

# CONFUCIANISM AS MANAGEMENT CONTROL IN SHAPING THE COMPANY CULTURE IN PT. T

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**Abstract**—This study is a case analysis of the application of Confucius practice in management control specifically pertaining to the management practice of PT. T. PT. T is operating as export company that exclusively sent goods to Timor Leste. Its operation started on 2002, when Timor Leste gained their independence from Indonesia and the company must adapting to the nature of business. PT. T is run by a Chinese family. Confucius has influenced much of the Chinese consciousness such that his teachings and philosophies are practiced from then until now and have been applied in many different areas including business. PT. T as it is a Chinese family business adheres to Confucian philosophy where it maintains hierarchy in its organization structure, practices leadership by example. Ultimately, it will change the overall of organization culture.

**Keywords:** Confucian Teaching, Leader Value, Management Control, Company Culture

