

management entrevue

Rainer
Hampp
Verlag

Vol. 16, issue 2, 2005

management revue

The International Review of Management Studies

- Editors:** Richard Croucher, Cranfield University, UK
Rüdiger Kabst, University of Giessen, Germany
Rita Kellermann, Rotterdam School of M., Netherlands
Wenzel Matiaske, University of Flensburg, Germany
- Editorial/
Advisory
Board** John W. Boudreau, University of Southern California, USA
Chris Brewster, Henley Management College, UK
Dirk Buyens, De Vlerick School of Management, Belgium
Jean-Luc Cerdin, ESSEC, France
Peter Dowling, University of Canberra, Australia
Amos Drory, Ben Gurion University, Israel
Barney Erasmus, University of South Africa, South Africa
Mark Fenton O'Creevy, Open University, UK
Per Freytag, University of Aarhus, Denmark
Diether Gebert, Technical University Berlin, Germany
Barry Gerhart, University of Wisconsin, USA
Paul Gooderham, Norwegian Business School, Norway
Bo Hansson, IPF/Uppsala University, Sweden
Peter-J. Jost, WHU Koblenz, Germany
Arne Kalleberg, University of North Carolina, USA
Jan Kees Looise, University of Twente, The Netherlands
Seong-Koog Kim, Ewha, 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, University of Paderborn, Germany
Michael Morley, University of Limerick, Ireland
Werner Nienhueser, University of Essen, Germany
Nancy Papalexandris, Athens Univ. of Bus. a. Econ., Greece
Erik Poutsma, Nijmegen Business School, The Netherlands
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 Paderborn, Germany

management revue

The International Review of Management Studies

ISSN 0935–9915

management revue – the International Review of Management Studies is published four times a year. The subscription rate is € 60,– including delivery and value added tax. Subscription for students is reduced and available for € 30,–. For delivery outside Germany an additional € 8,– are added. 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, D – 86415 Mering
Phone ++ 49 8233 4783, Fax ++ 49 8233 30755
E-Mail: Rainer_Hampp_Verlag@t-online.de

www.Hampp-Verlag.de

www.management-revue.org

management revue, volume 16, issue 2, 2005 mrev 16(2)

Special Issue:

Human Resource Management and Economic Success

edited by Rüdiger Kabst, Wenzel Matiaske

Rüdiger Kabst, Wenzel Matiaske

Editorial: Human Resource Management and Economic Success 161

Patrick M. Wright, John J. Haggerty

Missing Variables in Theories of Strategic Human Resource Management: Time, Cause, and Individuals 164

Barry Gerhart

Human Resources and Business Performance: Findings, Unanswered Questions, and an Alternative Approach 174

Eleni T. Stavrou, Chris Brewster

The Configurational Approach to Linking Strategic Human Resource Management Bundles with Business Performance: Myth or Reality? 186

Peter J. Dowling

Human Resource Management and Economic Success: An Australian Perspective 202

Fernando Martín Alcázar, Pedro Miguel Romero Fernández, Gonzalo Sánchez Gardey

Researching on SHRM: An Analysis of the Debate over the Role Played by Human Resources in Firm Success 213

Justine Horgan, Peter Mühlau

Human Resource Management and Performance: A Comparative Study of Ireland and the Netherlands 242

Seong-Kook Kim, Ji-Sook Hong

The Relationship between Salesperson Competencies and Performance in the Korean Pharmaceutical Industry 259

Simon L. Dolan, Mercè Mach, Vicenta Sierra Olivera

HR Contribution to a Firm's Success Examined from a Configurational Perspective: An Exploratory Study Based on the Spanish CRANET Data 272**New Books** 291**management revue, published and forthcoming** 294

