**Questions**

**Rickley, M., & Karim, S.** (2011). “Managing Institutional Distance: Examining How Firm-Specific Advantages Impact Foreign Subsidiary CEO Staffing”, *Journal of World Business*, 53(5): 740-751.

1. What is all about in this article?
2. Why is this article so important in theoretical and managerial terms? (namely, what is the major contribution of this article to the literature?)
3. What does it mean by institutional distance? What about liabilities of foreignness? Where are they originated from? How do the authors operationalize the concept of liabilities of foreignness as well as of institutional distance?
4. Which industry do the authors focus on? Why?
5. According to the institutional considerations, why should MNC subsidiaries appoint local CEOs rather than expatriate CEOs?
6. Discuss the underlying rationale why the positive relationship between the appointment of local CEOs & institutional distance changes under following conditions: (1) MNC multinationality, (2) regional agglomeration & (3) host country experience increase.
7. What practical insights can you draw from the study’s empirical results?
8. Discuss the drawbacks inherent in this research.