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# Cross-Cultural Management: Essential Concepts

*By David C. Thomas, Mark F. (Frederick) Peterson*



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**Cross-Cultural Management: Essential Concepts, Third Edition** by David C. Thomas and Mark F. Peterson examines cross-cultural management issues from a predominantly psychological perspective. As opposed to being country specific, this book focuses on the interactions of people from different cultures in organizational settings. The approach used is to understand the effect of culture in a way that can then be applied to a wide variety of cross-cultural interactions in a number of organizational contexts. Extensively revised and updated, this Third Edition extracts key concepts on management from a cross-cultural perspective and condenses them into an accessible tool for both students and teachers alike.



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## **Editorial Review**

### **Review**

"As with its predecessors, this edition of Cross-Cultural Management maintains its proper focus on the interpersonal aspects of management as they are rendered problematic by cultural differences. The prose is clear and lively; the coverage of both theorizing and research on the cultural and individual factors that create challenges is comprehensive and state-of-the-art; the authors at the very forefront of their discipline as scholars and consultants. There is no better textbook to assign to students studying international or cross-cultural management." (Michael Harris Bond, Visiting Chair Professor of Psychology)

"I find [this text] is useful in introducing students to some of the key concepts that are relevant for cross-cultural management." (Arpita Joardar)

"Comprehensive and thorough coverage of all major theory and related concepts." (David C. Yen)

"This is an excellent text." (Susan F. Sharp, L.J. Semrod Presidential Professor)

"There is no other book like this out there. This book's approach to cross-cultural management fits perfectly with my view of how [cross-cultural management] courses should be taught, as well as with what our department needs." (Alicia Boismier, PhD)

"The authors have drawn on their extensive experience to provide a clear and accessible guide to ways of understanding culture and cultural difference. They lead the reader gently and effectively toward better ways of handling the key challenges faced by the contemporary international manager." (Peter B. Smith, Professor Emeritus of Social Psychology)

"In this third edition of Thomas' book, the co-authorship of cross-cultural psychologist Mark Peterson has enriched the text with a cross-discipline view, clarifying for readers from individualist cultures how they can be at the same time unique persons and, at the national and other levels, products of their cultures – justifying the book's subtitle 'essential concepts'." (Geert Hofstede)

### **About the Author**

**David C. Thomas** (PhD University of South Carolina) is currently the Professor of International Business in the School of Management at the Australian School of Business, University of New South Wales, Sydney. He is the author of nine other books including the bestselling *Cultural Intelligence: Living and Working Globally*. His book *Cross-Cultural Management: Essential Concepts* was the winner of the R. Wayne Pace Human Resource Development book of the year award for 2008. Additionally, he has recently edited (with Peter B. Smith and Mark F. Peterson) *The Handbook of Cross-Cultural Management Research*. His research on cross-cultural interactions in organizational settings has appeared in numerous journals. He is currently an area editor for cross-cultural management for the *Journal of International Business Studies* and serves on the editorial boards of the *Journal of World Business*, *Journal of Organizational Behavior*, and *European Journal of Cross-Cultural Competence and Management*. His previous academic postings have included positions at the Beedie School of Business, Simon Fraser University, the Pennsylvania State University and The University of Auckland, New Zealand, where he was also a director of the master of international business program. He has held visiting positions at Koç University, Istanbul, Turkey, The Chinese University of Hong Kong, the University of Hawaii, Massey University, New Zealand, and ESCEM, Tours,

France. In addition to teaching at both undergraduate and post graduate level, Dr. Thomas has consulted on cultural diversity issues with numerous organizations in North America, Europe and Australasia.

**Mark F. Peterson** is a professor of international management at Florida Atlantic University and holds the Hofstede Chair in Cultural Diversity at Maastricht University. His principal interests are in questions of how culture and international relations affect the way organizations should be managed. He has published over 100 articles and chapters, a similar number of conference papers, and several books. The articles have appeared in major management and international management journals such as *Administrative Science Quarterly*, the *Academy of Management Journal*, the *Journal of International Business Studies*, the *Journal of Organizational Behavior*, *Leadership Quarterly*, *Human Relations*, and *Organization Science*. He has also contributed international management themes to the basic social science literature through chapters in the *Annual Review of Psychology*, the *Communication Yearbook*, the *Handbook of Industrial and Organizational Psychology*, and *Research in the Sociology of Organizations*. He is an Associate Editor for the *Journal of Organizational Behavior*, and a Consulting Editor for the *Journal of International Business Studies*.

## **Users Review**

### **From reader reviews:**

#### **Julie Bell:**

The particular book Cross-Cultural Management: Essential Concepts has a lot details on it. So when you make sure to read this book you can get a lot of gain. The book was written by the very famous author. The author makes some research prior to write this book. This particular book very easy to read you will get the point easily after reading this book.

#### **Joseph Vest:**

Cross-Cultural Management: Essential Concepts can be one of your nice books that are good idea. Most of us recommend that straight away because this publication has good vocabulary that will increase your knowledge in vocabulary, easy to understand, bit entertaining but nevertheless delivering the information. The article writer giving his/her effort to place every word into joy arrangement in writing Cross-Cultural Management: Essential Concepts nevertheless doesn't forget the main stage, giving the reader the hottest along with based confirm resource information that maybe you can be one among it. This great information may drawn you into brand new stage of crucial contemplating.

#### **Richard Lamm:**

The book untitled Cross-Cultural Management: Essential Concepts contain a lot of information on the item. The writer explains the woman idea with easy technique. The language is very simple to implement all the people, so do certainly not worry, you can easy to read this. The book was authored by famous author. The author brings you in the new era of literary works. You can easily read this book because you can continue reading your smart phone, or program, so you can read the book with anywhere and anytime. If you want to buy the e-book, you can available their official web-site in addition to order it. Have a nice read.

**Gloria Engstrom:**

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