

# management revue

Rainer  
Hampp  
Verlag

Vol. 18, issue 4, 2007

# management revue

## The International Review of Management Studies

<b>Editors– in–Chief</b>	Rüdiger Kabst, University of Giessen, Germany Wenzel Matiaske, University of Flensburg, Germany
<b>Reviews</b>	Peter Muehlau, Trinity College Dublin, Ireland
<b>Editorial/ Advisory Board</b>	John W. Boudreau, University of Southern California, USA Lisa Bradley, Queensland University of Technology, Australia Chris Brewster, Henley Management College, UK Dirk Buyens, De Vlerick School of Management, Belgium Jean–Luc Cerdin, ESSEC, France Richard Croucher, Middlesex University Business School, UK Peter Dowling, Victoria University of Wellington, New Zealand 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 Arne Kalleberg, University of North Carolina, USA 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 Lüneburg, Germany Wolfgang Mayrhofer, Vienna Univ. of Bus. a. Econ., Austria Thomas Mellewigt, Free University of Berlin, Germany Michael Morley, University of Limerick, 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 Sami Saarenketo, Lappeenranta Univ. of Technology, Finland Dieter Sadowski, IAAEG/University of Trier, Germany Wilhelm 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 Hamburg, Germany

# management revue

The International Review of Management Studies

Print ISSN 0935–9915    Internet ISSN 1861–9908

**management revue** – the International Review of Management Studies is published four times a year. Subscription prices:

- Institutional (print + online) € 150, including VAT.
- Personal (only print) € 60, including VAT.

For delivery outside Germany an additional € 12 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 € 19.80.

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**,

Meringerzeller Str. 10, 86415 Mering, Germany

Phone ++ 49 8233 4783, Fax ++ 49 8233 30755

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)

**management revue, volume 18, issue 4, 2007** mrev 18(4)

Special Issue:

**HRM in Asia Pacific**

edited by Chris Rowley and Malcolm Warner

Chris Rowley, Malcolm Warner <b>The Management of Human Resources in the Asia Pacific: Into the 21<sup>st</sup> Century</b>	374
Gyu-Chang Yu, Woo-Sung Park, Yung-Ho Cho <b>MNCs' HRM Strategy and Country of Origin Effect: Do North American, European and Japanese Firms Really Differ?</b>	392
Jie Shen <b>Approaches to International Industrial Relations in Chinese Multinational Corporations</b>	410
Chris Rowley, Saaidah Abdul-Rahman <b>The Management of Human Resources in Malaysia: Locally-owned Companies and Multinational Companies</b>	427
Wes Harry, Chizu Nakajima <b>Ethnocentric HRM Policies in the Asia Pacific Region: An Explanation of Host Country Resistance</b>	454
<b>Book Reviews</b>	
Wes Harry, Keith Jackson <b>Globalisation, the Wave, and the Undertow</b>	472
<b>New Books</b>	483
<b>Contents of mrev, volume 18, issues 1-4</b>	485

## management revue, next issues

### Resources and Dependencies

#### Power in Organisations

Please contact one of the journal's editors, or the editor of the special issue, or  
**Rainer Hampp Verlag, mrev, Meringerzeller Str. 10, 86415 Mering, Germany**  
**E-Mail: Rainer\_Hampp\_Verlag@t-online.de**

---

#### Bibliographic information published by the Deutsche Nationalbibliothek

Die Deutsche Nationalbibliothek lists this publication in the Deutsche Nationalbibliografie; detailed bibliographic data are available in the Internet at <http://dnb.d-nb.de>.

ISBN 978-3-86618-194-6

Print: ISSN 0935-9915

DOI 10.1688/9783866181946

Internet: ISSN 1861-9908

© 2007 **management revue** Rainer Hampp Verlag München, Mering  
 Meringerzeller Str. 10 D – 86415 Mering, Germany  
[www.Hampp-Verlag.de](http://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)

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

- International Journal of Action Research, beginning in 2005
- Industrielle Beziehungen, beginning in 1998
- Journal for East European Management Studies, beginning in 1998
- 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.

**Editors and publisher would like to thank the reviewers of the 2007 issues:**

John Benson, University of South Australia, Australia  
 Mhinder Bhopal, London Metropolitan University, UK  
 Chris Brewster, Henley Management College, UK  
 Dietrich Budäus, University of Hamburg, Germany  
 Shyh-jer Chen, National Sun Yat-sen University  
 Fang Cooke, Manchester University, UK  
 Vince Edwards, Buckingham University, UK  
 Angelo Giardini, University of Giessen, Germany  
 Gerd Grözinger, University of Flensburg, Germany  
 Eric Kaarsemaker, University York, UK  
 Andreas Krause, Hochschule Olms, Switzerland  
 Grace Lee, City University Hong Kong  
 Albert Martin, University of Lüneburg, Germany  
 Wolfgang Mayrhofer, Vienna University of Business and Economics, Austria  
 Werner Nienhüser, University of Duisburg, Germany  
 Mark Fenton O’Creevy, Open University, UK  
 Renate Ortlieb, Free University Berlin, Germany  
 Yang-Kyu Park, Konkuk University, South Korea  
 Ulrich Pekruhl, Hochschule Olms, Switzerland  
 Daniela Rastetter, University of Hamburg, Germany  
 Roberto Rodríguez-Gómez, Ciudad Universitaria, Coyoacán, México  
 Chris Rowley, City University London, UK  
 Susanne Royer, University of Flensburg, Germany  
 Florian Schramm, University of Hamburg, Germany  
 Randall Schuler, Rutgers University, USA  
 Nicole Torka, University of Twente, Netherlands  
 Rosalie Tung, Simon Fraser University, Canada  
 Malcolm Warner, University of Cambridge, UK,  
 Ingo Weller, Free University Berlin, Germany  
 Joanna Zaleska, City University London, UK  
 Ying Zhu, Melbourne University, Australia

**Statistics:**

	issue 1	issue 2	issue 3	issue 4	else	all
Submitted papers	8	11	6	10	6	41
Papers accepted after first review	0	5	4	1	0	10
Papers accepted after second review	5	3	1	4	0	13
Papers rejected	3	3	1	5	3	15
In review					3	3
Book reviews	0	0	0	12		12