理組 研織 Organization Review



Cover: Rainbow Bridege Tongxiang

The premier journal for ground-breaking insights about management and organizations in China and global comparative contexts



SPONSORS OF MANAGEMENT AND ORGANIZATION REVIEW



International Association for Chinese Management Research Officers

Founding President **Executive Secretary/Treasurer**

Anne S. Tsui Arizona State University Lerong He State University of Peking University New York at Geneseo

Representatives at Large Past President

Jia (Jasmine) Hu Tsinghua University Zhi-Xue Zhang Peking University Helen H. Zhao University of Hong Kong

President Yuntao Dong Peking University Runtian Jing Shanghai Jiao Tong University

Pei Sun University of Manchester **President Elect**

Wei Shen Arizona State University **PhD Student Representatives**

Jinkai Cheng Sichuan University **Executive Director** Wei Zhang

Peking University Yue Wang Rice University













MANAGEMENT AND ORGANIZATION REVIEW

Volume 20 Issue 3	June 2024
Letter from the Editor	
Xiao-Ping Chen	337
Dialogue, Debate, and Discussion	
STEPHEN X. ZHANG AND JIYAO CHEN Responsible Research: Reflections of Two Business Scholars Doing Mental Health Research During COVID-19	339
Articles	
SIHONG WU, DI FAN, AND CHRISTINE SOO Do It Right the First Time? Exploring the First Cross-border Acquisition and Expansion Frequency of Emerging Market Multinationals	354
JULIUS NYIAWUNG, JOHN GEARY, AND MANDIEFE PIABUO Exploring the Neo-Colonial Influence of Chinese FDI and Western Power on the Evolution of Labor Market Policies in a Developing Country	381
XUANJIN CHEN, MAJID GHORBANI, AND ZHENZHEN XIE Follow the Giver: Is Chinese MNEs' Investment in Africa Linked to Official Aid?	405
JING ZHAO, LIMIN ZHU, WENLONG HE, AND TONY W. TONG Isolating the Effect of Social Risk on MNEs' CSR Reporting: A New Approach Based on China's Belt & Road Initiative	425
XI ZHONG, CAN HUANG, AND GE REN Local Gambling Culture and Enterprise Bribery: A Social Norms Theory Perspective	466
Anni Chen, Yue Wang, and Jiayin Zhang CEO Cross-Sector Work Experience and Public-Private Partnership Formation of Private Firms in China	487
XIAOTONG (JANEY) ZHENG, MICHELE WILLIAMS, XIAOYU (CHRISTINA) WANG, AND JIAN LIANG It's More About 'We' Than 'I': Employee-Supervisor Fit in Achievement Striving, Organizational Identification, and Employee Voice	517