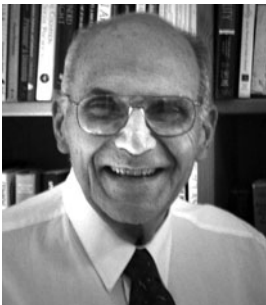


About the authors



Rabi S. Bhagat is Professor of Organizational Behavior and International Management at the University of Memphis in Tennessee. He was awarded the Distinguished Research Award in Social Sciences by the University of Memphis in 2004. In addition, he has been a recipient of numerous research awards from the Society of Industrial and Organizational Psychology, including the James McKeen Cattell Award and W. Scott Myers Award (co-recipient). He was a co-recipient of the Best Symposium Award from the Academy of Management and Best Paper Award from the Eastern Academy of Management. Rabi is author or co-editor of six books in the area of international management and organizational behavior, including the *Cambridge Handbook of Cultures, Organizations, and Work* (2009) and *Work Stress and Coping in the Era of Globalization* (2012), and has published widely in major journals of the field. He is a fellow of SIOP, APA, APS, International Association of Applied Psychology (IAAP), and the International Academy for Intercultural Research (IAIR). For the past 30 years, he has maintained a strong interest in understanding the role of cultural variations in different organizational processes in dissimilar nations of the world. Currently, he and Annette McDevitt are working on a book on global mindset in multinational corporations (forthcoming from Stanford Business School Press, 2013).



Harry C. Triandis is Professor Emeritus of Psychology (1997–) at the University of Illinois. He received his Ph.D. from Cornell University in Ithaca, New York in 1958, and an honorary doctorate from the University of Athens, Greece, in 1987. He was Chairman and Secretary General of the Society of Experimental Social Psychology; and President of the International Association of Cross-Cultural Psychology (1974–76), the Society for the Psychological Study of Social

Issues, the InterAmerican Society of Psychology, and the International Association of Applied Psychology (1990–94), as well as of Divisions 8 and 9 of the American Psychological Association (APA). He was also Ford Foundation Faculty Fellow, 1964–65; Fellow of the Center for International Studies, Cornell University, 1968–69; and Guggenheim Fellow at the Center for Advanced Studies, University of Illinois, 1972–73 and 1979–80. In addition, he received an award for significant contributions to the development of psychology from the Interamerican Society of Psychology, 1981. He was an Honorary Fellow of the International Association of Cross-Cultural Psychology, 1982; a Distinguished Fulbright Professor to India, 1983; Fellow, American Association for Advancement of Science, 1984; and University of Illinois Scholar, 1987. In 1992 Harry received the Centennial Citation from the APA “for significant contributions to the establishment of cross-cultural psychology as a distinct discipline.” He was an APA Distinguished Scientist Lecturer in 1994 and in the same year received the Klineberg Award of the Society for the Psychological Study of Social Issues. He was also a recipient of the American Psychological Association’s Distinguished Contributions to International Psychology Award, 1995; the American Psychological Society’s James M. Cattell Award, 1996; and the APA’s Division 52 (International) named him Distinguished International Psychologist of the Year in 2002. He also received the Lifetime Contributions Award from the Academy of Intercultural Research, May 2004 (in Taiwan), and the Society of Personality and Social Psychology in January 2012. He received the Eminent Scholar in International Management Award from the Academy of Management in 2009. He was a Master Lecturer at the meetings of the American Psychological Association in 2009. His 2009 book, *Fooling Ourselves*, received the William James Award from Division 1 of the APA. The Society for Personality and Social Psychology gave him its Lifetime Contributions Award in 2012.

His research interests concern (a) the links between behavior and elements of subjective culture and (b) differences between individualistic and collectivist cultures. His work has focused on the implications of these links for social behavior, personality, work behavior, intergroup relations, prejudice, attitude change, and cultural training; and applications to intercultural training for successful interaction in other cultures. He is currently writing a book on self-deception, which discusses the relationship between culture and religion.

His 200+ publications include *Attitudes and Attitude Change, Analysis of Subjective Culture, Interpersonal Behavior, Variations in Black and White Perceptions of the Social Environment, Culture and Social Behaviour*, and *Individualism and Collectivism*. He was the general editor of the

six-volume *Handbook of Cross-cultural Psychology*, and editor of the 4th (international) volume of the *Handbook of Industrial and Organizational Psychology*.



Annette S. McDevitt is on the faculty in the Department of Management of the University of Memphis. She has been keenly interested in understanding cultural variations in organizational communication for a long time. She has published in the *Cambridge Handbook of Culture, Organizations, and Work* and the *Asia Pacific Journal of Management*. She has presented papers at the international conference of the Society of Cross-Cultural Psychologists. Her travels in Japan and all over Western Europe and Egypt have been instrumental in developing her insights into the role of indigenous culture on management of organizations across nations.