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Family involvement and firms' establishment mode choice in foreign markets [Recurso electrónico] / Andrea Boellis ... [et al.]

Este artículo se encuentra disponible en su edición electrónica. Su acceso electrónico es a través del enlace de 'Acceso al documento'

References: p. 945-947

Abstract: Extant literature on foreign entry increasingly recognizes firms' heterogeneity as a potential reason for inconsistency in results on the establishment mode choice, that is, whether and under which conditions firms should choose to enter a new country through a greenfield investment or an acquisition. Our study contributes to this debate by identifying family ownership and family involvement in management as potential powerful sources of such heterogeneity. Integrating international business studies with both corporate finance literature on family firms and recent contributions from the Socio Emotional Wealth perspective on family ownership, we claim that, due to greater risk aversion and lower access to information, the family involvement both in the firm ownership and management leads to a higher propensity towards greenfield initiatives (vs acquisitions). However, we also find that such a propensity decreases with international experience especially in family-owned firms given the greater ability of professionalized management to overcome family-related concerns on making acquisitions. Our analysis on 1045 foreign initiatives undertaken by 311 Italian family and non-family firms between 2003 and 2013 confirms our expectations, indicating family ownership as a significant driver of firms' international strategies.

Journal of international business studies. -- 2016, v. 47, n. 8, october, p. 929-950

1. Internationalization theories and foreign market entry 2. Cross-border investments 3. Corporate governance 4. Family firms 5. International experience 6. Multiple regression analysis

2

Global standardization or national differentiation of HRM practices in multinational companies? [Recurso electrónico] : a comparison of multinationals in five countries / Tony Edwards ... [et al.]

Este artículo se encuentra disponible en su edición electrónica. Su acceso electrónico es a través del enlace de 'Acceso al documento'

References: p. 1018-1019

Abstract: Drawing on a dataset constructed from a parallel series of nationally representative surveys of multinational companies (MNCs), we compare the performance management (PM) practices of MNCs in the UK, Ireland, Canada, Spain, Denmark and Norway. In each country we analyze data relating to MNCs from that country and of the foreign affiliates of US MNCs. We argue that there is evidence of standardization in the nature of practices across countries, particularly evident in the analysis of US MNCs. Standardization of practices among MNCs is also evident in the rather limited variation in practices between US and indigenous MNCs within each country. Moreover, even where there is evidence of variation across and within countries, this cannot be fully explained by adaptation to local institutional constraints but rather can be seen as the product of how distinct national contexts can promote the take-up of practices.

Journal of international business studies. -- 2016, v. 47, n. 8, october, p. 997-1021

1. Institutional theory 2. Comparative HRM 3. Multinational corporations (MNCs) and enterprises (MNEs) 4. Survey method

3**An institutional perspective on the social outcome of entrepreneurship [Recurso electrónico] : commercial microfinance and inclusive markets / Joshua K Ault**

Este artículo se encuentra disponible en su edición electrónica. Su acceso electrónico es a través del enlace de 'Acceso al documento'

References: p. 965-967

Abstract: This study applies an institutional perspective to a current debate in social entrepreneurship about the relative effectiveness of commercial vs non-profit methods of building inclusive markets for the poor. While some observers argue that for-profit ventures are needed to serve the poor on a large scale, others express concern that commercialization causes mission drift, a phenomenon where ventures migrate to wealthier clients over time. A multilevel analysis of 2679 for-profit and non-profit microfinance lenders in 123 countries over 15 years supported the hypotheses that commercialization contributes to mission drift away from market inclusivity, but that national levels of "state fragility" moderate this effect. In countries with a low level of state fragility, it was less costly to serve the poor, which decreased pressure on commercial actors to shift to wealthier clients to achieve profitability. An important implication of this finding is that institutions influence not only the number of entrepreneurs found in a particular location but also the social impact of entrepreneurial strategies and actions.

Journal of international business studies. – 2016, v. 47, n. 8, october, p. 951-967

1. International entrepreneurship 2. Social entrepreneurship 3. Inclusive markets 4. Microfinance 5. State fragility

4**Miners, politics and institutional caryatids [Recurso electrónico] : accounting for the transfer of HRM practices in the Brazilian multinational enterprise / John Geary and Roberta Aguzzoli**

Este artículo se encuentra disponible en su edición electrónica. Su acceso electrónico es a través del enlace de 'Acceso al documento'

References: p. 990-993

Abstract: This article contributes to the growing stream of research on power and micropolitics in the MNE. It is situated in the critical realist epistemology. It adopts Burawoy's extended case study method together with a context-sensitive and an actor-centered mode of explanation. The case is intriguing: a MNE from Brazil expands into Canada, the United Kingdom, Switzerland and Norway and imposes a new pay and performance management system, contrasting with existing host norms. The article uses this to examine interrelated questions about the influence of an emerging-economy parent business system and how this interacts with the well-developed institutional regulation of the host countries. Hence we are forced into the interesting realm of multilevel analysis about MNEs, power relations and institutional change. We argue that the transfer of HRM practices within MNEs is best explained by a consideration of institutions, organizational structures, actors' postures within and beyond the MNE, and their relational interplay. Specifically, it requires an analysis of the macro-political context (home and host institutional influences; subsidiaries' size, mode of establishment, history, value chain location; and the host economies' dependence on foreign investment) on which actors' identities and interests are formed, and on which the ensuing micro-political relations are played out.

Journal of international business studies. – 2016, v. 47, n. 8, october, p. 968-996

1. Institutional theory 2. Emerging market multinationals 3. International human resource management 4. Power and dependence 5. Critical realism 6. Multilevel analysis