Rahel Rüth

THE INFLUENCE OF TRUST ON LEADER-MEMBER EXCHANGE IN CULTURALLY DIVERSE LEADER-MEMBER DYADS



II Table of Contents

I		Abstract	V	
П		Table of Contents		
Ш		Table of Figures		
ΙV		Table of Abbreviations	X	
1		Introduction	1	
2		Theoretical Framework	4	
_	2.1		4	
	2.2	•	7	
	2.3		10	
	2.4		14	
		2.4.1 LMX and Trust	14	
		2.4.2 The Component of Culture	16	
	2.5		19	
		2.5.1 The Concept of Trust in China and in Germany	19	
		2.5.2 The Concept of LMX in China and in Germany	21	
	2.6	Research Objectives	24	
3	I	Methodology	27	
	3.1	Research Design	27	
	3.2	Research Setting	28	
	3.3	Data Collection	34	
	3.4	Data Analysis	36	
4	I	Findings and Propositions	39	
	4.1	The Importance of Trust in Cross-Cultural LM-Dyads	39	
	4.2	The Influence of Culture on Trust and LMX	46	
	4.3	The Process of Cultural Convergence	56	

5	Discussion		60
	5.1	Theoretical Significance	60
	5.2	Managerial Implications	64
	5.3	Limitations	66
6	C	onclusion	68
V	References		IIIX
VI	Aı	ppendix – Interview Outline	XXVIII