

# management revue

**Socio-economic Studies**

Editors:  
Matthias Baum  
Ina Ehnert  
Marcel Erlinghagen  
Simon Fietze  
Susanne Gretzinger  
Wenzel Matiaske  
Sylvia Rohlfert

Rainer  
Hampp  
Verlag

Vol. 26, Issue 4, 2015

# management revue

## Socio-economic Studies

**Editors** Matthias Baum, University of Kaiserslautern, Germany  
Ina Ehnert, Université Catholique de Louvain, Belgium  
Marcel Erlinghagen, University of Duisburg-Essen, Germany  
Simon Fietze, University of Southern Denmark  
Susanne Gretzinger, University of Southern Denmark  
Wenzel Matiaske, Helmut-Schmidt-University, Germany  
Sylvia Rohlfer, Colegio Universitario de Estudios Financieros, Spain

**Editorial/  
Advisory  
Board** John W. Boudreau, University of Southern California, USA  
Lisa Bradley, Queensland University of Technology, Australia  
Chris Brewster, Henley Management College, UK  
Dirk Buyens, Vlerick Business School, Belgium  
Jean-Luc Cerdin, ESSEC, France  
Richard Croucher, Middlesex University Business School, UK  
Peter Dowling, La Trobe University, Melbourne, Australia  
Amos Drory, Ben Gurion University, Israel  
Mark Fenton O'Creevy, Open University, UK  
Marianne A. Ferber, University of Illinois, USA †  
Per Freytag, University of Southern Denmark  
Barry Gerhart, University of Wisconsin, USA  
Paul Gooderham, Norwegian Business School, Norway  
Bo Hansson, EDU/IA, OECD  
Rüdiger Kabst, University of Paderborn, Germany  
Arne Kalleberg, University of North Carolina, USA  
Ralph Kattenbach, University of Hamburg, Germany  
Rita Kellermann, Rotterdam School of M., The Netherlands  
Jan Kees Looise, University of Twente, The Netherlands  
Seong-Kook Kim, Ewha Womans University, South Korea  
Hendrik Holt Larsen, Copenhagen Business School, Denmark  
Huseyin Leblebici, University of Illinois, USA  
Albert Martin, University of Lueneburg, Germany  
Wolfgang Mayrhofer, Vienna Univ. of Bus. a. Econ., Austria  
Thomas Mellewig, Free University of Berlin, Germany  
Michael Morley, University of Limerick, Ireland  
Peter Muehlau, Trinity College Dublin, Ireland  
Werner Nienhueser, University of Essen, Germany  
Nancy Papalexandris, Athens Univ. of Bus. a. Econ., Greece  
Andrew Pendleton, The University of York, UK  
Erik Poutsma, Nijmegen Business School, The Netherlands  
Susanne Royer, University of Flensburg, Germany  
Sami Saarenketo, Lappeenranta Univ. of Technology, Finland  
Dieter Sadowski, IAAEG/University of Trier, Germany  
Wilmar Schaufeli, University of Utrecht, The Netherlands  
Florian Schramm, HWP, Germany  
James Sesil, The State University of New Jersey Rutgers, USA  
Rick Steers, University of Oregon, USA  
Wolfgang Weber, University of Paderborn, Germany

# management revue

## Socio-economic Studies

Print ISSN 0935-9915    Internet ISSN 1861-9908

**management revue – Socio-economic Studies** is published four times a year. Subscription prices: (print + online) € 150, including VAT. For delivery outside Germany an additional € 13,80 are added. Information about online access is available at [www.hampp-verlag.de](http://www.hampp-verlag.de).

Cancellation is only possible six weeks before the end of each year. Single issues of **management revue** may be obtained at € 24.80.

The contributions published in **management revue** are protected by copyright. No part of this publication may be translated into other languages, reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, magnetic tape, photocopying, recording or otherwise without permission in writing from the publisher. That includes the use in lectures, radio, TV or other forms. Copies are only permitted for private purposes and use and only of single contributions or parts of them.

For any copy produced or used in a private corporation serving private purposes (due to §54(2) UrhG) one is obliged to pay a fee to VG Wort, Abteilung Wissenschaft, Goethestraße 49, D – 80336 München, where one can ask for details.

Rainer Hampp Verlag, management revue,  
Marktplatz 5, 86415 Mering, Germany  
Phone ++ 49 8233 4783, E-mail: [Hampp@RHVerlag.de](mailto:Hampp@RHVerlag.de)  
[www.Hampp-Verlag.de](http://www.Hampp-Verlag.de)    [www.management-revue.org](http://www.management-revue.org)

**mrev online:** [http://www.hampp-verlag.de/hampp\\_e-journals\\_mrev.htm](http://www.hampp-verlag.de/hampp_e-journals_mrev.htm)

**Submissions:** <http://hermes.hsu-hh.de/mrev/index.php/mrev>

**management revue, volume 26, issue 4, 2015**

mrev 26(4)

Sarah Altmann, Stefan Suess

**The influence of temporary time offs from work on employer attractiveness – An experimental study**

282

Rainer Lueg, Louisa Vu

**Success factors in Balanced Scorecard implementations – A literature review**

306

Osamu Suzuki

**Unpacking performance benefits of innovation ambidexterity: Evidence from the pharmaceutical industry**

328

**Contents of mrev, volume 26, issues 1-4**

349

## management revue, next issues

### Financial Participation

### Perspectives on Sustainable Consumption

### Digital Working Life

Please contact one of the journal's editors, or the editor of the special issue, or  
**Rainer Hampp Verlag, mrev, Marktplatz, 86415 Mering, Germany**  
**E-mail: Hampp@RHVerlag.de**

Print: ISSN 0935-9915  
 Internet: ISSN 1861-9908

© 2015 **management revue** Rainer Hampp Verlag München, Mering  
 Marktplatz 5 D – 86415 Mering, Germany  
 www.Hampp-Verlag.de

All rights preserved. No part of this publication may be reprinted or reproduced or utilized in any form or by any electronic, mechanical, or other means, now known or hereafter invented, including photocopying and recording, or in any information storage or retrieval system, without permission in writing from the publisher.

## Database Research Pool: [www.hampp-verlag.de](http://www.hampp-verlag.de)

Seven journals – one search engine: Our new online-archive allows for searching in full-text databases covering six journals:

- Industrielle Beziehungen, beginning in 1998
- International Journal of Action Research, beginning in 2005
- Journal for East European Management Studies, beginning in 1998
- Journal of Competence-based Management, beginning in 2014
- management revue, beginning in 2004
- Zeitschrift für Personalforschung, beginning in 1998
- Zeitschrift für Wirtschafts- und Unternehmensethik, beginning in 1998

**Free research:** Research is free. You have free access to all hits for your search. The hit list shows the relevant articles relevant to your search. In addition, the list references the articles found in detail (journal, volume etc.).

**Browse or download articles via GENIOS:** If you want to have access to the full-text article, our online-partner **GENIOS** will raise a fee of € 10.-. If you are registered as a “**GENIOS-Professional Customer**” you may pay via credit card or invoice.

## Statistics

	1 open issue	2 special issue	3 open issue	4 open issue	forthcoming
Submitted Papers	4	9	7	5	28
Papers accepted after first review	2	0	0	0	0
Papers accepted after second review	1	5	4	3	0
Papers rejected/withdrawn	1	4	3	2	0
In review	0	0	0	0	28

### Editors and publisher would like to thank the reviewers of the 2015 issues:

Tómas Bjarnason, Capacent  
Iceland/University of Iceland

Tove Brink, University of Southern  
Denmark

Luis Eugenio Carretero Diaz, CUNEF –  
Colegio Universitario De Estudios  
Financieros

Jesper Christensen, Aalborg University  
Andreas Cornett, University of Southern  
Denmark

Anna L. Cox, Univesity College London

Jan Dettmers, MSH Medical School  
Hamburg

Georg Dochtman, University of Bamberg

Susanne Geister, EBC Hochschule –  
University of Applied Sciences

Linda Haas, Indiana University

Christian Happ, Trier University

Frances Jørgensen, Aarhus University

Wolfgang Jütte, Bielefeld University

Tim Kessler, Bayreuth University

René Krempkow, Humboldt University of  
Berlin

Desiree Ladwig, Lübeck University of  
Applied Sciences

Veit Larmann, Helmut-Schmidt-University

Jan K. Looise, University of Twente

Alexander Martin, Europa-Universität  
Flensburg

Silke Michalk, BTU Cottbus-Senftenberg

Franziska Scheier, University of Hamburg

Werner Schmidt, University of Tübingen

Alesia Slocum, Saint Louis University

Henrik Sproedt, University of Southern  
Denmark

Niels Karl Sørensen, University of Southern  
Denmark

Holger Steinmetz, University of Paderborn

Bodo Steiner, University of Southern  
Denmark

Stefan Strohmeier, Saarland University

Mareike Tarazona, Frankfurt University of  
Applied Sciences

Tim Vahle-Hinz, University of Hamburg

Van Anh Vong, University of Cologne