



Manager-Subordinate Trust: A Global Perspective (Global HRM)

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This volume in the Routledge Global Human Resource Management Series is dedicated to analyzing the process of trust development between managers and subordinates in different countries of the main cultures of the world. Behaviors and trust are linked in a process that can reinforce or diminish the trust between the two parties. This book examines that process in an array of countries, contextualizing each setting through a brief historical, institutional, and cultural overview. Addressing the dominant HR practices and the main local leadership styles of each country, it draws upon an extensive country-by-country data set of leader-subordinate trust to analyze the universal and culturally-specific elements of this process. With its rigorous research, insightful analysis, and consistent presentation, this book will help readers to systematically compare the process across countries to draw conclusions and analyze HR implications.

This book is intended as a text for graduate courses in Cross Cultural Business, International Human Resource Management and Cross Cultural Organisational Psychology. In addition to a student market, the text will also be of interest to the reflective practitioner operating in different cultural settings who requires a contextual knowledge of key aspects of workplace relations, management style and host country situation.

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