

The Aavailability of Aanonymous Denunciation Instruments May
be More ~~organizationally~~organizationally Deleterious in
Collectivistic societies while with less effective Judiciaries than in
Individualistic Societies: USA.

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US. Title by itself is self-explanatory. As US
failed to gel with that

Sample Work

ABSTRACT

The possibility of ~~denouncing~~ anonymously ~~malfeasance~~ denouncing malfeasance at corporations both US and non-US firms listed on a US stock market is a relatively recent requirement as promoted by the ~~American~~ U.S. Sarbanes-Oxley 2002 Act. This organizational alert mechanism acts as a tool for fostering the exercise of control within a structured entity. ~~However, a study in Puerto Rico, Brazil revealed that the anonymous instrument designed may travel poorly limited only the restraint of the power. The findings of the survey among MBA students revealed that Respondents to a survey among MBA students in São Paulo, Brazil, reveal that~~ they would be ready to snitch on colleagues or bosses but they showed much greater restraint when knowing someone who has ~~ssve~~ been targeted unfairly ~~targeted upon~~ by anonymous denunciation. The relative impunity with which false anonymous denunciations on colleagues and bosses can ~~be exercised~~ render the anonymous denunciation instrument ~~an~~ organizationally deleterious one, more so in Brazil than in the ~~USA~~ USA where an effective judiciary is more likely to inhibit false anonymous accusations. ~~This paper deals examines with~~ the critical decisions made by the top-level executives (headquarters) issue of effectively control ~~of the subsidiaries by headquarters~~ and particularly with regards to hotlines ~~that which~~ allow anonymous denunciation and its overall impact on ~~organizational~~ organizational climate using Brazil as a case study.

Key words: Anonymous Denunciation Malfeasance, Anonymous Denunciation Instrument, Collectivist and Individualistic society

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Comment [A3]: Will readers follow the sequence here, or would it help them if you emphasize even more clearly. Since the focus on culture, it would interest reader if you introduce these terms. This is more important. As the law pushes both non-US firms (may be collectivists societies and US (individualists societies). In fact, this would support our argument.

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INTRODUCTION

The topic of control is of paramount importance to the international expansion of multinational ~~firmss~~ (Mukherji, Mukherji & Hurtado, 2008) and it constitutes a reframing of the older Principal-Agent dilemma (O'Donnell, 2000). The ~~control~~ ~~topic~~ ~~of~~ ~~'control'~~ ~~should~~ becomes increasingly relevant ~~for~~ ~~to~~ ~~for~~ ~~the~~ ~~subsidiaries~~ of Brazilian multinationals as they expand ~~their operations~~ abroad. ~~In specific,~~ ~~the~~ control ~~imposed~~ by headquarters is of ~~immense such~~ importance ~~as it considered as that~~ ~~Birkinshaw and Morrison (1995 p. 736) consider it as~~ 'the central issue' (Birkinshaw and Morrison 1995 p. 736). Several ~~avenues mechanisms~~ have been taken to exercise such control ~~Pudelko and Teanzer (2013) proposed two dimensions that includes both and Pudelko and Tanzen (2013) classify them in two~~ direct and indirect ways (~~Pudelko and Tenzer, 2013~~). The direct ones involve ~~in~~ removing ~~the~~ autonomy from the subsidiary but it might not always be effective ~~and since~~ it removes the attractiveness of careers at the top, making it difficult to attract ~~the kind of~~ highly qualified local staff that corporations would wish to have; (Behrens, 2010). ~~The second~~ ~~avenue mechanism~~, indirect, requires staffing ~~in key position of the~~ subsidiary ~~key positions~~ with expensive expatriate staff (Scullion & Collings 2010). These ~~resource people~~ have their careers, and allegiances, more closely linked to ~~the~~ headquarters and global performance than ~~compared to that of~~ the subsidiary. Yet somewhere in the middle between the ~~two~~, direct and indirect control ~~mechanism~~, ~~we have~~ the hotlines to headquarters ~~is available through which that~~ anyone in the local country, ~~but~~ particularly at the subsidiaries ~~level~~, can use to ~~anonymously~~ denounce malfeasance ~~anonymously by at the~~ corporations.

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Interestingly ~~enough~~, all top ~~executives~~ ~~dogs~~ were willing to admit to some deterioration ~~within in~~ the organizational climate by the introduction of anonymous denunciation instruments; ~~as because~~ “all feel under threat.” ~~None of the top dogs~~ ~~executives~~ admitted any improvement in the organizational climate ~~due to the by the introduction of instruments~~ which would *“allow anyone to denounce bosses and colleagues.”*² However, it was precisely at the lower echelons that considerable satisfaction with an improvement in organizational climate was reported with the possibility of denouncing colleagues and bosses. This ~~shows precisely~~ ~~emphasizes~~ ~~clearly~~ the glee with which the instrument is greeted by those in the lower echelons in a society known for its authoritarian streak.

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A major factor in determining ~~the~~ attitudes towards anonymous denunciation was whether the respondent ~~was~~ acquainted with anyone who had ~~previously~~ suffered ~~from~~ an unfair anonymous accusation. ~~About full~~ 84 ~~per cent %~~ of respondents are in favor of some method of anonymous denunciation. ~~Yet, yet all~~ ~~majority~~ seems to sober-up once they ~~are aware of the know the~~ consequences ~~of in~~ an unfair use of the instrument. By then, support for the method ~~decreases drops~~, at best, to 50 ~~per cent%~~ among the top ~~dog~~ ~~executives~~, and opinions for ~~keeping retaining~~ the instrument are ~~never not beyond~~ ~~above~~ 25 ~~per cent~~ for all levels of hierarchy, among those ~~that who~~ know anyone unfairly victimized by the instrument. ~~However, V~~ views among those who wish to eliminate the instrument are stronger once they ~~are aware that know~~ anyone unfairly victimized. ~~About:~~ 75 ~~per cent %~~ of the top ~~dogs~~ ~~executives~~ are in favor of scrapping the instrument ~~while this percentage not dropped below and support for scrapping the instrument never drops lower than~~ 45 ~~per cent%~~. ~~All R~~ Respondents ~~working for~~ ~~who work in Brazilian partnership~~ companies ~~are in~~ ~~partnerships with~~

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