

組
織
管
理
研
究

Management and Organization Review



Cover: Summer lotus (Hangzhou) by Xiao-Ping Chen

The premier journal for ground-breaking insights
about management and organizations in China and
global comparative contexts



CAMBRIDGE
UNIVERSITY PRESS

SPONSORS OF MANAGEMENT AND ORGANIZATION REVIEW



International Association for Chinese Management Research Officers

Founding President

Anne S. Tsui *Arizona State University*
Peking University

Past President

Zhi-Xue Zhang *Peking University*

President

Runtian Jing *Shanghai Jiao Tong University*

President Elect

Wei Shen *Arizona State University*

Executive Director

Wei Zhang *Peking University*

Executive Secretary/Treasurer

Lerong He *State University of*
New York at Brockport

Vice-President and Program Chair for 2025

Conference
David Zhu *Arizona State University*

Representatives at Large

Jia (Jasmine) Hu *Ohio State University*

Helen H. Zhao *University of Hong Kong*

Yuntao Dong *Peking University*

Pei Sun *University of Manchester*

PhD Student Representatives

Jinkai Cheng *Renmin University of China*

Yue Wang *Rice University*

北京大學



光華管理學院

Guanghua School of Management



復旦大學 管理學院
SCHOOL OF MANAGEMENT
FUDAN UNIVERSITY



THE HONG KONG
POLYTECHNIC UNIVERSITY
香港理工大學



浙江大學 管理學院
SCHOOL OF MANAGEMENT
ZHEJIANG UNIVERSITY

MANAGEMENT AND ORGANIZATION REVIEW

Volume 19 Issue 4

August 2023

Letter from the Editor

XIAO-PING CHEN 625

Articles

- KOMAL KALRA AND MIKE SZYMANSKI
 Alike Yet Distinct: The Effect of Language Diversity on Interpersonal Relationships
 Within National and Multinational Project Teams 627
- MIikka J. LEHTONEN, ALEXEI KOVESHNIKOV, AND HEIDI WECHTLER
 Expatriates' Embeddedness and Host Country Withdrawal Intention:
 A Social Exchange Perspective 655
- MANUEL NICKLICH, TAKAHIRO ENDO, AND JÖRG SYDOW
 Relational Distance and Transformative Skills in Fields: Wind Energy
 Generation in Germany and Japan 685
- DHIRENDRA MANI SHUKLA AND SUSHIL KUMAR
 Diversification Experiences and Firm Performance in Knowledge-Intensive
 Industries: The Moderating Role of Absorptive Capacity 715
- SUBHENDU PATNAIK, UMA SANKAR MISHRA, AND BIBHUTI BHUSAN MISHRA
 Perceived Organizational Support and Performance: Moderated Mediation
 Model of Psychological Capital and Organizational Justice – Evidence from India 743
- HAI GUO, CHAO WANG, ZEYU WANG, AND XIAOYU LI
 Corporate Political Ties and Firm Performance in a Transition Economy:
 A Replication and Extension of Peng and Luo (2000) 771
- XIUXIA SUN, NA RONG, MOUXUAN SUN, AND FANGWEI ZHU
 Combining Structural and Sequential Ambidexterity: A Configurational
 Approach Using fsQCA 803
- ZHI-XUE ZHANG, XIWEI YI, AND YUNTAO DONG
 Taking the Path Less Traveled: How Responsible Leadership Addresses a
 Grand Challenge in Public Health, a Case Study from China 838