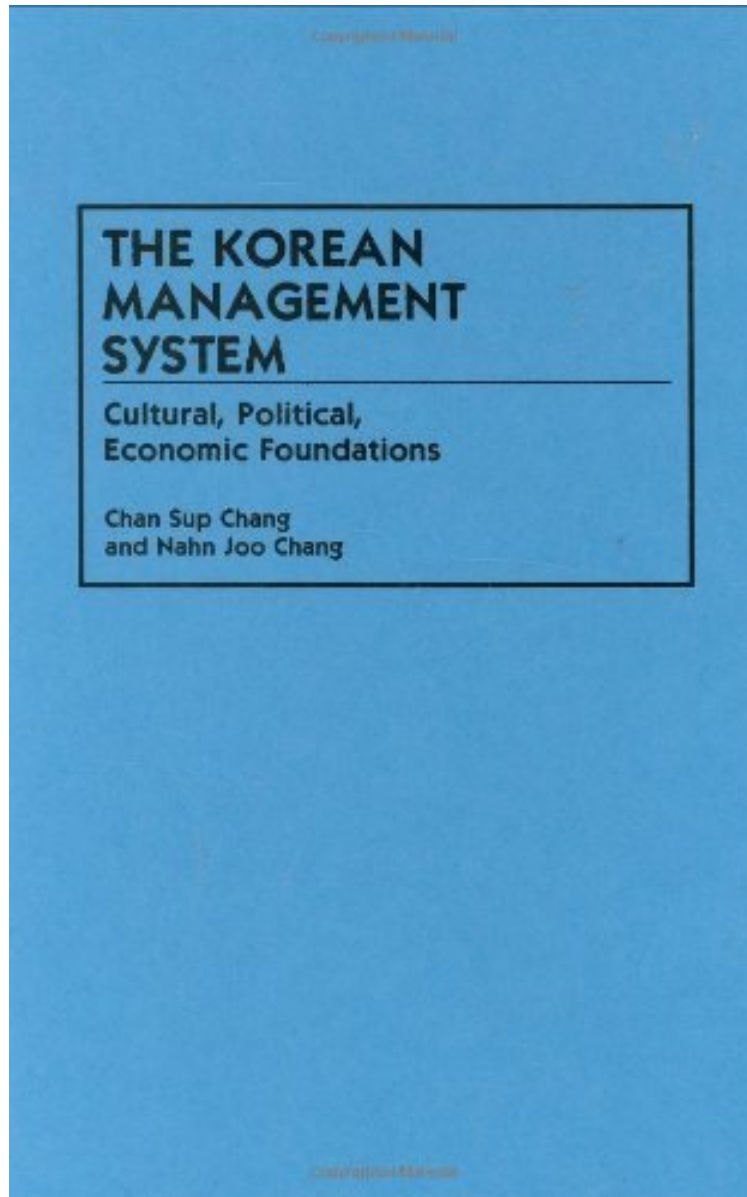


The Korean Management System: Cultural, Political, Economic Foundations

Chan S. Chang, Nahn J. Chang

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management

The Korean culture and the impact of the geopolitical environment of the Korean peninsula have produced a unique behavioral pattern in both managers and workers. It is necessary to understand this behavioral pattern in order to understand the Korean management system that has played such a major role in contributing to the phenomenal economic achievement of the Korean business community. Entrepreneurs, top executives, managers and workers are all integral parts of the management system, and their performance is given an in-depth analysis. After introducing the reader to the Chinese and Japanese cultures that share a common Oriental heritage with the Korean culture, the authors discuss the geopolitical influences of the major powers: China, Russia, Japan, and the United States. The Koreans first learned modern management principles from the Japanese, and following World War II, from the Americans. Later, the Korean government actively supported businesses' survival and prosperity. The various entrepreneurial management styles influence the development of Korea's modern managers as well. The impact of the group and individual behavior of Koreans, the evolution of the chaebol, the management of human resources, and the Office of Planning and Control are explored in depth. The very special ethical issues that surround Korean business dealings are also given particular attention. Top executives, managers, and entrepreneurs doing business in Korea or with Korean businessmen will be interested in this book's discussion of the Korean management system. This book will make excellent supplemental reading material in international business, human resource, and strategic management courses.