

International Association for Chinese Management Research

中国管理研究国际学会

www.iacmr.org or www.iacmr.org.cn

(English) (Chinese 中文)

The International Association for Chinese Management Research (IACMR), founded in 2002, is a professional, academic organization to serve scholars, students, managers, and consultants who are interested in advancing knowledge about the management of organizations operating in the Chinese context.

The primary goal of the Association is to promote scholarly studies of the organization and management of firms by

- Providing a forum for the exchange of ideas and experience among researchers about management research in the Chinese context.
- Facilitating international collaboration between management researchers around the globe.
- Promoting the development of management research capabilities IN and ON China.
- Publishing the journal, *Management and Organization Review (MOR)*, dedicated to the mission of the Association (MOR: http://www.iacmr.org/MOR.htm).

Regular activities of the IACMR include:

- Bi-annual international conference beginning with the Inaugural Conference in Beijing, PRC, June 17–20, 2004 and the second conference was held in Nanjing, China on June 15–18, 2006.
- Business meeting at the same site as the Academy of Management meeting.
- Special lectures by distinguished professors and business leaders at the business meetings.
- Research seminars by leading Chinese and international scholars in China.
- Research methods workshops for Chinese scholars and doctoral students.
- Official journal Management and Organization Review, published by Blackwell.

For detailed information about IACMR activities or membership, visit our website (<u>www.iacmr.org</u> or <u>www.iacmr.org.cn</u>) or contact us at email: <u>iacmr@asu.edu</u> (U.S.A.), <u>iacmr@ust.hk</u> (Hong Kong), <u>iacmr@pku.edu.cn</u> (Beijing) or by phone 1-480-965-4530 (U.S.A.), (852) 2358-6358 (Hong Kong), or 8610-6275-6701 (Beijing).

A Research Powerhouse

in Asia

- No. 2 worldwide in EMBA ranking *Financial Times 2005*
- No. 20 worldwide in business research Financial Times 2005
- No. 25 worldwide in business research University of Texas at Dallas 2005
- No. 1 in finance research in Asia Pacific – Arizona State University 2005
- No.1 in economics research in Asia Pacific – *Journal of European Economic Association* 2003

The Hong Kong University of Science and Technology

Located on the very doorstep of Chinese Mainland, the HKUST Business School is ideally positioned if you want to be at the forefront in creating and working on knowledge about business in the new Asia.

The School boasts 140 scholars from all over the world who are some of the brightest in their fields and committed to the pursuit of research excellence. Our programs and research capability have been consistently recognized as the best in the region.

All of our faculty members hold doctorates and are enthusiastic, high-spirited, and driven to achieve the best. The Business School is committed to contributing to the creation of management knowledge and maintaining the highest caliber of education. We welcome like-minded scholars to join us and explore the vast potential of Asia's leading business school.



www.bm.ust.hk



光华管理首先 Peking University, PRC

Shifting you from a knowledge consumer to a knowledge producer

The International Ph.D. Program

http://www.gsm.pku.edu.cn/program/iphd

The International Ph.D. Program (IPHD), Guanghua School of Management, Peking University, is designed for candidates with outstanding intellectual abilities and a strong commitment to research. Specifically, the objectives are to:

- · Train academic faculty for leading business schools in China and beyond;
- · Enrich the intellectual environment of Guanghua School of Management;
- · Enhance the quality of scholarly management research in China; and
- Cultivate highly-qualified young scholars in line with mainstream research in the fields.

Program Features

- A four-year full-time program in English.
- Research expertise following international standards and conducted by both full-time and visiting prefessors with distinguished academic credentials.
- · Academic and innovative research opportunity throughout the 4-year study.
- Teaching assistantship for MBA and undergraduate programs available.
- · Financial aid available to all admitted students.

Study Areas

- · Organizational behavior and human resources management,
- · Marketing,
- · Strategic management.

Entry Eligibility

- A PRC undergraduate who is qualified for exemption from the general Master admission examination.
- A PRC graduate with a Bachelor or a Master degree from a recognized university with excellent academic records,
- · An international applicant with an equivalent Bachelor or a Master degree.
- · Competitive scores in GMAT or GRE, and TOEFL.

Application

• Please visit http://www.gsm.pku.edu.cn/program/iphd for the detailed information for application.

Guanghua Contacts: Christine You (86-10- 62756701, iphd@gsm.pku.edu.cn)

GET ORGANIZED

New Books from Blackwell Publishing

The Blackwell Companion to Organizations

Edited by JOEL BAUM

"The book is absolutely outstanding! It is an intellectual tour de force by a stellar cast of more than 50 superb scholars. It achieves the impossible - both tremendous breadth and depth on the most important topics in organization theory today. No serious student of organizations can possibly do without this book."

Christine Oliver, York University

992 pages / 0-631-21694-4 HB (2002) / 0-631-21695-2 PB (May 2005)

Organizational Knowledge

The Texture of Workplace Learning

SILVIA GHERARDI

"This is not only an insightful but also a necessary book. It draws together the practice-based school of thought within research on organizational and workplace learning ... I will not hesitate to recommend this book to any of my students - and even my friends!"

Bente Elkjaer, The Danish University of Education

Organization and Strategy 288 pages / 1-405-12559-4 HB / November 2005

4th Edition

Blunders in International Business

DAVID A. RICKS

This new edition has been significantly updated and revised, full of interesting anecdotes, including dozens of new international business blunders. David Ricks has uncovered many informative and entertaining blunders that will make this book hard to put down.

For more information about these books, or to order online, please visit our website at: www.blackwellpublishing.com For regular e-mail updates on new publications in business and management from Blackwell, visit: www.blackwellpublishing.com/ealerts

192 pages / 1-405-13492-5 PB / December 2005

orkplace Learning



Companion to Organizations

INTERNATIONAL

BUSINESS

Blackwell Publishing



Be first to know with **Blackwell** Synergy alerts

Blackwell Synergy E-mail Alerts bring you the information that you want, delivered directly to your desktop as soon as it is published.

Sign up for **FREE E-mail Alerts** today and keep informed with the latest essential research.

To sign up visit **www.blackwell-synergy.com** and follow these 3 easy steps:



Register with Blackwell Synergy (Already a member? Skip to Step 2)



On your 'My Synergy' homepage, click the blue tab that says "E-mail Alerts"



Check the box alongside the journals of your choice, choose the format for your e-mail messages and submit the form

Research at your fingertips!

Customer Service Blackwell Publishing: Tel: +65 6511 8000 Email: customerservices@blackwellpublishing.com

www.blackwell-synergy.com

How China's Private Business Sector Works

China's Domestic Private Firms

Multidisciplinary Perspectives on Management and Performance Edited by Anne S. Tsui, Yanjie Bian, and Leonard Cheng

"The best available and most comprehensive collection of essays by sociologists, economists, and management scientists on the development and characteristics of China's domestic private enterprises, a subject essential for understanding the Chinese market economy. It will be a basic reference and serve as the basis for further research on this important topic." – Gregory C. Chow, Princeton University



"Move over SOEs, move over foreign MNEs. China's

private sector is now the largest part of its GDP, but the most under-researched. This volume addresses an important gap via a carefully organized series of studies." – Paul W. Beamish, University of Western Ontario

"This volume fills a significant gap in research on China's economy. Anne Tsui and company have gathered a group of leading scholars to provide expert analysis of China's domestic private sector, an area that has been growing rapidly but that has attracted little scholarly attention." – Lisa Keister, Duke University

"This is a valuable volume on a critically important topic, not well understood by most people in policy-making circles, researchers, and academia. Its balanced content between surveys of the literature and in-depth case studies (like on Lenovo) are sensitively designed for users." – Henry Wan, Jr., Cornell University

352 pages 0-7656-1382-4 Cloth \$99.95 / 1383-2 Paper \$39.95

$\mathcal{M}.E.$ Sharpe

Publisher of the quarterly journal International Studies of Management & Organization

TO ORDER: Call 800-541-6563 or 914-273-1800 • Fax 914-273-2106 Online at www.mesharpe.com

AD617E



PUBLISHER

Management and Organization Review is published by Blackwell Publishing Asia Pty Ltd 550 Swanston Street Carlton, Victoria 3053 Australia Tel: +61 3 8359 1011 Fax: +61 3 8359 1120 Email: info@asia.blackwellpublishing.com

Journal Customer Services

For ordering information, claims and any enquiry concerning your journal subscription please contact your nearest office

UK: Email: customerservices@blackwellpublishing.com; Tel: +44 (0) 1865 778315; Fax: +44 (0) 1865 471775. **USA:** Email: customerservices@blackwellpublishing.com; Tel: +1 781 388 8206 or 1 800 835 6770 (toll free in the USA); Fax: +1 781 388 8232 or +44 (0) 1865 471775.

Asia: Email: customerservices@blackwellpublishing.com; Tel: +65 6511 8000; Fax: +44 (0) 1865 471775.

Production Editor

Alice Franek (email: alice.franek@asia.blackwellpublishing.com)

INFORMATION FOR SUBSCRIBERS

Management and Organization Review is published in three issues per year. Subscription prices for 2006 are: Premium Institutional: US\$460 (The Americas), £274 (Rest of World). Customers in the UK should add VAT at 5%; customers in the EU should also add VAT at 5%, or provide a VAT registration number or evidence of entitlement to exemption. Customers in Canada should add 7% GST or provide evidence of entitlement to exemption. Australia prices are inclusive of GST. The Premium Institutional price includes online access to the current and all available previous year electronic issues. For other pricing options or more information about online access to Blackwell Publishing journals, including access information and terms and conditions, please visit:

www.blackwellpublishing.com/mor

PRINTING AND DESPATCH

Blackwell Publishing's policy is to use permanent paper from mills that operate a sustainable forestry policy, and which has been manufactured from pulp that is processed using acid-free and elementary chlorine-free practices. Furthermore, Blackwell Publishing ensures that the text paper and cover board used in all our journals has met acceptable environmental accreditation standards.

Printed in Singapore.

All journals are normally despatched direct from the country in which they are printed by surface air-lifted delivery.

COPYRIGHT AND PHOTOCOPYING

Journal compilation © 2006 Blackwell Publishing Ltd. All rights reserved. No part of this publication may be reproduced, stored or transmitted in any form or by any means without the prior permission in writing from the copyright holder. Authorisation to photocopy items for internal and personal use is granted by the copyright holder for libraries and other users registered with their local Reproduction Rights Organisation (RRO), e.g. Copyright Clearance Center (CCC), 222 Rosewood Drive, Danvers, MA 01923, USA (www.copyright.com), provided the appropriate fee is paid directly to the RRO. This consent does not extend to other kinds of copying such as copying for general distribution, for advertising or promotional purposes, for creating new collective works or for resale. Special requests should be addressed to Blackwell Publishing at: journalsrights@oxon.blackwellpublishing.com.

DISCLAIMER

The Publisher and Editors cannot be held responsible for errors or any consequences arising from the use of information contained in this journal; the views and opinions expressed do not necessarily reflect those of the Publisher and Editors, neither does the publication of advertisements constitute any endorsement by the Publisher and Editors of the products advertised.

For submission instructions, subscription and all other information visit www.blackwellpublishing.com/mor

This journal is available online at Blackwell Synergy. Visit www.blackwell-synergy.com to search the articles and register for table of contents email alerts

ISSN 1740-8776 (Print) ISSN 1740-8784 (Online)

MOR.PI.Nov06

Management and Organization Review

Sponsored by Hong Kong University of Science and Technology and Peking University



| SPECIAL ISSUE: Developing Valid Measures for Volum Chinese Management Research | e 2 | Issue 3 |
|--|-----|---------|
| JIING-LIH FARH, ALBERT A. CANNELLA, JR and CYNTHIA I Approaches to Scale Development in Chinese Management Rese | | |
| ANDREW DELIOS, ZHI JIAN WU and NAN ZHOU A New Perspective on Ownership Identities in China's Listed Companies | | 319 |
| ANNE S. TSUI, HUI WANG and KATHERINE R. XIN Organizational Culture in China: An Analysis of Culture Dimensions and Culture Types | | 345 |
| JOSHUA B. WU, PETER W. HOM, LOIS E. TETRICK, LYNN M. SHORE, LIANGDING JIA, CHAOPING LI and LYNDA JIWEN SONG The Norm of Reciprocity: Scale Development and Validation in t Chinese Context | he | 377 |
| ZHIXING XIAO and INGMAR BJÖRKMAN High Commitment Work Systems in Chinese Organizations: A Preliminary Measure | | 403 |
| THOMAS LI-PING TANG, TOTO SUTARSO <i>ET AL</i> . The Love of Money and Pay Level Satisfaction: Measurement an Functional Equivalence in 29 Geopolitical Entities around the Wo | | 423 |



This journal is available online. Contact your librarian or visit www.blackwell-synergy.com

