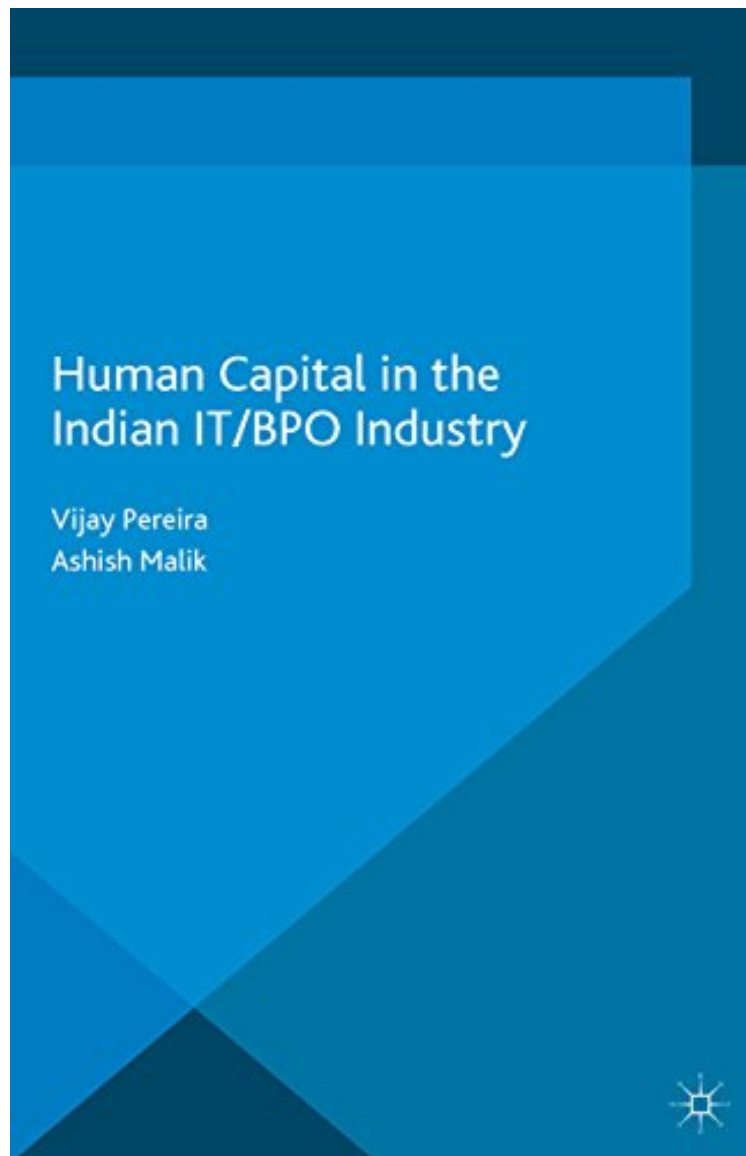


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About the Author Vijay Pereira is Senior Lecturer at University of Portsmouth, UK. He has published in HRM, Journal of World Business, International Studies of Management and Organization, and Culture Organization. He is the Area/Associate Editor (OB/HRM) of the Journal of Asia Business Studies (JABS). His previous experiences have been in consulting and industry. Ashish Malik is Lecturer at University of Newcastle, Australia. He has published and presented more than 40 research papers with an India focus at numerous conferences. His works have appeared in numerous academic journals including the Asia-Pacific Business and Industrial Marketing Management. Ashish currently serves on the editorial board of Journal of Asia Business Studies (JABS).