



SDI Review Form 1.6

Journal Name:	British Journal of Economics, Management & Trade
Manuscript Number:	2014_BJEMT_9144
Title of the Manuscript:	The cultural diversity of German companies' executive boards and the success of their internationalisation
Type of the Article	Original Research Article

General guideline for Peer Review process:

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound.

To know the complete guideline for Peer Review process, reviewers are requested to visit this link:

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PART 1: Review Comments

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
<u>Compulsory</u> REVISION comments	None. Outstanding manuscript with respect to structure, content and theoretical application.	Thank you very much for your kind annotations.
<u>Minor</u> REVISION comments	There are a few minor grammar issues (for example, the author(s) may want to delete "up" after the word "weigh" in the abstract). Nothing major. Overall, manuscript is very well written. One of the highest quality manuscripts I have reviewed in the past five years.	We reviewed our paper and corrected grammar issues.
<u>Optional/General</u> comments	- Author(s) may want to integrate additional theoretical frameworks and literature relating to occupation mobility and social capital (see, for example, Thomas, R. (2010). World class diversity management: A strategic approach. Berrett-Koehler Publishers; and Zweigenhaft, R. and Domhoff, W. (2006). Diversity in the power elite. New York: Rowman & Littlefield; and Loy, J.W., Jr. (1969). The study of sport and social mobility. In Gerald S. Kenyon, ed. <i>Aspects of contemporary sport sociology</i>. Madison, Wisconsin: Athletic Institute, 101-119.) - Think about strengthening the discussion & implications section by including additional practical strategies (best practices) for companies regarding board composition from a cultural diversity perspective based on existing literature and findings of current study even though it may be a challenge to develop an optimal model/arrangement. Authors may be able to further integrate social capital theory into these recommendations. - Can authors propose recommended revisions to the German Corporate Governance <i>codex</i> so that these governance rules create even more extrinsic motivation in terms of companies increasing cultural diversity of SMTs?	We appreciate the very helpful annotations. We included the social capital perspective as well as the recommended literature. Further we deducted some more study-based and literature-based recommendations for both SMT considering the constitution of boards and legislative body regarding revisiting the Corporate Governance Codex.