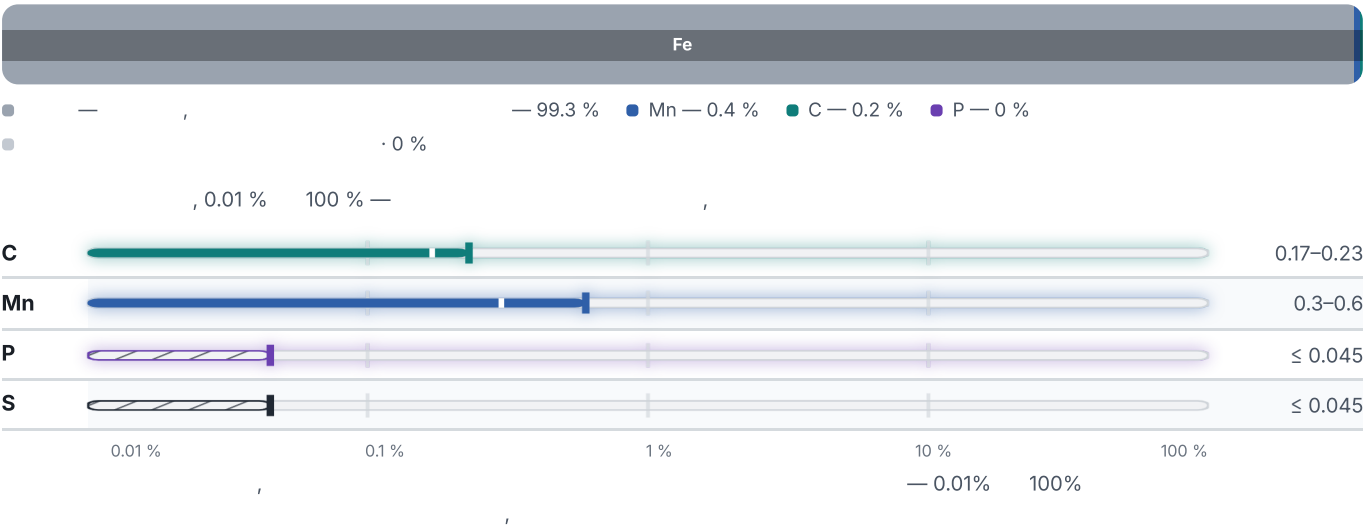


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Cr, Mo	—	: Si, Ni,
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1. *Journal of Management Studies*, 1997, 34, 103-117.
