

Understanding the Role of Chinese Cultural Ethos in Chinese Management

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Abstract

This working paper examines the relationship between cultural ethos and management in the People's Republic of China [PRC]. Chinese culture is a blend of Chinese traditional culture and western culture. Chinese culture is one of the world's oldest and most complex culture. Culture has a powerful impact on management and organization behavior. It is treated as one of the main variables accounting for the specific management scenarios that have evolved in China over the last few decades (Warner and Joynt, 2002). In a rapidly changing and varied context such as contemporary China, it is not easy to assess the degree to which traditional culture continues to exert an influence on management values and behaviour. Modern Chinese management has derived management wisdom from its deep cultural roots. This working paper examines the extent to which management in China will be fashioned according to international 'best practice' as opposed to following its own principles and practices.

Key Words: Chinese culture, Chinese Management, Cultural Ethos, HR Practices