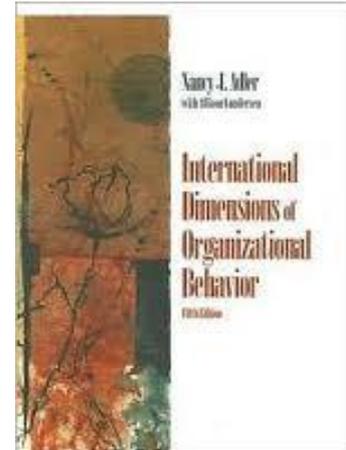


Book reviews

Reviewer Patrick Schmidt, SIETAR member
Author Nancy J. Adler
Title International Dimensions of Organizational Behavior
(5th edition)
Publisher South-Western College Pub
Details Published 2007, € 45.99, 398 pages,
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Why would we want to review a book that was first published well over 23 years ago?

For one simple reason: *International Dimensions of Organizational Behavior* is such a well-written and well-researched work that it has become a standard reference for the majority of intercultural management classes and MBA programs, with over 1,000,000 copies sold. No textbook yet approaches Adler's high standards in explaining how the various dimensions of culture impact global business.

A cursory look shows the extent to which Professor Adler is thorough in her handling of the international give-and-take. National culture, workplace behavior and communication differences across cultures, multicultural teamwork and negotiation, synergy and global leadership, the expat experience: all are observed and discussed.

Another reason it's become a classic is Adler's extensive use of vignettes, whether small stories or case studies to explain conceptual and theoretical points. They're lively, direct and above all, perceptive. And the summary and questions-for-reflection at the end of each chapter reinforce and deepen the whole.

In the newly-updated 5th edition, she cites new sources and better case studies, and the writing is even more fluid and concise. The book itself, however, hardly needed to be modified — a testimony to the solid research she put into it back in 1986.

I've used this in my classes for several years and all my students enjoy it. Also when sophisticated business-types ask me what I recommend to avoid intercultural mishaps, I refer them to Nancy Adler. If you familiarize yourself with all the points she makes, you won't need anything else. She's put everything you need to know about living and working across cultures into one compact volume.

In short — a classic that may soon find itself alongside with other great academic works, such as Max Weber's *The Protestant Ethic and the Spirit of Capitalism* or *Democracy in America* by Alexis de Tocqueville.