

CONTENTS

<i>About the Editors</i>	ix
<i>Contributors</i>	xi

1. The Imperative for Strategy Implementation 1
MICHAEL A. HITT, SUSAN E. JACKSON, SALVADOR CARMONA,
LEONARD BIERMAN, CHRISTINA E. SHALLEY, AND MIKE WRIGHT

PART I RESOURCES AND GOVERNANCE

2. Sourcing External Knowledge: Clusters, Alliances, and Acquisitions 21
STEPHEN TALLMAN AND ANUPAMA PHENE
3. A Study of the Long-Term Value of Capabilities-Based Resources,
Intangible Strategic Assets, and Firm Performance 47
BRIAN R. CHABOWSKI AND G. TOMAS M. HULT
4. IPOs and Corporate Governance 79
IGOR FILATOTCHEV, MIKE WRIGHT, AND GARRY D. BRUTON
5. Epistemics at Work: The Theory of Mind in
Principal-Agent Relations 101
STEFAN LINDER, NICOLAI J. FOSS, AND DIEGO STEA
6. Social Construction of Boundaries in the Context of the Official
and Unofficial Economies 127
KATALIN TAKACS-HAYNES AND R. DUANE IRELAND
7. Antitrust Compliance 155
D. DANIEL SOKOL

PART II MANAGING HUMAN CAPITAL

8. *The Aging Workforce: Implications for Human Resource Management Research and Practice* 179
DONALD M. TRUXILLO, DAVID M. CADIZ, AND JENNIFER R. RINEER
9. *Women at the Top: Will More Women in Senior Roles Impact Organizational Outcomes?* 239
CAROL T. KULIK AND ISABEL METZ
10. *Managing Human Capital: A Meta-Analysis of Links Among Human Resource Practices and Systems, Human Capital, and Performance* 283
DAVID J. KETCHEN, JR., T. RUSSELL CROOK, SAMUEL Y. TODD, JAMES G. COMBS, AND DAVID J. WOHR
11. *Exploring the Relationship Between Human Resource Management and Organizational Performance in the Healthcare Sector* 311
IAN KESSLER
12. *Evidence-Based Management at the Bottom of the Pyramid: Why Human Resources Standards and Research Must Connect More Closely* 343
WAYNE F. CASCIO AND JOHN W. BOUDREAU
13. *Theory Development by Induction: Goal-Setting Theory, 1990 to 2013* 373
EDWIN A. LOCKE AND GARY P. LATHAM

PART III ACCOUNTING-BASED CONTROL SYSTEMS

14. *Management Control Systems and Creativity* 393
ANTONIO DAVILA AND ANGELO DITILLO
15. *Exploring the Challenges of Broadening Accounting Reports: Insights from Research* 419
BRAD POTTER AND NAOMI SODERSTROM
16. *Organizational Design and Control Choices* 451
CHRISTIAN HOFMANN AND LAURENCE VAN LENT

17. Estimation of Discretionary Accruals and the Detection of Earnings Management	481
PAUL ZAROWIN	
18. The Future of Strategy Implementation	497
MICHAEL A. HITT, SUSAN E. JACKSON, SALVADOR CARMONA, LEONARD BIERMAN, CHRISTINA E. SHALLEY, AND MIKE WRIGHT	
<i>Index</i>	515