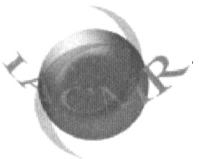
Knowledge Creation in a Transitional Economy

IACMR 2006

THE INTERNATIONAL ASSOCIATION FOR CHINESE MANAGEMENT RESEARCH
www.iacmr.org



Nanjing, June 15–18, 2006

CALL FOR PAPERS: IACMR 2006

Submission Deadline: October 15, 2005

You are invited to participate in the Second IACMR biennial Conference to be held in Nanjing, People's Republic of China, on June 15–18, 2006. IACMR, the International Association for Chinese Management Research, is a professional, academic organization dedicated to serving scholars, students, managers, and consultants who are interested in advancing knowledge about the management of organizations operating in the Chinese context. The primary goal of the IACMR is to promote scholarly studies of the organization and management of firms in the Chinese context.

The theme of the Conference is 'Knowledge Creation in a Transitional Economy'. As China plays an increasingly important role in the world economy, the need to understand, explain, and guide the operations and practices of Chinese management becomes more and more urgent. The Conference's goal is to provide a forum for scholars from around the world to present and be exposed to the latest research related to management in the Chinese context. The theme of 'Knowledge Creation in a Transitional Economy' should provide a broad scope for a variety of research that would contribute to the increasingly important knowledge on organizations and management in the Chinese context.

The Conference will be co-sponsored by the China Europe International Business School, China Renmin University, Fudan University, Hohai University, Macao University of Science and Technology, Nanjing University, Nanjing University of Science and Technology, Southeast University, Yangzhou University and Zhejiang University, with support from the National Natural Science Foundation of China.

Regular Program and Professional Development Workshops

The first three days (June 15–17) of the Conference will be the regular program to include refereed paper presentations and a small number of invited panels. The last day of the Conference (June 18) will be devoted to professional development workshops. Pre- or post-conference sightseeing trips will be organized if there is a demand. We invite submissions to both the regular program and the professional development workshops.

Forms of Presentations in the Regular Program

We seek *original* papers that address the main theme of the Conference, as well as other papers with creative ideas on concepts and methods of conducting high quality management research in China or Chinese firms operating outside of China. Originality means that the paper has not been presented at any other conferences or published in any acad-

https://doi.org/10.1111/j.1740-8784.2005.00018_3.x Published online by Cambridge University Press

emic journals or books. Accepted papers will be presented at the Conference in either one of two forms, to be decided by the Program Committee: paper presentations and poster sessions. In the paper presentations, the presenters will have roughly 20 minutes to present followed by a 5-minute Q and A. In poster sessions, the presenters will present their papers on a poster board and will be given two hours for informal discussion and interaction with participants.

Languages of Presentations in the Regular Program

We accept papers written in English or in Chinese. The submission requirements for Chinese papers are described in the Call-for-Papers for the China Forum to be posted on www.iacmr.org.cn Please use that document for information on submitting Chinese language papers to the Conference.

Conference Proceedings

We will publish a CD of the Conference Proceedings. The presentation papers will be published in full while only the abstracts of the poster papers and the Chinese papers will be included in the Proceedings CD. Publication in the Proceedings does not preclude the authors from publishing the paper in journals or books. Authors who do NOT wish to include their accepted papers in the Proceedings should indicate that on the title page when submitting the paper.

Research Topics

Research papers submitted to the conference may include any topics related to organization and management in the Chinese context (including China mainland, Taiwan, Hong Kong, Singapore, etc.). The following are some possible topics.

Based on Disciplines:

- Organizational Behavior
  - Groups and Teams
  - Conflict Management
  - Decision Making
  - Motivation and Leadership
- Human Resource Management
  - Recruiting, Selection
  - Performance Evaluation
  - Compensation
  - Careers
- Business Strategy
  - Strategic Alliances
  - Privatization
  - Mergers and Acquisitions
  - Governance
- Organizational Theory
  - Networks
  - Business Groups
  - Reforms

Based on Research Targets:

- State-owned Enterprises
- Local-owned Enterprises
- Village-township Enterprises

https://doi.org/10.1111/j.1740-8784.2005.00018_3.x Published online by Cambridge University Press

- Private-owned (Domestic) Enterprises/Family Businesses
- Joint Ventures
- Foreign-owned Enterprises

Based on Methodologies:

- Scale development and validation papers
- Comparison and assessment of different methods in studying Chinese employees and firms
- Introduction of creative methodologies for Chinese management research
- Analysis of the influence of culture in respondent cognition and behavior in experimental or survey contexts

Submission Requirements of Paper Presentations

Cover Page.

All papers must include a cover sheet with the following information:

- Contact Person's Affiliation, Address, Phone #, FAX #, Email Address
- Title of Paper
- Content Area: Use five words (maximum) to identify the content area, the list provided earlier is for your reference
- In bold on the upper right hand corner, indicate if it is a 'student' paper
- Methodological Area: Qualitative or Quantitative
- For all Authors: Address, Affiliation, Phone #, Fax #, Email Address

Paper Format: The first page should be the cover sheet described above. The second page should state the title of the paper only (not the authors), followed by a 75 to 100 word abstract.

The next page should restate the title and begin the body of the paper.

The body of the paper should be no less than 10 but must not exceed 30 double-spaced pages in total length, including all tables, figures, notes, and references. This length restriction assumes the use of a font no smaller than 12 points, no more than 75 characters per line, and no more than 26 lines per page including headers and footnotes. Papers must be written in English and follow the style guide, including reference format, of the *Management and Organization Review* (www.iacmr.org/MOR.htm). Papers following the *Academy of Management Journal* or the *Academy of Management Review* style are also acceptable.

Best Paper Awards. We will give three Best Paper Awards: micro topics (individual and group level analysis), macro topics (organization level analysis and strategy focus), and a best student paper. To qualify for the Best Student Paper Award, the student must be the sole author of the paper. Please indicate clearly on the cover page that it is a 'Student Paper'.

Submission Requirements of Professional Development Workshop Proposals

In addition to the paper presentations in the regular program, we also invite proposals for professional development workshops on the last day of the conference, June 18, 2006. Proposals should outline the goal of the workshop, presenters, a brief description of the workshop content, and intended participants. The workshops are intended to provide training on theory development and empirical methods of management research. Proposals for teaching methods are also appropriate. Both English and Chinese proposals are acceptable.

https://doi.org/10.1111/j.1740-8784.2005.00018_3.x Published online by Cambridge University Press

A professional development workshop proposal should contain the following information:

- Name and contact information of the 'Chair or Organizer', including Affiliation, Address, Phone #, FAX #, Email Address
- Title of the workshop
- Goal of the workshop, i.e., learning objectives
- Intended participants and admission criteria
- Presenters with full Name, Affiliation, Address, Phone, Fax, and Email Address.

Submission Limitation. Each author can submit a maximum of three papers, either as a single author or as a co-author. We will return the fourth submission to the corresponding author.

Submission Deadline. Submissions must be received by October 15, 2005. Please submit electronically to Jing Zhou at jingzhou-IACMR06@rice.edu.

Acknowledgement of Receipt. We will acknowledge receipt of the submission by email to the contact person.

Judging/Notification. Papers submitted to the Regular Program will be blind reviewed. Reviewers will evaluate each paper on the basis of research quality, contribution to the field of Chinese management, and interest of the topic to IACMR members in general. Notification of acceptance or rejection will be made by February 15, 2006.

Meeting Venue, Registration and Housing. The conference will be held at the Sheraton Nanjing Kingsley Hotel and Towers. We expect the hotel rate to be within US$80 per night and a conference registration fee of about US$250, which includes an annual membership fee for the IACMR and a one-year subscription to the *Management and Organizational Review*. Discount rates for students and members from developing economies will be arranged. Detailed information on conference registration procedures, fees and hotel reservations will be published in the Conference Program in March 2006.

Attendance. Submission of papers or professional development workshop proposals implies a commitment to attend the Conference when the paper or the workshop proposal is accepted. Failure to attend the conference after the paper is accepted will result in removal of the paper from the Conference Program.

Inquiry. For any questions about the Call for Papers or the Conference, please contact the Conference Program coordinator Jing Zhou at jzhou@rice.edu. Questions about the IACMR may be directed to Anne S. Tsui at anne.tsui@asu.edu. General information about the IACMR may be found on the website: www.iacmr.org.

2006 Conference Program Committee

1. Soon Ang, Nanyang Technological University
2. Brian Boyd, Arizona State University
3. Chao Chen, Rutgers University
4. George Zhen Xiong Chen, University of Canberra
5. Xiao-Ping Chen, University of Washington
6. Yaru Chen, Rutgers University
7. Gregory Dess, University of Texas at Dallas
8. Carolyn Egri, Simon Fraser University
9. Robert Hoskisson, Arizona State University
10. Christopher Hsee, University of Chicago
11. Harry Hui, University of Hong Kong
12. Chung Ming Lau, Chinese University of Hong Kong
13. Haiyang Li, Texas A&M University

https://doi.org/10.1111/j.1740-8784.2005.00018_3.x Published online by Cambridge University Press

14. Yadong Luo, University of Miami
15. Mike Peng, Ohio State University
16. Jan Selmer, Hong Kong Baptist University
17. Steven White, INSEAD
18. Patrick Wright, Cornell University
19. Michael Young, Chinese University of Hong Kong
20. Jing Zhou, Rice University (Chair)

https://doi.org/10.1111/j.1740-8784.2005.00018_3.x Published online by Cambridge University Press

转型经济中的知识创造

IACMR 2006

中国管理研究国际学会

www.iacmr.org

2006年中国管理研究国际学会大会

南京，2006年6月15–18日

中文论坛征稿通知

截稿日期：2005年10月15日

我们邀请您参加即将于2006年6月15日至18日在中国南京召开的“第二届中国管理研究国际学会大会”。中国管理研究国际学会是一个专业性的学术组织。学会的主要目标是促进对中国情境中的企业和组织管理的学术研究。致力于为学者、学生、管理者，咨询者等专业人士提供服务。

本次大会的主题是“转型经济中的知识创造”。随着中国在世界经济中所发挥的作用越来越重要，对理解、解释和指导如何在中国情境中经营和管理企业的需求也日益迫切。大会的目的是为来自世界各地的学者提供交流最新研究成果的平台。“转型经济中的知识创造”这一主题为中国企业管理这一领域的各项研究，提供了广阔的视野。

本次大会将由南京大学、复旦大学、浙江大学、中国人民大学，东南大学、澳门科技大学、南京理工大学、扬州大学、河海大学，和中欧国际工商管理学院共同协办，并由国家自然科学基金委资助。

大会常规议程和专业培训发展研讨会

大会的前三天（即6月15日至17日）为常规议程，包括特邀报告和提交的口头报告论文。大会的最后一天（即6月18日）为专业培训发展研讨会。如果有需要的话，大会将组织会前或会后的游览观光。我们邀请大家对常规议程和专业培训发展研讨会踊跃投稿。

为了鼓励更多的国内学者参与本次大会，大会将安排为期三天的中文论坛（6月15日至17日）。论坛所用语言为中文。中文论坛的形式与大会常规议程的报告形式相同。

大会常规议程的报告形式

我们将选择围绕大会主题的原创性论文，以及对在中国和境外的中国企业管理的观念和方法进行高水平，创造性研究的论文。原创性是指投稿论文没有在其它会议上报告过，也没有发表在任何学术杂志或书刊上。被录用的论文将以口头报告或海报张贴的形式在大会上发表。大会组委会将决定被录用的论文的报告形式。在口头报告论文中，报告者将有大约20分钟时间发表讲演，随后有5分钟的问答。在海报张贴论文中，报告者将把他们的论文发表在海报栏上，并有2小时时间进行非正式讨论和相互交流。

https://doi.org/10.1111/j.1740-8784.2005.00018_3.x Published online by Cambridge University Press

常规议程中的报告语言

我们将同时接受英文或中文的论文投稿。英文论文的投稿要求详见英文征稿通知，该通知公布在 www.iacmr.org 和 www.iacmr.org.cn 网站上，请大家仔细阅读以便了解英文论文的投稿步骤。

大会论文集

我们将以CD的形式出版大会论文集。在论文集中，口头报告论文将全文出版，海报张贴论文仅出版其摘要部分。论文集的出版并不妨碍作者随后将其论文发表在杂志或书刊上。如果作者不希望将论文出版在大会论文集中，请投稿时在首页（即标题页）中注明。

研究主题

投稿论文的主题包括任何与中国情境下的组织和企业管理相关的研究课题。中国情境包括大陆、台湾、香港、新加坡等。以下是一些可选的主题。

研究领域：

- 组织行为
  - 团体和团队
  - 冲突管理
  - 决策
  - 激励和领导
- 人力资源管理
  - 招聘和选拔
  - 绩效评估
  - 薪酬
  - 职业生涯
- 经营战略
  - 战略联盟
  - 民营化
  - 兼并和收购
  - 公司治理
- 组织理论
  - 网络组织
  - 业务群
  - 组织变革

研究对象：

- 国有企业
- 乡镇企业
- 私营企业或家族企业
- 合资企业
- 外资企业

方法论：

- 量表发展及其验证性的论文
- 有关中国员工和公司的不同研究方法的比较和评价
- 有关中国管理研究的创造性方法的介绍
- 在实验和调查中，文化对回答者认知和行为的影响分析

中文投稿论文基本要求（英文投稿论文基本要求请见英文征稿通知）

所有论文的封面必须包含如下内容：

- 论文题目
- 研究领域：用不超过五个词指明研究领域，请参考前文所列研究领域、研究对象及方法论的目录
- 联系人的工作单位、通讯地址、电话、传真、电子邮件地址

https://doi.org/10.1111/j.1740-8784.2005.00018_3.x Published online by Cambridge University Press

- 所有作者的通讯地址、工作单位、电话、传真、电子邮件地址
- 如果是“学生”论文，请在右上角用粗体字注明
- 方法论领域：请注明是定性的还是定量的

所有论文必须有扉页，扉页仅能包括如下内容：（不能出现作者信息）：

- 中文题目
- 200–300字的中文摘要
- 3–4个中文关键词
- 英文题目
- 75–120字的英文摘要
- 3–4个英文关键词

论文正文格式：

- 论文正文总字数以不少于10000字，不超过20000字为宜。除标题外的正文以小四号字、1.5倍行距为宜。
- 大标题居中，用中文数字一、二、三等编号。小标题左齐，用1、2、3等编号。再次用（1）、（2）、（3）等编号。优先度更低的编号可以是a、b、c等。
- 论文正文的标题、表、图、方程式和脚注等须分别连续编号。
- 图和篇幅较大的表格必须标明图（表）号和标题，而且要打印在单独的一张纸上，按正文中出现的顺序附在文后，同时在正文中上下各空2行，注明其插入位置。
- 参考文献用尾注，并按外文参考文献、中文参考文献顺序排列。外文参考文献按作者英文名字顺序排列，中文参考文献按作者中文姓名的汉语拼音顺序排列。范例如下：（注意：所引用的中译本的外文文献，请写明原外文的相关信息）

Jia Lin, Xie, (1996), 'Karasek's model in the People's Republic of China: Effects of job demands, control, and individual differences.' *Academy of Management Journal*, 39(6): 1594–1618.

Duanxu Wang, Anne S. Tsui, Yichi Zhang, and Li Ma (2003), 'Employment relationships and firm performance: Evidence from an emerging economy.' *Journal of Organizational Behavior*, 24: 511–535.

Tsui, A. S., & Lau, C. M. (2002), 'Research on the management of enterprises in the People's Republic of China: Current status and future directions.' In A. S. Tsui, & C. M. Lau (Eds.), *The Management of Enterprises in the People's Republic of China*. Dordrecht, New York: Kluwer/Academic Press, 2002, pp. 1–27.

Barnard, C. I. (1938), *The Functions of the Executive*. Cambridge, MA: Harvard University Press.

丹尼尔·A·雷恩，《管理思想的演变》（1994），孔令济译，北京：中国社会科学出版社，1997年。（Wren D. A., *The Evolution of Management Thought*, John Wiley & Sons, Inc., 1994）

张维迎（1996），“所有制、治理结构及委托－代理关系”，《经济研究》，No.9: 3–15.

- 论文中对文献的引用方法如下：

（1）总体观点引用，可不必注明引用页码，如“徐淑英等 (Tsui, et al., 1997) 运用诱因–贡献思想 (Barnard, 1938; March & Simon, 1958) 并基于交换理论 (Blau, 1964; Kkeh, 1979; Pearce & Peters, 1985) 发展了‘员工–组织关系’这一概念”；

（2）具体观点引用，须注明引用页码，如“准现货契约 (quasi spot contract) 类似纯经济契约 (Tsui, et al., 1997, p. 1091)”，或如“准现货契约 (quasi spot contract) 类

https://doi.org/10.1111/j.1740-8784.2005.00018_3.x Published online by Cambridge University Press

似纯经济契约。……事实上这是交换双方相对短期和封闭式的平衡 (Tsui et al, 1997, pp. 1091–1092)”；

(3) 如果引用文献原文过长，则引用部分须单独成段落，用斜体并左右各缩进2字符。

- 特别注意：论文中所出现的专业名词，必须在该词后用括号标写其英文，如公司治理 (corporate governance)。因为大多评审者为海外学者或学子，标注英文以便他们理解。

投稿目的与限制：向学术大会投稿是获得同行评论和修改建议的重要手段之一，其目的是将论文在正式学术刊物上发表。为了提高大会论文评审质量，以帮助论文在正式学术刊物上发表，并为给更多参与者共享学术成果的机会，大会规定，同一作者向大会投稿论文数不得超过3篇。此规定与英文征文规则相同。

截稿日期：2005年10月15日。请以电子邮件方式寄至忻榕教授：katherinexin@ceibs.edu

收悉致谢：收到投稿后，我们将用电子邮件向联系人表示收悉致谢。

评审和通知：向常规议程所提交的论文将以匿名方式评审。评审者将基于每篇论文的研究质量、对中国管理领域的贡献以及主题对中国管理研究国际学会成员的兴趣进行总体评价。我们将于2006年2月15日之前向投稿者发出论文录用与否的通知。

会议地点、注册和住宿。本次大会将在南京金丝利-喜来登饭店举行。我们预计宾馆价格每晚在80美元以内；会议注册费大约250美元，其中包括一年的IACMR会员费和一年的《管理和组织评论》的订阅费。学生和来自发展中国家的成员将享有折扣。大会注册的程序和价格以及房间预订的详细信息将公布于2006年3月的大会程序表中。

出席。当提交的论文或专业培训发展研讨会建议计划被录用时，投稿者就有出席会议的义务。如论文被录用而作者却未能参加会议，该论文将不能被录入大会的程序单。

咨询。如果您对征稿通知或本次大会有任何问题，请与大会组委会协调人忻榕教授联系，katherinexin@ceibs.edu。关于中国管理研究国际学会的问题，请与徐淑英教授联系，Anne.Tsui@asu.edu。关于中国管理研究国际学会的一般信息可以访问 www.iacmr.org 或 www.iacmr.org.cn。

2006年大会中文论坛指导委员会：

陈晓田	国家自然科学基金委员会
陈　耀	扬州大学
Dell'Omo	澳门科技大学
李维安	南开大学
李　垣	西安交通大学
谭力文	武汉大学
唐嘉乐	澳门科技大学

https://doi.org/10.1111/j.1740-8784.2005.00018_3.x Published online by Cambridge University Press

王方华	上海交通大学
王重鸣	浙江大学
魏明海	中山大学
徐二明	中国人民大学
徐康宁	东南大学
薛求知	复旦大学
俞安平	南京理工大学
赵纯均	清华大学
张维炯	中欧国际工商学院
张维迎	北京大学
赵曙明	南京大学
曾湘泉	人民大学

2006年大会中文论坛组织委员会：

樊景立	香港科技大学
富萍萍	香港中文大学
关培兰	武汉大学
贾良定	南京大学
李超平	人民大学
梁钧平	北京大学
林志昂	University of Texas, Dallas
刘　洪	南京大学
罗家德	元智大学
陶向南	澳门科技大学
王　辉	北京大学
王端绪	浙江大学
王二平	中国科学院心理研究所
吴维库	清华大学
肖知兴	中欧国际商学院
忻　榕（主席）	中欧国际商学院
曾　鸣	长江商学院
张　德	清华大学
张　燕	Rice University
张丽华	大连理工大学
张志学	北京大学
郑伯勋	国立台湾大学

https://doi.org/10.1111/j.1740-8784.2005.00018_3.x Published online by Cambridge University Press