

# CULTURE'S CONSEQUENCES

## International Differences in Work-Related Values

Work-related values are the beliefs and attitudes that guide behavior in the workplace. These values are shaped by a variety of factors, including culture, religion, and social norms. Understanding these differences is crucial for effective international management.

For example, in individualistic cultures, employees value autonomy and personal achievement. In contrast, in collectivist cultures, employees value harmony and group cohesion. These differences can lead to misunderstandings and conflicts in the workplace if not properly understood and managed.

Therefore, it is essential for managers to be culturally sensitive and to adapt their management style to the values of the employees they are managing. This can help to create a more harmonious and productive work environment.

By understanding the cultural differences in work-related values, managers can better anticipate and address the needs and expectations of their employees. This can lead to improved communication, increased employee satisfaction, and ultimately, better organizational performance.

# Cultures Consequences International Differences

**Keengwe, Jared, Kungu, Kenneth**



## **Cultures Consequences International Differences:**

**Culture's Consequences** Geert Hofstede,1984 In his bestselling book *Culture's Consequences* Geert Hofstede proposed four dimensions on which the differences among national cultures can be understood Individualism Power Distance Uncertainty Avoidance and Masculinity This volume comprises the first in depth discussion of the masculinity dimension and how it can help us to understand differences among cultures The book begins with a general explanation of the masculinity dimension and discusses how it illuminates broad features of different cultures The following parts apply the dimension more specifically to gender and gender identity sexuality and sexual behaviour and religion probably the most influential variable of all Hofstede closes the book

**Culture's Consequences** Geert H. Hofstede,1980 [Culture's Consequences](#) Geert H. Hofstede,1990

**Culture's Consequences, International Differences in Work-related Values** Geert Hofstede,1984

*Culture's Consequences* Geert Hofstede,2001 The publication of this second edition of *Culture's Consequences* marks an important moment in the field of cross cultural studies Hofstede's framework for understanding national differences has been one of the most influential and widely used frameworks in cross cultural business studies in the past ten years Australian Journal of Management

**An Analysis of Geert Hofstede's Culture's Consequences** Katherine Erdman,2018-02-21 The Dutch anthropologist Geert Hofstede is recognized as a pioneer in the fields of international management and social psychology and his work is a perfect example of the ways in which interpretative skills can help solve problems and provide the foundation for strong thinking and understanding both in business and beyond Hofstede's central achievement was setting up an efficient interpretative framework for understanding the cultural differences between one country and another Working for the international computing company IBM in the late 1960s Hofstede noted that such cultural differences had huge consequences for international organizations Up until then while many inside and outside of business recognized the importance of these differences little had been done to define precisely what cultural difference was and in what areas of life it was expressed Hofstede's insight was that if one could interpret and define the dimensions of cultural difference it would be possible to measure them and act accordingly From a vast survey of IBM's employees in several countries Hofstede originally defined five dimensions of culture every society could be rated for each dimension providing a useful guide to the kinds of cultural differences at play As ever good interpretative skills provided the basis for better understanding

**International Comparisons of Information Communication Technologies: Advancing Applications** Tan, Felix B.,2011-12-31 This book offers perspectives on international information management with particular emphasis on the strategies for the implementation and application of information technology in developed and developing countries Provided by publisher

**Global Observations of the Influence of Culture on Consumer Buying Behavior** Sarma, Sarmistha,2017-07-13 Positive consumerism is the backbone to a strong economy Examining the relationship between culture and marketing can provide companies with the data they need to expand their reach and increase their profits Global

Observations of the Influence of Culture on Consumer Buying Behavior is an in depth scholarly resource that discusses how marketing practices can be influenced by cultural preferences Featuring an array of relevant topics including societal environments cultural stereotyping brand loyalty and marketing semiotics this publication is ideal for CEOs business managers professionals and researchers that are interested in studying alternative factors that impact the marketing field

Handbook of Research on Cross-Cultural Business Education Maheshkar, Chandan, Sharma, Vinod, 2018-06-08 Due to the impact of globalization business practices have been constantly evolving throughout the twenty first century Teachers and instructors are faced with the challenges of educating future business leaders on evolving concepts such as diversity cultural environments and the integration of countries and economies Through these challenges it is critical for educators to understand teaching tools and pedagogical practices that bring this globalized outlook into the classroom The Handbook of Research on Cross Cultural Business Education is an important research publication that explores the role of teaching tools used in business education to increase competitive business skills and make them applicable in cross cultural business environments It also provides business and management educators with teaching practices that promote learning via exposure to global cultures Featuring a broad array of topics such as pedagogical modeling cross cultural learning and social responsibility this is an important resource for business and management educators business managers policy makers researchers business professionals and graduate students

Handbook of Research on Cross-Cultural Online Learning in Higher Education Keengwe, Jared, Kungu, Kenneth, 2019-04-01 Online learning has been touted as one way of reducing the cost of higher education while simultaneously addressing the increasing demand for educational opportunity and providing access to hitherto left out populations Many universities are defying tradition by offering completely online degrees for global participants As such research is needed to improve the design of online and virtual learning environments to ensure that they are inclusive and culturally adaptive for the global education marketplace The Handbook of Research on Cross Cultural Online Learning in Higher Education shares paradigms perspectives insights challenges and best practices for the instructional design and delivery of cross cultural adult web based learning experiences and examines adult learner characteristics and competencies critical for the design of these applications The content within this publication covers trending topics including virtual learning culturally adaptive environments and online education and is intended for instructional designers faculty administrators students and researchers

Essentials of Organizational Behavior Terri A. Scandura, 2017-12-13 The tools you need to manage and lead Concise practical and based on the best available research Essentials of Organizational Behavior An Evidence Based Approach Second Edition equips students with the necessary skills to become effective leaders and managers Author Terri A Scandura uses an evidence based approach to introduce students to new models proven to enhance the well being motivation and productivity of people in the work place Experiential exercises self assessments and a variety of real world cases and examples provide students with ample opportunity to apply

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**Managing Cultural Differences for Competitive Advantage** Lisa Adent Hoecklin, 1993 Discusses the impact of cultural diversity on management and on international business and describes strategies for doing business in multicultural environments Includes a directory of organizations offering cross cultural development consultancy and a selection of leading business school executive courses in cross cultural management **International Cultural Differences** S. G. Redding, 1995 Comparative management theory in an organized form dates from the early 1960s and its emergence coincided with the early stages of internationalization by US corporations and the issues which that process gave rise to Concern about understanding differences was given a boost in the 1980s by the onslaught of East Asian competition in world markets and the dynamism of Pacific as a region for investment and economic growth **Literature review: Hofstede, Geert H. Culture's Consequences. Comparing Values, Behaviors, Institutions, and Organizations across nations.** Saskia Guckenbun, 2012-04-11 Literature Review from the year 2011 in the subject English Language and Literature Studies Literature grade 1 0 University of Mannheim language English abstract Geert Hofstede is professor emeritus of Organizational Anthropology and International Management at Maastricht University His book Culture's Consequences Comparing Values Behaviors Institutions and Organizations across nations is a revision of his earlier book titled Culture's Consequences International Differences in Work Related Values which was released by Sage in 1980 **Women in Leadership Positions in the People's Republic of China** Maria Adnane, 2020-06-02 Master's Thesis from the year 2012 in the subject Business economics Business Management Corporate Governance grade 1 7 Heilbronn University language English abstract Women are still significantly underrepresented in Top Management positions and leadership is still

associated with the male gender as leadership theories traditionally focus on men This is especially evident in China which has one of the world s highest female labor participation but a female share of only eight percent on the corporate boards Although Chinese women s tertiary educational attainment is now equal to the tertiary education of Chinese men they still face many barriers on their way to the top The strong influence of Confucian values perceiving women as inferior to men remains noticeable until today and women find themselves exposed to a strongly patriarchal business environment As being traditionally the main care givers of their families they are deemed to be expensive potential mothers and thus gender preference can be observed second Classical leadership theories of the Western culture as well as of the Chinese culture are introduced to provide a common understanding of their approaches Further the situation of women in the past and of today is being compared as well as their leadership styles access to managerial leadership positions and the barriers they face Since educational attainment of both genders does not explain why women are rarely found on the upper managerial ranks other reasons that could be a barrier for women s career advancement are examined in this research

**Managing Cultural Differences** Lisa Adent Hoecklin,1995 On competitive management **Entry strategies in the Chinese market** Christian Herbst,2005-06-09 Diploma Thesis from the year 2004 in the subject Business economics Trade and Distribution grade 1 7 Stralsund University of Applied Sciences language English abstract Those milestones will be outlined in the following chapters Concerning the structure of this thesis it will start off by giving a general description of the Chinese market and its economic development as well as trade and investment opportunities and motives After that an overview of the Chinese culture will be given including a description of Chinese behavioural patterns and the difference to German behaviour Furthermore negotiation style and techniques will be pointed out Based on all the information given potential entry strategies will then be pointed out including each strategy s advantages and disadvantages Besides industrial and foreign direct investment opportunities policies regulated by the Chinese government will be illustrated and major investment opportunities will be outlined This chapter is followed by a description of the choice of location which also includes an overview about certain investment incentives which are offered in specific regions The following chapter deals with a complete risk analysis for the Chinese market The second but last chapter deals with companies which have managed to enter the Chinese market This chapter also includes a description of the reasons why these companies have been so successful in accessing the Chinese market Finally the most important information will be summarized and a final conclusion will be drawn Figures and tables are part of the appendix

**Managing Cultural Differences** Philip Robert Harris,Robert T. Moran,1991 It clearly shows how to develop the cross cultural expertise essential to succeed in a world of rapid and profound economic political and cultural changes While retaining the wisdom of the previous editions this new edition provides leading edge insights into work culture and globalization *Discourses of Cultural China in the Globalizing Age* Dorren D. Wu,Doreen D. Wu,2008 The essays in this volume examine the discourses of Cultural China from a glocalization

perspective and attempt to understand contemporary Cultural China by recording describing and explaining its current discourses

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