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THE IMPACTS OF ORGANIZATIONAL CULTURES INCORPORATING COACHING STYLE MANAGEMENT ON EMPLOYEES' WORK ETHICS AND SOCIAL RESPONSIBILITY

Abstract:

Work ethics and social responsibility (WESR) concerns business ethics that go beyond the economic and legal responsibilities. Modernization often implies adapting to Western management practices that inspire existing business cultures moving toward innovative waves against traditionalism. The purpose of this paper is to inspect the co-existence of Chinese diligence tradition and Western innovative values such as conflict tolerance, and how this combined cultural values incorporates either the traditional power-distance or modern coaching style of management to facilitate employees learning about WESR practices in Chinese-managed firms in Taiwan. To demonstrate the promising benefit of WESR in human resource, the paper examines the influence of WESR as a mediator to effect further on employees' work performance efficacy. The findings support the hypotheses proposed.

Keywords:

Work ethics and social responsibility (WESR), Confucianism, diligence tradition, innovative values, organizational cultures, management style, power-distance, coaching, work performance efficacy

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