理組 Management and 守織 Organization Review



Cover: Wudang Mountain (Ray Friedman)

The premier journal for ground-breaking insights about management and organizations in China and global comparative contexts



SPONSORS OF MANAGEMENT AND ORGANIZATION REVIEW



International Association for Chinese Management Research Officers

Founding President

Anne S. Tsui Arizona State University

Peking University

Past President

Ray Friedman Vanderbilt University

President

Zhi-Xue Zhang Peking University

President Elect

Runtian Jing Shanghai Jiao Tong University

Executive Director

Peking University Wei Zhang

Executive Secretary/Treasurer

State University of Lerong He

New York at Brockport

Vice-President and Program Chair for 2023

Conference

Wei Shen Arizona State University

Representatives at Large

Lori Qingyuan Yue Columbia University

Wu Liu Hong Kong Polytechnic University

Zhijun Chen Shanghai University of Finance and Economics

Hinrich Voss HEC Montreal

PhD Student Representatives

Danyang Zhu Fudan University

Kaixian Mao Hong Kong University of

Science and Technology



Leadership of Peking University

Ping Hao President

Leadership of Guanghua School of Management

Dean Qiao Liu

Assosciate Deans Li'an Zhou

> Liansheng Wu Shengping Zhang Ying Zhang

Li Ma Zheng Zhang



Leadership of Fudan University

President Ningsheng Xu

Leadership of School of Management Fudan University

Dean Xiongwen Lu

Deputy Dean Yaopeng Li

Executive Associate Dean Jian Zhou

Associate Deans Yimin Sun

> Zhiwen Yin Changjiang Lu

Ming Zheng Yaohua Ye

Weitao Zhao



MANAGEMENT AND ORGANIZATION REVIEW

Volume 18 Issue 3 J	une 2022
Letter from the Editor	425
Perspective	
Dalong Pang, Leigh Anne Liu, and Ming-Jer Chen A Transparadox Process of Decision Making	427
Articles	
Lu Zheng, Likun Cao, Jie Ren, Xibao Li, Ximing Yin, and Jin Chen How Venture Capital Firms Choose Syndication Partners: The Moderating Effect Institutional Uncertainty and Investment Preference	s of 463
Liangyong Chen, Xiaozhen Luo, Fei Zhou, and Tianqi Zhang Knowledge Hiding and Hider's Innovative Behavior in Chinese Organizations: The Mediating Role of Silence Behavior and the Moderating Role of Zhongyong Think	
Yun Zhang, Zhe Zhang, and Ming Jia When and Why Perceived Organizational Environmental Support Fails to Work: From a Congruence Perspective	519
YEN TRAN, SNEJINA MICHAILOVA, AND HUONG NGUYEN From Host Country Nationals to Entrepreneurs: Insights from Professional Service Ventures in Vietnam	551
BACH NGUYEN Networking in Weak Institutions: When Is It Good for Small Business Investment: The Case of Vietnam	583