

Contents

Extending the 8 Forces Framework of Attachment and Voluntary Turnover	7
<i>Carl P. Maertz, Jr., Scott L. Boyar, Allison W. Pearson</i>	
Factors Affecting the Governance of Innovation: A Theoretical Model	31
<i>Avimanyu Datta, Richard Reed, Len Jessup</i>	
Safety and Organizational Design Factors: Decentralization and Alignment	61
<i>Kristy J. Lauver, Christine Quinn Trank</i>	
Student Perceptions of Their Writing Skills: Myth and Reality	81
<i>Mark G. Simkin, Janna M. Crews, Mary J. Groves</i>	
R&D Effort, Effectiveness, and Firm Performance in the Pharmaceutical Sector	97
<i>Annetta Fortune, Lois Shelton</i>	