Volume 17 Number 1 January 2011 Pages 1–144

MANAGEMENT ORGANIZATION

Australian and New Zealand Academy of Management

ISSN 1833-3672 www.jmanorg.com



Journal of Management & Organization

SSCI Impact Factor 0.481 (2009)

Journal of the Australian and New Zealand Academy of Management ISSN 1833-3672

AIMS & SCOPE

The Journal of Management & Organization is an international peer-reviewed journal for timely publication of research, scholarship, educational and practitioner perspectives on management-related themes and topics. It aims to provide global perspectives on management and organization of benefit to scholars, educators, students, practitioners, policy makers and consultants.

ACTING EDITOR IN CHIEF
Charmine EJ Härtel
University of Queensland
IMMEDIATE PAST EDITOR IN CHIEF

Ray W Cooksey
University of New England
ASSOCIATE EDITORS

Roya Ayman Illinois Institute of Technology

Laura Petitta University of Rome Prem Ramburuth

University of New South Wales

BOOK REVIEW EDITOR
Paul Waight
Control Queensland III

Central Queensland University, Rockhampton EDITORIAL BOARD

Mats G Alvesson Lund University Siah Hwee Ang

University of Auckland **Felix Arndt** University of Canterbury

Neal M Ashkanasy University of Queensland

Ana Bojica University of Granada Prashant Bordia

Australian National University

Kerry Brown Southern Cross University Anne de Bruin Massey University, Palmerston North

George Chen
Australian National University

Thomas ClarkeUniversity of Technology,
Sydney

Cary L Cooper University of Lancaster

Trish Corner Auckland University of Technology Justin Craig

Justin Craig
Bond University
Urs Daellenbach
Victoria University of Wellington

Per DavidsonQueensland University of Technology

Fernanda Duarte
University of Western Sydney
Paul Ellis

Hong Kong Polytechnic University **Josie Fisher**

University of New England

Barry Gerhart
University of Wisconsin-Madison

Keith Grint University of Warwick Mark Harcourt

The University of Waikato **Giles Hirst**

Monash University, Caulfield Gerard P Hodgkinson

Leeds University Karen Jehn

University of Melbourne

K Michele Kacmar

University of Alabama

N Rao Kowtha
Solbridge International Solbridge

Solbridge International School of Business, Korea

Marjo Lips-Wiersma
University of Canterbury
Xiao-yu Liu

University of International Business & Economics, Beijing Bernard McKenna

University of Queensland Business School **Janine O'Flynn** Australian National University

Jone L Pearce University of California, Irvine Sophie Reboud Burgundy School of Business,

France
Simon Lloyd Restubog
Australian National University
Denise M Rousseau
Carnegie Mellon University

Diane Ruwhiu

University of Otago **Bob Russell**Griffith University. Brisbane

Kannan Sethuraman Melbourne Business School

Boas Shamir Hebrew University of Jerusalem

Alison Sheridan University of New England

Dean Tjosvold Lingnan University Anne S Tsui

Arizona State University **Rosalie L Tung** Simon Fraser University

Ton van der Wiele Erasmus University Margaret H Vickers University of Western Sydney

Jürgen Wegge Technische Universität Dresden

David A Whetten
Brigham Young University
Celeste Wilderom
University of Twente
Adrian Wilkinson

Griffith University

Raymond F Zammuto

University of Queensland

READERSHIP AND MANUSCRIPT PREPARATION

Published in association with ANZAM, the *Journal of Management & Organization* (JMO) (previously titled JANZAM, vol 1–11 ISSN 1324-3209) publishes articles on areas that address the interests of management academics worldwide, including:

- Qualitative and quantitative empirical research articles
- Theoretical and conceptual articles
- Literature reviews including those from theses
- Articles on management education and learning
- Practitioner perspectives and case studies
- Methodological advances including those from theses

Article formats include, but are not restricted to, traditional academic research articles, case studies, literature reviews, methodological advances, approaches to teaching, learning and management development, and interviews with prominent executives and scholars. Original articles which inform management research and practice from outside the discipline – such as psychology, education, economics, finance, political science, sociology, statistics and research design – will also be considered.

AGGREGATED/ABSTRACTED/INDEXED IN: ProQuest, Thomson Reuters SSCI, PsycINFO, Cengage, EBSCOhost, Scopus, SwetsWise, eBrary, Myilibrary, NetLibrary, eBooks, CSAIllustrata, APA-FT and Atypon; listed in Cabell's and Ulrich's Periodicals Directories and ARC Register of Refereed Journals.

SUBSCRIPTIONS AND LIBRARY SAMPLE COPIES

All major international subscription agencies supply the Publisher's journals in print and online. Print and online subscriptions to the journal may also be entered directly with the Publisher. One free inspection copy of the journal is available to librarians on request. Author, Reviewer and Special Issue Guidelines are available at www.jmanorg.com.

Online subscriptions: Full-text online access for volumes 1–17 is available via approved intermediaries including Atypon, EBSCOhost EJS, CNPIEC and Celdes. Full-text online access is available only to institutional subscribers holding a print subscription. Multisite/campus multiple use licences are available by negotiation with the Publisher. Authentication is via IP address, Athens ID or Username and Password. The host is www.atypon-link.com.

Backsets of vols 1–16 are available for sale in limited numbers. Journal of Management & Organization volume 17 (2011) will publish in six (6) issues of approximately 140 pages in January, March, May, July, September and November 2011 on a calendar year subscription cycle (January–December). A subscription includes two special issues and four general issues in 2011.

PRICE AND AVAILABILITY - 2011

Australia (incl. GST), New Zealand and Pacific: print (vol 17) + online (vol 1–17) AU\$935; print only (vol 17) AU\$770.

Rest of World: print (vol 17) + online (vol 1–17) US\$935; print only (vol 17) US\$770.

Individual subscription rates (print only) are AU\$330 and US\$330, respectively; a private postal address is required.

Individual articles are available at www.atypon-link.com (PPV).

Prices include airmail and GST if applicable. A subscription to the journal is included in the annual ANZAM membership fee (see inside back cover). Evaluation copies of special, topic-based issues may be requested by course coordinators. Discounts apply to large single-issue orders and course adoptions.

Subscriptions should be paid in advance by bank cheque, bank transfer (info@e-content management.com), Visa, MasterCard, PayPal or international money order to:

eContent Management Pty Ltd (Journal of Management & Organization) PO Box 1027, Maleny, Queensland 4552, Australia Tel.: +61 (0)7 5435 2900; Fax: +61 (0)7 5435 2911; or

Email: subscriptions@e-contentmanagement.com (PayPal)



ISSN 1833-3672

JOURNAL OF MANAGEMENT & ORGANIZATION

Journal of the Australian and New Zealand Academy of Management

CONTENTS

VOLUME 17 • ISSUE 1 • January 2011

2 Self-efficacy and effort in new venture development – Rose Trevelyan 17 Are there gender-related influences on corporate sustainability? A study of women on boards of directors - Jeremy Galbreath 39 Multilevel absorptive capacity and interorganizational new product development: A process study – Lance Newey and Martie-Louise Verreynne 56 The mental models of HR professionals as strategic partners Chester S Labedz and Jegoo Lee 77 From the shadows into the light: Let's get real about outsourcing – James D Hunter and Allastair N Hall 95 More similar than different: A study of cooperative product innovation with multiple external stakeholders - Tania von der Heidt and Don Scott 123 Psychic distance revisited: A proposed conceptual framework and research agenda – Max Smith, Peter J Dowling and Elizabeth L Rose

LIBRARY RECOMMENDATION FORM

Free inspection copies of *Journal of Management & Organization* are now available for consideration by your faculty's library selection committee. Please photocopy the form below, attach it to this copy of the journal and forward both to the committee representative in your school. We shall send you replacement copies on request – please contact the journal promptly at: subscriptions@e-contentmanagement.com

I recommend that the library subscribes to *Journal of Management & Organization* (ISSN 1833-3672 – sample material on www.jmanorg.com) for the following reasons:

- ☐ I have evaluated the content of this journal and can confirm that the high quality of the articles will be of significant benefit to faculty and students in teaching and research
- ☐ The journal has core content which is central to the research and teaching interests of my department
- and teaching interests of my department

 I am an author / member of the editorial board and as such will be using it regularly for research, article submission and as a teaching aid
- ☐ I will be using this journal for my student course packs and reading lists
- I will be using this journal for my own research and scholarship
- ☐ I have noted the journal is frequently cited and is therefore a critical acquisition for our collection in this subject area

Requested by:	Faculty:	School:
Signature:	Date:	Email:

ISSN 1833-3672 • www.jmanorg.com 2011 © eContent Management Pty Ltd

Published by Content SAN 902-4964
PO Box 1027, Maleny, QLD 4552, Australia
www.e-contentmanagement.com

Abstracted/indexed in Thomson Reuters SSCI, PsycINFO, EBSCO
Publishing, Cengage, EBSCOhost, Scopus, SwetsWise, eBrary, MyiLibrary,
NetLibrary, CS Alllustrata, APAIS and Atypon; listed in Cabell's and Ulrich's
Periodicals Directories and ARC Register of Refereed Journals. Aggregated in
ProQuest. Registered with the Copyright Agency Ltd: www.copyright.com.au