



Cultural Differences Paper

Many people throughout the world identify themselves by their cultural background. It is common knowledge that there are many different cultures throughout the world. Each culture has its similarities and differences. Every individual has multiple identities Race, ethnic, gender, national, regional, organizational, personal, cyber/fantasy—that act in concert. The importance of any single identity is a result of the situation. As the context varies, you may choose to emphasize one or more of your identities.

A conceptual inquiry into race or gender would seek an articulation of our concepts of race or gender (Foley 1988). For outside a rather narrow segment of the academic world, the term 'gender' has come to function as the polite way to talk about the sexes. And one thing people feel pretty confident about is their knowledge of the difference between males and females. The situation is similar, if not worse, with respect to race. The self-evidence of racial distinctions in everyday American life is at striking odds with the uncertainty about the category of race.

Is it useful to begin by reflecting on the questions: "What is gender? ", "What is race? " and related questions such as: "What is it to be a man or a woman? "What is it to be White? African American, or Latino? In this paper, we analyze the multicultural concepts of racial identity and gender identity and point out their significance in understanding cultural differences. Gender identity Gender is a set of characteristics distinguishing between male and female, particularly in the cases of men and women.

Depending on the context, the discriminating characteristics vary from sex to social role to gender identity. Gender being male or female is a basic element that helps make up and individual's personality and sense a self. Gender identity disorder is a condition in which a male or female feels a strong identification with the opposite sex (Bussey K, Braunda 1999). A person with this disorder often experiences great discomfort regarding his or her actual anatomic gender.

People with gender identity disorder may act and present themselves as members of the opposite sex and may express a desire to alter their bodies. The disorder affects an individual's self-image, and can impact the person's mannerisms, behavior, and dress. Individuals who are committed to altering their physical appearance through cosmetics, hormones and, in some cases, surgery are known as transsexuals A person with a gender identity is a person who strongly identifies with the other sex.

The individual may identify with the opposite sex to the point of believing that he/she is, in fact, a member of the other sex who is trapped in the wrong body. This causes that person to experience serious discomfort with his/her own biological sex orientation. The gender identity disorder causes problems for this person in school, work or social settings. This disorder is di

Cultural Differences Term Paper

Tobias Bleicker



Cultural Differences Term Paper:

Understanding Cultural Differences in the Context of HRM. Intercultural Aspects and Diversity, 2024-02-14

Seminar paper from the year 2021 in the subject Leadership and Human Resources Leadership grade 1 0 University of Applied Sciences K In RFH Ingenieurwesen course Human Resources Management language English abstract HR must be properly trained to observe analyze and overcome cultural differences In this paper an overview of culture and how it can be understood in the context of Human Resources management HRM is given Starting off a definition of the term culture followed by briefly explained theoretical framework regarding culture theory by Geert Hofstede and Edgar Schein are presented Those frameworks will help to understand the necessity of diversity management in form of training in HRM where multiple examples are depicted Two merger case studies a failure and a success of the automobile industry will then be analyzed to emphasize the importance of acknowledging cultural differences in the business world To conclude this term paper a summary of key facts regarding the significance of culture in the context of HRM is presented When hiring new employees Human Resources HR has the duty to help employees to adapt to their new job and new environment Depending on the employee adapting can become harder if the employee is confronted with cultural differences The difference could be solely of organizational but if the employee is e g from another country and or continent they could experience a culture shock which would result in a decreased employee productivity engagement and success if not handled properly by HR

The impact of cultural differences on the post-merger performance in international acquisitions Ricardo

Escoda, 2017-09-05 Seminar paper from the year 2017 in the subject Business economics Miscellaneous grade 1 7 University of Augsburg language English abstract As the number of international mergers and acquisitions M As increased formidable during the last decades it is a highly discussed phenomenon which is becoming more and more important Erel et al 2012 Nearly 30 years ago in 1987 there have been merely 5 000 M As worldwide whereas in 2016 already 50 000 M As were concluded and latest stats even predict increasing numbers of M As M A experience might both harm and help post merger performance in international acquisitions As stated by Schoenberg 2000 national cultural differences mainly present a strong challenge for cross border acquisitions Since the initial financial expectations are met simply by one half of all M As cultural differences might be at fault for this high failure rate Zollo and Meier 2008 Given that cross border M As consolidate two or more different cultures it has to be taken into consideration that incidents such as differing legislations currencies languages and cultural norms do play an essential role As a result of those distinctions costs to the integration process might occur and the capability of firms to achieve synergies might be subverted Thereby the expected economic advantages of the merger or acquisition will be affected too Key factors like the integration of the participating companies in each other and enormous adaptation operations are irrecoverable to accomplish synergies and advantages of M As The hypothesis whether national cultural differences between acquirers and targets are likely to undermine post merger performance has been researched

myriad An appropriate classification reclines in whether cultural differences matter when they matter under what conditions and in which way they do The elaboration of this paper is based on the theory of Hofstede 1980 who was one of the first to explicitly address the impact of culture on the integration process of M As by explaining cultural differences might generate misunderstandings and conflicts between the two merging organisations Hence the aim of our analysis is to dissect the impact of cultural differences on the post merger performance in international acquisitions by focussing on two out of four dimensions of Hofstede 1980 by means of the works of Ahern et al 2009 and Huang et al 2017

Cultural differences between Germany and France Martina Bencetic, 2022-02-02 Document from the year 2021 in the subject Cultural Studies Miscellaneous grade 1 0 course French Institutions language English abstract In this term paper I will deal with the cultural differences between Germany and France As an Erasmus student from Germany this topic is of particular interest to me and has already accompanied me intensively before my stay in Paris as a preparation for the semester abroad In the last section I will share my own opinion and thoughts on this topic To structure my text in a meaningful way I will refer to some cultural dimensions outlined by Edward T Hall Geert Hofstede as well as Fons Trompenaars and Charles Hampden Turner and apply them to France and Germany

Cultural Diversity and the Schools: Human rights, education, and global responsibilities James Lynch, Celia Modgil, Sohan Modgil, 1992 First Published in 1992 Routledge is an imprint of Taylor Francis an informa company

Comparison of Work-Life-Balance in Danish and Japanese Culture. Influencing factors, differences and possible similarities of a fundamental cultural understanding Nicola Gamerad, 2018-01-26 Seminar paper from the year 2017 in the subject Cultural Studies Basics and Definitions grade 1 7 University of Applied Sciences Essen course Intercultural Competencies language English abstract Due to technologisation and globalisation the demographic development and an ever faster growing global competition there have been a lot changes of values within working cultures worldwide Especially modern working world demands on employees are placed in a different light Long working hours additional overtime and the need of permanent availability are taking an ever increasing amount of many employee s time The own time management is becoming a balancing act between professional and private life and for employees it is a major challenge to find the right balance Based on this the countries Denmark and Japan are analysed and compared afterwards due to some selected factors of the cultural model of Geert Hofstede in this term paper having special focus on the country specific Work Life Balance and its influencing factors to point out differences and possible similarities of a fundamental cultural understanding Therefore chapter two provides a definition of the term Work Life Balance short WLB and a theoretical introduction of two dimensions of the cultural theory of Geert Hofstede Following the countries Denmark and Japan are analysed individually at first and compared with each other afterwards in chapter four Finally the concept of WLB is applied to the cultural comparison to provide possible recommendations for improvements regarding the differences in cultural understandings Finally the term paper is rounded off with a conclusion and outlook

Resources in Education

,1998 **Cultural Differences in Job Motivation** Corinna Colette Vellnagel,2012-01-09 Master s Thesis from the year 2011 in the subject Leadership and Human Resources Miscellaneous grade Distinction The University of Surrey Faculty of Arts and Human Sciences course Intercultural Communication with International Business language English abstract What makes people get up in the morning is it the simple habit the routine or the sense of purpose Why do people make promises to do and decide certain things Some people get more done than others Riley 1996 p 44 while some drift along others are goal setters and some just cannot get started whereas others are unstoppable Why is it so Why do employees ask themselves if it is worth the reward to make an effort to achieve a goal Van der Wagen Davies 1998 p 24 The answer can be found in the realm of motivation Motivation something that according to various book titles¹ needs to be understood belongs to leadership studies and organisational behaviour Consequently looking at what motivates people and to lead them is essential for every manager ibid because different things might motivate different staff members One would not expect people to be as complex as they are but culture although not the only variable of importance contributes significantly to explain key differences in social behaviour Treven Mulej Lynn 2008 p 33 Factors motivating followers in organisations often differ from culture to culture and do not only diverge from different organisational cultures ibid p 34 There is no proof that motives like need for achievement intrinsic needs for competence and self efficacy can be generalised across cultures as the specific factors which drive such motives vary across cultures Gelfand Erez Aycan 2007 p 482 This leads to the area of cross cultural organisational behaviour which as well as culture specific work motivation only have a relatively short research history but they actually date back to the times of Dionysios I from Syrakus² and Agathon³ Superscripts by Herodotus a Greek historian show that differences in work behaviour already existed throughout the time of the Persian Empire circa 400 BC Herodotus De Selincourt Marincola 2003 Trade between the different villages and towns and therefore between the different cultures was widely widespread along the Silk Road 4 Gelfand Erez Aycan 2007 p 481 However researchers have started focusing on cultural differences in career development Aycan Fikret Pasa 2003 p 129 only three decades ago This new focus has arisen due to globalisation and the increase of multiculturalism in societies and their organisations Yang et al 2002 Silk Road 4 Gelfand Erez Aycan 2007 p 481 **Understanding Cultural Diversity** Mary Lebreck Kelley, Virginia Macken Fitzsimons,2000 The authors seek to uncover the cultural and philosophical underpinnings of the teaching learning experience and the dynamics of curricular responses to changes within our society They recognize the central role of faculty in delivering instruction in ways that are most understandable to culturally gender and age mixed groups of students Faculty members must strive to understand and implement teaching styles and techniques that will best provide their students with a rich and challenging education **Cultural diversity versus US cultural imperialism: The film industry** Stephanie Rohac,2007-01-31 Essay from the year 2006 in the subject Economics International Economic Relations grade 1 3 University of Leipzig language English abstract Films can be seen as cultural products To understand international trade of these

cultural products it is necessary to reveal how industries and markets operate and evolve furthermore analyzing the influence of industry structure government policies and global economic conditions International trade allows expanding markets to become certainly larger than the domestic one as a result the consumer has the possibility to choose within a greater variety of goods and to take advantage from lower prices Films are part of each culture But still films are products first of all produced and sold in intention to make profits What are films Why do we speak from US Cultural imperialism What can be regarded as cultural diversity Which debates and agreements should be focused on when analyzing international trade of films And finally why do the U S dominate that industry Which economic factors play a major role in this case How sustainable is the U S That sounds interesting These and more questions will be answered within that economic essay

Multidisciplinary Research in Arts, Science & Commerce (Volume-22) Chief Editor- Biplab Auddya, Editor- Dr. K. Kavitha, Dr. N. Siddharthan, Dr. Neha Nain, Dr. Babu Lal Choudhary, Sushmita Pandey, Manasvi Shukla, 2025-03-18 Long-Term Requirements for Leadership in the Context of Increased Diversity. Is There a New Importance to Face Cultural Diversity?

Lea Pauly, 2016-07-14 Essay from the year 2016 in the subject Business economics Business Management Corporate Governance grade 1 3 Rhine Waal University of Applied Sciences Kommunikation und Umwelt language English abstract The present work gives an overview of the state of research regarding cultural diversity leadership and brings together current findings The study gathers the research status on theoretical leadership approaches and their adjustments for the area of cultural diversity In addition requirements on the level of leaders are presented In the second part of this article the focus is on the critical evaluation of requirements for leadership and the discussion of long term successful diversity leadership approaches concerning the necessity of adjustments and the implementation process Finally recommendations for future research and development are supplied and a comprehensive conclusion is made

Cultural Diversity Management in Tourism Jasmin Nowak, 2011-10-11 Seminar paper from the year 2008 in the subject Leadership and Human Resources Miscellaneous grade 1 8 University of Applied Sciences Bremen Fakult t1 Wirtschaftswissenschaften course Human Resources language English abstract As business has become exclusively internationalized and globalized over the past years the issue of workforce diversity has also gained more popularity The complex and dynamic business environment requires interaction among people from diverse backgrounds and cultures Competitive corporations cannot allow themselves losing talented and skillful employees due to discriminatory preferences or practices The customer base has become more diverse as well and as service industries tourism and hospitality are exposed even to a greater extent to the challenges of the heterogeneous labor market of the 21st century In tourism industry the contact with the customers is vital so corporations need to recruit employees who are able to understand and relate to the customers needs The main purpose of managing diversity in business is to bring out the best of employees in a non discriminatory fair and just environment for the benefit of the individuals as well as the prosperity of the whole company The futurist Jamais Cascio gives the main reasons why

workforce diversity has become so important These are the shift from manufacturing to a service economy the globalization as well as the innovative business strategies and the increasing demand on teamwork In addition there are the mergers and alliances acting on a high international level and of course the changing labor market conditions

Cultural Diversity and International Economic Integration Paolo Guerrieri, Lelio Iapadre, Georg Koopmann, 2005-01-01 This book explores the relationship between cultural diversity and international economic integration and its implications for global governance of the audio visual sector The national audio visual policies of a number of countries including Canada Egypt France Germany Italy India and the UK are compared in order to assess their potential impacts and restrictive effects on international trade and investment The variety of approaches used by the contributors reflects the wide differences among national audio visual systems and offers a rich perspective on how they can be analyzed The lessons drawn from these national case studies are placed in context by up to date original analysis of the constraints arising from the WTO system Scholars and professionals in the audio visual sector and in international trade negotiations would be interested in the issues discussed in the book given their importance in shaping the institutional environment of cultural and economic activities in the audio visual sector

Cultural Diversity is a source of international competitive advantage. Stefanie Hoffmann, 2006-05-15 Essay from the year 2005 in the subject Leadership and Human Resources Miscellaneous grade 63% B Cardiff University language English abstract Companies all over the world have always tried to create and capitalise on competitive advantages ensuring profitability and long term survival Due to the increasing competition in most markets mainly caused by globalization liberalisation and better information of the customers the need to gain advantages in competition is now more essential than ever This essay labelled Cultural diversity is a source of international competitive advantage Critically evaluate shall point out the complexity of this topic What business strategy is all about what distinguishes it from all other kinds of business planning is in a word competitive advantage Without competitors there would be no need for strategy for the sole purpose of strategic planning is to enable the company to gain as effectively as possible a sustainable edge over its competitors Keniche Ohnae <http://www.quotationpage.com/quote/8183.html> accessed on 30 11 2005 Michael Porter professor at the Harvard Business School stated that competitive advantages depend on different factors like the availability of resources the size and sophistication of the market or the type of strategic networks Schneider and Barsoux 1997 He also said that choosing the right strategies make the company unique build brand reputation or set the right goal Porter 2005 In general competitive advantage is often associated with specific business operations like mentioned above Little people think that also cultural diversity provides a source of competitive advantage

Sessional Papers Great Britain. Parliament. House of Commons, 1905 *Reprints of Papers by National Research Fellows in the Biological Sciences ...* National Research Council (U.S.). Fellowship in Biological Sciences, 1930 Research Paper, 1971

Managing Cultural Diversity in Hotel Companies Christian Nicolas Meyer, 2021-09-21 Academic Paper from the year 2018 in the subject Cultural Studies

Miscellaneous grade 16 5 Grenoble Ecole de Management course Intercultural Management language English abstract The service sector or more specifically the hotel industry is perhaps one of the very first industries that have been exposed to a high level of cultural diversity This paper looks at how hotel companies can deal with cultural diversity while presenting current challenges and best practices *Linguistic-cultural Differences and American Education* Alfred C. Aarons, Barbara Yaffey Gordon, William Alexander Stewart, 1969 What was conceived as a special issue of seven articles on the disadvantaged has turned into a final collection of 43 readings and one book review on linguistic and cultural diversity in American society and its implications for education in America This collection aims to fill the need for a sourcebook of current theory and practice in this area It is primarily for teachers and administrators from schools with student composition of more than one language or ethnic background This collection should also provide a useful frame of reference for social scientists engaged in research on disadvantaged children as well as the pedagogically oriented psychologist sociologist anthropologist or linguist

Cultural Differences in Academic Rhetoric Anna Mauranen, 1993 Academic writing is rhetorical and culturally conditioned What in one culture appears as effective and proper can in a new cultural context look like chaotic writing and sloppy thinking To discover the ways in which such impressions are made we need careful textual analysis of academic writing in different cultural contexts This book takes a textlinguistic approach and contrasts academic journal articles in a large and dominant culture Anglo American a small and peripheral one Finnish and the intercultural products of the small culture members writing in the dominant language Finns in English The results indicate that academics do have culture specific writing styles and that textlinguistic tools are crucial if we want to expand our understanding of written communication

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