



组织文化整合视角下海外并购风险生成与演化

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The formation and evolution of risk in cross-border acquisition based on the integration of organizational culture

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摘要

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摘要 不成功的组织文化整合是海外并购失败一个非常重要的因素。本文通过分析组织文化差异与海外并购风险之间的关系、组织文化类型、组织文化适应模式以及公司间文化相互学习等要素,刻画了企业海外并购中风险生成与演化的机理。并基于这些机理,利用动态仿真的方法,揭示组织文化整合过程中,海外并购风险演化趋势。最后提出相应建议,以促进我国企业海外并购的成功。

关键词: 组织文化 文化类型 整合模式 海外并购 风险

Abstract: The unsuccessful integration of organizational culture is a very important factor which causes the failure of cross-border acquisition. The mechanisms of the formation and evolution of risk in cross-border acquisition are described by analyzing some important factors, such as the relationship between organizational culture difference and the risk of cross-border acquisition, the types of organizational culture, the modes of organizational culture integration, and the culture studying between enterprises in the process of organizational culture integration in cross-border acquisition, etc. According to the mechanisms, the evolution trend of the risk of culture integration in cross-border acquisition is shown by using the method of simulation. At last, some advises which would be of benefit to promote the successful cross-border acquisitions of the enterprises in China are given.

Keywords: organizational culture types of organizational culture mode of culture integration cross-border acquisition risk

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