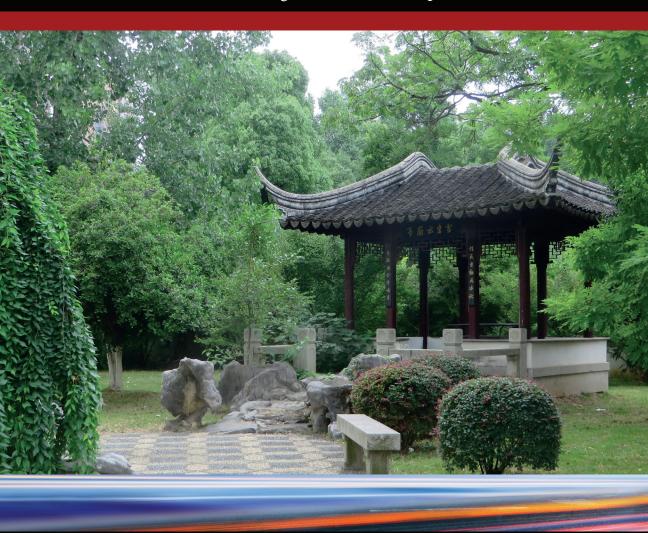


# 理組 研織 Organization Review

SPECIAL ISSUE

Informal Networks: Dark Sides, Bright Sides, and Unexplored Dimensions



The leading voice on indigenous management and organization research in China and all other transforming economies



#### SPONSORS OF MANAGEMENT AND ORGANIZATION REVIEW



## **International Association for Chinese Management Research Officers**

Founding President

Anne S. Tsui University of Notre Dame

Peking University

Vice-President and Program Chair for 2021

Conference

Shanghai Jiao Tong University Runtian Jing

**Past President** 

Neng Liang China Europe International

Business School

**Program Co-Chairs and Chairs of Local** 

**Arrangements Committee for 2020 Conference** Wanjun Jiang Peking University

Gengzhong Feng Xi'an Jiaotong University

President

Ray Friedman Vanderbilt University

Representatives at Large

Jingjing Yao

**President Elect** Zhi-Xue Zhang

Peking University

IESEG School of Management Xiaotao Yao

**Executive Director** 

David Zhu

Xi'an Jiaotong University

Arizona State University

Zhijun Yao

Peking University

Yi Tang Hong Kong Baptist University

**Executive Secretary/Treasurer** 

State University of Lerong He

New York at Brockport





Leadership of Peking University

Ping Hao President

Leadership of Guanghua School of Management

Dean Qiao Liu

Vice Deans

Li'an Zhou Liansheng Wu Li Jin Qi Li

Shengping Zhang Ying Zhang Leadership of Fudan University

President Ningsheng Xu

Leadership of School of Management Fudan University

Dean Xiongwen Lu

Executive Associate Dean Jian Zhou

Associate Deans Yimin Sun

Zhiwen Yin Changjiang Lu Ming Zheng Yaohua Ye

Weitao Zhao



# MANAGEMENT AND ORGANIZATION REVIEW

Volume 16 Issue 3	July 2020
SPECIAL ISSUE	
Informal Networks: Dark Sides, Bright Sides, and Unexplored Dimens	sions
Letter from the Editor	465
Dialogue, Debate, and Discussion	
Liisa Välikangas and Arie Y. Lewin The Lingering New Normal	467
XUEGUANG ZHOU Organizational Response to COVID-19 Crisis: Reflections on the Chinese Bureaucracy and Its Resilience	473
Gordon Redding Societal Resilience: China and Japan	485
Anna Grandori Black Swans and Generative Resilience	495
Peter Ping Li Organizational Resilience for a New Normal: Balancing the Paradox of Global Interdependence	503
Special Issue Articles	
Sven Horak, Fida Afiouni, Yanjie Bian, Alena Ledeneva, Maral Muratbekova-Touron, and Carl F. Fey Informal Networks: Dark Sides, Bright Sides, and Unexplored Dimensions	511
XI CHEN The State-Owned Enterprise as an Identity: The Influence of Institutional Logics Guanxi Behavior	on 543
Shuang Ren, Doren Chadee, and Alfred Presbitero Influence of Informal Relationships on Expatriate Career Performance in China: Moderating Role of Cultural Intelligence	The 569
Katarzyna Burzynska and Sonja Opper Interbank Relations, Environmental Uncertainty, and Corporate Credit Access in China	n 595
Marina Apaydin, Jon Thornberry, and Yusuf M. Sidani Informal Social Networks as Intermediaries in Foreign Markets	629
Sa'ad Ali and David Weir Wasta: Advancing a Holistic Model to Bridge the Micro-Macro Divide	657
Effiezal Aswadi Abdul Wahab, Mohd Faizal Jamaludin, Dian Agustia, and Iman Harymawan	
Director Networks, Political Connections, and Earnings Quality in Malaysia	687

 $\ @$  2020 The International Association for Chinese Management Research

# **Call for Papers**

Special Issue on 'Responsible Leadership in China and Beyond: A Responsible	
Research Approach'	725
Research Frontiers Conference and Paper Development Workshop 'China's Outward	
Foreign Direct Investment to Africa' Dates: July 15–18, 2021	731

#### EDITOR-IN-CHIEF

Arie Y. Lewin, Duke University, USA

#### **DEPUTY EDITORS-IN-CHIEF**

**Helena Barnard**, University of Pretoria, South Africa Regional focus: Africa

Carl F. Fey, Aatlo University, Finland Regional focus: Russia, Ex-Soviet Republics, Eastern Europe

**Xu Huang**, Hong Kong Baptist University, Hong Kong Focus: Organizational Behavior

**Xiaowei Rose Luo**, INSEAD, France Focus: Family Business and SMEs

Gerald McDermott, University of South Carolina, USA

Regional focus: Latin America

**Peter Ping Li**, University of Nottingham Ningbo, China, Center for Creative Leadership, USA, and Copenhagen Business School, Denmark Regional focus: China

**Johann Peter Murmann**, University of St. Gallen, Switzerland

Regional focus: China, Asia Pacific

**Eric W. K. Tsang**, University of Texas at Dallas, USA Focus: Rigor and Methods

**Andrew Van de Ven**, University of Minnesota, USA Focus: Engaged Indigenous Scholarship

Sai Yayavaram, Indian Institute of Management Bangalore, India Regional focus: India

#### FOUNDING EDITOR-IN-CHIEF

**Anne S. Tsui**, University of Notre Dame, USA, and Peking University, China

# DEPUTY EDITOR FOR DIALOGUE, DEBATE, AND DISCUSSION

Liisa Välikangas, DTU Management Denmark, and Hanken School of Economics, Finland

#### DEPUTY EDITOR FOR RESEARCH OUTREACH

Sheen S. Levine, University of Texas at Dallas, USA

#### DEPUTY EDITOR FOR ARTWORK

Tony Fang, Stockholm Business School, Sweden

#### DIRECTOR FOR MOR SOCIAL MEDIA - CHINA

**Steven S. Zhou**, University of Nottingham Ningbo, China

#### SENIOR EDITORS

Yanjie Bian, University of Minnesota, USA, and Xi'an Jiaotong University, China

Social networks; social stratification; Chinese society

Yang Cao, University of North Carolina at Charlotte, USA Institutional change; economic development; HR management; work and employment, mobility, and inequality

Roy Chua, Singapore Management University, Singapore Creativity; cross-cultural organizational behavior; diversity; trust

Lin Cui, Australian National University, Australia International business; strategic management; comparative institutional analysis; Chinese outward FDI; state-owned enterprises

Jasmine Hu, Ohio State University, USA Leadership; work teams; prosocial behavior; personality; gender

Can Huang, Zhejiang University, China Innovation; intellectual property rights; science and technology policy

**Thomas Hutzschenreuter**, Technische Universitat Munchen, Germany

Internationalization strategy; foreign direct investment; panel data analysis

Rajiv Kozhikode, Simon Fraser University, Canada Business-government relations; antecedents and consequences of various forms of corporate political activities; sociological foundations of organized misconduct; organizational innovation in emerging economies

Jing Li, Simon Fraser University, Canada International investment strategies; emerging market multinational enterprises; international joint ventures; innovation in emerging markets

Ning Li, University of Iowa, USA
Big data and team collaboration; individual difference;
OCB and proactive behavior; social network; team
leadership

Jian Liang, Tongji University, China

Creativity; human resource management; cross-cultural management

**Wu Liu**, Hong Kong Polytechnic University, Hong Kong

Employee voice behavior; top management teams; leadership; negotiation; cross-cultural management; conflict management

Yipeng Liu, University of Reading, UK Micro-foundation; social interaction; organizational solution; institutional solution; indigenous societal challenge

Mark Lorenzen, Copenhagen Business School, Denmark Innovation studies; economic geography; organization studies; international business; strategy

**Dali Ma**, Drexel University, USA Inequality and status hierarchy; innovation and entrepreneurship; organization theory; social networks; sociology of China

Li Ma, Peking University, China International negotiation; participative management

**Dalhia Mani**, Indian Institute of Management Bangalore, India

Organizational theory; interorganizational and interpersonal networks

Stephan Manning, University of Sussex, UK Global outsourcing; geographic cluster development in global value chains; social entrepreneurship in Africa; sustainability standards

Silvia Massini, University of Manchester, UK Offshoring of innovation and knowledge intensive business services; economics and management of innovation; evolutionary and behavioral theories; adoption and diffusion in innovation; knowledge creation and management

Maral Muratbekova-Touron, ESCP Europe, France International HRM; talent management; cross-cultural management; Russia; Kazakhstan; CIS

- Carine Peeters, Vlerick Business School, Belgium International business; strategy; global sourcing; offshoring; outsourcing
- **Emmanuella Plakoyiannaki**, University of Leeds, UK Qualitative research; SME internationalization; family firm internationalization
- Sheila M. Puffer, Northeastern University, USA Emerging markets; Russia; BRICs; multinationals; global leadership
- Mooweon Rhee, Yonsei University, Korea Organizational learning; organizational status; corporate reputation; social networks; Asia-based theories of organization
- Yeda Swirski de Souza, Unisinos Business School, Brazil
  - International business; strategic management; Brazil
- Sunny Li Sun, University of Massachusetts Lowell, USA Entrepreneurship; innovation; paradox; dialogue between East and West
- **Till Talaulicar**, University of Erfurt, Germany Board of directors; corporate social responsibility; top management teams; upper echelons theory
- Roberto S. Vassolo, Universidad Austral, Argentina, and Pontificia Universidad Católica, Chile Evolutionary economics; real options theory; dynamic capabilities; emerging markets; macroeconomic volatility; natural resource industries

- Michael A. Witt, INSEAD, Singapore, and Harvard University, USA
- Asia; business systems; varieties of capitalism; international business
- Yijun Xing, Brunel University London, UK Chinese indigenous leadership; Chinese traditional culture and philosophy; narrative/storytelling in organizations
- **Ann Yan Zhang**, Peking University, China Paradox; leadership; team dynamics; employeeorganization relationship; cross cultural studies
- **Jianjun Zhang**, Peking University, China Corporate social responsibility; corporate political activity; top management team; organization theory
- **Zhi-Xue Zhang**, Peking University, China Team process; negotiation and conflict management; leadership
- Jane Zhao, The University of Kansas, USA Innovation management; paradoxical management; RBV, dynamic capability; meta-organization, R&D consortia, industry associations, innovation ecosystems; coopetition; collaborative strategies
- **Abby Jingzi Zhou**, University of Nottingham Ningbo, China
  - Cross-cultural management; social networks in China; emerging MNCs; Chinese innovation; HRM

#### **MANAGING EDITOR**

Tina Minchella, Arizona State University, USA

#### SPECIAL PROJECTS COORDINATOR

Stefanie McAdoo, Duke University, USA

Ram Mudambi, Temple University, USA

#### EDITORIAL ADVISORY BOARD

Herman Aguinis, George Washington University, USA Paul Beamish, University of Western Ontario, Canada Kjeld Erik Brødsgaard, Copenhagen Business School, Denmark

Peter Buckley, University of Leeds, UK Ming-Jer Chen, University of Virginia, USA John Child, University of Birmingham, UK Stewart Clegg, University of Technology, Sydney, Australia

Timothy M. Devinney, University of Leeds, UK Charles Dhanaraj, Temple University, USA Giovanni Dosi, Sant'Anna School of Advanced Studies, Italy.

Yves Doz, INSEAD, France

Jiing-Lih (Larry) Farh, Hong Kong University of Science and Technology, China

Nikolay B. Filinov, Higher School of Economics, Russia Mauro F. Guillen, University of Pennsylvania, USA Michael Hitt, Texas A&M University, USA Martin Kenney, University of California, Davis, USA Tarun Khanna, Harvard University, USA Bruce Kogut, Columbia University, USA

Bruce Kogut, Columbia University, USA Yadong Luo, University of Miami, USA Marjorie Lyles, Indiana University, USA Marshall W. Meyer, University of Pennsylvania, USA Michael Morris, Columbia University, USA Rajneesh Narula, University of Reading, UK Victor Nee, Cornell University, USA Stella M. Nkomo, University of Pretoria, South Africa Seung Ho Park, CEIBS, China Ravi Ramamurti, Northeastern University, USA Gordon Redding, INSEAD, France Debra L. Shapiro, University of Maryland, USA Oded Shenkar, Ohio State University, USA Jörg Sydow, Freie Universität Berlin, Germany Jose de la Torre, Florida International University, USA Sushil Vachani, Indian Institute of Management Bangalore, India

Henk Volberda, University of Amsterdam, The Netherlands

Mary Ann Von Glinow, Florida International University, USA

Andrew Walder, Stanford University, USA Gordon Walker, Southern Methodist University, USA Axel V. Werder, Technische Universität Berlin, Germany

Jia Lin Xie, University of Toronto, Canada Weiying Zhang, Peking University, China Shuming Zhao, Nanjing University, China Xueguang Zhou, Stanford University, USA Maurizio Zollo, Bocconi University, Italy

#### EDITORIAL REVIEW BOARD

Tatiana Andreeva, Maynooth University, Ireland Samuel Aryee, University of Surrey, UK
Neal M. Ashkanasy, University of Queensland, Australia Preet S. Aulakh, York University, Canada
Yuntao Bai, Xiamen University, China
Ellie R. Banalieva, Northeastern University, USA
William Barnett, Stanford University, USA
Bat Batjargal, Oklahoma State University, USA
Siaoshu Bei, University of Colorado Boulder, USA
Gabriel R. G. Benito, Bl Norwegian Business School, Norway
Olivier Bertrand, SKEMA Business School, France
Suresh Bhagavatula, Indian Institute of Management
Bangalore, India

Devasheesh Bhave, Singapore Management University, Singapore

Daniel J. Brass, University of Kentucky, USA Jeanne M. Brett, Northwestern University, USA Lance Eliot Brouthers, Kennesaw State University, USA Siwei Cao, Beijing Normal University, China Jean Chen, Xi'an Jiaotong-Liverpool University, China Liang Chen, Melbourne University, Australia

WeiRu Chen, CEIBS, China Wenhong Chen, University of Texas, Austin, USA Chi-Ying Cheng, Singapore Management University,

Singapore

Sally Siu-Yin Cheung, Hong Kong Baptist University, China

Willie Chinyamurindi, University of Fort Hare, South Africa

Jaee Cho, Hong Kong University of Science and Technology, China

Aichia Chuang, National Taiwan University, Taiwan Chi-Nien Chung, National University of Singapore, Singapore

Chris Changwha Chung, Korea State University, South Korea

Carole Couper, University of Sheffield, UK Douglas Cumming, York University, Canada Ping Deng, Cleveland State University, USA Nick Dew, Naval Postgraduate School, USA Desislava Dikova, Vienna University of Economics & Business, Austria

Yuntao Dong, Peking University, China Carolyn Egri, Simon Fraser University, Canada Stav Fainshmidt, Florida International University, USA David Fan, University of Western Australia, Australia Grace Fan, University of British Columbia-Okanagan, Canada

Tony Fang, Stockholm Business School, Sweden Jeanne Ho-Ying Fu, Hang Seng Management College, Hong Kong

Ping-Ping Fu, University of Nottingham, China Peter Gammeltoft, Copenhagen Business School, Denmark

Barry Gerhart, University of Wisconsin, USA Elisa Giuliana, University of Pisa, Italy Yundan Gong, Aston University, UK Qian (Cecilia) Gu, Georgia State University, USA Jerry Guo, Carnegie Mellon University, USA Jingjing Guo, Chinese Academy of Sciences, China Igor Gurkov, Higher School of Economics, Russia Jungpil Hahn, National University of Singapore, Singapore

Xu Han, University of Pennsylvania, USA Yulan Han, Shanghai University of Finance & Economics, China

Bhavna Hariharan, Stanford University, USA Niron Hashai, Hebrew University of Jerusalem, Israel Wei He, Nanjing University, China Wenlong He, University of International Business and Economics, China

Xiaoming He, Beijing Jiaotong University, China Ying Hong, Fordham University, USA

Ying-yi Hong, Chinese University of Hong Kong, China

Sven Horak, St. John's University, USA Robert E. Hoskisson, Rice University, USA

Helen Wei Hu, University of Melbourne, Australia

Chun Hui, University of Hong Kong, China

Kwang-Kuo Hwang, National Taiwan University, Taiwan Andrew Inkpen, Thunderbird School of Global Management, USA

Afam Ituma, Federal University Ndufu-Alike, Ikwo, Nigeria Peter D. Ørberg Jensen, Copenhagen Business School, Denmark

Junzhe Ji, University of Sheffield, UK

Liangding Victor Jia, Nanjing University, China Hong Jiang, Renmin University, China

Kaifeng Jiang, The Ohio State University, USA

Marshall Jiang, Brock University, Canada

Mario Kafouros, University of Manchester, UK Eugene Kang, Nanyang Technological University,

Singapore Sung-Choon Kang, Seoul National University, Korea

Liena Kano, University of Calgary, Canada Amit Karna, India Institute of Management Ahmedabad, India

Lisa Keister, Duke University, USA

Josh Keller, Nanyang Technological University, Singapore Fong Keng-Highberger, Nanyang Technological University, Singapore

Scott Kennedy, Center for Strategic and International Studies, USA

Minyoung Kim, University of Kansas, USA Sunghoon Kim, University of New South Wales, Australia Tae-Yeol Kim, CEIBS, China

Tohyun Kim, Sungkyunkwan University, Korea Young-Choon Kim, National University of Singapore, Singapore

Ingo Kleindienst, Aarhus University, Denmark Thorbjoern Knudsen, Syddansk Universitet, Denmark Konstantin Korotov, ESMT Berlin, Germany Christy Zhou Koval, Hong Kong University of Science and Technology, Hong Kong

Alexei Koveshnikov, Aalto University, Finland Graciela Kuechle, University of Heilbronn, Germany K Kumar, Indian Institute of Management Bangalore, India Valentina Kuskova, Higher School of Economics, Russia Catherine K. Lam, City University of Hong Kong, China Marcus M. Larsen, Copenhagen Business School, Denmark

Jeoung Yul Lee, Chongqing Technology and Business University, China, Hongik University, South Korea, and Leeds University, UK

Angela Leung, Singapore Management University, Singapore

Bobai Li, Peking University, China Fuli Li, Xi'an Jiaotong University, China Haiyang Li, Rice University, USA

Jian Bai Li, National University of Singapore Business School, Singapore

School, Singapore
Julie Li, City University of Hong Kong, China
Sali Li, University of South Carolina, USA
Shaomin Li, Old Dominion University, USA
Shu-Ping Li, Hong Kong Polytechnic University, China
Weiwen Li, Sun Yat-Sen University, China

Wen Li, University of Technology Sydney, Australia

Neng Liang, CEIBS, China Katrina Lin, Hong Kong Polytechnic University, China Zhiang (John) Lin, University of Texas at Dallas, USA Chang Liu, Rutgers Business School - Newark and New Brunswick, USA Jun Liu, Renmin University, China Steven Yen Hung Liu, University of Leeds, UK Yang Liu, Zhejiang University, China Jane Lu, National University of Singapore, Singapore Steven Lui, University of New South Wales, Australia Jar-Der Luo, Tsinghua University, China J. P. MacIntosh, University College London, UK Anoop Madhok, York University, Canada Mona Makhija, The Ohio State University, USA Shige Makino, Chinese University of Hong Kong, China Melody Manchi Chao, Hong Kong University of Science and Technology, China Robert M. McNab, Naval Postgraduate School, USA Hemant Merchant, University of South Florida- St. Petersburg, USA Michael J. Mol, Copenhagen Business School, Denmark Guido Möllering, Jacobs University Bremen, Germany Felipe Monteiro, INSEAD, France Janet Y. Murray, University of Missouri-St. Louis, USA Aldo Musacchio, Brandeis University, USA

Xin Li, Copenhagen Business School, Denmark

Xu-Hong Li, Fudan University, China

Na Ni, Shenzhen University, China Ilya Okmatovskiy, Universidad Nova de Lisboa, Portugal Salih Ozdemir, University of New South Wales, Australia Sanjana Brijball Parumasur, University of KwaZulu-Natal, South Africa

Kok Yee Ng, Nanyang Technological University, Singapore

Hermann Ndofor, Indiana University, USA

Ouven Nguven, University of Reading, UK

Paola Perez-Aleman, McGill University, Canada Wai-Ching Poon, Monash University, Malaysia K. Skylar Powell, Western Washington University, USA Gavin Price, University of Pretoria, South Africa Pushyarag Puthusserry, Queen's University Belfast, UK Cuili Qian, City University of Hong Kong, China Xin Qin, Sun Yat-Sen University, China David A. Ralston, University Fellow International Research Consortium, USA Abdul Rasheed, University of Texas, Arlington, USA Mayasandra-Nagaraja Ravishankar, University of Loughborough, UK

Thomas Rockstuhl, Nanyang Technological University, Singapore

Valerie Rosenblatt, San Francisco State University, USA Riikka M. Sarala, University of North Carolina Greensboro, USA

Roger Schweizer, University of Gothenburg, Sweden Wei Shen, Arizona State University, USA Yongjiang Shi, Cambridge University, UK Shung Jae Shin, Portland State University, USA Arjen Slangen, Eramus University Rotterdam, The Netherlands

Zahra (Ayeh) Solouki, ESADE, Spain Lynda Jiwen Song, Renmin University, China Katharina Spraul, Technical University of Kaiserslautern, Germany

Cristina Stoian, Brunel University, UK Weichieh Su, National Chengchi University, Taiwan Yu-Shan Su, National Taiwan Normal University, Taiwan Florian Täube, Solvay Brussels School of Economics and Management, Belgium Danchi Tan, National Chengchi University, Taiwan Justin Tan, York University, Canada Yi Tang, Hong Kong Polytechnic University, China Shlomo Y. Tarba, University of Birmingham, UK Sverre Tomassen, BI Norwegian Business School, Norway Wei-Chi Tsai, National Chengchi University, Taiwan Herman Tse, Monash University, Australia Ari Van Assche, HEC Montréal, Canada Ramakrishna Velamuri, CEIBS, China Hinrich Voss, University of Leeds, UK

Ari Van Assche, HEC Montreal, Canada
Ramakrishna Velamuri, CEIBS, China
Hinrich Voss, University of Leeds, UK
Catherine Wang, University of London, UK
Chengang Wang, Bradford University, UK
Danqing Wang, INSEAD, France
Hui Wang, Peking University, China
Peng Wang, Capital Medical University, China
Pengfei Wang, Norwegian Business School, Norway
Xiao-Hua (Frank) Wang, Beijing Normal University,

Yonggui Wang, Capital University of Economics and Business, China

Xin Wei, University of International Business and Economics, China

Yingqi Wei, University of Leeds, UK Steven White, Tsinghua University, China Peter Williamson, Cambridge University, UK Jie Wu, University of Macau, Macau Zhiyan Wu, Erasmus University of Rotterdam, The

Zhiyan Wu, Erasmus University of Rotterdam, The Netherlands Torsten Wulf, Phillips-University Marburg, Germany

Zou Xi, Nanyang Technological University, Singapore Dean Xu, Monash University, Australia Shu Yang, Hofstra University, USA Jingjing Yao, IESEG School for Management, France Dorothy Yen, Brunel University London, UK Juelin (Lynn) Yin, Sun Yat-sen University, China David Yoon, University of Leeds, UK

Michael Young, Appalachian State University, USA, and Lazhou University, China

R. Burgin Vurtorly, WHU Otto Beisheim School of

B. Burcin Yurtoglu, WHU Otto Beisheim School of Management, Germany

Siran Zhan, University of New South Wales, Australia Cyndi Man Zhang, Singapore Management University, Singapore

Xiaomeng Zhang, Cheung Kong Graduate School of Business, China

Ying Zhang, Erasmus University, The Netherlands Yingying Zhang, CUNEF Madrid, Spain Yuchen Zhang, Tulane University, USA Wei Zhao, University of North Carolina at Charlotte, USA

Lu Zheng, University of California, Irvine, USA Weiting Zheng, Hong Kong Polytechnic University, China

Wubiao Zhou, University of Birmingham, UK Hongjin Zhu, McMaster University, Canada Yunxia Zhu, University of Queensland, Australia

# Management and Organization Review

#### **Best Senior Editor Award**

Starting in 2015, MOR recognizes Senior Editors for their exceptional and noteworthy performance in helping authors realize the 'jewel' in their papers. The recent winners are listed below. The winners receive a certificate and public recognition at the annual MOR reception.

#### 2019 Best Senior Editors Award Winners

Yang Cao, Universty of North Carolina at Charlotte Maral Muratbekova-Touron, ESCP Europe Shameen Prashantham, CEIBS

#### 2018 Best Senior Editor Award Winners

Lin Cui, Australian National University Xiaowei Rose Luo, INSEAD Till Talaulicar, University of Erfurt

#### **Best Reviewer Award**

Every year MOR recognizes members of the Editorial Review Board who have exemplified the spirit and mission of MOR by providing developmental, conscientious, and timely reviews. The recent winners are listed below. The winners receive a certificate and public recognition at the annual MOR reception.

## 2019 Reviewer Award Winners

Tatiana Andreeva, Maynooth University Qian (Cecilia) Gu, Georgia State University Eugene Kang, Nanyang Technological University Minyoung Kim, University of Kansas Ingo Kleindienst, Aarhus University

### 2018 Reviewer Award Winners

Ping Deng, Cleveland State University
Dali M, Drexel University
Yi Tang, Hong Kong Polytechnic University
Cyndi Zhang, Singapore Management University
Abby Jingzi Zhou, University of Nottingham Ningbo, China

# Peking University Press-Management and Organization Review

# **Best Paper in Chinese Theory of Management Award**

The 'theory of Chinese management' approach (adapting imported theories for the Chinese context) and the 'Chinese theory of management' approach (developing original theories for the Chinese context) are both necessary and valuable. To promote original theorizing to account for management phenomena that are particularly salient or unique in China, Peking University Press (PUP) has set up the PUP-MOR Best Paper in Chinese Theory of Management Award. The award aims to recognize the best paper published in MOR that addresses new research questions, identifies newconcepts, and/or develop newtheories from the 'Chinese theory of management' perspective. The Awards Committee identifies three finalists among the papers published in MOR over the previous two years and which are deemed as exemplary of the spirit of this award. Congratulations to the winning authors and all finalists!

#### 2018 PUP-MOR Award Winner

Chen, C., Chen, X., & Huang, S. 2013. Chinese guanxi: An integrative review and new directions for future research. *Management and Organization Review*, 9(1): 167–207.

#### 2016 PUP-MOR Award Winner

Jing, R., & Van de Ven, A. H. 2015. A yin-yang model of organizational change: The case of Chendu Bus Group. *Management and Organization Review*, 10(1): 29–54.

#### 2014 PUP-MOR Award Winner

Nee, V., & Yang, C. 2005. Market transition and the firm: Institutional change and income inequality in urban China. *Management and Organization Review*, 1(1): 23–56.