
THE ORIGINS
OF CULTURAL
DIFFERENCES
AND THEIR
IMPACT ON
MANAGEMENT



Jack Scarborough

The Origins Of Cultural Differences And Their Impact On Management

Jack Scarborough



The Origins Of Cultural Differences And Their Impact On Management:

The Origins of Cultural Differences and Their Impact on Management Jack Scarborough, **The Origins of Cultural Differences and Their Impact on Management** Jack Scarborough, 1998-02-18 In cross cultural settings the author suggests it is not enough to know that behavior differs across cultures but also how differences in values drive behaviors To truly understand the differences among cultures one must understand their origins how they emerged on the world stage the various economic political physical social and religious forces that shaped them This is a unique book in that it traces the antecedents of people s behavior and shows readers why cultures differ and includes suggestions for adjusting to these differences Engrossing and revealing Scarborough s book will be essential for corporate management and others involved in international commerce but also for their counterparts in the public sector who also understand why it is necessary to get along with people from other cultures in the pursuit of mutually beneficial goals Scarborough says There may be no greater more significant void in the knowledge of educated adults than cross cultural understanding My book advances that understanding by explaining the reasons why behavior attitudes beliefs and values differ across specific cultures Its premise is that people who interact with others with different cultural backgrounds whether in international or culturally diverse domestic settings are much better prepared if they understand the reasons why people act talk think and feel as they do Instead of being left with just lessons on behavior to be learned by rote readers will be able to rely on a substantive understanding of the cultures and societies in which they find themselves as well as their own good common sense and in this way work more productively and harmoniously with their counterparts abroad **The Origins of Cultural Differences and Their Impact on Management** ,1998 **2005 ASTD Training and Performance Sourcebook** Mel Silberman, 2006 This title draws on the expertise of top flight trainers and consultants to present a comprehensive toolkit of the best training activities group learning exercises assessment instruments handouts and other essential guides for today s busy training and performance professional The sourcebook offers fully reproducible tools contained on the accompanying CD ROM [Human Resource Management Practices in Selected Ethiopian Private Companies: A Study to Increase Employee Productivity in Ethiopia](#) Dirk J. van Wasbeek, 2004-09-24 This dissertation examines how human resources are managed at selected Ethiopian private companies how Ethiopian human resource management practice is evolving and how it can be improved The examination is qualitative and exploratory since no comparative research on human resource management has yet been conducted at Ethiopian profit or non profit organizations An understanding of Ethiopian human resource management practice makes it possible to improve Ethiopian human resource management practice and thus to increase employee productivity The study took place at four manufacturing and four service companies in Addis Ababa all representative of their sector The research claim is that Ethiopian human resource management practices differ from human resource management practices in the West due to differences in cultural factors economic systems political systems and

legal and industrial relations For this reason Ethiopia s culture politics economy and legal and industrial relations have been analyzed The main finding of this study is that the importance of human resource management is not uniformly understood at all the case study companies Although the multinational companies based in Ethiopia see their human resources as the companies most important asset as human capital the local companies generally do not The fact that respondents claim that Ethiopia has limited experience in industrialization might explain why human resource management in Ethiopia is rudimentary and still has a long way to go With this dissertation the researcher wants to contribute to improving Ethiopian human resource management practice Moreover this dissertation may be used as a framework for similar research in other sectors or for more specific in depth research This dissertation may also serve as a knowledge base for company managers business consultants academics and government officials of countries with a national culture similar to Ethiopia s for example Kenya Tanzania and Zambia countries undergoing or which have undergone a recent transition to a free market economy and countries facing similar macro economic developments

Analysis of Cultural Differences in Dubai Danina Reiser,2010-01-01 Hauptbeschreibung Over the years Dubai has become a cultural melting pot as people go there pursuing career and prosperity To work and live in such an inhomogeneous environment can be very challenging due to different cultural expectations and values Only if these differences are acknowledged for what they are people will coexist harmoniously This thesis aims to find out how people with different nationalities and cultures are able to adapt to a new culturally blended environment to which extent they are willing to compromise or change their way of thinking and which parts of their cultur

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Understanding the Intercultural Differences between Germans and the French in the Working Environment Sarah-Jane Pill,2006-01-11 Inhaltsangabe Abstract In an ideal world the policemen would be English the car mechanics German the cooks would be French the bankers Swiss and the lovers Italian But in the real world we must not forget that there are also policemen that are German car mechanics that are French cooks that are English bankers that are Italian and lovers that are Swiss www.analytictech.com Internationalisation and globalisation have an enormous affect on every day life The number and intensity of contacts in business life school

apprenticeship advanced training or in private life between people from different cultures is ever increasing Due to a growing number of international companies and mergers working together with foreign colleagues has become a usual occurrence for many people It is therefore a central topic of the 21st century to cope with cultural diversity and develop intercultural competence Looking back at history interaction between cultures is nothing new Interstate contacts and intercultural processes have always been the result of political military economic and religious actions In the majority of cases the enlargement and stabilisation of the power structure were the fundamental causes for these processes Due to an expanding transportation system and technological progress globalisation has entered a new dimension Nowadays information can be passed on across the globe easily and inexpensively exchanges between schools universities or businesses have become a stable feature travelling around the world is no longer the privilege of the rich Accordingly there are several areas of life affected by cross cultural interactions a very complex one is the working environment which is the subject of this thesis Understanding the dynamics of international business encounters requires a fundamental shift from comparative studies of cultural differences to the study of intercultural interactions The decisive issue in international management is not the existence of differences but the way behavioural differences are perceived interpreted and managed by members of different national cultures This research will clarify the intercultural aspects of business relations between French and Germans Why is this relationship of such great interest As the European Union grows the idea of a European identity is spread among its member countries Although these countries have a relatively close geographical

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Managing a Global Workforce Charles Vance,Yongsun Paik,2015-03-27 This new edition of *Managing a Global Workforce* provides balanced and contemporary coverage of human resource management in the international marketplace Directed at future general managers and international executives rather than HR specialists it is designed to help students as well as professionals recognize the critical human resource issues underlying the cultural and economic challenges they face

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