

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 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 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, China, June 17-20, 2004, and following with the second conference in Nanjing, China, on June 15–18, 2006, the third conference in Guangzhou, China, on June 19–22, 2008, and the fourth will be in Shanghai, China, on June 17-20, 2010.
- 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 Wiley-Blackwell.

For detailed information about IACMR activities or membership, visit our website (www.iacmr.org or www.iacmr.org.cn) or contact us by email at iacmr@asu.edu (U.S.A.), iacmr@pku.edu.cn (Beijing) or by phone 1-480-965-4530 (U.S.A.), or 8610-6275-6701 (Beijing).

A Research Powerhouse

• 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.

in 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 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)

Author Services

Committed to providing the best possible service to journal authors

Visit the Author Services website at http://authorservices.wiley.com for:

- Online article tracking through production with optional e-alerts at key stages
- Information on how to nominate up to 10 colleagues to receive FREE online access to your article
- Author guidelines by journal
- Resources, FAQs and tips on article preparation, submission, artwork, copyright, offprints etc.
- Free online access to your article when it is published online
- 25% discount on Wiley books

WILEY-BLACKWELL

http://authorservices.wiley.com

究會 Orga	ngement and nization Review
Librow Basemmendet	
Library Recommendat TO: Librarian/Library Acqu	
FROM:	Position:
Department:	
Manag Print ISSN: 1740-8776 Please include the journal in subscribe. I recommend the REFERENCE: I will refer to this journal STUDENT REFERENCE: I will be referring my stude BENEFIT TO LIBRARY'S of My assessment of the jou Its acquisition will add to student needs. OWN AFFILIATION: I am a member of the jou	rnal's content and direction is very high. the library's success in fulfilling department, faculty and irnal's editorial board. I, therefore, support the journal arly in my work. I will regularly recommend articles to
Signature:	Date:
Subscription details ww or by contacting the C Tel: +65 6511 8000 (Singapore	s can be attained by visiting the journal website, w.blackwellpublishing.com/mor Customer Service Department at Blackwell Publishing:) +44 (0)1865 778315 (United Kingdom) 1-800-835-6770 (US) tomerservices@blackwellpublishing.com
	WILEY- BLACKWELL

_____ CUT ALONG THE DOTTED LINE

1

Share the wealth of your knowledge



Editor-in-Chief: Anne S. Tsui Print ISSN: 1740-8776 Online ISSN: 1740-8784 Frequency: Three times a year The official journal of The International Association for Chinese Management Research. Also sponsored by Peking University and the Hong Kong University of Science and Technology.

Now accepted to Thompson ISI's SSCI

Management and Organization Review (MOR) is dedicated to advancing global knowledge on management and organizations. MOR aims to publish innovative research contributing to management knowledge in three domains:

- Fundamental research in management
 - International and comparative management
 - Chinese management, including research on the management and organization of Chinese companies and multinational companies operating in China.

The Journal seeks creative, context-rich theorizing, whether derived inductively or deductively, as well as studies that rigorously test existing theories. MOR also encourages indigenous, cross cultural, and comparative research on traditional and non-traditional topics, and welcomes studies using conventional as well as innovative research methods. For papers that are not China specific and if appropriate, we encourage authors to discuss or speculate about the implications of their theories and findings for research in the Chinese context.

Manuscript submissions are now accepted online at http://mc.manuscriptcentral.com/MOR

Authors now have the convenience and ease of submitting manuscripts for consideration online via Manuscript Central. Easy to use, the service also allows authors to track the progress of their paper through the approval process.

Full submission guideliness at www.blackwellpublishing.com/MOR



WILEY-BLACKWELL

Publisher

Management and Organization Review is published by Blackwell Publishing Asia Pty Ltd 155 Cremorne Street Richmond, Victoria 3121 Australia Tel: +61 3 9274 3100 Fax: +61 3 9274 3101 Email: mel-info-bpa@wiley-com Blackwell Publishing Asia Pty Ltd was acquired by John Wiley & Sons in February 2007. Blackwell's programme has been merged with Wiley's global Scientific, Technical, and Medical business to form Wiley-Blackwell.

Journal Customer Services

For ordering information, claims and any enquiry concerning your journal subscription please go to interscience.wiley.com/ support or contact your nearest office.

Americas: Email: 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; Tel: +44 (0) 1865 778315.

Asia Pacific: Email: cs-journals@wiley.com; Tel: +65 6511 8000.

Japan: For Japanese speaking support, Email: cs-japan@wiley.com; Tel (toll free): 005 316 50 480. Further Japanese customer support is also available at www.interscience.wiley.com/support.

Production Editor

Alice Franek (email: MOR@wiley.com)

Information for Subscribers

Management and Organization Review is published in three issues per year. Institutional subscription prices for 2009 are: Print & Online: US\$566 (The Americas), €393 (Europe Euro Zone), €393 (Europe Non-Euro Zone), US\$266 (Developing World), US\$607 (Rest of World), £310 (UK), US\$607 (Australia). Print Only: US\$514 (The Americas), €357 (Europe Euro Zone), €357 (Europe Non-Euro Zone), US\$241 (Developing World), US\$551 (Rest of World), £281 (UK), US\$551 (Australia). 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 www3.interscience.wiley.com/ aboutus/journal-ordering_and_payment.html#Tax. The price includes online access from current content and all online back files to 1st January 1997, where available. For other pricing options, including access information and terms and conditions, please visit www.interscience.wiley.com/journal-info

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 KHL Printing Co 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.

Back Issues

Single issues from current and recent volumes are available at the current single issue price from 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.

Copyright and Photocopying

© 2009 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. 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), 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: journalsrights@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.blackwellpublishing.com/mor

This journal is available online at Wiley InterScience. Visit www.interscience.wiley.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.

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

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

MOR.PI.Jul09

Management and Organization Review

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



Special Issue: Social Exchange in Organizations	Volume 5	Issue 3
LYNN M. SHORE, JACQUELINE A-M. COYLE-SHAPIR XIAO-PING CHEN, and LOIS E. TETRICK Social Exchange in Work Settings: Content, Process, and Mixed Models	Ο,	289
CHRISTINA L. STAMPER, SUZANNE S. MASTERSON, and JOSHUA KNAPP A Typology of Organizational Membership: Understandi Membership Relationships Through the Lens of Social Ex		nt <u>3</u> 03
JEROEN DE JONG, RENÉ SCHALK, and NELE DE CUY Balanced versus Unbalanced Psychological Contracts in T and Permanent Employment: Associations with Employe	Гemporary	
ZHE ZHANG, DIFANG WAN, MING JIA, and LIHONG Prior Ties, Shared Values and Cooperation in Public–Priv Partnerships		353
YING CHEN, RAY FRIEDMAN, ENHAI YU, WEIHUA F and XINPING LU Supervisor–Subordinate <i>Guanxi</i> : Developing a Three-Dim Model and Scale		375
RAYMOND LOI, YINA MAO, and HANG-YUE NGO Linking Leader-Member Exchange and Employee Work The Mediating Role of Organizational Social and Econom		



This journal is available online. Contact your librarian or visit www.interscience.wiley.com

"Is flower attracting butterfly or butterfly attracting flower? The 'Social Exchange' between a Butterfly and a Flower (Yunnan Dali, China)" "花引蝶,还是蝶恋花? 花和蝶的'社会交换' (中国云南大理)" by Xiao-Ping Chen. Printed with the permission of the photographer.

