Volume 18 Number 2 March 2012 Pages 141–284

# MANAGEMENT ORGANIZATION

Australian and New Zealand Academy of Management



# Journal of Management & Organization

Journal of the Australian and New Zealand Academy of Management ISSN 1833-3672

SSCI Impact Factor 0.425 (2010)

#### AIMS & SCOPE

The Journal of Management & Organization is an international peer-reviewed journal for timely publication of research, scholarship, educational and practitioner perspectives on management-related themes and topics. It aims to provide global perspectives on management and organization of benefit to scholars, educators, students, practitioners, policy makers and consultants.

ACTING EDITOR IN CHIEF
Charmine EJ Härtel,
University of Queensland
IMMEDIATE PAST EDITOR IN CHIEF

Ray W Cooksey, University of New England

ASSOCIATE EDITORS
LEADERSHIP, DIVERSITY AND

INTERNATIONAL OB:
Roya Ayman,
Illinois Institute of Technology

HRM, OD AND CONSUMER BEHAVIOR: Laura Petitta, University of Rome

MANAGEMENT EDUCATION: Tui McKeown, Monash University

STRATEGIC MANAGEMENT:

Peter Galvin,

Newcastle Business School

Véronique Ambrosini, Monash University BOOK REVIEW EDITOR

Felix Arndt, University of Lausanne Editorial Board

Mats G Alvesson, Lund University Siah Hwee Ang, University of Auckland

Felix Arndt, University of Lausanne Neal M Ashkanasy, University of Queensland Ana Bojica, University of Granada Rowena Barrett, Edith Cowan University

Prashant Bordia, Australian National University

Kerry Brown, Southern Cross University Anne de Bruin, Massey University, Palmerston North

Melanie Bryant, Charles Sturt University George Chen,

George Chen, Australian National University Thomas Clarke, University of Technology, Sydney

Cary L Cooper, University of Lancaster

Trish Corner, Auckland University of Technology Justin Craig, Bond University

**Urs Daellenbach,** Victoria University of Wellington

Per Davidsson,
Queensland University of Technology

Fernanda Duarte, University of Western Sydney Paul Ellis,

Josie Fisher,
University of New England

Barry Gerhart, University of Wisconsin-Madison

Keith Grint, University of Warwick Jarrod Haar, University of Waikato

Mark Harcourt, University of Waikato

Giles Hirst, Monash University, Caulfield Gerard P Hodgkinson, Leeds University

Karen Jehn, University of Melbourne N Rao Kowtha,

Solbridge International School of Business, Korea

Margaret Lindorff, Monash University Marjo Lips-Wiersma, University of Canterbury

Xiao-yu Liu, University of International Business & Economics, Beijing

**Bernard McKenna,** University of Queensland Business School

Janine O'Flynn, Australian National University Jone L Pearce, University of California, Irvine

Edwina Pio,
Auckland University of Technology,

Sophie Reboud.

Burgundy School of Business, France

Simon Lloyd Restubog, Australian National University

**Diane Ruwhiu,** University of Otago **Bob Russell,** 

Griffith University, Brisbane **Kannan Sethuraman,** Melbourne Business School

**Boas Shamir,** Hebrew University of Jerusalem

Alison Sheridan, University of New England

Dean Tjosvold, Lingnan University Rosalie L Tung, Simon Fraser University Stephane Tywoniak, Curtin University

Ton van der Wiele, Erasmus University

Margaret H Vickers, University of Western Sydney Jürgen Wegge, Technische Universität Dresden

Technische Universität Dresde **David A Whetten**,

David A Whetten, Brigham Young University Celeste PM Wilderom, University of Twente Adrian Wilkinson, Griffith University Raymond F Zammuto, University of Queensland

#### READERSHIP AND MANUSCRIPT PREPARATION

Published in association with ANZAM, the *Journal of Management & Organization* (JMO) (previously titled JANZAM, vol 1–11 ISSN 1324-3209) publishes articles on areas that address the interests of management academics worldwide, including:

Auckland

- Qualitative and quantitative empirical research articles
- Theoretical and conceptual articles
- Literature reviews including those from theses
- Articles on management education and learning
- Practitioner perspectives and case studies
- Methodological advances including those from theses

Article formats include, but are not restricted to, traditional academic research articles, case studies, literature reviews, methodological advances, approaches to teaching, learning and management development, and interviews with prominent executives and scholars. Original articles which inform management research and practice from outside the discipline – such as psychology, education, economics, finance, political science, sociology, statistics and research design – will also be considered.

AGGREGATED/ABSTRACTED/INDEXED IN: Thomson Reuters JCR, SSCI, PsycINFO, ProQuest, Cengage, EBSCOhost, Scopus, SwetsWise, Informit, eBrary, NetLibrary, eBooks Library, CSAlllustrata, APA-FT and Atypon; listed in Cabell's and Ulrich's Periodicals Directories and ARC Register of Refereed Journals.

#### SUBSCRIPTIONS AND LIBRARY SAMPLE COPIES

All major international subscription agencies supply the Publisher's journals in print and online. Print and online subscriptions to the journal may also be entered directly with the Publisher. One free inspection copy of the journal is available to librarians on request. Author, Reviewer and Special Issue Guidelines are available at www.jmanorg.com.

Online subscriptions: Full-text online access for volumes 1–18 is available via approved intermediaries including Atypon, EBSCOhost EJS, CNPIEC and Celdes. Full-text online access is available only to institutional subscribers holding a print subscription. Multisite/campus multiple use licences are available by negotiation with the Publisher. Authentication is via IP address, Athens ID or Username and Password through: http://pubs.e-contentmanagement.com/loi/jmo

Backsets of vols 1–17 are available for sale in limited numbers. Journal of Management & Organization volume 18 (2012) will publish in six (6) issues of approximately 140 pages in January, March, May, July, September and November 2012 on a calendar year subscription cycle (January–December). A subscription includes one special and five general issues in 2012.

#### PRICE AND AVAILABILITY - 2012

Australia (incl. GST), New Zealand and Pacific: online + ahead of print (vol 1–18) AU\$990; online + ahead of print (vol 1–18) + print (vol 18) AU\$1100.00; print only (vol 18) AU\$880.00.

Rest of World: online + ahead of print (vol 1–18) US\$990; online + ahead of print (vol 1–18) + print (vol 18) US\$1100.00; print only (vol 18) US\$880.00.

Individual subscription rates (print only) are AU\$399 and US\$399, respectively; a private postal address is required.

Individual articles are available for separate sale via Atypon (PPV). Prices include airmail and GST if applicable. A subscription to the journal is included in the annual ANZAM membership fee (see inside back cover). Evaluation copies of special, topic-based issues may be requested by course coordinators. Discounts apply to large single-issue orders and course adoptions.

Subscriptions should be paid in advance by bank cheque, bank transfer (info@e-contentmanagement.com), Visa, MasterCard, PayPal or international money order to:

eContent Management Pty Ltd (Journal of Management & Organization) PO Box 1027, Maleny, Queensland 4552, Australia Tel.: +61 (0)7 5435 2900; Fax: +61 (0)7 5435 2911; or Email: subscriptions@e-contentmanagement.com (PayPal)



ISSN 1833-3672

# **JOURNAL OF MANAGEMENT & ORGANIZATION**

Journal of the Australian and New Zealand Academy of Management

## **CONTENTS**

VOLUME 18 • ISSUE 2 • March 2012

142–158	Board competence and the top management team's external ties for performance – Jae Wook Yoo and Kwangsoo Kim
159–174	The mediating effect of leader—member exchange on the relationship between Theory X and Y management styles and affective commitment: A multilevel analysis — Faruk Şahin
175–192	Exploring the psychological safety of R&D teams: An empirical analysis in Taiwan – Chi-Cheng Huang and Pin-Chen Jiang
193–219	Organizational learning culture and innovativeness in Turkish firms  – Matej Černe, Marko Jaklič, Miha Škerlavaj, Arzu Ülgen Aydınlık and Dönmez Polat
220–230	Work-related stress impacts on the commitment of urban transit drivers  – Jia-Yi Hung, Ron Fisher, Rod Gapp and Geoff Carter
231–246	How an unlearning context can help managers overcome the negative effects of counter-knowledge – Juan-Gabriel Cegarra-Navarro, Stephen Eldridge and Antonio L Gamo Sánchez
247–262	The relationship between workplace friendship and perceived job significance – Hsiao-Yen Mao, An-Tien Hsieh and Chien-Yu Chen
263–280	Shared fate and social comparison: Identity work in the context of a stigmatized occupation – <i>Mark van Vuuren, Jacqueline Teurlings and Ernst Bohlmeijer</i>
281–283	EDITORIAL: Some thoughts about reviewing: An editor's and newcomer's perspective – Charmine Härtel and Felix Arndt

## FORTHCOMING

### Healthcare Management: Progress, problems and solutions

A special issue of *Journal of Management & Organization* – Volume 18 Issue 5 128 pages – ISBN 978-1-921348-98-3 – September 2012

Guest Editors: Yvonne Brunetto (SCU), Kate Shacklock (GU), Rod Farr-Wharton (USC) and Cary L Cooper (Lancaster University)

http://jmo.e-contentmanagement.com/archives/vol/18/issue/5/marketing/

www.e-contentmanagement.com

SSCI (2010): .425 ABDC Rank B ISSN 1833-3672 • www.jmanorg.com 2012 © eContent Management Pty Ltd

Abstracted/indexed in Thomson Reuters SSCI, PsycINFO, EBSCO Publishing, Cengage, EBSCOhost, Scopus, SwetsWise, eBrary, MyiLibrary, NetLibrary, CSAIllustrata, APA-FT and Atypon; listed in Cabell's and Ulrich's Periodicals Directories and ARC Register of Refereed Journals (ERA). Aggregated in ProQuest. Registered with the Copyright Agency Ltd: www.copyright.com.au

