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Sommario/riassunto	This book explores the differential mode of people management in the Chinese context. Based on years of ethnographic research, this book illustrates how and why the guanxi-hu phenomena exist across different organisations and thus, the guanxi-hu could break the 'organisational laws' (e.g. structure and system; rules and regulations; policies and procedures). By focusing on personnel practices within organisations, the book provides an outlook for keeping indigenous management with Chinese characteristics. Most importantly, this book offers significant insights into how to 'manage people' in the private and public sectors within the Chinese cultural and institutional environment. The delta of Chinese management will appeal not only to academics and researchers who have an interest in management and Chinese studies, but also to expatriates and practitioners who are engaged in doing business and managing people with/in China.