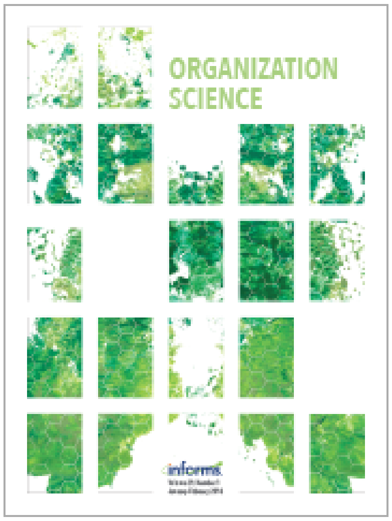

Organization Science

Publication details, including instructions for authors and subscription information:
http://pubsonline.informs.org

Organization Science: Corporate Transformation in the People's Republic of China: Implications for Management in Private, State-Owned, and Foreign Organizations

To cite this article:
(2001) Organization Science: Corporate Transformation in the People's Republic of China: Implications for Management in Private, State-Owned, and Foreign Organizations. Organization Science 12(4):520-521. https://doi.org/10.1287/orsc.12.4.520

ORGANIZATION SCIENCE

Call for Papers

Corporate Transformation in the People's Republic of China: Implications for Management in Private, State-Owned, and Foreign Organizations

Deadline for Submission: December 10, 2001

Organization Science is pleased to announce a call for papers for a special issue on "Corporate Transformation in the People's Republic of China: Implications for Management in Private, State-Owned, and Foreign Organizations." The guest editors are Anne S. Tsui, Chung Ming Lau, Marshall W. Meyer, George T. Milkovich, and Claudia Bird Schoonhoven.

Overview: Over the past twenty years, there has been a steady increase of scholarly interest in the organization and management issues of a Chinese context. This is in part stimulated by the massive economic reform and restructuring of Chinese firms and in part spurred by a wider opening of the Chinese market. Not only is there a significant increase of foreign and private firms in China (each contributing to about 30% of the Chinese GDP in the recent years), but more and more Chinese-owned firms are beginning to gain a global presence. With the imminent entry of the People's Republic of China into the World Trade Organization, we expect greater competition in the PRC domestic market as well as increased significance of Chinese firms in international markets.

These economic and organizational transformations in the People's Republic of China create an exciting context for research. Few regions of the world enable scholars to find greater diversity in ownership structure, organizational forms, emerging strategies, and blends of Eastern and Western management practices. The Chinese context raises many important sociological, economic, and human resource questions about management during this period of transition and beyond. For example, to what extent are developments in China a transition from hierarchically controlled organizations to managerial capitalism to market-based capitalism? It is readily acknowledged that existing theories of organizations are primarily descriptive of Western economies. To what extent are these theories appropriate and adequate to understand the Chinese context, which some argue is rare if not unique in its political, historic, cultural, and judicial dimensions of the society?

This special issue of *Organization Science* is dedicated to publishing empirical research on organizational transformations in private, state-owned and foreign-owned firms in the PRC and their implications for management. We seek submissions from the global community of scholars and encourage manuscripts that attempt to integrate across the primary base disciplines of management, sociology, economics, and psychology. So, we also welcome collaborative research between Chinese and Western scholars.

Research Topics and Questions: We invite empirical research based on diverse theoretical perspectives and on any topic that is relevant to the management of organizations within the contemporary PRC setting. This may include organizational behavior, organization theory, strategic management, human resource management, and entrepreneurship. All submissions must make an empirical contribution. We encourage a wide mix of empirical methods including participant observation, media or document analyses, field research and field experiments in addition to more conventional surveys and case studies. We welcome comparative analyses of variations among state-owned, private, and foreign-owned firms. We also welcome cross-national and cross-cultural submissions, which may provide insights into China's organizational and economic transitions. Specific topics of interest include, but are not limited to, the following:

- The evolution of state-owned enterprises
- Variations in privatization and implications for organizational evolution
- Challenges of a transitional economy to young and entrepreneurial firms
- Ownership, corporate governance, and organizational strategies
- Changes in the institutional environment
- Organizational and managerial networks
- Corporate culture and its impact on executive and managerial behavior
- Regional and local effects on the evolution of organizations and industries
- Incentives and managerial behavior
- Attraction and retention of managerial and professional talent
- Variation in employment relationships and employee responses
- Management of change during large scale organizational and societal transformations

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Vol. 12, No. 4, July–August 2001, pp. 520–521

1047-7039/01/1204/0520/$05.00
1526-5455 electronic ISSN