

**LEADERSHIP STYLES AND MANAGEMENT PRACTICES
OF FOREIGN AND FILIPINO MANAGERS**

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ABSTRACT

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This thesis aimed to explore the differences and similarities in the leadership styles and management practices of Filipinos, Koreans, Chinese and Japanese managers in selected multinational companies in Manila.

The specific research problem under evaluation was whether the cultural background/ nationality of managers in selected multinational companies in Manila had a bearing on their leadership style and management practices. The collection of data was based on descriptive research because it was an appropriate method for describing the nature of the situation as it exists at the time of the study and to explore the cause of the phenomena.

The method provided both qualitative and quantitative descriptions of the general characteristics of the group under study. Questionnaires were the chosen methods used to reach the participant and collect the necessary data. Leadership styles were measured using Multi-factor Leadership Questionnaire (MLQ) which was modified by the researcher). Management practices were measured using management style scale by Albaum and Herche (1996). Analysis of variance was used to test the significant difference between the two groups of managers in terms of their leadership styles and management practices nationalities when grouped according to their demographic profile.

The level of leadership style was affected by the nationality of the participants. Result also shows that nationality has no impact on the respondent's level of management practices