

1. Record Nr.	UNINA9910254940003321
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Titolo	Expatriate Manager's Adaption and Knowledge Acquisition : Personal Development in Multi-National Companies in China // by Yan Li
Pubbl/distr/stampa	Singapore : , : Springer Singapore : , : Imprint : Springer, , 2016
ISBN	981-10-0053-0
Edizione	[1st ed. 2016.]
Descrizione fisica	1 online resource (258 p.)
Disciplina	650
Soggetti	Leadership Organization Planning Culture—Economic aspects Business Strategy/Leadership Cultural Economics
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references at the end of each chapters.
Nota di contenuto	Introduction -- Research conceptual framework -- Research Design and Methodology -- Data Analysis: Structure Equation Modeling (SEM) -- Results: Western expatriate managers -- Results: Chinese managers -- Discussion and Conclusion.
Sommario/riassunto	This book is among the first to theoretically and empirically examine what and how Western expatriate managers learn and develop from their international assignments in China. The book draws on literature associated with expatriate studies, experiential learning theory, and knowledge acquisition to develop an expatriate learning process model. Following on from this, the study then examines expatriate learning outcomes from four perspectives: learning style transition, adaptive flexibility, global mind-sets and managerial tacit knowledge. It enhances understanding of the cultural differences between Western countries and China as well as the kinds of learning strategies successful expatriates adopt in order to quickly adapt to intercultural business contexts. This book will appeal to international business practitioners and research fellows who are interested in international human resource management.

