

Organizational Culture in China: An Overview

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Abstract

In the world of business and management, organizational culture has been accepted as one of the influential aspects. In this paper an attempt has been made to understand the broader concept of organizational culture and the Chinese culture in particular based on studies conducted by researchers on different aspects of organizational culture, the prevalent work environment and the significance of social relations and trust in the work place and the influence of organisational culture on the people of China. It has been found that in the Chinese culture there is a great emphasis on relationships based on trust. The Chinese culture is also characterized by collectivism, power-distance and long-term orientation.

Key words: Chinese Culture, Cultural Congruence, Conformity And Tradition, Collectivism.