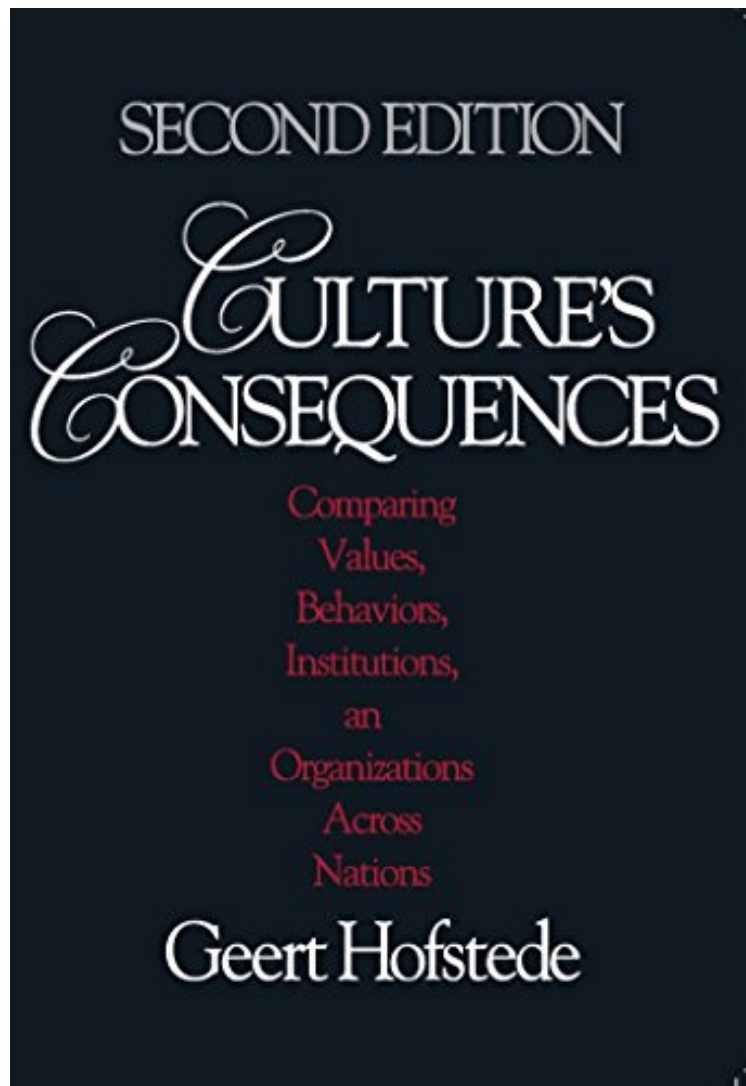


[Ebook pdf] Culture's Consequences: Comparing Values, Behaviors, Institutions and Organizations Across Nations

Culture's Consequences: Comparing Values, Behaviors, Institutions and Organizations Across Nations

Geert Hofstede

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Geert Hofstede : Culture's Consequences: Comparing Values, Behaviors, Institutions and Organizations Across Nations before purchasing it in order to gage whether or not it would be worth my time, and all praised Culture's Consequences: Comparing Values, Behaviors, Institutions and Organizations Across Nations:

22 of 23 people found the following review helpful. An essential reference. . . .By VieuxblueThe publication of the original edition of Hofstede's Culture's Consequences was, within the field of cross-cultural research, comparable to the work of Darwin in evolutionary theory. Now, with a second edition, practitioners and theorists alike have a rich

quarry to mine for many years to come. The second addition notably adds references to a number of corroborating studies that have been collected over the more or less twenty years since the first edition. As an example, Appendix 6 contains references to well over 50 statistically linked research papers from other authors. The result is the collection in a single volume of a growing body of literature in the field, work that continues to define a kind of mental geography of culture. When I first come upon Hofstede's research in the 1980's I was immediately taken with the extraordinary relationship between his mental geographies (charted by developing ratios between his four, now five, dimensions) and the physical proximity of real countries. In other words, the countries in his dimensions tended to cluster in similar ways to how countries cluster geographically. Of course there are counter-intuitive examples (e.g., Germany), but in many of those cases, the data helps break cultural stereotypes widely held about those countries. Hofstede's original research focused on over 115,000 questionnaires provided to the worldwide employees of IBM. The premise behind using one company worldwide is that because the company is held constant, the data that can be examined for differences that can be attributed to country cultures. If IBM employees had been compared to, for example, government workers in different countries, organizational culture would have been implicated. More recent studies (for example Michael Hoppe's dissertation work) tend to revalidate the country positions on the dimensions, showing only slow shifts in the data over time. Over the years that I have used Hofstede's research in my practice, I have found it to be a touchstone by which people of all backgrounds can understand how culture influences business and other fields. I know that many, many other practitioners rely on his research approach as well. The book is a compendium of much of the substantive cross-cultural research of the past half-century; it is an essential reference for students, teachers, researchers, and practitioners alike.

0 of 0 people found the following review helpful. Another excellent book that is simple, deep, and easy to read. I love this book that brings the best of every culture to conform great organizations like the International Business Machines (IBM). I simply love it.

1 of 1 people found the following review helpful. Five Stars

By Ted Davis

A classic that lives up to its reputation and is foundational to understanding organizational culture and values.

Geert Hofstede has completely rewritten, revised and updated *Culture's Consequences* for the twenty-first century, he has broadened the book's cross-disciplinary appeal, expanded the coverage of countries examined from 40 to more than 50, reformulated his arguments and a large amount of new literature has been included. The book is structured around five major dimensions: power distance; uncertainty avoidance; individualism versus collectivism; masculinity versus femininity; and long term versus short-term orientation.

" An important, sophisticated and complex monograph. . . . Both the theoretical analysis and the empirical findings constitute major contributions to cross-cultural value analysis and the cross-cultural study of work motivations and organizational dynamics. This book is also a valuable resource for anyone interested in a historical or anthropological approach to cross-cultural comparisons." nbsp;"An important, sophisticated and complex monograph. . . . Both the theoretical analysis and the empirical findings constitute major contributions to cross-cultural value analysis and the cross-cultural study of work motivations and organizational dynamics. This book is also a valuable resource for anyone interested in a historical or anthropological approach to cross-cultural comparisons." -- PERSONNEL PSYCHOLOGY

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About the Author

Geert Hofstede received a masters degree in Mechanical Engineering from the Technical University at Delft and a doctorate in Social Psychology from the University of Groningen, both in his native Netherlands. His professional career includes experience as a worker, foreman, plant manager, chief psychologist on the international staff of a multinational corporation, academic researcher, director of human resources of another multinational, and university professor. He has been affiliated with IMD (Lausanne, Switzerland), INSEAD (Fontainebleau, France), the European Institute for Advanced Studies in Management (Brussels, Belgium), IIASA (Laxenburg Castle, Austria), and

the University of Hong Kong. He is Professor Emeritus of Organizational Anthropology and International Management of Maastricht University, the Netherlands. He is currently a Senior Fellow of the Institute for Research on Intercultural Cooperation (of which he was a founder) and of the Center for Economic Research, both at Tilburg University, the Netherlands. He has lectured at universities and consulted for institutions and companies around the world. Dr. Hofstede's books have appeared in seventeen languages, and his articles have been published in social science journals around the world. He is among the top 100 most cited authors in the Social Science Citation Index.

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