**Manuscript submission:** All articles should be submitted through ScholarOne Manuscripts at http:// mc.manuscriptcentral.com/jmo. For more information and style instructions see http://journals.cambridge.org/jmo/ IFC. For questions please contact the Editor in Chief: peter.galvin@northumbria.ac.uk

**Subscriptions:** The subscription price for 2013 for electronic access to six issues is \$575.00 in the USA, Canada, and Mexico; UK £371.00 + VAT elsewhere. Institutional subscription correspondence and address changes should be sent to: Cambridge University Press, 100 Brook Hill Drive, West Nyack, NY 10994, USA, email subscriptions\_ newyork@cambridge.org, for customers in the USA, Canada, or Mexico. Customers elsewhere should contact: Cambridge University Press, The Edinburgh Building, Shaftesbury Road, Cambridge CB2 8RU, UK, email journals@ cambridge.org.

Australian and New Zealand Academy of Management: Membership in the Australian and New Zealand Academy of Management includes an individual subscription to the journal. To find out how to become a member please visit www.anzam.org

**Permissions information:** All rights reserved. No part of this publication may be reproduced, in any form or by any means, electronic, photocopying, or otherwise, without permission in writing from Cambridge University Press. Policies, request forms and contacts are available at: http://journals.cambridge.org/action/rightsAndPermissions. Permission to copy (for users in the USA) is available from Copyright Clearance Center http://www.copyright.com, email info@copyright.com.

**Advertising:** To advertise in the journal email USAdSales@cambridge.org or telephone +1 (212) 337 5053 in the USA, Canada or Mexico; email ad\_sales@cambridge.org or telephone +44 (1223) 325083 in the rest of the world.

JMO is published by Cambridge Journals for the Australian and New Zealand Academy of Management and is included in the Cambridge Journals Online service which can be found at http://journals.cambridge.org/jmo

E-ISSN: 1839-3527 © Cambridge University Press and Australian and New Zealand Academy of Management

## CONTENTS

1 CONCEPTUAL ARTICLE: Understanding the elements and outcomes of executive wisdom: A strategic approach ROBERT W KOLODINSKY AND PAUL E BIERLY

25 Pragmatic leadership: A return to wisdom DIANE RUWHIU AND MALCOLM CONE

- 44 METHODOLOGY: Impact of individual and organizational factors on job satisfaction: A comparison of multilevel models and multiple regression models using different data arrangements JUN YI HSIEH
- 60 IDADA: The individual difference approach to assessing and developing diversity awareness CHARMINE E J HÄRTEL, GÜNTER F HÄRTEL AND RICK B TRUMBLE
- 75 **PRACTITIONER PERSPECTIVE:** Detecting and responding constructively to transference in the workplace SETH DAVID BERNSTEIN
- 86 Gender differences and behavioral integrity: From a social contract perspective HEH JASON HUANG AND YISHUO HUNG
- 101 Person—organization fit and organizational citizenship behavior: Time perspective YU-CHEN WEI

Cambridge Journals Online For further information about this journal please go to the journal web site at: journals.cambridge.org/jmo



MIX Paper from responsible sources FSC<sup>®</sup> C007785



Published online by Cambridge University Press