

# The Academy of Management



# Journal

Volume 52  
Number 3

June 2009

<i>Academy of Management Journal Information for Contributors</i>	427
<i>From the Editors: An Ethical Quiz</i>	432
<i>K. Michele Kacmar</i>	

## ARTICLES

<i>Caveat Venditor: Trust Asymmetries in Acquisitions of Entrepreneurial Firms</i>	435
<i>Melissa E. Graebner</i>	
<i>Entrepreneurs' Optimism and New Venture Performance: A Social Cognitive Perspective</i>	473
<i>Keith M. Hmieleski and Robert A. Baron</i>	
<i>Interactive Effects of Growth Need Strength, Work Context, and Job Complexity on Self-Reported Creative Performance</i>	489
<i>Christina E. Shalley, Lucy L. Gilson, and Terry C. Blum</i>	
<i>Combined Effects of Organizational and Professional Identification on the Reciprocity Dynamic for Professional Employees</i>	506
<i>David R. Hekman, Gregory A. Bigley, H. Kevin Steensma, and James F. Hereford</i>	
<i>Change in Newcomers' Supervisor Support and Socialization Outcomes after Organizational Entry</i>	527
<i>Markku Jokisaari and Jari-Erik Nurmi</i>	
<i>Turnover Contagion: How Coworkers' Job Embeddedness and Job Search Behaviors Influence Quitting</i>	545
<i>Will Felps, Terence R. Mitchell, David R. Hekman, Thomas W. Lee, Brooks C. Holtom, and Wendy S. Harman</i>	
<i>Searing Sentiment or Cold Calculation? The Effects of Leader Emotional Displays on Team Performance Depend on Follower Epistemic Motivation</i>	562
<i>Gerben A. Van Kleef, Astrid C. Homan, Bianca Beersma, Daan Van Knippenberg, Barbara Van Knippenberg, and Frederic Damen</i>	
<i>When and How Diversity Benefits Teams: The Importance of Team Members' Need for Cognition</i>	581
<i>Eric Kearney, Diether Gebert, and Sven C. Voelpel</i>	
<i>The Role of Context in Work Team Diversity Research: A Meta-analytic Review</i>	599
<i>Aparna Joshi and Hyuntak Roh</i>	

<i>Special Research Forum Call for Papers: Process Studies of Change in Organization and Management</i>	629
---	-----



ACADEMY OF MANAGEMENT

0

0

9



# Academy of Management JOURNAL

## CONTENTS

Volume 52, Number 3, June 2009

<b>Academy of Management Journal Information for Contributors</b> .....	427
<b>From the Editors: An Ethical Quiz</b> <i>K. Michele Kacmar</i> .....	432
<b>Caveat Venditor: Trust Asymmetries in Acquisitions of Entrepreneurial Firms</b> <i>Melissa E. Graebner</i> .....	435
<b>Entrepreneurs' Optimism and New Venture Performance: A Social Cognitive Perspective</b> <i>Keith M. Hmieleski and Robert A. Baron</i> .....	473
<b>Interactive Effects of Growth Need Strength, Work Context, and Job Complexity on Self-Reported Creative Performance</b> <i>Christina E. Shalley, Lucy L. Gilson, and Terry C. Blum</i> .....	489
<b>Combined Effects of Organizational and Professional Identification on the Reciprocity Dynamic for Professional Employees</b> <i>David R. Hekman, Gregory A. Bigley, H. Kevin Steensma, and James F. Hereford</i> ...	506
<b>Change in Newcomers' Supervisor Support and Socialization Outcomes after Organizational Entry</b> <i>Markku Jokisaari and Jari-Erik Nurmi</i> .....	527
<b>Turnover Contagion: How Coworkers' Job Embeddedness and Job Search Behaviors Influence Quitting</b> <i>Will Felps, Terence R. Mitchell, David R. Hekman, Thomas W. Lee, Brooks C. Holtom, and Wendy S. Harman</i> .....	545
<b>Searing Sentiment or Cold Calculation? The Effects of Leader Emotional Displays on Team Performance Depend on Follower Epistemic Motivation</b> <i>Gerben A. Van Kleef, Astrid C. Homan, Bianca Beersma, Daan Van Knippenberg, Barbara Van Knippenberg, and Frederic Damen</i> .....	562
<b>When and How Diversity Benefits Teams: The Importance of Team Members' Need for Cognition</b> <i>Eric Kearney, Diether Gebert, and Sven C. Voelpel</i> .....	581
<b>The Role of Context in Work Team Diversity Research: A Meta-analytic Review</b> <i>Aparna Joshi and Hyuntak Roh</i> .....	599
<b>Special Research Forum Call for Papers: Process Studies of Change in Organization and Management</b> .....	629