Getting at Culture in Studies of Organizational Behavior: The Case of Relative Work Centrality

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Abstract

Including culture in studies of any psychological processes is intellectually difficult and time-consuming. So, why bother? I will try to present my answers to this vexing question for organizational and human relations researchers in business faculties. To make concrete suggestions about how to do this cross-cultural research effectively, I will use the example of my current multi-cultural research with Qing Lu and Xu Huang on the connection between the relative centrality of work and satisfaction with life of employed persons.

Prof. Michael Harris Bond received his Ph.D. from Stanford University. He undertook post-doctorate research at Michigan State University, and started to learn cross-cultural research at Kwansei Gakuin University, Japan. For 35 years he was Professor of Psychology at the Chinese University of Hong Kong and currently is Visiting Chair Professor of Psychology in the Business Faculty at the Hong Kong Polytechnic University. He has enjoyed the good fortune to publish with some of the very best scholars in cross-cultural psychology and management, including Geert Hofstede, Gordon Redding, Kwok Leung, Sylvia Chen and Yanjun Guan, learning to improve his skills and perspective throughout these encounters with genius. He aspires to swim gracefully, eat judiciously, photograph truthfully, intervene effectively and discover better ways to conceptualize culture, Chinese and others.

All interested are welcome.