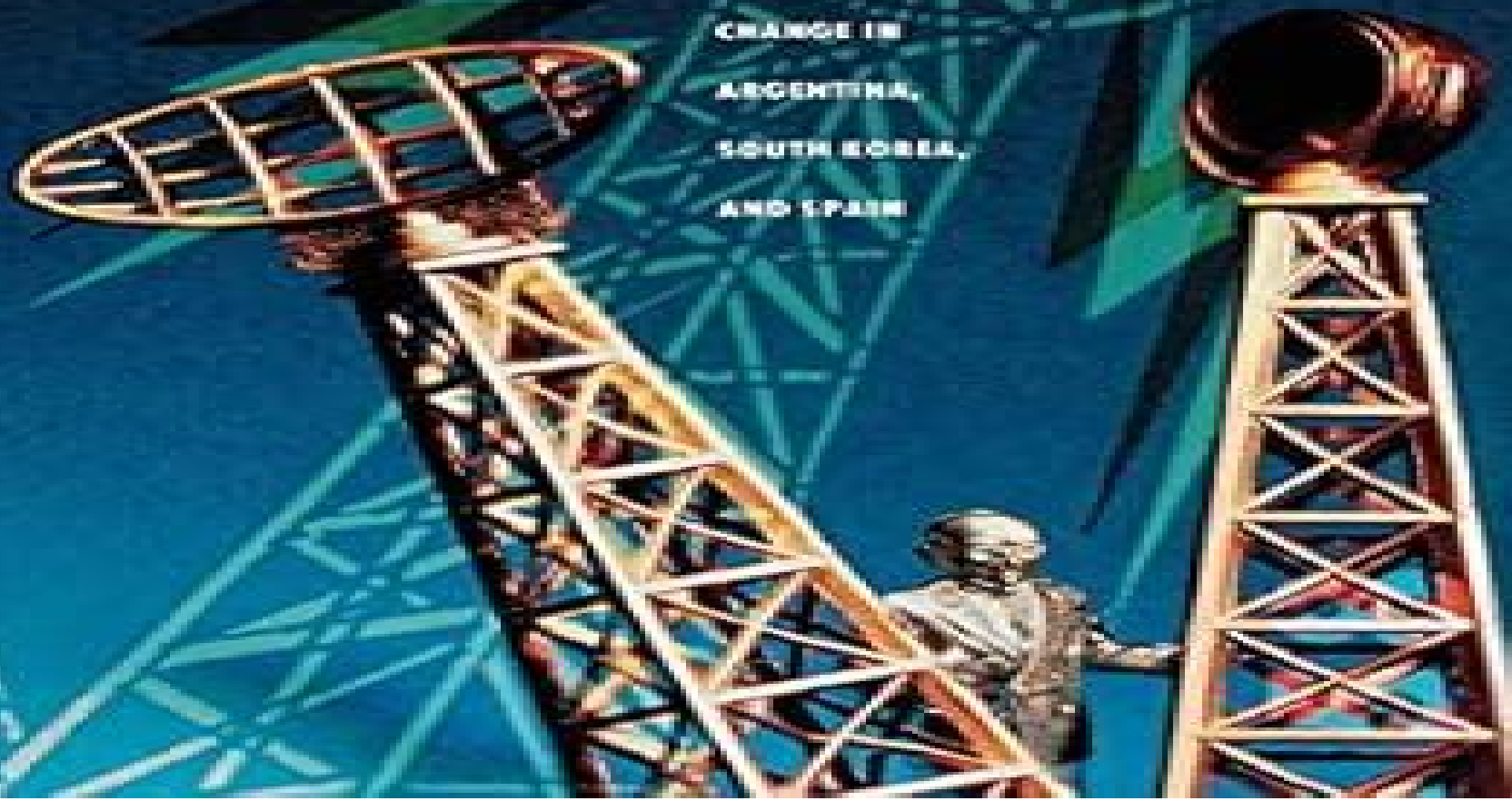


THE LIMITS OF CONVERGENCE

Mauro F. Guillén

GLOBALIZATION
AND
ORGANIZATIONAL
CHANGE IN
ARGENTINA,
SOUTH KOREA,
AND SPAIN



The Limits Of Convergence Globalization And Organizational Change In Argentina South Korea And Spain

Charles H. Wood, Bryan R. Roberts



The Limits Of Convergence Globalization And Organizational Change In Argentina South Korea And Spain:

The Limits of Convergence Mauro F. Guillén, 2003-08-03 This book challenges the widely accepted notion that globalization encourages economic convergence and by extension cultural homogenization across national borders A systematic comparison of organizational change in Argentina South Korea and Spain since 1950 finds that global competition forces countries to exploit their distinctive strengths resulting in unique development trajectories Analyzing the social political and economic conditions underpinning the rise of various organizational forms Guillén shows that business groups small enterprises and foreign multinationals play different economic roles depending on a country's path to development Business groups thrive when there is foreign trade and investment protectionism and are best suited to undertake large scale capital intensive activities such as automobile assembly and construction Their growth and diversification come at the expense of smaller firms and foreign multinationals In contrast small and medium enterprises are best fitted to compete in knowledge intensive activities such as component manufacturing and branded consumer goods They prosper in the absence of restrictions on export oriented multinationals The book ends on an optimistic note by presenting evidence that it is possible though not easy for countries to break through the glass ceiling separating poor from rich It concludes that globalization encourages economic diversity and that democracy is the form of government best suited to deal with globalization's contingencies Against those who contend that the transition to markets must come before the transition to ballots Guillén argues that democratization can and should precede economic modernization This is applied economic sociology at its best broad topical full of interesting political implications and critical of the conventional wisdom The

New Institutionalism in Strategic Management P. Ingram, B. Silverman, 2002-08-23 In this exciting volume a diverse and accomplished group of scholars work to integrate theories of institutions with strategic management The research they present examines a wide range of industrial contexts ranging from American retailing at the end of the nineteenth century to German tax law at the beginning of the twenty first

Handbook of Research on Comparative Human Resource Management Chris Brewster, Wolfgang Mayrhofer, Elaine Farndale, 2018-04-27 This second updated and extended edition of the Handbook of Research on Comparative Human Resource Management draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars students and practitioners The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world **EBOOK: Crafting and Executing**

Strategy: The Quest for Competitive Advantage: Concepts and Cases Arthur Thompson, Alex Janes, Margaret Peteraf, Ciara Sutton, John Gamble, A. Strickland, 2013-02-16 Crafting and Executing Strategy has been revised and updated specifically with its European readers in mind Building upon the success of previous editions it continues to explain the core concepts and key theories in strategy and illustrate them with practical managerial examples students can really relate to

Brand new features have been developed to encourage readers to go beyond learning and to apply their knowledge to from a diverse range of real life scenarios including global brands SMEs public sector and not for profit organizations

Boundless Faith Robert Wuthnow,2009-05-26 In Boundless Faith the first book to look systematically at American Christianity in relation to globalization Robert Wuthnow shows that American Christianity is increasingly influenced by globalization and is in turn playing a larger role in other countries and in U S policies and programs abroad These changes he argues can be seen in the growth of support at home for missionaries and churches in other countries and in the large number of Americans who participate in short term volunteer efforts abroad These outreaches include building orphanages starting microbusinesses and setting up computer networks Drawing on a comprehensive survey that was conducted for this book as well as several hundred in depth interviews with church leaders Wuthnow refutes several prevailing stereotypes that U S churches have turned away from the global church and overseas missions that congregations only look inward and that the growing voice of religion in areas of foreign policy is primarily evangelical This fresh and revealing book encourages Americans to pay attention to the grass roots mechanisms by which global ties are created and sustained **Rethinking**

Development in Latin America Charles H. Wood,Bryan R. Roberts,2010-11-01 *State-Market Interactions in China's Reform Era* Junmin Wang,2014-06-23 China today has the largest communist political regime and one of the most dynamic fastest growing and largest economies in the world Using a case study of China s tobacco industry this book analyses how the Chinese government was able to cultivate big state owned firms that have successfully embraced the global market The success of the Chinese economy and the many state owned firms within it have given rise to a Beijing Consensus challenging almost every principle enshrined in the so called Washington Consensus that espouses private ownership free markets and democracy By examining two important political processes in contemporary China local state competition and global market building the book argues that the first process serves as a crucial basis for the second It illustrates how the local governments involved themselves in building and shaping the tobacco market throughout the 1980s and 1990s and how these domestic market dynamics created conditions for China s recent embrace of the international market Offering an in depth exploration of the political economic processes in a key Chinese state industry the book emphasizes that the key to understanding China s political transition is to look at how the state has been shaped by its market building projects both domestically and globally It presents an important contribution to studies on Chinese Business and International Political Economy **The Dynamics of Big Business** Veronica Binda,2013-06-26 Throughout the Twentieth Century big business has been a basic institution Large corporations have provided a fundamental contribution to the wealth of nations and at the same time have had a remarkable impact on the political and social systems within which they have operated It is difficult to understand the development of the most advanced economies if we do not consider the specific evolution of big business in every national case On the other hand it is not possible to explain the shape and behavior of big business without considering

its development as part of the history of the country in which they operate The largest US German British and French firms were key actors in favoring their nations development and even at the end of the Twentieth Century made a very important contribution to their growth In many countries a stable core of large corporations developed only relatively lately or did not develop at all and under these circumstances big business was not able to significantly participate in the economic growth of such countries Scholars who dealt with the economic history of Italy and Spain are generally unanimous in tagging these nations as industrial late comers ineffective in promoting big autochthonous private and State owned firms dominated by family companies and characterized by a strong competitive advantage on the part of small and medium sized enterprises At the same time Spanish and Italian business and economic historians have tended to say little about the role and features of big business This book thus fills a significant gap in the work on the development of Southern European capitalism and its large corporations by analyzing the Italian and Spanish cases and comparing them with each other and with what has occurred in the United States and in the largest European nations Examining both the macro dynamics national but also supra national and the micro level utilizing samples of big corporations and going deeply into some company cases this volume identifies some important protagonists of the Italian and Spanish economies such as the State families and foreign investors and investigates a wider panorama which includes the political economic and social relationships of the corporations providing insights into the form of capitalism that exists in these countries

Institutional Learning and Knowledge Transfer Across Epistemic Communities Elias G. Carayannis, Ali Pirzadeh, Denisa Popescu, 2011-11-25 Over the past several decades as the pace of globalization has accelerated operational issues of international coordination have often been overlooked For example the global financial crisis that began in 2007 is attributed in part to a lack of regulatory oversight As a result supranational organizations such as the G 20 the World Bank and the International Monetary Fund have prioritized strengthening of the international financial architecture and providing opportunities for dialogue on national policies international co operation and international financial institutions Prevailing characteristics of the global economic systems such as the increasing power of financial institutions changes in the structure of global production decline in the authority of nation states over their national economy and creation of global institutional setting e g global governance have created the conditions for a naturally evolving process towards enabling national epistemic communities to create institutions that comply with global rules and regulations can control crises In this context transfer of technical knowledge from the larger organizations and its global epistemic communities to member communities is becoming a policy tool to convince participants in the international system to have similar ideas about which rules will govern their mutual participation In the realm of finance and banking regulation the primary focus is on transfer of specialized and procedural knowledge in technical domains such as accounting procedures payment systems and corporate governance principles thereby promoting institutional learning at national and local levels In this volume the authors provide in depth analysis of

initiatives to demonstrate how this type of knowledge generated at the international organization level is codified into global standards and disseminated to members particularly in the developing world where the legal and regulatory infrastructure is often lacking They argue that despite the challenges when a country intends to join the global system its institutions and economic structures need to move toward the global norms In so doing they shed new light on the dynamics of knowledge transfer financial regulation economic development with particular respect to supporting global standards and avoiding future crises

Business Groups in the West Asli M. Colpan, Takashi Hikino, 2018 This volume aims to explore the evolution of large enterprises in today's developed economies in the West It focuses on the economic institution of the business group and understanding the factors behind its rise growth resilience and or fall its behavioural and organizational characteristics and its contributions to economic development

The Oxford Handbook of Classics in Public Policy and Administration Steven J. Balla, Martin Lodge, Edward C. Page, 2015-03-26 This Handbook brings together a collection of leading international authors to reflect on the influence of central contributions or classics that have shaped the development of the field of public policy and administration The Handbook reflects on a wide range of key contributions to the field selected on the basis of their international and wider disciplinary impact Focusing on classics that contributed significantly to the field over the second half of the 20th century it offers insights into works that have explored aspects of the policy process of particular features of bureaucracy and of administrative and policy reforms Each classic is discussed by a leading international scholar They offer unique insights into the ways in which individual classics have been received in scholarly debates and disciplines how classics have shaped evolving research agendas and how the individual classics continue to shape contemporary scholarly debates In doing so this volume offers a novel approach towards considering the various central contributions to the field The Handbook offers students of public policy and administration state of the art insights into the enduring impact of key contributions to the field

Human Resource Management David G. Collings, Geoffrey Wood, Leslie T. Szamosi, 2018-08-15 Despite over three decades of debate around the nature of human resource management HRM its intellectual boundaries and its application in practice the field continues to be dogged by a number of theoretical and practical limitations Written by an international team of respected scholars this updated textbook adopts a critical perspective to examine the core management function of HRM in all its complexity including its darker sides Human Resource Management A Critical Approach opens with a critique of the very concept of HRM tracing its development over time and then systematically analyses the context of HRM practice of HRM and international perspectives on HRM New chapters commissioned for this second edition look at HRM and the issues of diversity migration global supply chains and economic crisis This textbook is essential reading for advanced and inquisitive students of HRM and for HRM professionals looking to deepen their understanding of the complexities of their field

Return of the "L" Word Douglas S. Massey, 2009-01-10 Somewhere in the 1970s liberals in the United States lost their way After successes like the New Deal

they became arrogant So argues Douglas Massey in *Return of the L Word* Faced with the difficult politics of race and class liberals used the heavy hand of government to impose policies on a resentful public Conservatives capitalized on this with a staunch ideology of free markets limited government and conservative social values The time is ripe for a liberal realignment declares Massey but what has been lacking is a consistent liberal ideology that explains to voters in simple terms government's vital role in producing a healthier more financially equitable less divided society This book supplies that ideology Massey begins his powerful manifesto by laying out the liberals mistakes over the past twenty years Drawing on insights from the expanding field of economic sociology he then sets forth a clear set of liberal principles to explain how markets work in society principles he applies to articulate salable liberal policies After outlining a new liberal political philosophy Massey traces liberalism's opposition and says plainly liberals should have no illusions about the competition's resolve and skill He closes with a practical approach to liberal coalition building in America The political economy conservatives have constructed in recent decades has benefited 20 percent of the people Liberal success requires a return to material rather than symbolic politics showing most Americans why it is in their economic as well as moral interest to support the liberal cause

The Oxford Handbook of Business Groups Asli M. Colpan, Takashi Hikino, James R. Lincoln, 2010-08-05 Business groups large diversified often family controlled organizations with pyramidal ownership structure such as the Japanese zaibatsu the Korean chaebol and the grupos economicos in Latin America have played a significant role in national economic growth especially in emerging economies Earlier variants can also be found in the trading companies often set up in Britain which operated in Asia Africa and Latin America Business groups are often criticized as premodern forms of economic organization and occasionally as symptomatic of corrupt crony capitalism but many have shown remarkable resilience navigating and adjusting to economic and political turbulence international competition and technological change This Handbook provides a comprehensive analysis of business groups around the world It examines the adaptive and competitive capabilities of business groups and their evolutionary dynamics 16 individual country chapters deal with business groups from Asia to Africa the Middle East to Latin America while overarching chapters consider the historical and theoretical context of business groups With contributions from leading experts The Oxford Handbook of business groups provides a comprehensive empirically and theoretically rich guide for scholars and policy makers

[US-Asia Economic Relations](#) Justin Robertson, 2008-09-02 Pt 1 Towards a different approach pt 2 US economic behaviour in Asia after the financial crisis pt 3 Explaining divergent US economic interests

The Handbook of Cross-Cultural Management Research Peter B. Smith, Mark F. Peterson, David C. Thomas, 2008-05-22 Renowned international experts Peter B Smith Mark F Peterson and David C Thomas editors of the *The Handbook of Cross Cultural Management* have drawn together scholars in the field of management from around the world to contribute vital information from their cross national studies to this innovative comprehensive tome Chapters explore links between people and organizations providing useful cultural perspectives on the

most significant topics in the field of organizational behavior such as motivation human resource management and leadership and answering many of the field's most controversial methodological questions Key Features Presents innovative perspectives on the cultural context of organizations In addition to straightforward coverage of structures and processes this Handbook addresses locally distinctive indigenous views of organizational processes from around the world and considers the interplay of climate and wealth when analyzing how organizations operate Offers an integrated theoretical framework At the start of each substantive section the Editors provide context for the upcoming chapters by discussing how prevalent cultures in different parts of the world place emphasis on particular aspects of organizational processes and outcomes Boasts a global group of contributing scholars This Handbook features contributing authors from around the world who represent an outstanding mix of respected long standing scholars in cross cultural management as well as newer names already impacting the literature Provides an authoritative agenda for the future development of the field All chapters conclude with a list of promising avenues for further research and a focus on issues that remain unresolved Intended Audience This Handbook is an ideal resource for researchers instructors professionals and graduate students in fields of business management and psychology

Corporate Social Responsibility and Trade Unions Lutz Preuss, Michael Gold, Chris Rees, 2014-10-03 Growing interest in corporate social responsibility CSR has focused attention on the relationship between businesses and key stakeholders such as NGOs and local communities Curiously however commentators on CSR rarely discuss the role of trade unions while commentators on employment relations seldom engage with CSR This situation is all the more remarkable since unions are a critically important social actor and have traditionally played a prominent role in defending the interests of one key stakeholder in the company the employee Written by dedicated experts in their field this book addresses a key gap in the literature on both CSR and employment relations namely trade union policies towards CSR as well as union engagement with particular CSR initiatives and the challenges they face in doing so The research covers eleven European countries which when taken together constitute a representative sample of industrial relations structures across the continent This book will be essential reading for scholars students and practitioners of international business employment relations public policy and CSR Its foreword is written by Philippe Pochet and Maria Jepsen Directors of the European Trade Union Institute in Brussels

Hierarchical Capitalism in Latin America Ben Ross Schneider, 2013-09-02 This book presents a model based on the varieties of capitalism literature that accomplished two things 1 it describes the state and unique characteristics of Latin American capitalism in the 1990s and 2000s what the author called hierarchical capitalism and 2 it explains the political conditions and actor incentives that make hierarchical capitalisms persist over time

New Perspectives and Possibilities in Strategic Management in the 21st Century: Between Tradition and Modernity Martínez-Falcó, Javier, Marco-Lajara, Bartolomé, Sánchez-García, Eduardo, Millan-Tudela, Luis A., 2023-07-28 The field of strategic management is facing new challenges as two phenomena sustainability and information and communication technologies

have altered the classic pillars of business strategy. These far-reaching changes require companies to make rapid adaptations in order to achieve optimal situations which can no longer be developed as they did in the past. To help academics and managers understand the new fields of study and research within strategic management, Javier Martínez Falcó, Assistant Professor at the University of Alicante, has written a groundbreaking book, *New Perspectives and Possibilities in Strategic Management in the 21st Century: Between Tradition and Modernity*. This book is an essential guide for reflection and critique, offering insights into the new currents and challenges of the discipline, shedding light on the modernization of strategies in the corporate world. It addresses the renewal and future directions of the field, covering topics such as sustainability, circular economy, green innovation, and information and communication technologies, including blockchain, big data, artificial intelligence, and IoT. The book serves as a must-read for academics, academic students, and policymakers interested in gaining a deeper understanding of current issues impacting deliberate business planning and organization. It also serves as a valuable support material for undergraduate and master's business students, providing a comprehensive understanding of the new fields of study in the discipline. This book is an excellent addition to any academic collection and offers a thought-provoking perspective on strategic management.

Social Exclusion in Cross-National Perspective Robert J. Chaskin, Bong Joo Lee, Surinder Jaswal, 2019-05-28. Global processes have an increasing influence on local contexts and the nature and distribution of opportunities among populations across the globe. While capital and population mobility, advances in information and communications technology, and economic liberalization have fostered economic development, industrialization, and wealth for some, they have also engendered growing inequalities in income, prosperity, well-being, and access. Those left behind by these global transformations often experience not only material deprivation but broader dislocation from the contexts, institutions, and capabilities that provide access to social and economic opportunity. The concept of social exclusion has been widely adopted to describe the conditions of economic, social, political, and/or cultural marginalization experienced by particular groups of people due to extreme poverty, discrimination, dislocation, and disenfranchisement. This book explores the dynamics of social exclusion within the context of globalization across four countries: China, India, South Korea, and the United States. In particular, it examines how social exclusion is defined, manifested, and responded to with regard to diverse social arenas and processes, varying mechanisms and scales, and a range of impacted populations. Based on collaborative research activities and in-depth deliberation among leading scholars from major academic institutions in each of the four aforementioned countries, the volume provides a rich account of the interplay between globalization and social exclusion while highlighting the ways in which responses may be more or less effective in different contexts. Its insights will be of particular interest to academics, researchers, and students across diverse social science disciplines.

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