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The Exam: 3-hour exam counting for 20%

Part 1: 10 Multiple-choice questions

Part 2: 2 open-ended questions

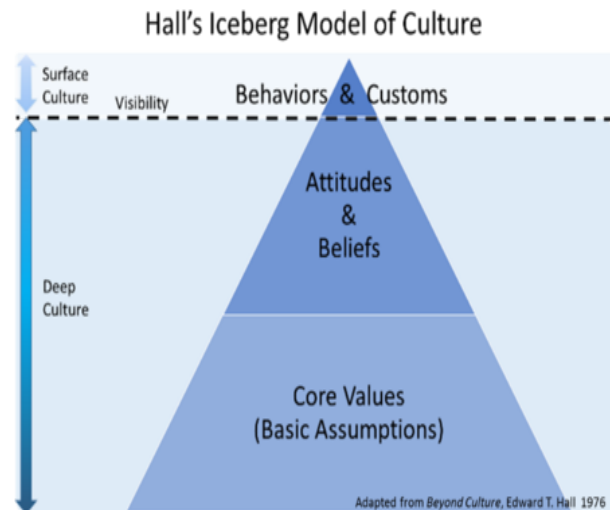
Part 3: Case with 3 questions

1. Intro and culture globally

Hall's Iceberg model of Culture

CAGE Framework

- Cultural distance
- Administrative distance
- Geographical distance
- Economic distance



2. Culture and Management

Hofstede

Power Distance

The degree of inequality that exists - and is accepted - by less powerful members of institutions and organisations. A high PD score indicates that society accepts unequal distribution of power, and that people understand "their place" in society. Low PD (Denmark): more participation in decision-making and frequent disregard of hierarchical level. Malaysia vs. Austria

Individualism vs. Collectivism

The strength of the ties people have to others within the community/degree of interdependence a society maintains among its members. A high IDV score indicates loose connections/ties, concern for themselves and their immediate family. In countries with a high IDV score there is a lack of interpersonal connection, and little sharing of responsibility beyond family and perhaps a few close friends. Collectivism: strong cohesive in-groups which protect them in exchange for unquestioning loyalty. U.S vs. Guatemala

Masculinity vs. Femininity

How much a society sticks with, and values, traditional male and female roles. High MAS scores are found in countries where men are expected to be "tough," to be the provider, and to be assertive. If women work outside the home, they tend to have separate professions from men - i.e. distinct gender roles. The fundamental issue is what motivates people: what to be the best (masculine) or enjoying what you do (feminine). Japan vs. Sweden

Uncertainty avoidance

The degree to which the members of a society feel uncomfortable with uncertainty and ambiguity. The fundamental issue here is how a society deals with the fact that the future can never be known: should we try to control the future or just let it happen? Countries exhibiting strong UAI maintain rigid codes of belief and behaviour and are intolerant of unorthodox behaviour and ideas. Weak UAI societies maintain a more relaxed attitude in which practice counts