

## The Character and Behavior of Chinese Businesspersons

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When considering the thinking and behavior of Chinese businesspersons, we must be acquainted with the development of Chinese firms which forms the framework thereof. Entering the twenty-first century, in China modern firms had finally grown up, and genuine company people had come into being.

In the course of events after the 2001 accession to the WTO, how the competitiveness of firms has risen has been focused on. This is because the core of the market economy has been seen as the firm. The first stage attempted to further strengthen the international competitiveness of firms, via the WTO accession. The second stage was Jiang Zemin's proposing of the direction of the "Three Represents" at the 16th National Congress of the Communist Party of China, and emphasized private firms. In the third stage the respect for corporate assets heightened, via the accepting of private property rights in March 2004. The fourth stage was that the independence of corporate activity came to be legally guaranteed with the enactment of the Property Law in March 2007. However, what has supported the development of the Chinese economy are actually the state-owned enterprises and not private firms, and while talking of the market economy the state has been controlling the core industries.

Chinese businesspersons have been strongly influenced by two social factors. One is expressed in the thinking and behavior of businesspersons in the people skills which have come from China's long cultural traditions and customs. The other is the non-modern systemic and legal constraints, where a general emerging-country character is reflected.

The disposition of Chinese businesspersons has four distinguishing characteristics. The first is being concerned with face. The second is self-centeredness. As one's own benefit is prioritized, feelings of loyalty to the company are weak, but the desire for improvement is pursued assiduously. The third is a propensity to constantly pay attention to those above, from the influence of a hierarchical society. Although not trusted, relatives, student and work circles, and those speaking the same regional dialect are held as important. The fourth is a weakness at resolution by legal means, due to society's rule of man. Human relationships are emphasized more than the law, with a weak concept of the division between public and private.

The workplace stance of Chinese businesspersons has a number of characteristics. The view of people is one of them being fundamentally bad. The work stance is always one of battle mode, and in negotiations people do not like to sing their own praises. The method of negotiation is a contest within the bounds of "not killing the opponent", and the method is common of attacking compromise, making shots to scare and confuse the other side. The behavioral principle is to stick to winning and losing, and develops into a systematic war of information rather than using logic and evidence. Decision-making is up and down, and there is a tendency to make moves centered on a certain leader rather than organized behavior. Then, rather than the direct superior, there is a tendency to contact the superior with the higher degree of authority. There is also a tendency to carry out rearrangements, with the executives coming to the front. Recently it is also necessary to watch out for the emergence of managers who differ from those of the past.

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