

Week 1 Discussion

Student's Name

Institutional Affiliation

## Week 1 Discussion

### Part 1

Power distance refers to the extent to which less powerful members of organizations and institutions accept and expect that power is distributed unequally. Notably, while Japan, China, and India are often categorized under the "Asian" label, they exhibit significant differences in power distance. Japan values group harmony and consensus while China has deep-rooted hierarchical structures. India similarly exhibits strong social hierarchies and respect for authority. Hofstede's study focused on business employees and work environments, targeting specific demographic categories such as white-collar workers and managers in multinational corporations (Hofstede, 1980). Generalizing these findings to other settings, such as educational institutions or family dynamics, requires caution. In "Outliers," Malcolm Gladwell discusses how power distance impacts airline safety, where high power distance cultures might inhibit junior pilots from questioning senior pilots, potentially compromising safety. Hofstede's study, initially conducted in 1980, must be considered in its historical context (Hofstede, 1980). Since then, globalization, technological advancements, and societal changes have influenced cultural norms. The increased global communication and interconnectedness could reduce perceived power distances.

### Part 2

Gender can be considered a valid subculture as it encompasses distinct experiences, norms, and societal roles. Gender significantly influences how individuals interact with the world and perceive their identities. Many individuals might identify with their gender before their ethnic group due to the pervasive impact of gender norms and roles in daily life. Personal experiences and societal expectations often shape this identification. Investigating this issue can

illuminate barriers to gender equality in leadership positions. The women's movement in Liberia, emerged as a response to the civil war's atrocities, including widespread killings, trauma, and abuse. Liberian women prioritized collective action over familial and cultural norms due to shared trauma and the urgent need for peace. Their unity was driven by the desire to protect their families and communities (Gladwell, 2008). The women organized peaceful protests, sit-ins, and advocacy campaigns, compelling the warring factions to attend peace talks by blocking exits and demanding negotiations.

### **Peer Responses**

Please respond to at least two other students. Responses should include questions to the original post.

#### **Response 01**

Max, Great analysis on Hofstede's cultural dimensions and power distance! Your comparison of Japan, China, and India highlighted key differences despite their regional grouping, which was insightful. I agree that generalizing Hofstede's findings to non-business settings requires caution, and your example of the airline industry from "Outliers" was very relevant. The analysis of the Liberian women's movement showcased the power of collective action beautifully.

#### **Response 02**

Responding to peers is vital to the INTL 650 Week One Discussion posts. We need to provide at least two peer responses. I have provided one example post. You can write your peer responses keeping the above points in mind.

References

Gladwell, M. (2008). *Outliers: The story of success*. New York, NY: Little, Brown and Company.

Hofstede, G. H. (1980). *Culture's consequences: International differences in work-related values*.

Newbury Park, CA: Sage.