Michael Minkov, Geert Hofstede

**Culture's Software** Dorota Brzozowska,Wadysaw Chappicki,2015-09-10 When Geert Hofstede famously defined culture as collective programming of the mind, the definition broadly referred to culture as such, including all the layers in his "onion" model. The title of this volume, Culture's Software, represents a development of this original idea and was inspired by none other than Professor Hofstede himself. He used this phrase over thirty years later when lecturing to an international group of scholars gathered in Poland to debate the idea of cultural communication styles, which has, in recent years, been fruitfully discussed from a fresh perspective by scholars working within cognitive and cultural linguistics. The debate has given rise to this book, which will inspire further research into this fascinating subject.

Cultures and Organizations: Software of the Mind, Third Edition Geert Hofstede, Gert Jan Hofstede, Michael Minkov, 2010-05-24 The revolutionary study of how the place where we grew up shapes the way we think, feel, and act-- with new dimensions and perspectives Based on research conducted in more than seventy countries over a forty-year span, Cultures and Organizations examines what drives people apart—when cooperation is so clearly in everyone's interest. With major new contributions from Michael Minkov's analysis of data from the World Values Survey, as well as an account of the evolution of cultures by Gert Jan Hofstede, this revised and expanded edition: Reveals the "moral circles" from which national societies are built and the unexamined rules by which people think, feel, and act Explores how national cultures differ in the areas of inequality, assertiveness versus modesty, and tolerance for ambiguity Explains how organizational cultures differ from national cultures—and how they can be managed Analyzes stereotyping, differences in language, cultural roots of the 2008 economic crisis, and other intercultural dynamics

<u>Cultures and Organizations: Software for the Mind</u> Geert Hofstede,Gert Jan Hofstede,2004-10-03 The landmark study of cultural differences across 70 nations, Cultures and Organizations helps readers look at how they think—and how they fail to think—as members of groups. Based on decades of painstaking field research, this new edition features the latest scientific results published in Geert Hofstede's scholarly work Culture's Consequences, Second Edition. Original in thought and profoundly important, Cultures and Organizations offers vital knowledge and insight on issues that will shape the future of cultures and nations in a globalized world.

*Cultures and Organizations* Geert Hofstede,1997 Levels of culture - More equal than others - I, we, and they - He, she, and (s)he - What is different, is dangerous - Pyramids, machines, markets, and families - Virtue versus truth - From fad to management tool - Intercultural encounters - Surviving in a multicultural world.

*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 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

Cultures and Organizations: Software for the Mind, Third Edition Geert Hofstede, Gert Jan Hofstede, 2010 The revolutionary study of how the place where wegrew up shapes the way we think, feel, and act--with new dimensions and perspectives Based on research conducted in more than seventy countries over a forty-year span, Cultures and Organizations examines what drives people apart--when cooperationis so clearly in everyone's interest. With major new contributions from MichaelMinkov's analysis of data from the World Values Survey, as well as an account of the evolution of cultures by Gert Jan Hofstede, this revised and expanded edition: Reveals the moral circles from which national societies built and the unexamined rules by which people think, feel, and actExplores how national cultures differ in the areas of inequality, assertiveness versus modesty, and tolerance for ambiguityExplains how organizational cultures differ from nationalcultures--and how they can be managedAnalyzes stereotyping, differences in language, cultural rootsof the 2008 economic crisis, and other intercultural dynamics

Hofstede's Six-Dimensions Model of Culture and the application of the model to four countries ,2021-08-30 Seminar paper from the year 2020 in the subject Cultural Studies - Basics and Definitions, grade: 2,0, University of applied sciences, Düsseldorf (eufom Business School University of Applied Sciences Study Centre Düsseldorf), course: Intercultural Cometencies, language: English, abstract: This thesis deals with individual aspects in which cultures can differ and clarifies the understanding of 'culture'. In addition, special attention is also paid to the Six-Dimensions Model of Hofstede. This Model is also used to analyse and relate four cultures from different countries. The main focus of this work is on the question of what needs to be considered when dealing with cultural differences. Today's world is closely connected. People all over the world communicate with each other; People of different origins. This intercultural communication plays a special role in the social as well as in the business world, as business activities have become more intercultural. The steady increase in corporate activities on the world markets over the past decades has led to a shift in corporate culture from a purely national focus to an international orientation. Social contacts between people from different cultures have also become more permanent and intensive. This applies not only to tourist stays abroad, but also to business life. Intercultural cooperation in middle management and among employees is already taken for granted today. For this purpose it is not necessary for the participants to travel abroad.

Exploring Culture Gert Jan Hofstede, Paul B. Pedersen, Geert Hofstede, 2002-09-24 A masterpiece in intercultural training! Exploring Culture brings Geert Hofstede's five dimensions of national culture to life. Gert Jan Hofstede and his co-authors Paul Pedersen and Geert Hofstede introduce synthetic cultures, the ten pure cultural types derived from the extremes of the five dimensions. The result is a playful book of practice that is firmly rooted in theory. Part light, part serious, but always thoughtprovoking, this unique book approaches training through the three-part process of building awareness, knowledge, and skills. It leads the reader through the first two components with more than 75 activities, dialogues, stories, and incidents. The Synthetic Culture Laboratory and two full simulations fulfill the skill-building component. Exploring Culture is suitable for students, trainers, coaches and educators. It can be used for individual study or as a text, and it serves as an excellent partner to Geert Hofstede's popular Cultures and Organizations.

Cultural Dimensions: The Five-Dimensions-Model according to Geert Hofstede Anja Dellner,2014-09-03 Seminar paper from the year 2009 in the subject Cultural Studies - Basics and Definitions, grade: 1,3, Dresden Technical University, language: English, abstract: Be it in the business world, as a traveller, trying to master a foreign language, or to teach it, nowadays we meet people of foreign cultures more frequently than this was the case just 50 or even 100 years ago. Even though linguistic difficulties are often surmountable through English as lingua franca, meeting people from cultures we are unfamiliar with bears the potential for many misunderstandings. These in turn quite often lead to lack of understanding, conflict, even political disaster, like in 2005 with the Danish caricature scandal involving the newspaper Jyllands Posten, when a fundamentalist Muslim cleric from Egypt living in Denmark felt offended and ridiculed in his religious beliefs by caricatures featuring Mohammed. The Islamic world thereby rallied to the case, and did not only react with outrage and boycott, but with violent attacks, in the course of which 140 people lost their lives and several hundred were injured. Milder reactions, like rejection and hidden resentment are, however, the more common outcomes due to intercultural misunderstandings. How otherwise would there be stereotypes mostly carrying negative connotations, like the obedient Chinese, the superficial American, or the superpunctual German lacking humor? The Dutch anthropologist and cultural scientist Geert Hofstede suggests that the reason for such misunderstandings is a culturally divergent, often concealed moral concept with a direct impact on human actions and thinking. Hofstede has devoted himself to this

issue and has developed a model based on a long-time study, elucidating peculiarities of and differences between national cultures in comparison. Thereby Hofstede classified national cultures according to five pillars, also called dimensions, which dependent on the nation vary markedly and in his study are set in relation to each other. The subject and the goal of this assignment is to present the main features of Hofstede's Model of the Five Dimensions of National Cultures. Following, the practical applicability of this model is briefly discussed.

Cross-Cultural Analysis Michael Minkov,Geert Hofstede,2013 The first comprehensive and statistically significant analysis of the predictive powers of each cross-cultural model, based on nation-level variables from a range of large-scale database sources such as the World Values Survey, the Pew Research Center, the World Bank, the World Health Organization, the UN Statistics Division, UNDP, the UN Office on Drugs and Crime, TIMSS, OECD PISA. Tables with scores for all culture-level dimensions in all major cross-cultural analyses (involving 20 countries or more) that have been published so far in academic journals or books. The book will be an invaluable resource to masters

and PhD students taking advanced courses in cross-cultural research and analysis in Management, Psychology, Sociology, Anthropology, and related programs. It will also be a must-have reference for academics studying cross-cultural dimensions and differences across the social and behavioral sciences.

Analysis and comparison of German and Japanese culture with special focus on leadership Andreas Schmidt,2018-08-23 Seminar paper from the year 2017 in the subject Business economics -Business Management, Corporate Governance, grade: 2,0, University of applied sciences, Munich, language: English, abstract: The aim of this paper is to analyze the differences in business leadership in Germany and Japan, based on widely known and academically respected cultural frameworks. This is particularly important for globally operating firms in order to have the greatest possible success, to motivate the employees, and avoid business failure due to cultural clashes. The intention of chapter 2 is to provide the reader with an understanding of the terms culture and leadership. Furthermore, this chapter focuses on the description and explanation of the cultural theories of Edward T. Hall, Fons Trompenaars and Charles Hampden-Turner, as well as the Globe Study. Chapter 3 focuses on the description of Geert Hofstede's cultural dimensions theory. In order to distinguish the German and Japanese culture and its leadership styles, two selected dimensions of his theory will be applied. At the end of this chapter, both cultures are differentiated again, and it is determined which style of leadership suits to which culture. Finally, the term work in chapter 4 comes to a conclusion that refers to the gained knowledge of the previous chapters.

Cultures and Organizations Geert H. Hofstede, 1991-01-01

Information Technology Management and Organizational Innovations Mehdi

Khosrowpour,1996-01-01 Emerging information technologies of the past few decades are now providing organizations with new tools to develop innovative organizational concepts and applications. This book is a collection of timely research and practical papers on the subject of IT management and its role in organizational innovation.

Culture's Consequences Geert Hofstede, 1980-11 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

The Oxford Handbook of White-Collar Crime Shanna R. Van Slyke, Michael L. Benson, Francis T. Cullen, 2016-03-01 Although white-collar crime has caused a substantial amount of damage on both the individual and societal levels, it often ranks below street crime as a matter of public concern. Thus, white-collar crime remains an ambiguous and even controversial topic among academics, with a relative dearth of scholarly focus on the issue. The Oxford Handbook of White-Collar Crime offers a comprehensive treatment of the most up-to-date theories and research regarding white-collar crime.

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Conceptual Models and Outcomes of Advancing Knowledge Management Murray E. Jennex,2012-01-01 This book discusses theory and practice in the design of knowledge management systems, facilitation of knowledge sharing, and creation of practices that encourage organizational learning--Provided by publisher. <u>Contemporary Approaches in Equality, Diversity and Inclusion</u> Berk Kucukaltan,2023-11-10 Encouraging individuals to adapt and businesses to reshape their resources, capabilities and everyday practices, this book grounds the contemporary workplace in an EDI mindset that looks beyond temporary pressures and trends to a strong, inclusive future.

Cultures and Organizations Geert Hofstede, 1994 Despite calls for better co-operation between countries and different cultures, there is still confrontation between people, groups and nations. But at the same time they are exposed to common problems which demand co-operation for the solution of these problems. This book helps to understand the differences in the way strategists and their followers think, offering practical solutions for those in business to help solve conflict between different groups.

Analysis of Cultural Differences in Dubai Danina Reiser, 2010-01-01

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