

Sales-Experienced Executives in Top Management Teams; Their Impact on CSR

Abstract: The characteristics of a firm's leaders are foundational when addressing business challenges and determining the tools used to solve those challenges. While proponents of the upper echelons theory (UET) have begun to explore the influence of CEO or CMO characteristics on CSR, little is known about the role of the domain-specific career experience of sales in the top management team (TMT) members as an antecedent to CSR. Employing the panel data collected from 2000 to 2013, our research examines the relationship between the sales-experienced executives in TMT and CSR.