



UvA-DARE (Digital Academic Repository)

Organizational dynamics in social networks : contracts and reputations in the film industry

Ebbers, J.J.

Publication date
2009

[Link to publication](#)

Citation for published version (APA):

Ebbers, J. J. (2009). *Organizational dynamics in social networks : contracts and reputations in the film industry*.

General rights

It is not permitted to download or to forward/distribute the text or part of it without the consent of the author(s) and/or copyright holder(s), other than for strictly personal, individual use, unless the work is under an open content license (like Creative Commons).

Disclaimer/Complaints regulations

If you believe that digital publication of certain material infringes any of your rights or (privacy) interests, please let the Library know, stating your reasons. In case of a legitimate complaint, the Library will make the material inaccessible and/or remove it from the website. Please Ask the Library: <https://uba.uva.nl/en/contact>, or a letter to: Library of the University of Amsterdam, Secretariat, Singel 425, 1012 WP Amsterdam, The Netherlands. You will be contacted as soon as possible.

Bibliography

- Ahuja, G., Soda, G. & Zaheer, A. 2007. Call for Papers: The genesis and dynamics of networks. *Organization Science*, 18(6): 1024-1025.
- Alchian, A. A. & Demsetz, H. 1972. Production, information costs, and economic organization. *The American Economic Review*: 62(5): 777-795.
- Aldrich, H. E. & Fiol, C. M. 1994. Fools rush in? The institutional context of industry creation. *Academy of Management Review*, 19: 645-670.
- Amit, R. & Shoemaker, P. J. H. 1993. Strategic assets and organizational rent. *Strategic Management Journal*, 14: 32-46.
- Anand, N. & Watson, M. R. 2004. Tournament rituals in the evolution of fields: The case of the Grammy Awards. *Academy of Management Journal*, 47: 59-80.
- Anand, N. & Jones, B. C. 2008. Tournament rituals, category dynamics, and field configuration: The case of the booker prize. *Journal of Management Studies*, 45: 1036-1060.
- Antcliff, V., Saundry, R. & Stuart, M. 2007. Networks and social capital in the UK television industry: The weakness of weak ties. *Human Relations*, 60(2): 371-393.
- Argyris, C. 1960. *Understanding Organizational Behaviour*. London: Tavistock Publications.
- Arthur, M. B. & Rousseau, D. M. (eds.). 1996. *The boundaryless career: A new employment principle for a new organizational era*. New York: Oxford University Press.
- Baker, G., Gibbons, R. & Murphy, K. J. 1997. Implicit contracts and the nature of the firm. *NBER Working Paper*, No. 6177.
- Baker, G., Gibbons, R. & Murphy, K. J. 2002. Relational contracts and the theory of the firm. *Quarterly Journal of Economics*, 117(1): 39-84.
- Barney, J. 1991. Firm resources and sustained competitive advantage. *Journal of Management*, 17: 99-120.
- Barney, J., Wright M. & Ketchen, Jr., D. J. 2001. The resource-based view of the firm: Ten years after 1991. *Journal of Management*, 27: 625-641.

- Basuroy, S., Chatterjee S. & Ravid S. A. 2003. How critical are critical reviews? The box office effects of film critics, star power, and budgets. *Journal of Marketing*, 67: 103-117
- Baum, J. A. C. & Oliver, C. 1991. Institutional linkages and organizational mortality. *Administrative Science Quarterly*, 36: 187-218
- Bechky, B. A. & O'Mahony, S. 2006. Stretchwork: Managing the career progression paradox in external labor markets. *Academy of Management Journal*, 49(5): 918-941
- Benabou, R. & Tirole, J. 2002. Self-confidence and personal motivation. *Quarterly Journal of Economics*, 117: 871-915.
- Benjamin, B. A. & Podolny, J. M. 1999. Status, quality, and social order in the California wine industry. *Administrative Science Quarterly*, 44(3): 563-589
- Biskind, P. 2004. *Down and dirty pictures: Miramax, Sundance, and the rise of independent film*. New York: Simon and Schuster.
- Blau, P. M. 1964. *Exchange and power in social life*. New Brunswick: Transaction Publishers.
- Blume, S. E. 2004. The revenue streams: An overview. In J.E. Squire (ed.), *The movie business book*: 332-359. New York: Fireside.
- Borgatti, S. P. & Foster, P. C. 2003. The network paradigm in organizational research: A review and typology. *Journal of Management*, 29(6): 991-1014.
- Brass, D. J., Galaskiewicz, J., Greve, H. R. & Tsai, W. 2004. Taking stock of networks and organizations: A multilevel perspective. *Academy of Management Journal*, 47(6): 795-817.
- Bull, C. 1987. The existence of self-enforcing implicit contracts. *Quarterly Journal of Economics*, February: 147-159.
- Burt, R. S. 1992. *Structural holes: The social structure of competition*. Cambridge, MA: Harvard University Press.
- Carroll G. R., Bigelow L. S., Seidel M. D. L & Tsai L. B. 1996. The fates of de novo and de alio producers in the American automobile industry 1885-1981. *Strategic Management Journal*, 17: 117-137
- Carroll G. R. & Hannan M. T. 2000. *The demography of corporations and industries*. Princeton, NJ: Princeton University Press.

- Cattani, G. & Ferriani, S. 2008. A Core/periphery perspective on individual creative performance: Social networks and cinematic achievements in the Hollywood film industry. *Organization Science*, 19(6): 824-844.
- Cattani, G., Ferriani, S, Negro, G. & Perretti, F. 2008. The structure of consensus: Network ties, legitimization, and exit rates of U.S. feature film producer organizations. *Administrative Science Quarterly*, 53: 145-182.
- Caves, R. E. 2000. *Creative industries: Contracts between art and commerce*. Cambridge, MA: Harvard University Press.
- Certo, S. T. 2003. Influencing the initial public offering investors with prestige: Signaling with board structures. *Academy of Management Review*, 28: 432-446.
- Chiles, T. H. & McMackin, J. F. 1996. Integrating variable risk preferences, trust and transaction cost economics. *Academy of Management Review*, (21): 73-99.
- Chung, S., Singh, H. & Lee, K. 2000. Complementarity, status similarity and social capital as drivers of alliance formation. *Strategic Management Journal*, 21(1): 1-22.
- Coase, R. H. 1937. The nature of the firm. *Economica*, 4(16): 386-405.
- Coff, R. W. 1999. When competitive advantage doesn't lead to performance: The resource-based view and stakeholder bargaining power. *Organization Science*, 10(2): 119-213.
- Cohen, M. D. & Bacdayan, P. 1994. Organizational routines are stored as procedural memory: Evidence from a laboratory study. *Organization Science*, 5: 554-568.
- Cohen, J., Cohen, P., West, S. G., & Aiken, L. S. 2003. *Applied Multiple Regression/Correlation Analysis for the Behavioral Sciences (3rd ed.)*. Mahwah, NJ: Erlbaum.
- Coleman, J. 1988. Social capital in the creation of human capital. *American Journal of Sociology*, 94: S95-S120.
- Coleman, R. 1990. *Foundations of Social Theory*. Cambridge, MA: Harvard University Press.
- Conner, K. R. & Prahalad, C. K. 1996. A resource-based theory of the firm: Knowledge versus opportunism. *Organization Science*, 7: 477-501.

- Dacin, M. T., Goodstein, J. & Scott, R. 2002. Institutional theory and institutional change: Introduction to the special issue forum. *Academy of Management Journal*, 45: 45-56.
- DeFillippi, R. J. & Arthur, M. B. 1998. Paradox in project-based enterprise: The case of film making. *California Management Review*, 40: 1-15.
- Delmestri, G., Montanari, F. & Usai, A. 2005. Reputation and strength of ties in predicting commercial success and artistic merit of independents in the Italian feature film industry. *Journal of Management Studies*, 42: 975-1002.
- Deuchert, E., Adjamah, K. & Pauly, F. 2005. For Oscar glory or Oscar money. *Journal of Cultural Economics*, 29: 159-176.
- Deephouse, D. L. 1996. Does isomorphism legitimate? *Academy of Management Journal*, 39: 1024-1039.
- Deephouse, D. L. & Carter, S. M. 2005. An examination of differences between organizational legitimacy and organizational reputation. *Journal of Management Studies*, 42: 329-360
- DiMaggio, P. J. & Powell, W. W. 1983. The iron cage revisited: Institutional isomorphism and collective rationality in organizational fields. *American Sociological Review*, 48: 147-160.
- Dyer, J. H. & Singh, H. 1998. The relational view: Cooperative strategy and sources of interorganizational competitive advantage. *Academy of Management Review*, 23(4): 660-679.
- Ebbers, J. J. & Wijnberg, N. M. 2009. Organizational memory: From expectations memory to procedural memory. *British Journal of Management*, in press.
- Eccles, R.G. 1981. Bureaucratic versus craft administration: The relationship of market structure to the construction firm. *Administrative Science Quarterly*, 26: 449-469.
- Eisenhardt, K. & Schoonhoven, C.B. 1996. Resource-based view of alliance formation: Strategic and social effects in entrepreneurial firms. *Organization Science*, 7(2): 136-150.
- Eliashberg, J., Hui, K. & Zhang, Z.J. 2007. From story line to box office: A new approach for green-lighting movie scripts, *Management Science*, 53: 881-893.
- Eliashberg, J. & Shugan, S. M. 1997. Film critics: Influencers or predictors? *Journal of Marketing*, 61: 68-78.

- Eliashberg, J., Weinberg C. & Hui, S. K. 2008. Decision models for the movie industry. In B.Wierenga (Ed.), *Handbook of Marketing Decision Models*: 437-468. New York: Springer.
- Faulkner, R. R. & Anderson, A. B. 1987. Short-term projects and emergent careers: Evidence from Hollywood. *American Journal of Sociology*, 92: 879-909.
- Ferriani, S., Corrado, R. & Boschetti, C. 2005. Organizational learning under organizational impermanence: Collaborative ties in film project firms. *Journal of Management and Governance*, 9: 257-285.
- Festinger, L. 1954. A theory of social comparison processes. *Human Relations*, 7(2): 117-140.
- Film Fund*. 2008. Film Facts and Figures of the Netherlands: Edition Summer 2008
- Filmkrant*. 2002. Het Filmfonds: Hoe verkoop je een Lada, 236.
- Fombrun, C. & Shanley, M. 1990. What's in a name? Reputation building and corporate strategy. *Academy of Management Journal*, 33: 233-258.
- Frank, R. H. 1985. Choosing *the right pond: Human behavior and the quest for status*. New York: Oxford University Press.
- Freeman, L. C. 1979. Centrality in social networks: Conceptual clarification. *Social Networks*, 1(3): 215-239
- Freeman, J. Carroll, G.R. & Hannan, M. T. 1983. The liability of newness: Age dependence in organizational death rates. *American Sociological Review*, 48: 692-710
- Gemser, G., Leenders, M. A. A. M. & Wijnberg, N. M. 2008. Why some awards are more effective signals of quality than others: A study of movie awards. *Journal of Management*, 34: 25-54.
- Gemser, G., van Oostrum, M. & Leenders, M.A.A.M. 2007. The impact of film reviews on the box office performance of art house versus mainstream motion pictures. *Journal of Cultural Economics*, 31:43-63
- Ghoshal, S. & Moran, P. 1996. Bad for practice: A critique of the transaction cost theory. *Academy of Management Review*, 21(1): 13-47.
- Gibbons, R. 1998. Incentives in organizations. *NBER Working Paper*, No. 6695.
- Gibbons, R. 2005. Incentives between firms (and within). *Management Science*, 51(1): 2-17.

- Gould, R. V. 2002. The origins of status hierarchies: A formal theory and empirical test. *American Journal of Sociology*, 107(5): 1143-1178.
- Grant, R. M. 1996. Toward a knowledge-based theory of the firm. *Strategic Management Journal*, 17: 109-122.
- Granovetter, M. S. 1973. The strength of weak ties. *American Journal of Sociology*, 78(6): 1360-1380.
- Grossman, S. J. & Hart, O. D. 1986. The costs and benefits of ownership: A theory of vertical and lateral integration. *Journal of Political Economy*, 94: 691-719.
- Guest, D. E. 1998. Is the psychological contract worth taking seriously? *Journal of Organizational Behaviour*, 19: 649-664.
- Gulati, R. 1995a. Social structure and alliance formation pattern: A longitudinal analysis. *Administrative Science Quarterly*, 40(4): 610-652.
- Gulati, R. 1995b. Does familiarity breed trust? The implications of repeated ties for contractual choice in alliances. *Academy of Management Journal*, 38(1): 85-112.
- Hannan, M. T. & Freeman, J. H. 1977. The population ecology of organizations. *American Journal of Sociology*, 82: 929-964.
- Hart, O. & Moore, J. 1990. Property rights and the nature of the firm. *Journal of Political Economy*, 98: 1119-1158.
- Haunschild, A. 2003. Managing employment relationships in flexible labour markets: The case of German repertory theatres. *Human Relations*, 56: 899-929.
- Hayek, F. A. 1945. The use of knowledge in society. *American Economic Review*, 35: 519-530.
- Hennart, J. F. 1993. Explaining the swollen middle: Why most transactions are a mix of "market" and "hierarchy". *Organization Science*, 4: 529-547.
- Herriot, P. & Pemberton, C. 1995. *New deals: The revolution in managerial careers*. Chichester: Wiley.
- Higgins, M. C. & Gulati, R. 2006. Stacking the deck: The effects of top management backgrounds on investor decisions. *Strategic Management Journal*, 27: 1-25.
- Hoang, H., & Antoncic, B. 2002. Network-based research in entrepreneurship: A critical review. *Journal of Business Venturing*, 18: 165-187.

- Hobday, M. 2004. The project-based organization: An ideal form for managing complex products and systems? *Research Policy*, 29: 871-893.
- Hsu, G. & Hannan, M. T. 2005. Identities, genres, and organizational forms. *Organization Science*, 16: 474-490
- Hsu, G. 2006. Jacks of all trades and masters of none: Audiences' reactions to spanning genres in feature film production. *Administrative Science Quarterly*, 51: 420-450.
- Ibarra, H. 1992. Homophily and differential returns: Sex differences in network structure and access in an advertising firm. *Administrative Science Quarterly*, 37(3): 422-447.
- Inkson, K., Heising, A., & Rousseau, D. M. 2001. The interim manager: Prototype of the 21st-century worker? *Human Relations*, 54(3): 259-284.
- Janis, I. L. 1972. *Victims of groupthink: A psychological study of foreign-policy decisions and fiascoes*. Boston, MA: Houghton Mifflin Co.
- Jensen, M. C. & Meckling, W. H. 1976. Theory of the firm: Managerial behavior, agency costs and ownership structure. *Journal of Financial Economics*, 3: 305-360.
- Jensen, M. & Roy, A. 2008. Staging exchange partner choices: When do status and reputation matter? *Academy of Management Journal*, 51: 495-516.
- Jones, C. 1996. Careers in project networks: The case of the film industry. In M. B. Arthur & D. M. Rousseau (Eds.), *The boundaryless career: A new employment principle for a new organizational era*: 58-75. New York: Oxford University Press.
- Jones, C., Hesterly, W. S. & Borgatti, S. P. 1997. A general theory of network governance: Exchange conditions, and social mechanisms. *Academy of Management Review*, 22(4): 911-945.
- Kang, E. 2008. Director interlocks and spillover effects or reputational penalties from financial reporting fraud. *Academy of Management Journal*, 51: 537-55.
- Katz, D. 1964. The motivational basis of organizational behavior. *Behavioral Science*, 9: 131-146.
- Kilduff, M., Tsai, W., Hanke, R. 2006. A paradigm too far? A dynamic stability reconsideration of the social network research program. *Academy of Management Review*, 31(4): 1031-1048.

- Kogut, B. 2000. The network as knowledge: Generative rules and the emergence of structure. *Strategic Management Journal*, 21: 405-425.
- Kogut, B. & Zander, U. 1992. Knowledge of the firm, combinative capabilities, and the replication of technology. *Organization Science*, 3: 383-397.
- Kotter, J. P. 1973. The psychological contract. *California Management Review*, 15: 91-99.
- Krishnan, R., Martin, X. & Noorderhaven, N. 2006. When does trust matter to alliance performance? *Academy of Management Journal*, 49(5): 894-917.
- Kulkarni, S. P. & Ramamoorthy, N. 2005. Commitment, flexibility, and the choice of employment contracts. *Human Relations*, 56(6): 741-761.
- Kumar, N., Stern, L. W. & Anderson, J. C. 1993. Conducting interorganizational research using key informants. *Academy of Management Journal*, 36(6): 1633-1651.
- Lazarsfeld, P. F., Merton, R. K. 1954. Friendship as social process. In M. Berger, T. Abel & C. Page (Eds.), *Freedom and control in modern society*: 18-66. New York: Octagon.
- Leana, C. R. & Van Buren, H. J. I. 1999. Organizational social capital and employment practices. *Academy of Management Review*, 24: 538-555.
- Levin, D.Z., & Cross, R. 2004. The strength of weak ties you can trust: The mediating role of trust in effective knowledge transfer. *Management Science*, 50 (11): 1477-1490.
- Liebeskind, J. P. 1996. Knowledge, strategy, and the theory of the firm. *Strategic Management Journal*, 17: 93-107.
- Macaulay, S. 1963. Non-contractual relations in business: A preliminary study. *American Sociological Review*, 28(1): 55-67.
- MacLeod, W. B. & Malcomson, J. M. 1989. Implicit contracts, incentive compatibility, and involuntary unemployment. *Econometrica*, 57(2): 447-480.
- MacNeil, I. R. 1985. Relational contracts: What we do and do not know. *Wisconsin Law Review*, 483-525.
- MacNeil, I. R. 1980. *The new social contract: An inquiry into modern contractual relationships*. New Haven, CT: Yale University Press.
- March, J. M. & Olsen, J. P. 1976. Ambiguity and Choice in Organizations. *Universitetsforlaget*, Bergen.

- March, J. M. & Simon, H. A. 1958. *Organizations*. New York: Wiley.
- McEvily, B., Perrone, V. & Zaheer, A. 2003. Trust as an organizing principle. *Organization Science*, 14(1): 91-103.
- McPherson, M., Smith-Lovin, L., & Cook, J. M. 2001. Birds of a feather: Homophily in social networks. *Annual Review of Sociology*, 27: 415-444.
- Menger, P. M. 1999. Artistic labor markets and careers. *Annual Review of Sociology*, 25: 541-574.
- Milgrom, P. & Roberts, J. 1986. Price and advertising signals of product quality. *Journal of Political Economy*, 94: 796-821
- Miller, D. & Shamsie, J. 1996. The resource-based view of the firm in two environments: The Hollywood film studios from 1936 to 1965. *Academy of Management Journal*, 39: 519-543.
- Mol, J. M., Wijnberg, N. M. & Carroll, C. 2005. Value chain envy: Explaining new entry and vertical integration in popular music. *Journal of Management Studies*, 42: 251-276.
- Moorman, C. & Miner, A. S. 1998. Organizational improvisation and organizational memory. *Academy of Management Review*, 23: 698-723.
- Motion Picture Association of the Americas*. 2008. Theatrical Market Statistics 2007.
- Nahapiet, J. & Ghoshal, S. 1998. Social capital, intellectual capital, and the organizational advantage. *Academy of Management Review*, 23(2): 242-266
- Nederlands Fonds voor de Film. 2009a. *Missie en beleid*. <http://www.filmfund.nl>.
- Nederlands Fonds voor de Film. 2009b. *Toelichting subsidieverstrekking lange speelfilm*. <http://www.filmfund.nl>.
- Nelson, R. A., Donihue, M. R., Waldman, D.M. & Wheaton, C. 2001. What's an Oscar worth? *Economic Inquiry*, 39(1): 1-16.
- Nonaka, I. 1994. A dynamic theory of organizational knowledge creation. *Organization Science*, 5: 14-37.
- Nonaka, I., von Krogh, G. & Voelpel, S. 2006. Organizational knowledge creation theory: Evolutionary paths and future advances. *Organization Studies*, 27: 1179-1208.

- O'Mahoney, S. & Bechky, B. A. 2006. Stretchwork: Managing the career progression paradox in external labor markets. *Academy of Management Journal*, 49: 918-941.
- Organ, D. W. 1988. *Organizational citizenship behavior: The good soldier syndrome*. Lexington, MA: Lexington books.
- Osterloh, M. & Frey, B. S. 2000. Motivation, knowledge transfer, and organizational forms. *Organization Science*, 11: 538-550.
- Peteraf, M. A. 1993. The cornerstones of competitive advantage: A resource-based view. *Strategic Management Journal*, 14: 179-191.
- Phillips, D. J. & Zuckerman, E. W. 2001. Middle-status conformity: Theoretical restatement and empirical demonstration in two markets. *American Journal of Sociology*, 107: 379-429.
- Podolny, J. M. 1993. A status-based model of market competition. *American Journal of Sociology*, 98: 829-872.
- Podolny, J. M. 1994. Market uncertainty and the social character of economic exchange. *Administrative Science Quarterly*, 39(3): 458-483.
- Podolny, J. M. 2001. Networks as the pipes and prisms of the market. *American Journal of Sociology*, 107(1): 33-60.
- Podolny, J. M. 2004. Market uncertainty and the social character of economic exchange. *Administrative Science Quarterly*, 39(3): 458-483.
- Podolny, J. M. & Baron, J. N. 1997. Resources and relationships: Social networks and mobility in the workplace. *American Sociological Review*, 62(5): 673-693.
- Podolny, J. M. & Page, K. L. 1998. Network forms of organization. *Annual Review of Sociology*, 24: 57-76.
- Podolny, J. M. & Phillips, D. J. 1996. The dynamics of organizational status. *Industrial and Corporate Change*, 5(2): 453-471.
- Polanyi, M. 1962. *Personal knowledge*. Chicago, IL: University of Chicago Press
- Pollock, T. G. & Rindova, V. R. 2003. Media legitimation effects in the market for initial public offerings. *Academy of Management Journal*, 46: 631-642.
- Poppo, L. & Zenger, T. 2002. Do formal contracts and relational governance function as substitutes or complements? *Strategic Management Journal*, 23: 707-725.

- Poppo, L., Zhou, K.Z. & Ryu, S. 2008. Alternative origins to interorganizational trust: An interdependence perspective on the shadow of the past and the shadow of the future. *Organization Science*, 19(1): 39–55.
- Porter, M.E. 1985. *Competitive Advantage*. New York: Free Press.
- Powell, W. W. 1987. Hybrid organizational arrangements: New form or transitional development. *California Management Review*, Fall: 67-87.
- Powell, W. W., Koput, K. W. & Smith-Doerr, L. 1996. Interorganizational collaboration and the locus of innovation: Networks of learning in biotechnology. *Administrative Science Quarterly*, 41(1): 116-145.
- Prendergast, C. 1999. The provision of incentives in firms. *Journal of Economic Literature*, 37 (March): 7-63.
- Priem, R. L. 2007. A consumer perspective on value creation. *Academy of Management Review*, 32: 219–235.
- Puttnam, D. 2004. The producer. In J.E. Squire (Ed.), *The movie business book*: 14-24. New York: Fireside.
- Reagans, R., & McEvily, B. 2003. Network structure and knowledge transfer: The effect of cohesion and range. *Administrative Science Quarterly*, 48(2): 240–267.
- Rao, H. 1994. The social construction of reputation: Certification contests, legitimation, and the survival of organizations in the American automobile industry: 1895-1912. *Strategic Management Journal*, 15: 29-44.
- Ridgeway, C. 1991. The social construction of status value: Gender and other nominal characteristics. *Social Forces*, 70(2): 367-386.
- Riketta, M., Van Dick, R. & Rousseau, D.M. 2006. Employee attachment in the short and long run: Antecedents and consequences of situated and deep structure identification. *Zeitschrift für Personalpsychologie*, 5: 85-93.
- Rousseau, D. M. 1989. Psychological and implied contracts in organizations. *Employee Responsibilities and Rights Journal*, 2: 121-139.
- Rindova, V. P., Williamson, I. O., Petkova, A. P. & Sever, J. M. 2005. Being good or being known: An empirical examination of the dimensions, antecedents, and consequences of organizational reputation. *Academy of Management Journal*, 48: 1033-1049.

- Rindova, V. P., Williamson, I. O., Petkova, A. P. & Kotha, S. 2007. Standing out: How new firms in emerging markets build reputation. *Strategic Organization*, 5: 31-70
- Ring, P. S. & Van De Ven, A. H. 1992. Structuring cooperative relationships between organizations. *Strategic Management Journal*, 13(7): 483-498.
- Rosenberg, L. G. 2004. The literary agent. In J.E. Squire (Ed.), *The movie business book*: 72-82. New York: Fireside.
- Rousseau, D. M. 1990. New hire perceptions of their own and their employer's obligations: A study of psychological contracts. *Journal of Organizational Behavior*, 11: 389-400.
- Schneider, B., Brief, A. P. & Guzzo, R.A. 1996. Creating a climate and culture for sustainable organizational change. *Organizational Dynamics*, 24: 7-19.
- Seibert, S. E., Kraimer, M. L., & Liden, R. C. 2001. A social capital theory of career success. *Academy of Management Journal*, 44(2): 219-237.
- Shapiro, C. 1983. Premiums for high quality products as returns to reputations. *Quarterly Journal of Economics*, 98: 659-680.
- Shapiro, C. & Varian, H. R. 1999. *Information rules: A strategic guide to the network economy*. Boston, MA: Harvard Business School Press.
- Siggelkow, N. 2007. Persuasion with case studies. *Academy of Management Journal*, 50: 20-24.
- Simon, H. A. 1976. *Administrative Behavior*. New York: Free Press.
- Simon, H. A. 1991. Organizations and markets. *Journal of Economic Perspectives*, 5(2): 25-44.
- Snijders, T. A. B. 2005. Models for longitudinal network data. In P. Carrington, J. Scott & S. Wasserman (Eds.), *Models and methods in social network analysis*: 215-247. New York: Cambridge University Press.
- Snijders, T. A. B., Steglich, C. & Schweinberger, M. 2006. Modelling the co-evolution of networks and behavior. In K. Montfort, H. Oud & A. Santorra (Eds.), *Longitudinal models in the behavioral and related Sciences*. Mahwah, NJ: Lawrence Erlbaum.
- Snijders, T. A. B., Steglich, C. E. G. & van de Bunt, G. G. 2009. Introduction to actor-based models for network dynamics. *Social Networks*, in press.

- Sorensen, O. & Waguespack, D. 2006. Social structure and exchange: Self-confirming dynamics in Hollywood. *Administrative Science Quarterly*, 51: 560–589.
- Spence, M. 1973. Job market signaling. *Quarterly Journal of Economics*, 87: 355-374.
- Squire, J. E. (Ed.). 2004. *The movie business book*. New York: Fireside.
- Stam, W. & Elfring, T. 2008. Entrepreneurial orientation and new venture performance: The moderating role of intra- and extraindustry social capital. *Academy of Management Journal*, 51(1), 97-111.
- Starkey, K., Barnatt, C. & Tempest, S. 2000. Beyond networks and hierarchies: Latent organizations in the UK television industry. *Organization Science*, 11(3): 299-305.
- Steglich C., Snijders, T. A. B. & West, P. 2006. An illustrative analysis of the coevolution of adolescents' friendship networks, taste in Music, and alcohol consumption. *Methodology*, 2(1): 48-56.
- Steglich C., Snijders, T. A. B. & Pearson, M. 2007. Dynamic networks and behavior: Separating selection from influence. *Interuniversity Centre for Social Science Theory and Methodology*, working paper.
- Stichting Co-productiefonds Binnenlandse Omroep. 2009. *CoBO: Co-productiefonds Binnenlandse Omroep*. <http://portal.omroep.nl/cobofonds>.
- Stigler, G. J. 1962. Information in the labor market. *Journal of Political Economy*, 70(5): 49-73.
- Stimuleringsfonds Nederlandse Culturele Omroepproducties. 2009. *Het Fonds*. www.stimuleringsfonds.nl.
- Storper, M. 1989. The transition to flexible specialisation in the US film industry: External economies, the division of labour, and the crossing of industrial divides. *Cambridge journal of economics*, 13(2): 273-305.
- Strogatz, S. 2003. *Sync: How order emerges from chaos in the universe, nature, and daily life*. New York: Hyperion.
- Stuart, T. E., Hoang, H. & Hybels, R. C. 1999. Interorganizational endorsements and the performance of entrepreneurial ventures. *Administrative Science Quarterly*, 44: 315-349.
- Sturman, M. C., Walsh, K. & Cheramie, R. A. 2008. The value of human capital specificity versus transferability. *Journal of Management*, 34(2): 290-316.

- Suchman, M. C. 1995. Managing legitimacy: Strategic and institutional approaches. *Academy of Management Review*, 20: 571-610.
- Taylor, S. E. & Brown, J. D. 1988. Illusion and well-being: A social psychological perspective on mental health. *Psychological Bulletin*, 103: 193-210.
- Tempest, S., McKinlay, A. & Starkey, K. 2004. Careering alone: Careers and social capital in the financial services and television industries. *Human Relations*, 57(2): 1523-1545.
- Tempest, S. & Starkey, K. 2004. The effects of liminality on individual and organizational learning. *Organization Studies*, 25(4), 507-527.
- The Economist*. 1995. The Oscar Factor. 334, 25 March.
- Travers, J. & Milgram, S. 1969. An experimental study of the small world phenomenon. *Sociometry*, 32(4): 425-443.
- Uzzi, B. & Spiro, J. 2005. Collaboration and creativity: The small world problem. *American Journal of Sociology*, 111(2): 447-504.
- Variety*. 2008. Oscar's box office bump: Best film hopefuls have gotten a lift, February 22.
- Van Dick, R., Christ, O., Stellmacher, J., Wagner, U., Ahlswede, O., Grubba, C., Hauptmeier, M., Hoehfeld, C., Moltzen, K. & Tissington, P.A. 2004. Should I stay or should I go? Explaining turnover intentions with organizational identification and job satisfaction. *British Journal of Management*, 15: 351-360.
- Van Dick, R., Grojean, M. W., Christ, O. & Wieseke, J. 2006. Identity and the extra mile: Relationships between organizational identification and organizational citizenship behaviour. *British Journal of Management*, 17: 283-301.
- Vroom, V. H. 1964. *Work and motivation*. New York: Wiley.
- Walsh, J. P. & Ungson, G. R. 1991. Organizational memory. *Academy of Management Review*, 16: 57-91.
- Watts, D.J. 1999. *Small Worlds: The dynamics of networks between order and randomness*. Princeton, NJ: Princeton University Press.
- Watts, D.J. 2003. *Six degrees: The science of a connected age*. New York: Norton.
- Wernerfelt, B. 1984. A resource-based view of the firm. *Strategic Management Journal*, 5: 171-180.

- Wijnberg, N. M. & Gemser, G. 2000. Adding value to innovation: Impressionism and the transformation of the selection system in visual arts. *Organization Science*, 11: 323-329.
- Wijnberg, N. M. 2004. Innovation and organization: Value and competition in selection systems. *Organization Studies*, 25: 1413-1433.
- Wilson, R. 1985. Reputations in games and markets. In A.E. Roth (Ed.), *Game-theoretic models of bargaining*: 65-84. New York: Cambridge University Press.
- Windeler, A. & Sydow, J. 2001. Project networks and changing industry practices: Collaborative content production in the German television industry. *Organisation Studies*, 22(9): 1035-1061.
- Williamson, O. E. 1981. The economics of organization: The transaction cost approach. *American Journal of Sociology*, 87(3): 548-577
- Williamson, O. E. 1991. Strategizing, economizing, and economic organization. *Strategic Management Journal*, 12: 75-94.
- Yin, R. K. 2003. *Case study research: Design and methods*. Thousand Oaks: Sage Publications.
- Zuckerman, E. W. 1999. The categorical imperative: Securities analysts and the illegitimacy discount. *American Journal of Sociology*, 104: 1398-1438
- Zuckerman, E. W., Kim, T. Y., Ukanwa, K. & Von Rittman, J. J. 2003. Robust identities or non-entities? Typecasting in the feature film labor market. *American Journal of Sociology*, 108: 1018-1074.
- Zuckerman, E. W. 2004. Do firms and markets look different? Repeat collaboration in the feature film industry, 1935-1995. *MIT Sloan School of Management*, working paper.