

management revue

Socio-economic Studies

Editors Matthias Baum, University of Kaiserslautern, Germany
Ina Ehnert, Université Catholique de Louvain, Belgium
Marcel Erlinghagen, University of Duisburg-Essen, Germany
Simon Fietze, University of Southern Denmark
Susanne Gretzinger, University of Southern Denmark
Wenzel Matiaske, Helmut-Schmidt-University, Germany
Sylvia Rohlfers, Colegio Universitario de Estudios Financieros, Spain

**Editorial/
Advisory
Board** John W. Boudreau, University of Southern California, USA
Lisa Bradley, Queensland University of Technology, Australia
Chris Brewster, Henley Management College, UK
Dirk Buyens, De Vlerick School of Management, Belgium
Jean-Luc Cerdin, ESSEC, France
Richard Croucher, Middlesex University Business School, UK
Peter Dowling, La Trobe University, Melbourne, Australia
Amos Drory, Ben Gurion University, Israel
Mark Fenton O'Creevy, Open University, UK
Marianne A. Ferber, University of Illinois, USA †
Per Freytag, University of Southern Denmark
Barry Gerhart, University of Wisconsin, USA
Paul Gooderham, Norwegian Business School, Norway
Bo Hansson, EDU/IA, OECD
Rüdiger Kabst, University of Paderborn, Germany
Arne Kalleberg, University of North Carolina, USA
Ralph Kattenbach, University of Hamburg, Germany
Rita Kellermann, Rotterdam School of M., The Netherlands
Jan Kees Looise, University of Twente, The Netherlands
Seong-Kook Kim, Ewha Womans University, South Korea
Hendrik Holt Larsen, Copenhagen Business School, Denmark
Huseyin Leblebici, University of Illinois, USA
Albert Martin, University of Lueneburg, Germany
Wolfgang Mayrhofer, Vienna Univ. of Bus. a. Econ., Austria
Thomas Mellewig, Free University of Berlin, Germany
Michael Morley, University of Limerick, Ireland
Peter Muehlau, Trinity College Dublin, Ireland
Werner Nienhueser, University of Essen, Germany
Nancy Papalexandris, Athens Univ. of Bus. a. Econ., Greece
Andrew Pendleton, The University of York, UK
Erik Poutsma, Nijmegen Business School, The Netherlands
Sami Saarenketo, Lappeenranta Univ. of Technology, Finland
Dieter Sadowski, IAAEG/University of Trier, Germany
Wilmar Schaufeli, University of Utrecht, The Netherlands
Florian Schramm, HWP, Germany
James Sesil, The State University of New Jersey Rutgers, USA
Rick Steers, University of Oregon, USA
Wolfgang Weber, University of Paderborn, Germany

management revue

Socio-economic Studies

Print ISSN 0935-9915 Internet ISSN 1861-9908

management revue – Socio-economic Studies is published four times a year. Subscription prices:

- Institutional (print + online) € 150, including VAT.
- Personal (only print) € 80, including VAT.

For delivery outside Germany an additional € 13,80 are added.

Information about online access is available at www.hampp-verlag.de.

Cancellation is only possible six weeks before the end of each year. Single issues of **management revue** may be obtained at € 24.80.

The contributions published in **management revue** 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.

Rainer Hampp Verlag, management revue,
Marktplatz 5, 86415 Mering, Germany
Phone ++ 49 8233 4783, E-mail: Hampp@RHVerlag.de

www.Hampp-Verlag.de

www.management-revue.org

mrev online: http://www.hampp-verlag.de/hampp_e-journals_mrev.htm

Submissions: <http://hermes.hsu-hh.de/mrev/index.php/mrev>

management revue, volume 24, issue 4, 2013 mrev 24(4)

Dolores Álvarez-Pérez, Edelmira Neira-Fontela, Carmen Castro-Casal Corporate governance, uncertainty and executive stock option plans	250
Werner Gresse, Bennie Linde, René Schalk Sense of deservingness: What are the entitlement beliefs of students in their anticipatory psychological contract?	270
Claude-Hélène Mayer, Lynette Louw “Who are you?” – Constructing managerial identities in post-apartheid South Africa	289
Sjoerd van der Smissen, René Schalk, Charissa Freese Contemporary psychological contracts: How both employer and employee are changing the employment relationship	309
Contents of mrev, volume 24, issues 1-4	328

management revue, next issues

Financial Participation

Managing Diversity

Please contact one of the journal's editors, or the editor of the special issue, or
Rainer Hampp Verlag, mrev, Marktplatz, 86415 Mering, Germany
E-mail: Hampp@RHVerlag.de

Print: ISSN 0935-9915
Internet: ISSN 1861-9908

© 2013 **management revue** Rainer Hampp Verlag München, Mering
Marktplatz 5 D – 86415 Mering, Germany
www.Hampp-Verlag.de

All rights preserved. No part of this publication may be reprinted or reproduced or utilized in any form or by any electronic, mechanical, or other means, now known or hereafter invented, including photocopying and recording, or in any information storage or retrieval system, without permission in writing from the publisher.

Database Research Pool: www.hampp-verlag.de

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

- Industrielle Beziehungen, beginning in 1998
- International Journal of Action Research, beginning in 2005
- Journal for 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 GENIOS: If you want to have access to the full-text article, our online-partner **GENIOS** will raise a fee of € 10.-. If you are registered as a “**GENIOS-Professional Customer**” you may pay via credit card or invoice.

Statistics

	1 special issue	2 special issue	3 special issue	4 open issue	forth- coming	all
Submitted papers	3	11	4	4	14	36
Papers accepted after first review	0	4	0	3		7
Papers accepted after second review	3	0	4	1		8
Papers rejected / withdrawn	0	7	4	0		11
In review					14	14

Editors and publisher would like to thank the reviewers of the 2013 issues:

Maike Andresen, University of Bamberg
 Anja Baethge, University of Leipzig
 Eva Bamberg, University of Hamburg
 Thomas Behrens, Universität Flensburg
 Ricarda Bouncken, University of Bayreuth
 John Burgess, Curtin Business School
 Andreas Cornett, University of Southern
 Denmark
 Refik Culpan, Pennsylvania State University
 at Harrisburg
 Michael Dahl, Aalborg University
 Lisa Daniel, University of Adelaide
 Christian Felzenstein, Universidad Adolfo
 IBáñez
 Simon Fietze, University of Southern
 Denmark
 Alexander Fliaster, University of Bamberg
 Gordon Müller-Seitz, University of Stuttgart
 Paco Gracia, Universitat de València
 Wolfgang Güttel, University of Linz
 Sven Hauff, University of Hamburg
 Holger Hinz, University of Flensburg
 Thomas Hoegel, University of Innsbruck

Heiko Hoßfeld, University of Duisburg-
 Essen
 Anja Iseke, University of Paderborn
 Rodrigo Isidor, University of Paderborn
 Carola Jungwirth, University of Passau
 Ralph Kattenbach, University of Hamburg
 Arjan Kozica, University of the Federal
 Armed Forces Munich
 Anton Kritz, University of Newcastle
 Werner Nienhueser, University of Duisburg-
 Essen
 Karin Reichel, Berlin School of Economics
 and Law
 Susanne Royer, University of Flensburg
 Matthias Schneid, University of Paderborn
 Barbara Sieben, Free University Berlin
 Henning Star, University of Hamburg
 Bodo Steiner, University of Southern
 Denmark
 Jan-Åke Törnroos, Akademi HHÅA
 University, Turku
 Ian Wilkinson, University of Sydney