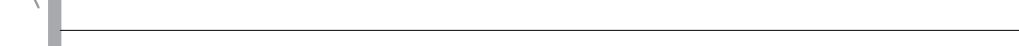


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[illegible]

1. *Journal of Management Studies*, 1996, 33, 1, 1-14.



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[illegible]

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Code	Code

100% 90% 80% 70% 60% 50% 40% 30% 20% 10% 0%

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