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Sommario/riassunto	Time has been referred to as the hidden dimension (Hall, 1983), an implicit challenge that for many years went largely unanswered in the field of management studies. A few pioneers explored aspects of temporality in organizational studies (for an excellent review see Bluedorn, 2002; Das, 1986), but for the most part the discipline seemed content to go along with unexamined assumptions and peremptory conclusions. Previously published in: Journal of Managerial Psychology, Volume 19, Number 8, 2004