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**Paper Title**

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**Author(s)**

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**Checklist regarding submission guidelines**

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|  | **I confirm** that the manuscript has been submitted solely to the *Journal of Management Studies* and is not published, in press, or under publication consideration elsewhere. |
|  | **I confirm** that I have checked the manuscript submission guidelines and complied with them. |
|  | **I confirm** that I have prepared (a) a complete text minus the title page, acknowledgements, and any identifying running headers, to allow for double-blinded peer review and (b) a separate title page with contact information for all authors. |

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*The Journal of Management Studies recognizes that quantitative or qualitative datasets can be used for more than one academic article, but we would like you to include in your cover letter the full citation of any previous publications or current research papers that use this dataset and explain how this manuscript differs from the previous work(s).*

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