

Differences in the Perceptions of Unethical Workplace Behaviors among Chinese and American Business Professionals

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EXECUTIVE SUMMARY

To remain competitive, US businesses need to understand the value and moral differences that affect behaviors across cultures in a business context. This study examined differences in perceived moral wrongfulness associated with unethical workplace behaviors between Chinese and American professionals. Understanding these differences could lead to better dealings in business transactions between members of the two cultures. Hypotheses were developed based on the differences between the two cultures on Hofstede's collectivist-individualist dimension of culture. Respondents were asked to compare 20 workplace behaviors that are deemed to be of an ethical nature.

Keywords: Unethical workplace behavior, Culture differences, Chinese, Individualism-collectivism