Dimensionalizing Cultures: The Hofstede Model in Context

Geert Hofstede, Universities of Maastricht and Tilburg, The Netherlands

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Abstract
This article describes briefly the Hofstede model of six dimensions of national cultures: Power Distance, Uncertainty Avoidance, Individualism/Collectivism, Masculinity/Femininity, Long/Short Term Orientation, and Indulgence/Restraint. It shows the conceptual and research efforts that preceded it and led up to it, and once it had become a paradigm for comparing cultures, research efforts that followed and built on it. The article stresses that dimensions depend on the level of aggregation; it describes the six entirely different dimensions found in the Hofstede et al. (2010) research into organizational cultures. It warns against confusion with value differences at the individual level. It concludes with a look ahead in what the study of dimensions of national cultures and the position of countries on them may still bring.

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What is the primary variable you use in your Held study illustrating how variance was used.

Describe how the model has been applied to Chores, or organizations involved individuals.

Hofstede: Dimensionalizing Cultures: The Hofstede Model in Context. Validating the dimensions is of course not only and not even mainly a quantitative issue. Equally important is the qualitative interpretation of what differences on the dimensions mean for each of the societies studied, which calls for an emic approach to each society, supporting the etic of the dimensional data.