

# Journal of East European Management Studies (JEEMS)

**Editorial Committee:** Thomas Steger (Editor-in-chief), University of Regensburg  
Rainhart Lang, Chemnitz University of Technology  
Irma Rybnikova, Chemnitz University of Technology

**Advisory Board:** Ed Clark, Royal Holloway University of London  
Eckhard Dittrich, Otto-von-Guericke-University of Magdeburg  
Miklós Dobák, Corvinus University of Budapest  
Ivan Nový, University of Economics Prague  
Anna Soulsby, Nottingham University Business School  
Dieter Wagner, University of Potsdam

**Honorary Board:** Vince Edwards, Buckinghamshire College  
Dirk Holtbrügge, University of Erlangen-Nürnberg  
Fred Luthans, University of Nebraska Lincoln  
Sheila M. Puffer, Northeastern University Boston  
Rudi Schmidt, Friedrich-Schiller-University of Jena  
Raoul Üksvārav, University of Tallinn †  
Hartmut Wächter, University of Trier †  
Ingo Winkler, University of Southern Denmark

## Editorial Board:

R. Alas, Estonian Business School	S. Hüsigg, Chemnitz University of Technology
G. Bakacsi, Semmelweis University, Budapest	A. Ishikawa, Chuo University
K. Balaton, Corvinus University of Budapest	A. Jaklič, University of Ljubljana
G. Belz, Wrocław University of Economics	J. Kovac, University of Maribor
Y.E. Blagov, St. Petersburg State University	K. Liuhto, Turku School of Economics
S. Blazejewski, Alanus University	S. Llací, University of Tirana
D.J. Bourne, Queen Mary University of London	C. Makó, Hungarian Academy of Science Budapest
Z. Buzády, CEU Business School, Budapest	M. Malý, University of Economics Prague
D. Catana, Technical University of Cluj-Napoca	W. Mayrhofer, Vienna University of Econ. and Business
T. Čater, University of Ljubljana	S. Michailova, University of Auckland Business School
S.-O. Collin, Linnæus University	J.-P. Neveu, Université de Montpellier 2
B. Dallago, Università di Trento	R. Nurmi, Turku School of Economics
M. Dowling, University of Regensburg	A. Panibratov, St. Petersburg State University
J. Erpenbeck, SIBE Herrenberg	M. Pawlak, University of Warsaw
J.H. Fisch, University of Economics Vienna	A. Poczowski, Cracow University of Economics
A. Geigenmüller, Ilmenau University of Technology	E. Polyakov, Elliott Group, Ebara Corporation
M. Geppert, Friedrich-Schiller-University of Jena	T. Postma, University of Groningen
M. Glowik, Berlin School of Economics and Law	D. Pučko, University of Ljubljana
V. Golikova, Higher School of Economics, Moscow	A. Remisova, Comenius University Bratislava
I. Gurkov, Higher School of Economics, Moscow	A. Schuh, Vienna University of Economics and Business
B. Heidrich, Budapest Business School	T. Specker, University of Applied Sciences Kiel
J. Hentze, Technical University of Braunschweig	C. Stojanov, Otto-von-Guericke-University of Magdeburg
N. Hermes, University of Groningen	E. Szabo, Johannes-Kepler-University Linz
N. Holden, University of Leeds	P. Wald, University of Applied Sciences Leipzig
G. Hollinshead, University of Hertfordshire	A. Wasowska, University of Warsaw

## Address:

JEEMS, c/o Lehrstuhl Führung und Organisation, Universität Regensburg, Universitätsstr. 31,  
D- 93053 Regensburg **Tel.:** +49 941 943 2680, **Fax:** +49 941 943 4206

**E-Mail:** thomas.steger@wiwi.uni-regensburg.de

**URL:** [http://www.hampp-verlag.de/Hampp\\_JEEMS.html](http://www.hampp-verlag.de/Hampp_JEEMS.html)

# Journal of East European Management Studies

**Print: ISSN 0949-6181 Internet: 1862-0019**

The Journal of East European Management Journal (JEEMS) is published four times a year. The personal subscription rate is € 80,00, the institutional rate (IP account + print) is € 150,00 including delivery and value added tax. For delivery outside Germany an additional € 12,00 are added. Cancellation is only possible six weeks before the end of each year. Single issues of JEEMS may be obtained at € 24,80.

The contributions published in JEEMS are protected by copyright. No part of this publication may be translated into other languages, reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, magnetic tape, photocopying, recording or otherwise without permission in writing from the publisher. That includes the use in lectures, radio, TV or other forms. Copies are only permitted for private purposes and use and only of single contributions or parts of them.

For any copy produced or used in a private corporation serving private purposes (due to §54(2) UrhG) one is obliged to pay a fee to VG Wort, Abteilung Wissenschaft Goethestraße 49, D-80336 München, where one can ask for details.

Das Journal of East European Management Studies (JEEMS) erscheint 4x im Jahr. Der jährliche Abonnementpreis für Privatpersonen (Printausgabe) beträgt 80,00 €, für Institutionen (IP-Zugang + Print) € 150,00 inkl. MWSt und Versandkosten. Für den Versand ins Ausland werden jeweils zusätzlich 12,00 € berechnet. Kündigungsmöglichkeit: 6 Wochen vor Jahresende. Einzelhefte von JEEMS sind zum Preis von 24,80 € erhältlich.

Die in der Zeitschrift JEEMS veröffentlichten Beiträge sind urheberrechtlich geschützt. Alle Rechte, insbesondere das der Übersetzung in fremde Sprachen, vorbehalten. Kein Teil darf ohne schriftliche Genehmigung des Verlages in irgendeiner Form - durch Fotokopie, Mikrofilm oder andere Verfahren - reproduziert oder in eine von Maschinen, insbesondere von Datenverarbeitungsanlagen, verwendete Sprache übertragen werden. Auch die Rechte der Weitergabe durch Vortrag, Funk- und Fernsehsendung, im Magnettonverfahren oder ähnlichem Wege bleiben vorbehalten. Fotokopien für den persönlichen und sonstigen eigenen Gebrauch dürfen nur von einzelnen Beiträgen oder Teilen daraus als Einzelkopien hergestellt werden.

Jede im Bereich eines gewerblichen Unternehmens hergestellte oder benutzte Kopie dient gewerblichen Zwecken gemäß § 54(2) UrhG und verpflichtet zur Gebührenzahlung an die VG Wort, Abteilung Wissenschaft, Goethestraße 49, D-80336 München, von der die einzelnen Zahlungsmodalitäten zu erfragen sind.

Journal of East European Management Studies is being indexed by Social Sciences Citation of the Index® and by the International Bibliography of the Social Sciences (IBSS).
---

Database Research Pool: [www.hampp-verlag.de](http://www.hampp-verlag.de)

Six journals - one search engine: Our new online-archive allows for searching in full-text databases covering five journals:

- Industrielle Beziehungen, beginning in 1998
- International Journal of Action Research, beginning in 2005
- Journal of East European Management Studies, beginning in 1998
- management revue, beginning in 2004
- Zeitschrift für Personalforschung, beginning in 1998
- Zeitschrift für Wirtschafts- und Unternehmensethik, beginning in 1998

**Free research:** Research is free. You have free access to all hits for your search. The hit list shows the relevant articles relevant to your search. In addition, the list references the articles found in detail (journal, volume etc.).

Browse or download articles via GBI: If you want to have access to the full-text article, our online-partner GENIOS will raise a fee of 10.- Euro. If you are registered as a „GENIOS-Professional Customer” you may pay via credit card or invoice.

Guest Editorial

---

*Lukasz Puślecki, Piotr Trąpczyński* 135

Articles

---

*Lukasz Puślecki, Piotr Trąpczyński, Michał Staszków* 139  
Emerging advanced topics in an advanced emerging market? International business research in Poland in the period 1990-2014

*Tobias Dauth, Agata Tomczak* 167  
Internationalization of top management teams: A comprehensive analysis of Polish stock-listed firms

*Krisztina Demeter, Levente Szász* 184  
The diversity of European manufacturing plant roles in international manufacturing networks

*Tii Vissak, Xiaotian Zhang* 209  
A born global's radical, gradual and nonlinear internationalization: A case from Belarus

*Rafal Sliwinski, Magdalena Sliwinska* 231  
Growth and internationalization of fast growing firms

News/Information

---

254

## **Editorial Mission of JEEMS**

The main aim of the *Journal of East European Management Studies* (JEEMS) is to promote dialogue and cooperation among scholars from all countries who seek to examine, explore and explain the behaviour and practices of management within the transforming societies of Central and Eastern Europe. As such, the theoretical interests of the journal focus on a) organizational and management change; b) Central and East European societies (including those on the fringes of Europe) undergoing processes of transition or transformation; and c) scientific issues of business, management and organisation that arise in such contexts. In this regard, JEEMS particularly welcomes papers that draw on a behavioral perspective.

By fostering the exchange of ideas within the academic community and between management academics and management practitioners, JEEMS aims to contribute to the development of knowledge and practice across the Central and East European region. In this way, the journal hopes to cultivate and spread a sophisticated understanding of management trends and tendencies as they emerge through the process of transformation. The concern with management practices and issues is meant in the broadest sense to include the problems of steering politico-economic processes and the management of all types of organized action and their social embeddedness.

JEEMS aims to attract social scientific contributions from scholars of any nation and region, but particularly wishes to encourage authors from those countries directly experiencing transformational change. Its potential readership is international, comprising academics and practitioners with an involvement or interest in the management of change in transforming societies in Central and Eastern Europe.