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# Riding the Waves of Culture

*Understanding Diversity  
in Global Business*

*Second Edition*

*Fons Trompenaars  
Charles Hampden-Turner*

# Riding The Waves Of Culture Understanding Diversity In Global Business

**Fons Trompenaars, Charles Hampden-Turner**

## **Riding The Waves Of Culture Understanding Diversity In Global Business:**

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**Handbook of Research on Organizational Culture and Diversity in the Modern Workforce** Christiansen, Bryan, Chandan, Harish C., 2017-03-24 Optimal development of contemporary businesses is dependent on a number of factors By creating novel frameworks for organizational behavior effective competitive advantage can be achieved The Handbook of Research on Organizational Culture and Diversity in the Modern Workforce is a comprehensive reference source for the latest scholarly content on components and impacts on effecting culturally diverse workplace environments Highlighting a range of pertinent topics such as emotional intelligence human resources and work life balance this publication is ideally designed for managers professionals researchers students and academics interested in emerging perspectives on organizational development

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managers how to build the skills sensitivity and cultural awareness needed to establish and sustain management effectiveness across cultural borders **Management Control Systems and Cross-Cultural Research** Michael Hanzlick,2015-01-31 A fundamental challenge that management faces in the twenty first century is how to exercise adequate control i e how to guide and direct the behaviour of their subordinates With increasing globalisation firms witness a cross cultural impact too Of particular interest is the question of whether to use the standardized form of control similar to the home base of firms or whether to adapt their control practices to the local specificities Given the meagre state of the literature in management control with a cross cultural emphasis this study addresses a real world problem namely the question whether management control practices are configured similarly or differently across cultures Relying on a generalized industry sample across four countries Belgium Canada Germany and Poland this study sought to shed light on one of the more intriguing questions does culture matter for specific control areas in particular for performance measurement performance evaluation and reward systems The theoretical foundations are grounded in the cultural framework of the GLOBE project accompanied by thoughts of new institutionalism stakeholder theory and contingency thoughts Hypotheses are tested by mean comparisons ANOVA ANCOVA The empirical findings highlight cultural differences for a broader set of control practices and deliver new insights into the intersection of culture and management control This dissertation crafts a novel topic with high relevance for both researchers and practitioners The study demonstrates areas for which management control practices should be adapted to the local needs and areas for which those practices could be harmonized in the whole company This monograph stresses some areas in which future empirical cross cultural research can benefit and some areas where conceptual thoughts could be advanced

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