

ASIA PACIFIC JOURNAL OF MANAGEMENT



APJM is housed at
John Molson School of Business,
Concordia University



APJM is the official
journal of the Asia
Academy of Management



APJM is co-sponsored by the
Beedie School of Business,
Simon Fraser University



APJM is co-sponsored by the
Jindal School of Management,
University of Texas at Dallas

Available 
online

www.springerlink.com

Asia Pacific Journal of Management

Volume 30 · Number 1 · March 2013



EDITORIAL

Growth and continuity at *APJM*

M. Carney 1

REGULAR PAPERS

Employee perceptions of management relations as influences on job satisfaction and quit intentions

S. Frenkel · K. Sanders · T. Bednall 7

Group-based pay-for-performance plans and firm performance: The moderating role of empowerment practices

H. Kim · K.L. Sutton · Y. Gong 31

HRM systems and firm performance: The mediation role of strategic orientation

I.H.-s. Chow · S.T.T. Teo · I.K.-H. Chew 53

The effect of upper echelons' compensation on firm internationalization

W.-T. Lin · K.-Y. Cheng 73

Strategic HR functions and firm performance: The moderating effects of high-involvement work practices

H. Kim · K. Sung-Choon 91

Five dimensions of organizational citizenship behavior: Comparing antecedents and levels of engagement in China and the US

L. Wang · K.T. Hinrichs · L. Prieto · J.P. Howell 115

Perceptions of organizational context and job attitudes: The mediating effect of organizational identification

H.-y. Ngo · R. Loi · S. Foley · X. Zheng · L. Zhang 149

Are cultural values associated with organizational and union commitment and citizenship behavior? A study of Chinese manufacturing workers

A.W. Chan · E. Snape 169

Individual differences, psychological contract breach, and organizational citizenship behavior: A moderated mediation study

C.T. Shih · C.H. Chuang 191

Proactive and politically skilled professionals: What is the relationship with affective occupational commitment?

A. Yousaf · K. Sanders · H. Shipton 211

Reliance and disclosure: How supervisory justice affects trust in supervisor and extra-role performance

L.W. Lam · R. Loi · C. Leong 231

Representational predicaments at work: How they are experienced and why they may happen

R.S. Snell · M.M.-l. Wong · A.M.-k. Chak · S.S.-k. Hui 251

Tit for tat? Abusive supervision and counterproductive work behaviors: The moderating effects of locus of control and perceived mobility

F. Wei · S. Si 281

Work values of the next generation of business leaders in Shanghai, Tokyo, and Seoul

F.J. Froese 297

ERRATUM

Erratum to: Strategic HR functions and firm performance: The moderating effects of high-involvement work practices

H. Kim · S.-C. Kang 317

RETRACTION

RETRACTED ARTICLE: State ownership, firm size and Chinese firms' entry mode choices

Q. Xie 319

Further articles can be found at www.springerlink.com

Indexed in *Social Science Citation Index, Journal Citation Reports/Social Sciences Edition, Social SciSearch, SCOPUS, PsycINFO, INSPEC, Google Scholar, EBSCO, CSA, ProQuest, ABS Academic Journal Quality Guide, Academic OneFile, Bibliography of Asian Studies, Business Periodicals Index, Business Source, Corporate ResourceNet, Current Abstracts, ECONIS, Expanded Academic, OCLC, OmniFile, Research Papers in Economics (RePEc), SCImago, Summon by Serial Solutions*

Instructions for Authors for *Asia Pacific Journal of Management* are available at <http://www.springer.com/10490>.

Asia Pacific Journal of Management

Volume 30 · Number 2 · June 2013



Special Issue: Managing Favors in a Global Economy

Guest Editors: Sheila M. Puffer · Daniel J. McCarthy · Mike W. Peng

EDITORIAL

Managing favors in a global economy

S.M. Puffer · D.J. McCarthy · M.W. Peng 321

PERSPECTIVES

The use of favors by emerging market managers: Facilitator or inhibitor of international expansion?

S.M. Puffer · D.J. McCarthy · A.M. Jaeger · D. Dunlap 327

SPECIAL ISSUE PAPERS

Getting a job as a favor in the Russian post-socialist labor market

V. Yakubovich 351

Perceptions of the ethicality of favors at work in Asia: An 11-society assessment

C.M. Karam · D.A. Ralston · C.P. Egri · A. Butt · N. Srinivasan · P.P. Fu · C.H. Lee · Y.-I. Moon · Y. Li · M. Ansari · C. Kuo · V.T. Hung · A. Pekerti · P. Hallinger · Y. Fang · H.-B. Chia 373

The transaction cost economics (TCE) theory of trading favors

A. Verbeke · L. Kano 409

Managerial ties, strategic initiatives, and firm performance in Central Asia and the Caucasus

K.M. Ismail · D.L. Ford, Jr. · Q. Wu · M.W. Peng 433

Favor prevalence in emerging markets: A multi-level analysis

M.B. Teagarden · A. Schotter 447

Asian favors: More than a cookie cutter approach

Y. Thams · Y. Liu · M.A. Von Glinow 461

Government regulation, corruption, and FDI

R. Mudambi · P. Navarra · A. Delios 487

REGULAR PAPERS

Favor in exchange for trust? The role of subordinates' attribution of supervisory favors

X. Jiang · C.C. Chen · K. Shi 513

Managerial ties and firm performance in an emerging economy: Tests of the mediating and moderating effects

G. Wang · X. Jiang · C.-H. Yuan · Y.-Q. Yi 537

Resource complementarity and international joint venture performance in Korea

C.-B. Choi · P.W. Beamish 561

Dialectical tensions and path dependence in international joint venture evolution and termination

K. Pajunen · L. Fang 577

Dynamic capability and IJV performance: The effect of exploitation and exploration capabilities

– W. Zhan · R. Chen 601

Further articles can be found at www.springerlink.com

Indexed in *Social Science Citation Index, Journal Citation Reports/Social Sciences Edition, Social SciSearch, SCOPUS, PsycINFO, INSPEC, Google Scholar, EBSCO, CSA, ProQuest, ABS Academic Journal Quality Guide, Academic OneFile, Bibliography of Asian Studies, Business Periodicals Index, Business Source, Corporate ResourceNet, Current Abstracts, ECONIS, Expanded Academic, OCLC, OmniFile, Research Papers in Economics (RePEc), SCImago, Summon by Serial Solutions*

Instructions for Authors for *Asia Pacific Journal of Management* are available at <http://www.springer.com/10490>.

Asia Pacific Journal of Management

Volume 30 · Number 3 · September 2013

Special Issue: Strategic Management in Private and Family Businesses

Guest Editors: Yuan Lu · Kevin Au · Mike W. Peng · Erming Xu

EDITORIAL

Strategic management in private and family businesses

Y. Lu · K. Au · M.W. Peng · E. Xu 633

PERSPECTIVES

Asian family enterprises and family business research

P. Sharma · J.H. Chua 641

SPECIAL ISSUE PAPERS

Can China's family firms create intellectual capital?

E. Su · M. Carney 657

How does family involvement affect innovation in China?

Q. Liang · X. Li · X. Yang · D. Lin · D. Zheng 677

Patient investment of family firms in the Japanese electric machinery industry

S. Asaba 697

Ownership concentration and product innovation in Chinese private SMEs

Z. Deng · P.S. Hofman · A. Newman 717

The impact of private and family firms' relational strength on financing performance in clusters

H. Song · L. Wang 735

Incubating the next generation to venture: The case of a family business in Hong Kong

K. Au · F.F.T. Chiang · T.A. Birch · Z. Ding 749

Transgenerational succession in business groups in India

A. Saxena 769

Alliance formation, partner diversity, and performance of Singapore startups

N. Pangarkar · J. Wu 791

Effects of corporate governance on risk taking in Taiwanese family firms during institutional reform

W. Su · C.-Y. Lee 809

Alternative financing and private firm performance

D.W. Yiu · J. Su · Y. Xu 829

REVIEWS

Informal institutions, shareholder coalitions, and principal–principal conflicts

S. Sauerwald · M.W. Peng 853



REGULAR PAPERS

The role of family management and family ownership in diversification: The case of family business groups

H.-M. Chung 871

The succession process in Chinese family firms: A *guanxi* perspective

J. Dou · S. Li 893

Erratum to: The succession process in Chinese family firms: A *guanxi* perspective

J. Dou · S. Li 919

Why do venture capital firms exist: An institution-based rent-seeking perspective and Chinese evidence

H. Lu · Y. Tan · H. Huang 921

The influence of intellectual capital on organizational performance—Knowledge management as moderator

Y.-H. Ling 937

Further articles can be found at www.springerlink.com

Indexed in *Social Science Citation Index*, *Journal Citation Reports/Social Sciences Edition*, *Social SciSearch*, *SCOPUS*, *PsycINFO*, *INSPEC*, *Google Scholar*, *EBSCO*, *CSA*, *ProQuest*, *ABS Academic Journal Quality Guide*, *Academic OneFile*, *Bibliography of Asian Studies*, *Business Periodicals Index*, *Business Source*, *Corporate ResourceNet*, *Current Abstracts*, *ECONIS*, *Expanded Academic*, *OCLC*, *OmniFile*, *Research Papers in Economics (RePEc)*, *SCImago*, *Summon by Serial Solutions*

Instructions for Authors for *Asia Pacific Journal of Management* are available at <http://www.springer.com/10490>.

Asia Pacific Journal of Management

Volume 30 · Number 4 · December 2013



PERSPECTIVES

Corporate governance and national institutions: A review and emerging research agenda
I. Filatotchev · G. Jackson · C. Nakajima 965

REGULAR PAPERS

Business groups and corporate transparency in emerging markets: Empirical evidence from India

C. Pattnaik · J.J. Chang · H.H. Shin 987

Forced financial information restatements and management turnover: Market discipline and large family shareholders' intervention in an emerging economy

X. Zhang · J.-T. Wei · H.-H. Wu 1005

Informativeness of performance measures and Chinese executive compensation

J.J. Cordeiro · L. He · M. Conyon · T.S. Shaw 1031

Board turnover in Taiwan's public firms: An empirical study

Y. Liu · L.C. Wang · L. Zhao · D. Ahlstrom 1059

The contingent value of CEO political connections: A study on IPO performance in China

J. Wu · S. Li · Z. Li 1087

COMMENTARIES

Breaking institutionalized corruption: Is the experience of the Hong Kong Independent Commission Against Corruption generalizable?

Y. Mao · C.-S. Wong · K.Z. Peng 1115

PERSPECTIVES

The dynamics of emerging economy MNEs: How the internationalization process model can guide future research

K.E. Meyer · O. Thaijongrak 1125

Internationalization in Japan's service industries

K. Asakawa · K. Ito · E.L. Rose · D.E. Westney 1155

REGULAR PAPERS

The impact of network relationships on internationalization process: An empirical study of Chinese private enterprises

G.L. Ge · H.Q. Wang 1169

Understanding liability of foreignness in an Asian business context: A study of the Korean asset management industry

J. Yu · S.S. Kim 1191

Uncertainties, resources, and supplier selection in an emerging economy

E. Xie · M.W. Peng · W. Zhao 1219

The mediating effects of interfirm business process integration and joint teamwork on firm performance in supply chains

X. Shi · Z. Liao 1243

A social network analysis of leading semiconductor companies' knowledge flow network

Y. Ho · H. Chiu 1265

The impact of OEM supplier initiatives on buyer competence development: The moderating roles of collaborative relationship and competitive environment

F.-H. Liu · H.-T. Tsou · L.-J. Chen 1285

Further articles can be found at link.springer.com

Indexed in *Social Science Citation Index*, *Journal Citation Reports/Social Sciences Edition*, *Social SciSearch*, *SCOPUS*, *PsycINFO*, *INSPEC*, *Google Scholar*, *EBSCO*, *CSA*, *ProQuest*, *ABS Academic Journal Quality Guide*, *Academic OneFile*, *Bibliography of Asian Studies*, *Business Periodicals Index*, *Business Source*, *Corporate ResourceNet*, *ECONIS*, *Expanded Academic*, *OCLC*, *OmniFile*, *Research Papers in Economics (RePEc)*, *SCImago*, *Summon by Serial Solutions*

Instructions for Authors for *Asia Pacific Journal of Management* are available at <http://www.springer.com/10490>.