hong Kong–Macau Greater Bay Area.

For more details, please visit: https://www.eastasiaforum.org/2023/03/09/macaus-economicrecovery-bet-likely-to-pay-off/





工商管理學院 FACULDADE DE GESTÃO DE EMPRESAS FACULTY OF BUSINESS ADMINISTRATION

# **3** FBA SUCCESSFULLY HELD THREE FBA SEMINAR SERIES IN INTERNATIONAL INTEGRATED RESORT MANAGEMENT, MARKETING AND BUSINESS INTELLIGENCE AND ANALYTICS RESPECTIVELY

Teaching and Learning

**澳**門大學

UNIVERSIDADE DE MACAU

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Research Service

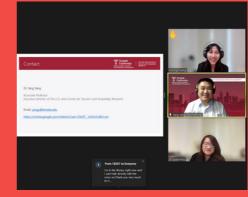
The University of Macau (UM) Faculty of Business Administration (FBA) successfully held three FBA Seminar Series 034, 035 and 036 on 8 March and 9 March 2023 respectively.

The FBA Seminar Series 034: "Machine Learning and Artificial Intelligence Research in Tourism and Hospitality" was hosted by **Prof. Yuansi HOU (侯遠思教授)**, Associate Professor in International Integrated Resort Management and **Prof. Yang YANG (楊暘教授)**, was invited to deliver the seminar.

Prof. Yang YANG is a tenured Associate Professor in the Department of Tourism and Hospitality Management at Temple University. He also serves as the executive director of the U.S.-Asia Center for Tourism and Hospitality Research. In the seminar, several key research projects were as discussed to illustrate how ML and AI could be embraced as research methods to answer research questions from unique perspectives.



Prof. Yang YANG shared his research in Machine Learning and Artificial Intelligence in Tourism and Hospitality



Participants actively discuss with the speaker

The FBA Seminar Series 035: "Big Brother and a Green Society: Information Privacy Concerns Promote Green Behavior" was hosted by **Prof. Fangyuan CHEN (陳方圓教授)**, Associate Professor in Marketing and Prof. Boyoun (Grace) CHAE, was invited to deliver the seminar.

**Prof. Boyoun (Grace) CHAE** is the Assistant Professor in Marketing in Hong Kong Polytechnic University. She obtained her PhD in Marketing from Sauder School of Business, University of British Columbia. In the seminar, she shared how digitalization of society influence individuals' sustainable behavior by focusing on prevalent concerns about digital information privacy. She explored its potential implications on people's green consumption and recycling behavior.



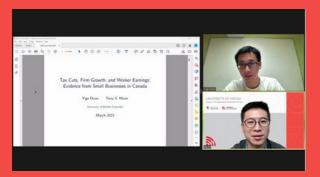
Prof. Grace CHAE shared her findings in prevalent concerns about digital information privacy

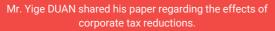


Participants actively shared their thoughts with the speaker

The FBA Seminar Series 036: "Tax Cuts, Firm Growth, and Worker Earnings: Evidence from Small Businesses in Canada" was hosted by **Prof. Yan LIN (林**龑教授), Assistant Professor in Business Intelligence and Analytics and **Mr. Yige DUAN (段伊戈先生)**, was invited to deliver the seminar.

Mr. Yige DUAN is a PhD candidate in Economics at University of British Columbia. He obtained a Master of Science (MSc)'s degree in Economics from National University of Singapore. He then worked as a pre-doc research assistant at the National University of Singapore. In the seminar, he shared his paper that assesses the effects of corporate tax reductions for small businesses on their growth and employee earnings.







Participants raised their questions to the speaker



PROF. LEONA LI PARTICIPATED IN THE APAEM SEMINAR SERIES ON ECONOMICS: "STRUCTURAL CHANGE IN EXPORT ACTIVITIES: AN EXPLORATION USING OCCUPATIONS DATA"

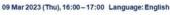
Research

Service

The Asia-Pacific Academy of Economics and Management (APAEM) of the University of Macau (UM) recently held the APAEM Seminar Series on Economics on 9 March 2023. **Prof. Leona LI (李少知教授)** was invited to moderate the seminar entitled "Structural Change in Export Activities: An Exploration Using Occupations Data" delivered by **Dr. Gaaitzen DE VRIES**, Associate Professor, University of Groningen.



Structural Change in Export Activities: An Exploration Using Occupations Data





Dr. Gaaitzen DE VRIES

Scan this QR code for Zoom meeting

Associate Professor University of Groningen

Abstract

Traditionally, comparative advantage in exporting is measured at the level of products or industries. However, with international production fragmentation, countries specialize in activities along the production chain rather than in particular products. This paper herefore explores changes in the structure of exports at the level of activities for a set of 53 countries. Activities are measured using new internationally harmonized statistics on labour income of 13 detailed occupation classes of workers in 35 industries. Income shares from engineering, management, and support services increase as countries grow richer. We specializations have a storing proximity to the initial export basket, especially for routine manual intensive activities in developing countries. Some countries appear to specialize more in new activities that are relatively unrelated to their initial specializations. This is found to be positively related to income growth.



Moderator:

Dr. Leona LI Assistant Professor in Business Economics Faculty of Business Administration



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# NEWSLETTER

PROF. ALEX ZHOU PARTICIPATED IN THE APAEM **SEMINAR SERIES** INTERNATIONAL ON FINANCE: "FERRETING OUT GROWTH THROUGH CROSS-BORDER MERGERS AND ACQUISITIONS"

Research

## Service

The Asia-Pacific Academy of Economics and Management (APAEM) of the University of Macau (UM) recently held the APAEM Seminar Series on Economics on 10 March 2023. Prof. Alex ZHOU (周思力教授) was invited to moderate the seminar entitled "Ferreting Out Growth Through Crossborder Mergers and Acquisitions" delivered by Dr. Kee-Hong BAE, Professor of Finance, York University.



Moderator: Prof. Sili ZHOU, As . We find that

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and Ph.D. degree ght at the City U



## IAM AND UM-FBA IS CO-ORGANIZING COMPETITION FOR 6 MACAO TERTIARY INSTITUTIONS ON INNOVATIVE BUSINESS PLANS FOR MARKETS 2023

**Teaching and Learning Business Engagement** Service

Organized by IAM and co-organized by UM-FBA, "2023全澳大專院校街市營商 創新方案競賽現正接受報名 (Competition for Macao tertiary institutions on innovative business plans for markets 2023)" is open for application to all university bachelor students in Macao from 10 to 17 March 2023.

The competition aims to allow the younger generation to better understand and participate in the development of local markets, with the theme of "Cohesive Communities, Revitalization and Innovation". It also stimulates students to reach out from campus to community by designing a marketing plan in compliance with the relevant laws and regulations of the public market for Taipa Market, which is currently under renovation.

FBA has been engaging with government and local communities to create meaningful impact to young generation. FBA is co-organizing this event with IAM by providing support in terms of design of competition regulation and rules, evaluations from academic point of view, etc. It is hoped that students of local higher education institutions will have a better understanding of the market environment, services and vendors, so as to attract young people's creativity and explore different possibilities for the future development of markets through this event.

For more details, please visit: https://www.iam.gov.mo/c/news/detail/00d9aa86-935f-48c5-872ea59bf37c2e62







NEWSLETTER

# CLASS FOOD AND BEVERAGE MANAGEMENT VISITED

**Teaching and Learning** 

Business Engagement

On 1 March 2023, undergraduate students of the course "Food and Beverage Management" visited Wynn Palace, led by **Prof. Jacey Choe (崔慈瑛教授)**, Assistant Professor of the Department of Integrated Resort and Tourism Management. The visit was specially designed to raise students' awareness of food sustainability issues in the tourism industry and how to integrate safety, quality and sustainability elements into luxury guest experiences.

In order to fit the theme of the visit, Ruby O, Executive Director of Sustainability and ESG at Wynn Palace, meticulously planned the entire experience using the food life cycle approach. Around 60 students and the professor visited Vertical Garden with aquaponic system, SW Steakhouse, Nordaq 2000 automatic water bottling plant, food laboratory, and the Winnow food waste management system.

For more details, please visit: <u>https://fba.um.edu.mo/class-food-and-beverage-management-visited-wynn-palace/</u>



Students are visiting Vertical Garden at Wynn Palace



Students are learning about sustainability elements of the fine dining restaurant, SW Steakhouse

# UPCOMING EVENT

FBA SEMINAR SERIES 039

- Topic: New Entrants and Redaction
- Speaker: Prof. Miaomiao YU, Assistant Professor, Louisiana State University
- Date: 22 March 2023 (Wednesday)
- Time: 9:30am 10:30am
- Venue: Online via Zoom
- Host: Prof. Tingting QUE, Associate Professor in Finance
- Online registration: <u>https://umac.au1.qualtrics.com/jfe/form/SV\_bjya</u> <u>h6TqyJaJqE6</u>

All academic staff, student and interest parties are welcome to join!

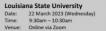
For more details, please visit: <u>https://fba.um.edu.mo/fba-seminar-series-039/</u>



New Entrants and Redaction

Prof. Miaomiao YU Assistant Professor





e: Online via Zoom Prof. Tingting QUE, Associate Professor in Finance te registration: <u>https://umac.au1.qualtrics.com/ife/form/SV\_biyah6TqyJaJq</u>

### Abstract

to defend aggressively or withhold information to provide themselves against new competitor. Using the U.S. Census data to capture new entrants, we find that incumbents are more likely t redact proprietary information embedded in new material contracts when a greater number of ne firms establish their businesses in the focal firm's industry. This effect is stronger when the focal firm believes there is a high increase in competition, the number of foreign subuildinties is lower, and the external financing dependence is lower. The effects of new entrants on contract redactions are all robust to the entry of a new product of a public firm and robust to using tariff cuts to capture produentry from foreign countries. Collectively, these findings suggest that threats from new entran increase incumbents' incentives to protect proprietary information rather than disclosing the information to signal willness to engage in aggressive competition.

#### Speaker

Prof. Miaomiao YU is an Assistant Professor of Department of Finance in Louisiana State University and received her PhD in Business Administration (Finance) from the University of lowa. She has published a series of papers in top finance and accounting journals including the Journal of Financial Economics, Journal of Accounting and Economics, Journal of Financiand Quantitative Analysis. She also obtained the Dean's Award for Outstanding Research Achievement in 2016.







FBA SEMINAR SERIES

Hooked: Consumer addiction and digital product design



Register Now!

a: 20/03/2023 The registered audience not fied cf more detaile

#### Prof. Xing ZHANG Assistant Professor in Marketing

Sungkyunkwan University (SKKU) 22 March 2023 (Wednesday) 3:00pm - 4:00pm Online via Zoom Prof. Kao SI, Assistant Professor in Marketing /SV\_blz27IZQZrAtW0n

#### Abstract

Austract any digital products, e.g., video games, exhibit a feature of "addictiveness": the more con ave consumed the product in the gast, the harder for them to refain from consuming ne m has incentives to increase addictiveness to increase the consumption of the produc roblems and addiction. Using a game-theoretic approach, we model a firm's product disignt owing the product's addictiveness (addictional as discutting), the product discup-oning method and addictiveness to increase the consumers if they on consuming. We find the optimal addictiveness decreases with the severity of the self-control pr dictiveness. The optimal addictiveness due to over-consumption. Interestingly, consumer and there are nincrease with addictiveness. The extended analysis provides the en the harmtuness user to over-consumptit that potentially gives rise to over-consumptit Second, comparing three commonly observe mium contract, we find that when the harmf, est profits. Last, in the presence of competition the competitor's profits, and competition doe

#### Speaker

Prof. Xing ZHANG is the Assistant Professor in Marketing at the Sungkyunkwan University (SKKU). He received his PhD in Marketing from National University of Singapore. His research considers how firms should incorporate consumer behavioral biases into pricing and choice architecture design. He conducts both empirical research to tackle the descriptive problems of how certain behaviour occurs, and theoretical research to tackle the generative problems of how firms should respond. In his current work, he uses field experiments to develop evidence-based polyra and marketing strategy recommendations. His works has appeared in major journals including Management Science and

All are welcome!

#### 2 **FBA SEMINAR SERIES 040**

NEWSLETTER

- Topic: Hooked: Consumer addiction and digital product design
- Speaker: Prof. Xing ZHANG, Assistant Professor in Marketing, Sungkyunkwan University
- Date: 22 March 2023 (Wednesday)
- Time: 3:00pm 4:00pm
- Venue: Online via Zoom
- Host: Prof. Kao SI, Assistant Professor in Marketing
- Registration Link: https://umac.au1.qualtrics.com/jfe/form/SV\_blz 27IZQZrAtW0m

All academic staff, student and interest parties are welcome to join!

For more details, please visit: https://fba.um.edu.mo/fba-seminar-series-040/

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# FBA SEMINAR SERIES 041

- Topic: The Fundamental Recruitment Error: Candidate-Recruiter Discrepancy in Their Relative Valuation of Innate Talent versus Hard Work
- Speaker: Prof. Kao SI. Assistant Professor in Marketing, University of Macau
- Date: 23 March 2023 (Thursday)
- Time: 10:30am 12:00pm
- Venue: E22-G015
- Host: Prof. Fangyuan CHEN, Associate Professor in Marketing
- Online registration: https://umac.au1.qualtrics.com/jfe/form/SV\_0Hr QDd2rTDw1WBg

All academic staff, student and interest parties are welcome to join!

For more details, please visit: https://fba.um.edu.mo/fba-seminar-series-041/



FBA SEMINAR SERIES

The Fundamental Recruitment Error: Candidate-Recruiter Discrepancy in Their **Relative Valuation of Innate Talent versus Hard Work** 

ate talent and orientation toward hard work are highly imp



Prof. Kao Si Assistant Professor in Marketing University of Macau Date: 23 March 2023 (Thursday) 10:30am - 12:00 Venue: E22-G015

Prof. Fangyuan CHEN, Associate Professor in Marketing

#### Abstract



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to workers' productive capabilities. In this research, we identify a discrepancy between job candidates and recruiters in their relative valuation of these two attributes. While innate talent is candidates and recruiters in their relative valuation of these two attributes. While innate talent is valued relatively more by job candidates than recruiters, the opposite is true for orientation toward hard work. We propose that the discrepancy is rooked in a misalignment of the fundamental motivations of the two parties in the job market. In seven studies (four pre-registered), which include randomized trial experiments and quasi-experiments and us real life recuriters and job seekers (across a total of 112 industries) as participants, we provide evidence of the current effect and its underlying mechanism. Studies 1A—1C demonstrate the negative consequence of the discrepancy on job market efficiency, showing that it can lead candidates to adopt impression management strategies that lower their chance of getting the job. Studies 2A and 2B show that full-time workers consider career potential to be associated with both timate talent and hard work thu position performance to be more strongly associated with hard work that innate talent. Finally, Studies 3A and 3B indicate that candidates are relatively more career-focused wile recruiters are latively more position-focused, and that this difference in their relative focus mediates the current discrepancy. Implications of the present research for both job candidates and recruiters are discussed.

#### Speaker

Prof. Kao Si is an Assistant Professor in Marketing in University of Macau and received his PhD in Marketing from the Chinese University of Hong Kong. His research interest in judgment and decision-making, behavioral economics, consumer behavior. His work has been published in *Organization Science, Journal of Personality and Social Psychology, Journal of Consumer Psychology*, and etc.

All are welcome!







Mobile Targeting of Product Inventory Searches: A Field Experiment

Prof. Le WANG Assistant Professor

**City University of Hong Kong** 29 March 2023 (Wednesday) 10:30am - 11:30am Online via Zoom Prof. Yan LIN, Assistant Professor in Business Intelligence and Analytics

#### Abstract



03/2023

Abstract The ubiquitous usage of mobile apps facilitates a seamless omnicha which customers can use mobile apps to search for timely product invo torses before planning a store visit. Despite the prevalent business pr ultimig the product search stage, little empirical evidence exists to oliaboration with a large lifestyle retailer that operates hundreds o hopping app, this tudy investigates the business inputs of mobile target or in-store product inventory information on customer purchasing in malysis is based on a randomized field experiment in which 9,383 cust and undergo one of three targeting treatment conditions: no targeting popular in-store product information, and incentive targeting (providin formation with a financial incentive). We demonstrate that inventon magnially effective in facilitang customers' store visits and purchaser. ravel distance moderates IST effectiveenss. IST is effective for proximal ttenuated for customers who are far from offline stores. Furthermore or non-perimium members but not premium members. We also obse s pro s to valido s of offli nore, we find that IST is attenuated for customers who are far from offline stores. Furtherm for non-premium members but not premium members. We also do products other than the focal products that customers searched includes a financial incentive is more effective in increasing con without incentives. Although travel distance still moderates the effe the negative effect of increasing distance is attenuated. Our findings managers who design mobile promotions targeting customers perfor o observe spillover effe ied for. Lastly, an IST n

#### Speaker

• tor- se wArtes is an assistant professor in the Department of Information Systems at the City University of Hong Kong. He received his Ph.D. from the Nanyang Business School at Nanyang Technological University. His general areas of research are health informatics, application of AI in business, and user behavior in digital platforms, with a focus on understanding individual behavio in this digital era.

All are welcome

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**NEWSLETTER** 

## FBA SEMINAR SERIES 042

- Topic: Mobile Targeting of Product Inventory Searches: A Field Experiment
- Speaker: Prof. Le WANG, Assistant Professor, City University of Hong Kong
- Date: 29 March 2023 (Wednesday)
- Time: 10:30am 11:30am
- Venue: Online via Zoom
- Host: Prof. Yan LIN, Assistant Professor in **Business Intelligence and Analytics**
- Online registration: https://umac.au1.gualtrics.com/jfe/form/SV\_5hd qxblVal2vWzl

All academic staff, student and interest parties are welcome to join!

For more details, please visit: https://fba.um.edu.mo/fba-seminar-series-042/

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# FBA SEMINAR SERIES 043

- Topic: Leveraging the power of video analytics the case of pro-environmental tourism videos
- Speaker: Prof. Mingming CHENG, Associate Professor in Digital Marketing, Curtin University
- Date: 29 March 2023 (Wednesday)
- Time: 3:00pm 4:00pm
- Venue: Online via Zoom •
- Host: Prof. Yuansi HOU, Associate Professor in International Integrated Resort Management
- Online registration: • https://umac.au1.gualtrics.com/jfe/form/SV\_cw NezAXY6nXglfk

All academic staff, student and interested parties are welcome to join!

For more details, please visit: https://fba.um.edu.mo/fba-seminar-series-043/



Leveraging the power of video analytics - the case of pro-environmental tourism videos

#### Prof. Mingming CHENG Associate Professor in Digital Marketing Curtin University

29 March 2023 (Wednesday) 3:00pm - 4:00pm Online via Zoom Date Prof. Yuansi HOU, Associate Professor in International Integrated Resort Management Online registration: https://umac.au1.qualtrics.com/jfe/form/SV\_cwNezAXY6nXglfk

#### Abstract



The registered audience will be not fied cf more detailed information of the second se

nt years have seen the increasing popularity of the use ts significant methodological challe ever, analysing videos pres multiple types of unstructured data, including visual, audio, and textual information. This earch seminar will provide an overview of video analytics by showing how researchers can leverage video analytics to gain insights into human behaviour in a more structured and way. A case study of analysing p alytics will be de

#### Speaker

Prof. Mingming CHENG is an Associate Professor in Digital Marketing and Director of the Social arch Lab in the School of Management and Marketing at Curtin University, Australia. Prof. Cheng is an award-winning researcher and educator with an int reputation in social media marketing and tourism. His research examines the digital transformation of the service industry - new experiences (e.g., Airbnb), new marketing els (e.g., social media), new technology-savvy markets (e.g., Chinese post-80s tourist market) and more recently, env ental impacts of tourism including carbon footprint.

All are welcome!