

management revue

Rainer
Hampp
Verlag

Vol. 21, issue 3, 2010

management revue

The International Review of Management Studies

Editors-in-Chief Rüdiger Kabst, University of Giessen, Germany
Wenzel Matiaske, H.–Schmidt–University, Hamburg, Germany

Reviews Ralph Kattenbach, University of Hamburg, Germany

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, De Vlerick School of Management, 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'Creivy, 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 Lueneburg, Germany
Wolfgang Mayrhofer, Vienna Univ. of Bus. a. Econ., Austria
Thomas Mellewigt, 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
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

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) € 80, including VAT.

For delivery outside Germany an additional € 12 are added.

Information about online access is available at 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, Fax ++ 49 8233 30755

E-Mail: Hampp@RHVerlag.de

www.Hampp-Verlag.de

www.management-revue.org

management revue, volume 21, issue 3, 2010 mrev 21(3)

Special Issue:

Enlarging the Focus on the Role of Competencies, Abilities, and Personality in Management Research

edited by Rüdiger Kabst, Rodrigo Isidor, Christian Schwens, Holger Steinmetz

- Holger Steinmetz, Christian Schwens, Rodrigo Isidor, Rüdiger Kabst
Editorial: Enlarging the Focus on the Role of Competencies, Abilities, and Personality in Management Research 225
- Marjaana Gunkel, Christopher Schlaegel
The Influence of Personality on Students' Career Decisiveness – A Comparison between Chinese and German Economics and Management Students 229
- Susi Störmer
Individual Characteristics of Work Council Members – Empirical Evidence 244
- Joost Bücken, Erik Poutsma
How to Assess Global Management Competencies: An Investigation of Existing Instruments 263
- Erik Døving, Odd Nordhaug
Investing in Human Resource Planning: An International Study 292
- Michael Stephan
Does Outsourcing Result in the Outsourcing of Technological Competencies? An Empirical Analysis of the Effect of Vertical Specialization on the Technological Competence Base of Firms 308
- Astrid Reichel, Julia Brandl, Wolfgang Mayrhofer
The Strongest Link: Legitimacy of Top Management Diversity, Sex Stereotypes and the Rise of Women in Human Resource Management 1995 – 2004 332
- María Teresa de la Garza Carranza, Carolyn P. Egri
Managerial Cultural Intelligence and Small Business in Canada 353

management revue, next issues

Job Satisfaction Revisited

Work in Progress – New Perspectives on the Quality of 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

© 2010 **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

Six 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
- 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.