

# management entrevue

Rainer  
Hampp  
Verlag

Vol. 20, issue 4, 2009

# 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'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 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) € 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**,

Marktplatz 5, 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 20, issue 4, 2009 mrev 20(4)

Special Issue:

### **Power in Organizations – Power of Organizations**

edited by Axel Haunschild, Werner Nienhueser, Richard Weiskopf

Axel Haunschild, Werner Nienhueser, Richard Weiskopf <b>Editorial: Power in Organizations – Power of Organizations</b>	320
Stewart Clegg <b>Bureaucracy, the Holocaust and Techniques of Power at Work</b>	326
Claudia Groß, Nicole Jung <b>Challenging the Conventional Wisdom on ‘Enterprise’: Control and Autonomy in a Direct Selling Organisation</b>	348
Christoph Dörrenbächer, Mike Geppert <b>Micro-political Games in the Multinational Corporation: The Case of Mandate Change</b>	373
Elaine Farndale, Veronica Hope-Hailey <b>Personnel Departmental Power: Realities from the UK Higher Education Sector</b>	392
Thomas Diefenbach, Rune Todnem By, Patricia Klarner <b>A Multi-dimensional Analysis of Managers’ Power – Functional, Socio-political, Interpretive-discursive, and Socio-cultural Approaches</b>	413
 <b>Book Review</b>	
Marion Festing, Susanne Royer (Eds.): Current Issues in International Human Resource Management and Strategy Research (by Susanne Gretzinger)	432
 <b>New Books</b>	
<b>Contents of mrev, volume 20, issues 1-4</b>	434



### Editors and publisher would like to thank the reviewers of the 2009 issues:

Manfred Auer, Univ. of Innsbruck, Austria  
 Eva Bamberg, Univ. of Hamburg, Germany  
 Thomas Behrends, Univ. of Flensburg, Germany  
 Sigrid Bekmeier-Feuerhahn, Univ. of Lueneburg, Germany  
 Torsten Biemann, Jacobs Univ. Bremen, Germany  
 Sabine Boerner, Univ. of Konstanz, Germany  
 Ricarda B. Bouncken, Univ. of Greifswald, Germany  
 Julia Brandl, Vienna Univ. of Economics and Business, Austria  
 Chris Carter, Univ. of St Andrews, UK  
 Katharina Chudzikowski, Vienna Univ. of Economics and Business, Austria  
 Ed Clark, Royal Holloway, Univ. of London, UK  
 Helmut Dietl, Univ. of Zurich, Switzerland  
 Alexander Dilger, Univ. of Greifswald, Germany  
 Noleen Doherty, Cranfield Univ., UK  
 Peter Eberl, Univ. of Kassel, Germany  
 Ina Ehnert, Univ. of Bremen, Germany  
 Doris Eikhof, Univ. of Stirling, UK  
 Wolfgang Elsik, Vienna Univ. of Economics and Business, Austria  
 Michael Fallgatter, Univ. of Wuppertal, Germany  
 Peter Fleming, Queen Mary, Univ. of London, UK  
 Yannis Gabriel, Univ. of Bath, UK  
 Christian Gade, Univ. of Schwerin, Germany  
 Claas Christian Germelmann, Univ. of Saarland, Germany  
 Martina Gianecchini, Univ. of Padova, Italy  
 Gerd Groezinger, Univ. of Flensburg, Germany  
 Christian Grund, Univ. of Wuerzburg, Germany  
 Ronald Hartz, Chemnitz Univ. of Technology, Germany  
 Axel Haunschild, Univ. of Trier, Germany  
 Holger Heinz, Univ. of Flensburg, Germany  
 Arne Heise, Univ. of Izmir, Turkey  
 Doris Holtmann, Helmut-Schmidt-Univ. Hamburg, Germany  
 Rainer Höger, Univ. of Lueneburg, Germany  
 Gustav Horn, IMK Macroeconomic Policy Institute Duesseldorf, Germany  
 Christian Huber, Univ. of Innsbruck, Austria  
 Anja Iseke, Univ. of Paderborn, Germany  
 Rodrigo Isidor, Univ. of Giessen, Germany  
 Egbert Kahle, Univ. of Lueneburg, Germany  
 Alfred Kieser, Univ. of Mannheim, Germany  
 Edgar Kreilkamp, Univ. of Lueneburg, Germany  
 Helene Mayerhofer, Vienna Univ. of Economics and Business, Austria  
 Stephan Laske, Univ. of Innsbruck, Austria  
 Albert Martin, Univ. of Lueneburg, Germany  
 Iain Munro, Univ. of Innsbruck, Austria  
 Werner Nienhueser, Univ. of Duisburg-Essen, Germany  
 Natalia Nikolova, Univ. of Technology Sydney, Australia  
 Guenther Ortmann, Helmut-Schmidt-Univ. Hamburg, Germany  
 Polly Parker, Univ. of Queensland, Australia  
 Ken Parry, Bond Univ., Australia  
 Hans-Ruediger Pfister, Univ. of Lueneburg, Germany  
 Tuomo Peltonen, Univ. of Oulu, Finland  
 Joachim Reese, Univ. of Lueneburg, Germany  
 Martin Reimann, Univ. of Southern California, USA  
 Graeme Salaman, Open Univ., UK  
 Angelika Schmidt, Vienna Univ. of Economics and Business, Austria  
 Thomas Schneidhofer, Vienna Univ. of Economics and Business, Austria  
 Reinhard Schulte, Univ. of Lueneburg, Germany  
 Christian Schwens, Univ. of Giessen, Germany  
 Alan Scott, Univ. of Innsbruck, Austria  
 Steven Shelley, Univ. of Hertfordshire, UK  
 Bent Mayer Soerensen, Copenhagen Business School, Denmark  
 David Strecker, Univ. of Jena, Germany  
 Svenja Tams, Univ. of Bath, UK  
 Nicole Torka, Univ. of Twente, Netherlands  
 Sinikka Vanhala, Helsinki School of Economics, Finland  
 Klaasjan Visscher, Univ. of Twente, Netherlands  
 Mario Voetsch, Univ. of Innsbruck, Austria  
 Hartmut Waechter, Univ. of Trier, Germany  
 Jürgen Weibler, FernUniv. in Hagen, Germany  
 Elke Weik, Univ. of Leicester, UK  
 Arnold Windeler, Univ. of Technology Berlin, Germany  
 Ursula Weisenfeld, Univ. of Lueneburg, Germany  
 Ingo Weller, Univ. of Munich, Germany  
 Kerstin Wüstner, Helmut-Schmidt-Univ. Hamburg, Germany  
 Marco Zimmer, Univ. of Applied Science for Economics & Management Hamburg, Germany

### Statistics:

	issue 1	issue 2	issue 3	issue 4	else	all
Submitted papers	11	14	4	13	18	60
Papers accepted after first review	5	8	2			15
Papers accepted after second review			2	5		7
Papers rejected / withdrawn	6	5		8	6	25
In review		1			12	13
Book reviews				1		1