

IN SEARCH OF AN ASIAN STYLE OF MANAGEMENT

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ABSTRACT

There are many comparative studies on Western and Asian cultures and their impact on management practices. In most of these studies, however, the authors have based their comparisons on the American and the Japanese styles of management, assuming that Japan represents Asian cultures. Nevertheless, there exists a significant degree of cultural differences between Japan and the other nations in Asia, particularly in terms of their management practices. Based on the limited research available, the analysis of this paper reveals that as a result of cultural differences and several other contributing factors such as colonial legacies, Western influences and economic transformations, an identifiable Asian style of management is emerging. Some of its characteristics seem to be considerably different from both the American and the Japanese styles of management.
