

# Relationship between Management Competencies of Oversea Manager Dispatched and Working Performance: For Example in GSK..

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## ABSTRACT

The major objective of this study is to research on the enterprise for case study – the correlation between Management Competencies and performance of the chief stationed abroad of the GSK Corporation. From the literatures, the definition of Management Competencies and assessment of performance are studied. Then, the assumption will be established for further verification in order to understand if there is any relative significance. The objects of study are the enterprises for case study that invest and station in China Mainland, Malaysia and Vietnam. Among these enterprises, 23 of them station in China Mainland, and one of them station in Malaysia and Vietnam respectively. The questionnaire survey has been adopted for the 43 stationed-chiefs with position of Assistant Manager or above. They have been invited to fill in the self-appraisal scale, which focus on their competencies such as management ability, specialty, interpersonal relationships, communication ability, idiosyncrasy and cross-cultural adaptive ability. There have been 43 questionnaires delivered and 43 have been retrieved. All of them are valid and the retrieval rate is 100%. This study found that there is significant difference on three Competencies for the middle to high level of chiefs, for which the management ability, interpersonal relationships and idiosyncrasy are included. In addition, the management ability has significant influence on the performance of the stationed chiefs. Besides, the high-level chiefs perform better than the middle-level chiefs do. For the other individual attributes, except for the married chiefs who have significant difference on management ability, specialty, interpersonal relationships and idiosyncrasy comparing with the single chiefs, there is no significant difference.

Keywords : competencies, management competencies, stationed, performance

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