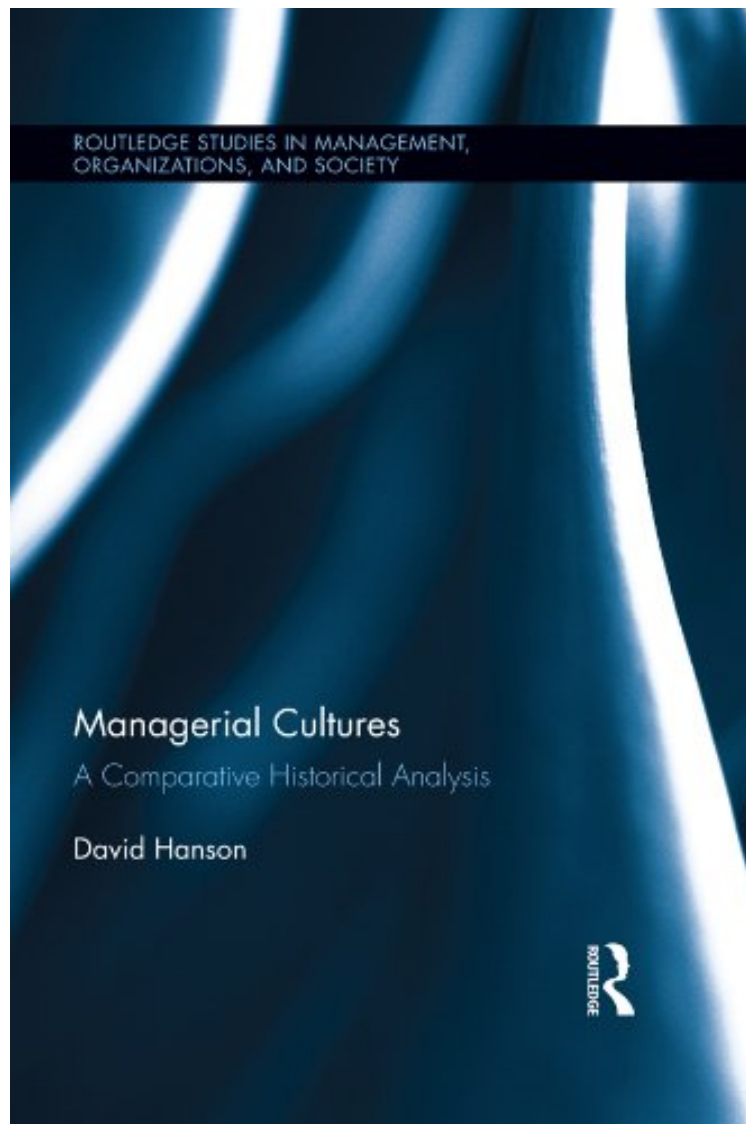


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Managerial Cultures: A Comparative Historical Analysis (Routledge Studies in Management, Organizations and Society)

David Hanson

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David Hanson : Managerial Cultures: A Comparative Historical Analysis (Routledge Studies in Management, Organizations and Society) before purchasing it in order to gage whether or not it would be worth my time, and all praised Managerial Cultures: A Comparative Historical Analysis (Routledge Studies in Management, Organizations and Society):

0 of 0 people found the following review helpful. Fascinating ReadBy Brian BlöseI had the pleasure of hearing a

lecture from Dr. Hanson about his research into the origins of differences in national business cultures while attending Duquesne University. Based on that lecture, a number of us students declared we had to buy the book when it came out. A year later, I scooped this up from . It is pricier than I expected, but I am still very pleased with it. This is one of those books that asks so many questions you never thought to have, then provides well-reasoned conjectures on what the answer most likely would be. If you ever wondered how various cultures around the world became so different, this book shows the reasons in the history of nations. And it makes you wonder what kind of future culture our current government is shaping. Fascinating from start to finish. I recommend it to anyone interested in international business, modern history, or just understanding our crazy world a little better.

How did the conduct of business come to be so different in different countries? Why are some less developed countries in the process of rapid industrialization while so many others remain poor? Analysts often point to national differences in the cultures of business to explain these patterns. What then, accounts for these differences in culture? We can gain some insights into these issues by considering the incentives that are likely to shape the behaviors of upwardly mobile sub-elites. Patterns of elite initiatives in the early years of industrialization have an enduring impact on the subsequent conduct of business. Understanding the impact of history can provide important insights into contemporary business practices. Viewed from the perspective of developmental history, apparently independent phenomena can often be seen as different aspects of a common pattern. Questions about the relation between our collective past experiences and future performances are also relevant for our understanding of democratic self-governance. Governments are generally engaged in nation building. What works? Why? Where are we collectively headed? This volume suggests some answers. Author David Hanson develops an analysis that focuses on governing elites, the need for security, and the search for status. His analysis rests on considerations of social structure, conflict, and psychology rather than on resources, markets and economics. The result is a book to offer international managers an understanding of history's critical role in fully understanding the societies in which they operate.

"Hanson examines in depth various pairs of countries, selected based on their mercantile past. What results is an interesting, useful look at how the national managerial culture of India, for example, is so different from that of Brazil. The first two chapters build the theoretical foundations of the book's thesis by critically examining the work of Geert Hofstede, Fons Trompenaars, and others. The bulk of the volume, 10 chapters in all, gets into the specifics of cultural development in the focal countries. The book tilts more to the academic than the practical side in its writing. A good complement to the extant work on national cultures. Summing Up: Recommended." - R. Subramanian, Montclair State University
published in CHOICE May 2014
About the Author David P. Hanson is Associate Professor of Global Business in the Donahue School of Business, Duquesne University, USA.