

FROM THE EDITOR'S DESK

For many Multinational Corporations (MNCs), the corporate income tax rates of the countries in which they operate are major considerations. **HAROLDENE WUNDER** looks at the changing tax policies in fourteen countries and their impact on multinational financial management decisions.

Career motivation and commitment have attracted renewed interest. Utilizing data from a large aerospace firm, **ALBERT KING** and **KIMI KING** shed insight into motivation patterns formation and affective career commitment.

In team decision making, management faces certain key analyses: Does exposure to differing viewpoints improve decision making? Is the diversity of the team more important than the process? **ED BUKSZAR** examines these issues in a hindsight bias, debiasing experiment.

Employees often use cutoff scores to ascertain whether applicants meet minimum standards. **ZVI DREZNER**, **GEORGE WESOLOWSKY** and **WILLI WEISER** demonstrate a procedure for setting multiple cutoff scores that is arguably more cost-effective and accurate than the subjective methods currently used.

Six-Sigma Quality has become a popular tool in the management process of quality control. Although usually associated with large-scale production systems, **MUSTAFA YILMAZ** and **SANGIT CHATTERJEE** illustrate its application to small businesses that are actively striving for growth.

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