

REFEREE'S REVIEW

Program:	Master in Management
Student:	Timofey Mostivenko
Title of thesis:	The Relationship Between Intellectual Capital of Board of Directors and IPO Performance of Russian Companies: Comparative Analysis of MOEX and LSE

Justification of the topic choice. Accuracy in defining the aim and objectives of the thesis. Justification of the topic choice; accuracy in defining the aim and tasks of the thesis; originality of the topic and the extent to which it was covered; alignment of the thesis' topic, aim and objectives.	5	4	3	2
Structure and logic of the text flow. Logic of research; full scope of the thesis; alignment of thesis' structural parts, i.e. theoretical and empirical parts.	5	4	3	2
Quality of analytical approach and quality of offered solution to the research objectives. Adequacy of objectives coverage; ability to formulate and convey the research problem; ability to offer options for its solution; application of the latest trends in relevant research are for the set objectives.	5	4	3	2
Quality of data gathering and description. Quality of selecting research tools and methods; data validity adequacy; adequacy of used data for chosen research tools and methods; completeness and relevance of the list of references.	5	4	3	2
Scientific aspect of the thesis. Independent scientific thinking in solving the set problem/objectives; the extent to which the student contributed to selecting and justifying the research model (conceptual and/or quantitative), developing methodology/approach to set objectives.	5	4	3	2
Practical/applied nature of research. Extent to which the theoretical background is related to the international or Russian managerial practice; development of applied recommendations; justification and interpretation of the empirical/applied results.	5	4	3	2
Quality of thesis layout. Layout fulfils the requirements of the Regulations for master thesis preparation and defense, correct layout of tables, figures, references.	5	4	3	2

Each item above is evaluated on the following scale, as applicable: 5 = the thesis meets all the requirements, 4 = the thesis meets almost all the requirements, 3 = a lot of the requirements are not met in the thesis, 2 = the thesis does not meet the requirements.

Additional comments:

Many empirical studies devoted to the topic of intellectual capital of board of directors provide evidence of positive relationship between different characteristics of the board and firm financial performance. However, the relationship between intellectual capital and IPO results have received less coverage by the researchers in the field with the majority of studies focusing on structural characteristics of the board. Master thesis of Mostivenko T. investigates the relationship between intellectual capital of board of directors and IPO performance of Russian companies comparing the results for MOEX and LSE. Differentiation between domestic and foreign stock exchanges emphasizes both academic and managerial relevance of the topic.

The goal of the paper is to study the relationship between intellectual capital of board of directors and IPO performance through the analysis of theoretical background and prior research and conduct an empirical study, using evidence from Russian companies which went public on MOEX and LSE. The research objectives can be derived from this goal. The overall flow of the paper is consistent.

The structure of the thesis is coherent and consists of Introduction, two Chapters and Conclusion. Chapter 1, first, covers theoretical background of board of directors as a central mechanism of corporate governance framework and provides an overview of its intellectual capital. Then, prior empirical research on the impact of board's intellectual capital on various aspects of firm performance is analysed in order to identify the research gap. Chapter 2 is devoted to the empirical study covering the research gap and is

aligned with the first chapter. First, research methodology and hypotheses are formulated. Then, sample and model are selected and described. Finally, the research findings are being discussed providing the ground for managerial implications and suggestions for further studies.

The literature review provides the ground for focusing of two elements of intellectual capital: human capital and social capital. Then, the empirical studies covering the respective board's characteristics in their relationship with firm financial performance and IPO results are analysed. The thorough analysis conducted by Mostivenko T. allows for identifying the research gap and distinguishing four elements of intellectual capital (two from human and social capital, respectively) to incorporate in the model in the empirical study.

Hypotheses formulated in the paper are consistent with the research goal and objectives. The sample covers most of the deals on the Russian IPO market in in 21st century, and the collected data is derived from the most relevant sources. The choice of linear regression model is justified, and it is applied for two subsamples. The respective results are discussed, and possible explanation for the difference between the subsamples is provided.

Mostivenko T. demonstrates independent analytical approach to academic research.

To improve the thesis, the following aspects should be considered.

1. The thesis is presented as two chapters, when in fact it should be presented as several chapters so the reader is clear on what the author is presenting. Introduction, Literature Review, Methodology, Results and Discussion, and Conclusion are the typical chapters of a thesis.
2. At times the paper stops and starts from one topic to the next. The student could have done a better job of telling the story in a logical fashion. For example when the student discusses theories the subsections appear with no introduction as to why the theories are being discussed at that point in the thesis. To me this would be more appropriate for the either the Methodology or Results sections. However, the student does refer back to these theories later in the thesis.
3. The referencing can be improved. Several sections are missing references, and the reference list contains some errors.
4. The quality of the English language needs improvement, but for a Master's thesis from a non-native English speaker it is acceptable.
5. I would like to see better justification of the research question. While zero studies may exist, it could be that no one is interested. So a stronger reasoning about the need for such a study would be an improvement.

Master thesis of Timofey Mostivenko meets the requirements of the MIM program, and according to the reviewer's opinion deserves an "excellent (B)" grade, thus the author can be given the desired degree.

Date

6/6/2017

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