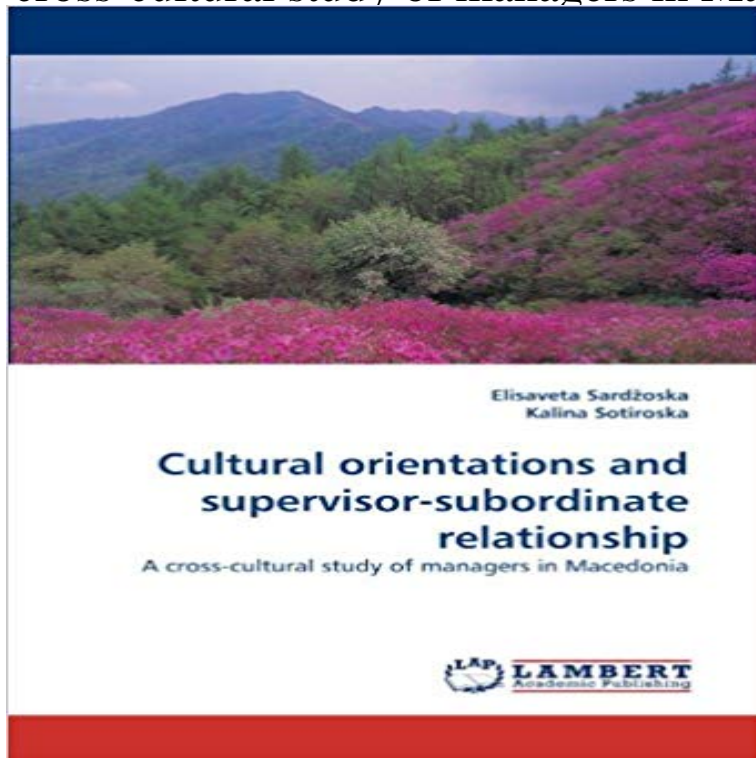


# Cultural orientations and supervisor-subordinate relationship: A cross-cultural study of managers in Macedonia



The book elaborates socio-cultural attitudes and style of leadership among managers in a small multiethnic country Macedonia, in which the psychological effects of the political and economical transformations from socialism to capitalism exist for 20 years. The book illustrates how those transitional changes reflected upon the system of cultural values and attitudes in the former socialistic European countries: Eastern Germany, Russia, Bulgaria, Czech Republic, Slovenia and Hungary. The main goal of the book is to determine differences in the cultural orientations, managerial style and supervisor-subordinate relationship among managers from Macedonian and Albanian ethnicity at a different level of management. Cross-cultural models explain findings for collectivistic orientation and power distance orientation of those managers, and contemporary theories for leadership interpret obtained results for managerial paternalism and affective, instrumental, contractual and obligatory supervisor-subordinate relationship. The book may be interesting for managers in multiethnic countries, HRM specialists, psychologists, sociologists, economists and for MA/MBA students.

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