

MANAGEMENT STYLE OF CHINESE OVERSEAS COMPANIES AND INDONESIA COMPANIES

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ABSTRACT

Chinese overseas companies have dominated business in Asia and most of them were successful. Thus, it is interesting to be analysed whether this type of companies have uniqueness in managing their companies, considering there is a relationship between management and culture. This study provides a literature review on Chinese overseas management. Then, based on those previous studies the strength and weakness of this style of management are concluded. This study also points out management style of Indonesia companies based on literature review, and then provides a comparison between Chinese overseas and Indonesia company management style. The analysis is based on some theories of culture. The contribution of this study is providing insight for future study to define effective management style.

1. Introduction

Christiananta (1994) argued that management functions, i.e. *planning, organizing, leading, and controlling* (Fayol, 1925), are universal. This argument is consistent to Gullick's statement (1993) that is "*management as a universal activity*", and Davis's statement (1986) that is "fundamental functions and principles of factory management were universal in their application and..." and "management organic functions (planning, organizing, controlling) as universally applicable to all types of enterprises".

However, mostly the theories and techniques of management are originated from Western Countries, especially United States of America, as stated by Wren (1994: 418), "Management theories, typically developed 'by Americans for Americans.'" Then, we tried to apply all of the theories and techniques in all companies around the world within assumption that the management theories and