

Robert J. House
University of Pennsylvania
Principal Investigator

Paul J. Hanges
University of Maryland
Principal Investigator

S. Antonio Ruiz-Quintanilla
Cornell University
GLOBE Coordinating Team

Peter W. Dorfman
New Mexico State University
GLOBE Coordinating Team and representing Mexico

Mansour Javidan
University of Calgary
GLOBE Coordinating Team and representing Iran

Marcus Dickson
Wayne State University
Principal Investigator

Vipin Gupta
Fordham University
Senior Globe Research Associate

and

CULTURAL INFLUENCES ON LEADERSHIP AND ORGANIZATIONS PROJECT GLOBE

ABSTRACT

GLOBE is both a research program and a social entity. The GLOBE social entity is a network of 170 social scientists and management scholars from 62 cultures throughout the world, working in a coordinated long-term effort to examine the interrelationships between societal culture, organizational culture and practices, and organizational leadership. The meta-goal of the Global Leadership and Organizational Effectiveness (GLOBE) Research Program is to develop an empirically based theory to describe, understand, and predict the impact of cultural variables on leadership and organizational processes and the effectiveness of these processes.

This monograph presents a description of the GLOBE research program and some initial empirical findings resulting from GLOBE research. A central question in this part of the research concerns the extent to which specific leadership attributes and behaviors are universally endorsed as contributing to effective leadership and the extent to which the endorsement of leader attributes and behaviors is culturally contingent.

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