# revue

# management revue

### The International Review of Management Studies

Editors-Rüdiger Kabst, University of Giessen, Germany

in-Chief Wenzel Matiaske, H.-Schmidt-University, Hamburg, Germany

Managing

Editor Matthias Baum, University of Giessen, Germany

Reviews Ralph Kattenbach, University of Hamburg, Germany

Editorial/ Advisorv 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

Arne Kalleberg, University of North Carolina, USA

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 Mellewigt, 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

### The International Review of Management Studies

Print ISSN 0935-9915 Internet ISSN 1861-9908

management revue - the International Review of Management 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 € 12 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, Fax ++ 49 8233 30755

E-Mail: Hampp@RHVerlag.de

www.Hampp-Verlag.de

www.management-revue.org

The Capability Approach:

Special Issue:

### management revue, volume 23, issue 2, 2012 mrev 23(2)

A New Perspective for Labor Market and Welfare Policies?

93
98
119
140
158
173
191

### management revue, next issues

# The Future of Trade Unions in Western Europe, Part II Sustainability and Human Recource Management

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

© 2012 management revue

Rainer Hampp Verlag Marktplatz 5

München, Mering 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 data-bases 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.