

組  
織  
管  
理  
研  
究

# Management and Organization Review



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



CAMBRIDGE  
UNIVERSITY PRESS

SPONSORS OF MANAGEMENT AND ORGANIZATION REVIEW



**International Association for Chinese Management Research Officers**

**Founding President**

Anne S. Tsui

*University of Notre Dame  
Peking University*

**Past President**

Neng Liang

*China Europe International  
Business School*

**President**

Ray Friedman

*Vanderbilt University*

**President Elect**

Zhi-Xue Zhang

*Peking University*

**Executive Director**

Zhijun Yao

*Peking University*

**Executive Secretary/Treasurer**

Lerong He

*State University of  
New York at Brockport*

**Vice-President and Program Chair for 2021**

**Conference**

Runtian Jing

*Shanghai Jiao Tong University*

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

**Arrangements Committee for 2020 Conference**

Wanjun Jiang

*Peking University*

Gengzhong Feng

*Xi'an Jiaotong University*

**Representatives at Large**

Jingjing Yao

*IESEG School of Management*

Xiaotao Yao

*Xi'an Jiaotong University*

Yi Tang

*Hong Kong Baptist University*

David Zhu

*Arizona State University*

北京大學



光華管理學院

Guanghua School of Management

**Leadership of Peking University**

President

Ping Hao

**Leadership of Guanghua School of Management**

Dean

Qiao Liu

Vice Deans

Li'an Zhou  
Liansheng Wu  
Li Jin  
Qj Li  
Shengping Zhang  
Ying Zhang



復旦大學 管理學院  
SCHOOL OF MANAGEMENT  
FUDAN UNIVERSITY

**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 5

December 2020

<b>Letter from the Editor</b>	965
<b>Dialogue, Debate, and Discussion</b>	
LISA VALIKANGAS AND ARIE Y. LEWIN The Resilience Forum: A Lingering Conclusion	967
LUCA GIUSTINIANO, MIGUEL PINA E CUNHA, ACE V. SIMPSON, ARMÊNIO REGO, AND STEWART CLEGG Resilient Leadership as Paradox Work: Notes from COVID-19	971
YANJUN CAI Renaissance of Resilience: A Buzzword or a New Ideal?	976
ZHI-XUE ZHANG, YUNTAO DONG, AND XIWEI YI Building Resilience via Cognitive Preparedness, Behavioral Reconfigurations, and Iterative Learning: The Case of YunKang	981
YUHUAN LIU AND JUELIN YIN Stakeholder Relationships and Organizational Resilience	986
QURONG CAI AND JIHONG YE Is China's Emergency Management System Resilient Against the COVID-19 Pandemic?	991
<b>Regular Articles</b>	
JIE JIAO, YANG LIU, RUI WU, AND JUN XIA Corporate Strategy and Subsidiary Performance: The Effect of Product and Geographic Diversification	996
JIN-HUI LUO, YUANGAO XIANG, AND RUICHAO ZHU When Are Pay Gaps Good or Bad for Firm Performance? Evidence from China	1030
VALERY YAKUBOVICH AND DANIELA LUP The Impact of Japanese Labels on the Perceived Relevance of Lean Production Practices in a Russian Bank	1057
JIANJUN ZHANG, PEI SUN, AND KUNYUAN QIAO Wining and Dining Government Officials: What Drives Political Networking in Chinese Private Ventures?	1084



### **EDITOR-IN-CHIEF**

**Arie Y. Lewin**, Duke University, USA

### **DEPUTY EDITORS**

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

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

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

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

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

**Gerald McDermott**, University of South Carolina,  
USA  
Regional focus: Latin America

**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

**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 Universität  
München, 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; employee-  
organization 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

**Eric Zhao**, Indiana University, USA  
Strategy and organization theory; institutional theory;  
social entrepreneurship; international entrepreneurship;  
emerging markets

**Jane Zhao**, The University of Kansas, USA  
Innovation management; paradoxical management;  
RBV, dynamic capability; meta-organization, R&D  
consortia, industry associations, innovation ecosystems;  
cooperation; 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

#### **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

Yadong Luo, University of Miami, USA

Marjorie Lyles, Indiana University, USA

Marshall W. Meyer, University of Pennsylvania, USA

Michael Morris, Columbia University, USA

Ram Mudambi, Temple 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

Weiyang Zhang, Peking University, China

Shuming Zhao, Nanjing University, China

Xueguang Zhou, Stanford University, USA

Maurizio Zollo, Bocconi University, Italy

## EDITORIAL REVIEW BOARD

- Qi Ai, Northampton University, UK  
Tatiana Andreeva, Maynooth University, Ireland  
Samuel Aryee, University of Surrey, UK  
Neal M. Ashkanasy, University of Queensland, Australia  
Preet S. Aulakh, York University, Canada  
Tao Bai, Xi'an Jiaotong-Liverpool University, China  
Yuntao Bai, Xiamen University, China  
Ellie R. Banalieva, Northeastern University, USA  
William Barnett, Stanford University, USA  
Bat Batjargal, Oklahoma State University, USA  
Xiaoshu Bei, University of Colorado Boulder, USA  
Gabriel R. G. Benito, BI Norwegian Business School, Norway  
Olivier Bertrand, SKEMA Business School, France  
Suresh Bhagavatula, Indian Institute of Management Bangalore, India  
Devasheesh Bhawe, 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  
Victor Zitian Chen, University of North Carolina at Charlotte, USA  
WeiRu Chen, CEIBS, China  
Wenhong Chen, University of Texas, Austin, USA  
Yan Chen, Stevens Institute of Technology, USA  
Zhijun Chen, Shanghai University of Finance and Economics, China  
Bonnie Cheng, The Hong Kong Polytechnic University, China  
Chi-Ying Cheng, Singapore Management University, Singapore  
Sally Siu-Yin Cheung, Hong Kong Baptist University, China  
Willie Chinyamurindi, University of Fort Hare, South Africa  
Jaeec 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  
Hong Deng, Durham University, USA  
Ping Deng, Cleveland State University, USA  
Nick Dew, Naval Postgraduate School, USA  
Desislava Dikova, Vienna University of Economics & Business, Austria  
ZhuJun Ding, Kings College London, UK  
Yuntao Dong, Peking University, China  
Jian Du, Zhejiang 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 Giuliani, 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 and 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, Ikwu, 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  
Yang Jun, Zhejiang University, China  
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  
Thorbjørn 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

Jun Ho Lee, University of Kansas, USA  
 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  
 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-Dong Li, Chinese University of Hong Kong, China  
 Wen Li, University of Technology Sydney, Australia  
 Xin Li, Copenhagen Business School, Denmark  
 Xu-Hong Li, Fudan University, China  
 Neng Liang, CEIBS, China  
 Xin Liang, University of Minnesota Duluth, USA  
 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  
 Chang-qin Lu, Peking 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  
 Hermann Ndofor, Indiana University, USA  
 Kok Yee Ng, Nanyang Technological University, Singapore  
 Quyen Nguyen, University of Reading, UK  
 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  
 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  
 Annie Yi Ruan, University of Nottingham Ningbo, China  
 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, Erasmus University Rotterdam, The Netherlands  
 Zahra (Aych) 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 Velmuri, CEIBS, China  
 Hinrich Voss, University of Leeds, UK  
 Andrew An-Chih Wang, China European International Business School, China  
 Catherine Wang, University of London, UK  
 Chengang Wang, Bradford University, UK  
 Danqing Wang, INSEAD, France  
 Haizhen Wang, Lanzhou University, China  
 Hui Wang, Peking University, China  
 Peng Wang, Capital Medical University, China  
 Pengfei Wang, Norwegian Business School, Norway  
 Xiao-Hua (Frank) Wang, Beijing Normal University, China  
 Yonggui Wang, Capital University of Economics and Business, China  
 Yongzhi Wang, The Ohio State University, USA  
 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 Netherlands  
 Torsten Wulf, Phillips-University Marburg, Germany  
 Zou Xi, Nanyang Technological University, Singapore  
 Dean Xu, Monash University, Australia  
 Erica Xu, Hong Kong Baptist University, China  
 Shu Yang, Hofstra University, USA  
 Xiaoming Yang, University of Nebraska Omaha, USA  
 Zhangbo Yang, Xi'an Jiaotong University, China  
 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  
 Shuyang You, Dongbei University of Finance and Economics, China  
 Michael Young, Appalachian State University, USA, and Lanzhou University, China  
 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  
 Melody Jun Zhang, Chinese University of Hong Kong, China

Peng Zhang, Simon Fraser University, China  
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  
Zhangbo Zhang, Xi'an Jiaotong University, China

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, University 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 new concepts, and/or develop new theories 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.