

THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

Departmental Research Seminar



Cross-Country Differences in Management By

Dr Letian Zhang
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Date : 16 Apr 2024 (TUE)
Time : 10:30 am – 12 noon
Venue : N001

Abstract

We examine the role of a society's social trust in shaping its organization's job design. We use a dataset comprising over 60 million job postings from 28 European Union countries. Our most rigorous analytical models employ bilateral trust measures to predict job design choices, including fixed effects on country, firm, and occupation, as well as relying on an instrumental variable approach. This study underscores the role of social trust in shaping organizational practices.

Dr Letian Zhang is an assistant professor of business administration in the Organizational Behavior Unit at Harvard Business School, Harvard University. His current research seeks to understand (1) how the culture and politics of different countries influence their firms' investments in human capital, and (2) how firms' job design choices shape workplace inequality. His work has been published in leading academic journals across the fields of Management and Sociology. These include *Administrative Science Quarterly*, *Organization Science*, *American Journal of Sociology*, *American Sociological Review*, and *Proceedings of the National Academy of Sciences*. He holds a PhD in Sociology from Harvard University and a B.S. in mathematics from Stanford University.

All interested are welcome.



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