



# International Association for Chinese Management Research

中国管理研究国际学会

[www.iacmr.org](http://www.iacmr.org)

The International Association for Chinese Management Research (IACMR), founded in 2001, 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.

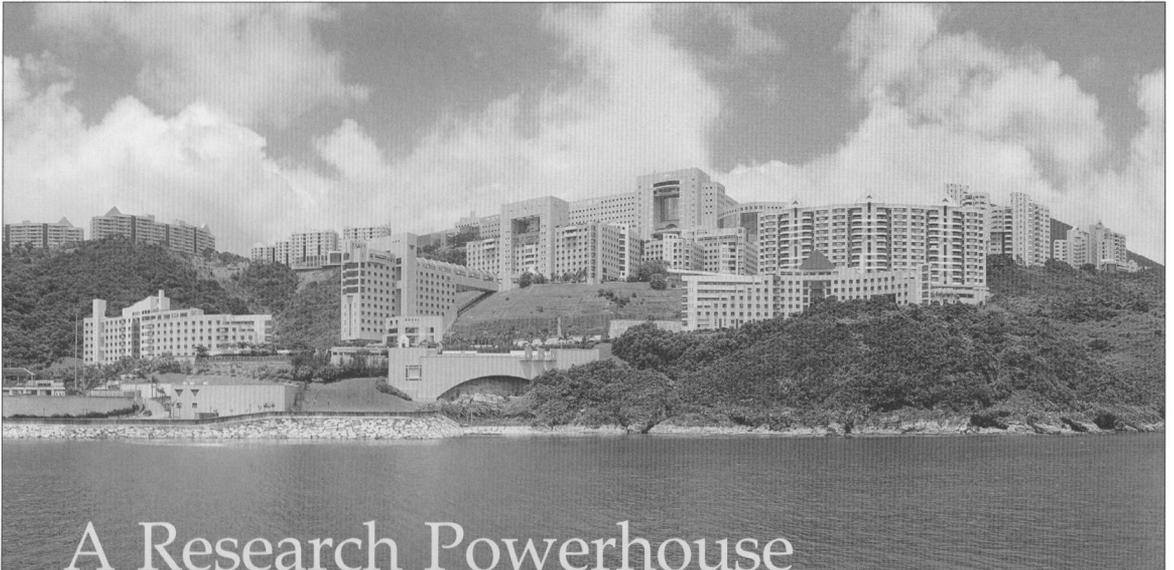
The primary goal of the Association is to promote scholarly studies of the organization and management of firms by:

- 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 best research on Chinese management and organizations.

Regular activities of the IACMR include:

- Bi-annual international conference beginning with the Inaugural Conference in Beijing, China, June 17–20, 2004, the second conference in Nanjing, China, on June 15–18, 2006, the third conference in Guangzhou, China, on June 19–22, 2008, the fourth conference in Shanghai, China, on June 17–20, 2010, the fifth conference in Hong Kong, on June 20–24, 2012, and the sixth in Beijing, China, on June 18–22, 2014.
- Annual 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 and dissertation development workshops for Chinese scholars and doctoral students.
- Official journal *Management and Organization Review*.
- Online executive magazine *Chinese Management Insights*.
- Quarterly IACMR Newsletter.
- Book series on research methods.

For detailed information about IACMR activities or membership, visit our website ([www.iacmr.org](http://www.iacmr.org)) or contact us by email at [iacmr@asu.edu](mailto:iacmr@asu.edu) (U.S.A.), [iacmr@pku.edu.cn](mailto:iacmr@pku.edu.cn) (China) or by phone 1-202-885-1489 (U.S.A.), or 8610-6275-8824 (China).



A Research Powerhouse

in Asia

- **Top 20** worldwide in business research
  - *Financial Times*
  - MBA ranking 2008*

## 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](http://www.bm.ust.hk)



光华管理学院 Peking University, PRC  
Guanghua School of Management

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 professors 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](mailto:iphd@gsm.pku.edu.cn))



中国管理研究国际学会  
International Association for  
Chinese Management Research

**The Sixth IACMR Conference**  
**June 18-22, 2014**  
**Beijing, China**

---

**Exploring New Concepts and Theories  
from Chinese Management**  
**立足中国实践创新管理理论**





Antai College of Economics & Management,  
Shanghai Jiao Tong University



### Shanghai Jiao Tong University

Shanghai Jiao Tong University (SJTU) is a comprehensive, research based national key university established in 1896, initially named Nanyang Public School. While SJTU has always enjoyed the highest reputation for its engineering programs, it has recently made tremendous progresses in economics and related fields.

### Antai College of Economics & Management

Antai College of Economics & Management (ACEM), SJTU is widely recognized as one of China's leading business colleges. ACEM offers a comprehensive range of the highest quality programs available. Our MBA program was rated 41st among global MBA programs in 2008 and the Masters of Science in Management program was ranked 37th globally in 2009 by the Financial Times. As the first China-based business school to be triply accredited by EQUIS, AMBA and AACSB, it aims to develop the highest-level managerial talent, with thoroughly international perspectives and capacities, and the ability to compete in the global economy.

### Academic Achievements

In the past few years, ACEM has undertaken a series of consulting projects for both government departments and enterprises. At the same time, the quantity of research papers published domestically and internationally in prestigious journals is growing steadily, reflecting the academic achievement of Antai professors. In the UTD Top 100 World Rankings of Business Schools Based on Research Contribution (2009-2010), ACEM ranked 2nd among mainland business schools.

#### For more information please contact:

Antai College of Economics & Management, Shanghai Jiao Tong University  
Tel: 86-021-62933933  
Add: 535 Fahu Zhen Rd, Shanghai 200052, P.R. China  
Website: [www.acem.sjtu.edu.cn](http://www.acem.sjtu.edu.cn)

**MBA | EMBA | EDP | DBA**



# SCHOOL of MANAGEMENT FUDAN University

A leading business school in ASIA  
With GLOBAL perspectives

## Dynamic

Established in Shanghai, the most dynamic commercial center of the world

## Benchmark

The first university in China to launch business education

## Competence

150+ scholars across 8 disciplines forming the most diverse and influential faculty strength

## Treasure

A global alumni network of business elites to bring you to a bright future ahead

Experience the most dynamic life with the School of Management, Fudan University.



[www.fdsm.fudan.edu.cn](http://www.fdsm.fudan.edu.cn)

Meet us @ 



新管中  
视理国  
野 CMI

# Chinese Management Insights

Based on research published primarily in  
Management and Organization Review

《中国管理新视野》是由中国管理研究国际学会出版的，面向企业管理者的中英文双语杂志，旨在传播有关中国企业管理最前沿的研究成果。大部分文章的原作来自学会会刊《组织管理研究》发表的论文，经过“去粗取精”的加工过程，增强文章的可读性和对企业实际运作的启发性和针对性。《中国管理新视野》具有以下几个鲜明特征：

- 具有强烈的时代性和前瞻性，引领中国管理的思考和实践
- 荟萃世界顶尖中国企业管理学者多年的研究成果
- 短小精悍、重点突出、引人入胜

此外，杂志还设有企业家专栏，通过采访的形式分享中国企业家的管理哲学和最佳管理实践。

*Chinese Management Insights* is a Chinese-English bilingual publication that converts leading academic research on China-related topics into summaries that can be easily read and used by managers. These summaries exclude most of the academic theory, research methodology and literature references that are in the original full papers, and focus on what is directly useful to managers. Most of the papers come from *Management and Organization Review*, published by the International Association for Chinese Management Research (IACMR). In addition, we will publish Chinese executives' perspective on management philosophy and best management practices of their companies.

## Bridging Management Research and Practice

管理研究与实践之桥梁

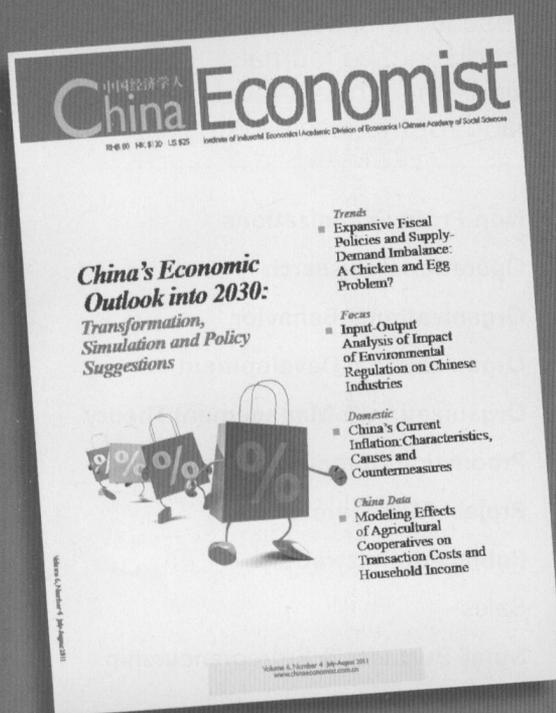
[www.iacmr.org](http://www.iacmr.org)



中国管理研究国际学会  
International Association for  
Chinese Management Research

# New-look China Economist for 2012

## SUBSCRIBE now!



Founded in 2006 and led by the Chinese Academy of Social Sciences (CASS), **China Economist** is an English-language periodical that publishes original academic papers and research reports on the Chinese economy. *China Economist* informs readers about the latest academic progress in Chinese economics and business management. *China Economist* has been listed in AEA's EconLit and EBSCO's Academic Source Premier.

《中国经济学人》创刊于2006年3月，由中国社会科学院主管，向世界介绍中国经济学和管理学的最新学术进展，发表关于中国经济的原创性学术论文和研究报告。《中国经济学人》已经加入美国经济学会 EconLit 以及 EBSCO 学术期刊数据库。

Cover price: RMB 80 (HKD 120, USD 25), Contact: readeconomist@gmail.com  
ISSN: 1673-8837, Postal Distribution Code: 2-517  
Tel & Fax: (86)10-68025916 www.chinaeconomist.com.cn

Visit [www.chinaeconomist.com.cn](http://www.chinaeconomist.com.cn) for more subscription details, view contents and to sign up for FREE regular Table of Content Alerts.

Discover  
**Business &  
Management**  
with Wiley

For Business & Management researchers, students, and faculty, Wiley's varied list of distinctive journals, books, and online resources provides the highest level of scholarship that spans the breadth of the discipline.

**Business Ethics**

**Conflict Resolution**

**Corporate Governance**

**Creativity & Innovation Management**

**Consumer Behavior**

**Decision Sciences**

**Human Resource Management**

**Industrial & Labor Relations**

**International Management**

**Leadership & Teams**

**Management Science**

**Marketing Management**

**Non-Profit Organizations**

**Operational Research**

**Organizational Behavior**

**Organizational Development**

**Organization & Management Theory**

**Production Operations Management**

**Project Management**

**Public Administration**

**Sales**

**Small Business & Entrepreneurship**

**Strategic Management**

**Training & Development**

**Discover all that Wiley has to offer in your field**  
[wileyonlinelibrary.com/subject/business](http://wileyonlinelibrary.com/subject/business)

**WILEY**

## **Publisher**

*Management and Organization Review* is published by Wiley Publishing Asia Pty Ltd  
155 Cremorne Street  
Richmond, Victoria 3121  
Australia  
Tel: +61 3 9274 3100  
Fax: +61 3 9274 3101

## **Journal Customer Services**

For ordering information, claims and any enquiry concerning your journal subscription please go to [www.wileycustomerhelp.com/ask](http://www.wileycustomerhelp.com/ask) or contact your nearest office.

**Americas:** Email: [cs-journals@wiley.com](mailto:cs-journals@wiley.com); Tel: +1 781 388 8598 or +1 800 835 6770 (toll-free in the USA and Canada).

**Europe, Middle East and Africa:** Email: [cs-journals@wiley.com](mailto:cs-journals@wiley.com); Tel: +44 (0) 1865 778315.

**Asia Pacific:** Email: [cs-journals@wiley.com](mailto:cs-journals@wiley.com); Tel: +65 6511 8000.

**Japan:** For Japanese speaking support, Email: [cs-japan@wiley.com](mailto:cs-japan@wiley.com); Tel: +65 6511 8010 or Tel (toll-free): 005 316 50 480.

**Visit our Online Customer Get-Help** available in 6 languages at [www.wileycustomerhelp.com](http://www.wileycustomerhelp.com).

## **Production Editor**

Yvonne Lim (email: [MOR@wiley.com](mailto:MOR@wiley.com))

## **Information for Subscribers**

*Management and Organization Review* is published in three issues per year. Institutional subscription prices for 2012 are: Print & Online: US\$705 (The Americas), €386 (Europe), US\$332 (Developing World), US\$758 (Rest of World), £386 (UK). Prices are exclusive of tax. Asia-Pacific GST, Canadian GST and European VAT will be applied at the appropriate rates. For more information on current tax rates, please go to <http://www.wileyonlinelibrary.com/tax-vat>. The price includes online access to the current and all online back files to 1st January 2008, where available. For other pricing options, including access information and terms and conditions, please visit [www.wileyonlinelibrary.com/access](http://www.wileyonlinelibrary.com/access).

## **Delivery Terms and Legal Title**

Prices include delivery of print journals to the recipient's address. Delivery terms are Delivered Duty Unpaid (DDU); the recipient is responsible for paying any import duty or taxes. Legal title passes to the customer on despatch by our distributors.

## **Printing and Despatch**

Printed in Singapore by C.O.S. Printers Pte Ltd.

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

## **Offprints**

C.O.S. Printers Pte Ltd, 9 Kian Teck Crescent, Singapore 628875. Fax: +65 6265 9074. Email: [offprint@cosprinters.com](mailto:offprint@cosprinters.com).

## **Back Issues**

Single issues from current and recent volumes are available at the current single issue price from [cs-journals@wiley.com](mailto:cs-journals@wiley.com). Earlier issues may be obtained from Periodicals Service Company, 11 Main Street, Germantown, NY 12526, USA. Tel: +1 518 537 4700, Fax: +1 518 537 5899, Email: [psc@periodicals.com](mailto:psc@periodicals.com).

## **Copyright and Photocopying**

© 2013 The International Association for Chinese Management Research. 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. Authorization 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](http://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: [permissionsuk@wiley.com](mailto:permissionsuk@wiley.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.wileyonlinelibrary.com/journal/mor](http://www.wileyonlinelibrary.com/journal/mor)**

**This journal is available online at *Wiley Online Library*. Visit [www.wileyonlinelibrary.com/](http://www.wileyonlinelibrary.com/) to search the articles and register for table of contents and email alerts.**

Access to this journal is available free online within institutions in the developing world through the AGORA initiative with the FAO. For information, visit [www.aginternetwork.org](http://www.aginternetwork.org).

The Journal is indexed by ABI/Inform, British Library Document Supply Centre, Information Express and PsycINFO.

Wiley's Corporate Citizenship initiative seeks to address the environmental, social, economic, and ethical challenges faced in our business and which are important to our diverse stakeholder groups. We have made a long-term commitment to standardize and improve our efforts around the world to reduce our carbon footprint. Follow our progress at [www.wiley.com/go/citizenship](http://www.wiley.com/go/citizenship).

ISSN 1740-8776 (Print)

ISSN 1740-8784 (Online)

# Management and Organization Review

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



Special Issue: Knowledge Search, Spillovers,  
and Creation in Emerging Markets

Volume 9 Issue 3

- ANNE S. TSUI  
The Spirit of Science and Socially Responsible Scholarship 375
- HAIYANG LI, YAN (ANTHEA) ZHANG, and MARJORIE LYLES  
Knowledge Spillovers, Search, and Creation in China's Emerging  
Market 395
- JING LI, DONG CHEN, and DANIEL M. SHAPIRO  
FDI Spillovers at the National and Subnational Level: The Impact  
on Product Innovation by Chinese Firms 413
- JINGJIANG LIU, LU CHEN, and WIBOON KITTLAKSANAWONG  
External Knowledge Search Strategies in China's Technology  
Ventures: The Role of Managerial Interpretations and Ties 437
- AIQI WU and JIANG WEI  
Effects of Geographic Search on Product Innovation in Industrial  
Cluster Firms in China 465
- JOHN A. CANTWELL and FENG ZHANG  
Do Foreign-owned Subsidiaries in China Follow a Distinctive  
Pattern of Technological Knowledge Sourcing? 489
- PING DENG  
Chinese Outward Direct Investment Research: Theoretical  
Integration and Recommendations 513
- FENG WEI and STEVEN SI  
Psychological Contract Breach, Negative Reciprocity, and Abusive  
Supervision: The Mediated Effect of Organizational Identification 541

Cover image "Gorgeous Peony" by Junsheng Liu.  
Printed with photographer's permission.

WILEY

This journal is available online. Contact your  
librarian or visit [www.wileyonlinelibrary.com/journal/mor](http://www.wileyonlinelibrary.com/journal/mor)  
<https://doi.org/10.1017/S1740877600003326> Published online by Cambridge University Press

