

Information for authors and readers

Manuscript submission: Please submit manuscripts online through the MOR ScholarOne Manuscripts site at <http://mc.manuscriptcentral.com/mor>. For more information and style instructions see <http://journals.cambridge.org/mor/IFC>.

Subscriptions: *Management and Organization Review* is published in March, June, September and December. The 2016 price for an online subscription for institutions is \$693 in the USA, Canada, and Mexico; UK £380 + VAT elsewhere. Individuals are encouraged to join the International Association for Chinese Management Research to obtain a subscription. Subscription correspondence and address changes should be sent to: Cambridge University Press, 100 Brook Hill Drive, West Nyack, NY 10994, USA, email subscriptions_newyork@cambridge.org, for customers in the USA, Canada, or Mexico. Customers elsewhere should contact: Cambridge University Press, The Edinburgh Building, Shaftesbury Road, Cambridge CB2 8RU, UK, email journals@cambridge.org. Single issues and individual articles to be purchased and rented are also available through Cambridge University Press.

International Association for Chinese Management Research members: *Management and Organization Review* is the journal of the International Association for Chinese Management Research, an academic organization that serves scholars, students, managers, and consultants who are interested in advancing their knowledge about organizational management in the Chinese context. IACMR membership includes online access to all issues of the journal with the option of print copies. Individuals can become members at <http://www.iacmr.org>

Permissions information: All rights reserved. No part of this publication may be reproduced, in any form or by any means, electronic, photocopying, or otherwise, without permission in writing from Cambridge University Press. Policies, request forms and contacts are available at: <http://journals.cambridge.org/action/rightsAndPermissions>. Permission to copy (for users in the USA) is available from Copyright Clearance Center <http://www.copyright.com>, email info@copyright.com.

Advertising: To advertise in the journal email USAdSales@cambridge.org or telephone +1 (212) 337 5053 in the USA, Canada or Mexico; email ad_sales@cambridge.org or telephone +44 (1223) 325083 in the rest of the world.

Abstracts and indexing: Indexed in ABI/INFORM Database (ProQuest), ABI/INFORM Global (ProQuest), Academic OneFile (GALE Cengage), ArticleFirst (OCLC), Business Source Complete (EBSCO Publishing), Business Source Corporate (EBSCO Publishing), Current Contents: Social & Behavioral Sciences (Thomson Reuters), Environmental Sciences & Pollution Management (ProQuest), Journal Citation Reports/Social Science Edition (Thomson Reuters), ProQuest Central (ProQuest), ProQuest Central: Professional Edition (ProQuest), ProQuest Discovery (ProQuest), PsycINFO/Psychological Abstracts (APA), RePEc: Research Papers in Economics, SCOPUS (Elsevier), Social Sciences Citation Index (Thomson Reuters), Web of Science (Thomson Reuters)

Management and Organization Review is published by Cambridge Journals on behalf of the International Association for Chinese Management Research. The journal is included in the Cambridge Journals Online service and can be found at <http://journals.cambridge.org/mor>.

ISSN: 1740-8776

E-ISSN: 1740-8784

© International Association for Chinese Management Research

Management and Organization Review

Sponsored By
Peking University and The Hong Kong University of
Science and Technology



CONTENTS

Volume 12 Issue 4

ARIE Y. LEWIN Letter from the Editor	647
ARIE Y. LEWIN, CHI-YUE CHIU, CARL F. FEY, SHEEN S. LEVINE, GERALD McDERMOTT, JOHAN PETER MURMANN, AND ERIC TSANG The Critique of Empirical Social Science: New Policies at <i>Management and Organization Review</i>	649
SHU-JOU LIN, HSING-ER LIN, AND EDWARD F. McDONOUGH III Knowledge Acquisition in Production Networks: Effective Strategies for System Integrators and Component Specialists	659
CATHERINE K. LAM, XU HUANG, FRANK WALTER, AND SIMON C. H. CHAN Coworkers' Relationship Quality and Interpersonal Emotions in Team-Member Dyads in China: The Moderating Role of Cooperative Team Goals	687
XIAOYING DONG, YAN YU, AND NA ZHANG Evolution and Coevolution: Dynamic Knowledge Capability Building for Catching-up Emerging Economies	717
YONGQIANG GAO AND HAIBIN YANG Do employees Support Corporate Philanthropy? Evidence from Chinese Listed Companies	747
CI-RONG LI The Role of Top-team Diversity and Perspective Taking in Mastering Organizational Ambidexterity	769
Dialogue, Debate, and Discussion	
LIISA VÄLIKANGAS Introduction to 'Haier Is the Sea'	795
Haier Is the Sea: Speech by Chairman Zhang Ruimin to Haier People 1994 海尔是海: 张瑞敏	797
JIN CHEN Haier Is the Sea: CEO Zhang Ruimin's Innovative Management	799
PETER PING LI, STEVEN SHIJIN ZHOU, AND ABBY JINGZI ZHOU The Taoist Spirit of Haier: The Metaphor of Sea Based on the Symbolism of Water	803
YIJUN XING A Daoist Reflection on Sea-Like Leadership and Enlightened Thinking	807
YING ZHANG Haier Is a Sea (Zhang Ruimin's letter in 1994)	811
Letter to the Editor	
XIN LI The Danger of Chinese Exceptionalism	815
Call for Papers	
Second Research Frontiers Conference III	817



Cover image "The Spring of Xuanwu" by Qiming Pang. Printed with artist's permission.

© International Association for
Chinese Management Research

