



Organizational Psychology in Cross Cultural Perspective

Colin P. Silverthorne

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The last two decades have seen an explosive increase in the ethnic diversity of the workforce, growth in international business, and the emergence of many more multinational companies.

The potential for problems as companies operate across borders and managers manage in countries which have different values, norms and cultural behaviors is great. By looking at organizational psychology in a cross-cultural context, we can gain an understanding of the challenges facing organizations and business today.

This text breaks new ground in introducing organizational psychology from a cross cultural perspective. It provides a foundational overview of the current major theories in organizational psychology, and illuminates the impact of cultural differences on organizational dynamics. It also makes available specific research concerning our current understandings of how these dynamics play out in particular regions and countries, such as autocratic versus democratic leadership styles in Africa and Europe or conflict management in Asia. The volume offers a welcome introduction to the topic to those in industrial/organizational psychology, international relations and management, and international business/MBA programs focusing on international issues.

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