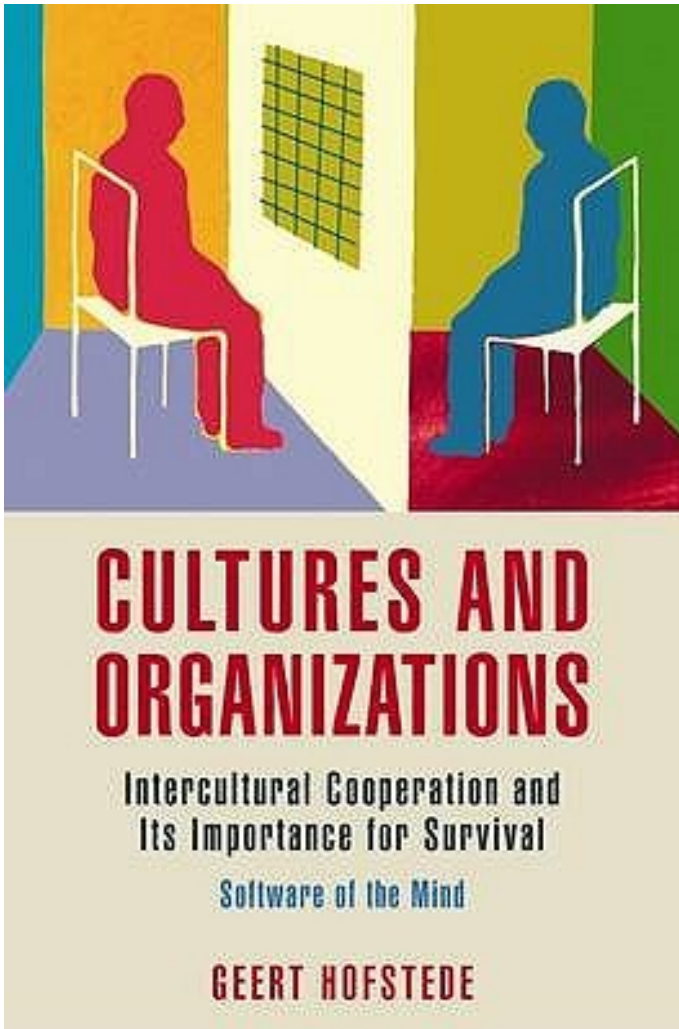

Geert Hofstede

Cultures and Organizations: Software of the Mind



Title: Cultures and Organizations: Software of the Mind

Author: Geert Hofstede

Format: Paperback

Language: English

Pages: 279

Publisher: , 0

ISBN: 1861975430

Format: PDF / Kindle / ePub

Size: 9.3 MB

Download: allowed

Description

Exploring the complex relationships that determine how we perform as members of a group, the authors build upon their previous work and examine concepts such as culture shock, ethnocentrism and stereotyping, as well as the consequent effects it has on the individual and on society as a whole.

Insightful reviews

Adrena Johnson mcdonald: **Trudged Through It**

I am currently working on my doctorate in global leadership, and I was hoping that this text would be a great resource for my program. Though the book contains some very good information and some intriguing insights, much of it is a very long recount of the authors' research, along with reasons why their research is so good and others' so lacking. The last few chapters were interesting but filled with so much opinion and culturally-laden "should" and "should not" statements that I sometimes felt as if they were ignoring their own message that norms and values are culturally based. I do believe that the authors have done some good research, but this book did not help me see it in the best light.

Cristina: The book gives you an insight of the cultural differences of nations and explains why behaviors/values/heroes/symbols have a certain meaning and how they start to evolve from inside the family. It is interesting to have a closer look into the "power distance" or the "avoidance uncertainty" concepts and understand how they reflect on people's mindsets and how they translate into organization's culture.

Still, I do believe the book is too long and that the author could have make it a more compact reading.

As a snapshot, I will let you with what the author says it is part of the book's message, to have a better understanding of his intent/conclusion that I seem to see at correct:

"Cultural programming starts in the environment in which a young child grows up, usually a family of some kind. It continues at school and than at work. Workers' behaviors is an extension of behavior acquired at home and at school. Managers' behavior is an extension of the managers' school and family experiences, as well as a mirror image of the behavior of the managed. Politics and the relationships between citizens are an extension of relationships in the family, school, and at work,and in their turn they affect these other spheres of life."

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Nextbestthing: either sensible and theoretical, this is often the one e-book that i do know of that actually describes and explains cultural alterations on a variety of degrees (family, school, work...) AND on a kind of common scale. whereas such a lot different books at the topic both

stay hopelessly vague, or free themselves in educational abstractions, Hofstede rather will get right down to it. In components the ebook could be a piece dated, yet imho Hofstede's cultural dimensions are nonetheless crucial in realizing cultural diversity. In our globalized world, this e-book can be required reading.

Robert Morrow: Hofstede's version is especially valuable on a macro level, yet you could study the speculation and its software extra successfully by way of vacationing his website.

Widyoseno: "culture.. a software program of one's brain which differentiate one human workforce from others. tradition during this feel comprises values" Must-read in case you majoring in advertising and management. those that additionally drawn to coping with cultural changes in addition to making plans to set up a multi-national corporation or negotiate with different international people.

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