Culture

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**Introduction**

The culture of society refers to the values that are of utmost importance for the workers. These values recognized as their way of dressing, their religious beliefs, and their sense of clothing. It is a well-known fact that the global market has become more common. The culture of an organization presents a way in which all workers can interact and address each other. Miscues in this area can be catastrophic as it may lead towards issues and clashes within the organization. Therefore, managers should need to increase their cultural awareness. It will allow managers to understand their business partners along with managing the workflow among the workers. Undoubtedly, four dimensions of culture by Hofstede provide remarkable understanding for international managers regarding the culture of a society.

**Discussion**

Four dimensions of culture by Hofstede includes Power Distance Index, Uncertainty Avoidance Index, Masculinity Versus Femininity, and Individualism Versus Collectivism. Power Distance Index (PDI) signifies the level of inequity among people with and without power. High values of PDI indicates an unequal, hierarchical spread of power in the organization. On the other hand, lower values of PDI indicates that the distribution of power is justified and widely dispersed in the organization (Soares, Farhangmehr & Shoham, 2007). Uncertainty Avoidance Index (UAI) describes the ability of workers to handle anxiety and stress. Masculinity versus Femininity (MVF) demonstrates the distribution of roles among men and women. It is notable to mention that men are expected to act firmly and energetically in an organization as compared to women. Whereas, Individualism versus Collectivism (IDV) refers to the interaction and bonding of workers with each other (Minkov et al., 2017). High score of IDV means that people are more concern about their attitude and are less likely to take responsibility for other’s action.

**Conclusion**

It is concluded that the organizational management structures are influenced by the Power Distance Index (PDI). Flat organizational management structures are beneficial for an organization having high power dimension index, while for lower power dimension index value, it is useful for managers to apply bureaucratic management structures (Hu & Judge, 2017).

**References**

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