

**THE MANAGERIAL CHARACTERISTICS OF  
KOREAN CONSTRUCTION INDUSTRY  
AND REQUIRED IMPROVEMENT**

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## **Abstract**

The object of this study is to examine the managerial characteristics of Korean construction industry and the changes required to solve recent organizational problems and difficulties in that industry. Korean construction industry has been accelerated in the last 40 years with economic growth aspects of scale and quantity. More recently, a number of problems have arisen in the construction industry. And in construction industry, obvious changes on construction environment are showing as aspects of construction demands, systems of construction markets, and conditions of competition. These things are accelerating 'systematic' changes of Korean construction industry. To correct that loss of focus, the customs and the systems related to construction have to be changed. In order to analyze the problems that are unique to the construction industry, this study will begin with an examination of first, characteristics of Korean people like 'Ri' based on 'reason' or 'logic' and 'Ki' based on 'feeling' or 'emotional', second, differences by culture like power distance, uncertainty avoidance, and individualism/collectivism, third, management function like planning, organizing, staffing, leading, and controlling in Korean construction company. This will provide a basis for discussion of possible directions for the solution of current problems.

**KEY WORD:** construction industry, Ri, Ki, culture, characteristic of Korean people, management functions