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1. Baby Boomers 36
   1. Are the generation that is currently undergoing the most flux in the workplace. While this generation typically has the most seniority in organization, its members are beginning to retire at an increasing rate. Born following World War II, the members of this generation were raised to be independent and to believe they have the power to effect meaningful changes. They witness and participate in an era of social reform and upheaval that included the Civil Rights movement and the Vietnam War, leading many Boomers to question the claims of authority figures an ironic position now that they have become the authorities. In the workplace, Baby Boomers receive gratification from winning and achieving. They appreciate challenges and enjoy pressure to perform.
   2. People born between 1946-1966
2. co-culture 34
   1. Groups that have a clear identity within the majority culture
   2. A more specific identity within a bigger group.
3. collectivist culture 48
   1. Have tight social frameworks in which members of a group (such as an organization) feel primary loyalty toward one another and the group to which they belong, China, like most East Asian cultures, is highly collective.
   2. People are more loyal to each other
4. culture 32
   1. As a learned set of shared interpretations about beliefs, values, and norms that affect the behaviors of a relatively large group of people
   2. A shared group of beliefs
5. ethnocentrism 51
   1. Is the inclination to see all events from the perspective of your own culture and to your own culture as superior.
   2. Viewing as your culture is better than others.
6. feminine culture 48
   1. Favours a more stereotypically feminine characteristics such as helping others and prioritizing relationships.
   2. A culture with more stereotypically feminine characteristics
7. Generation X 36
   1. Hold many of the management positions in today’s organizations. In the workplace, Gen Xers are adept with technology, skeptical, and independent, and they possess a strong desire for work-life balance. They also place a high priority on fun, informality, and creativity on the job. They respect performance over tenure and are loyal to people, not organizations. The Pew Research Center found that Gen Xers believe their technology use, work ethic, conservative/traditional values, intelligence, and respectfulness distinguish them from other generations.
   2. People born between 1965-1980
8. Generation Z 36
   1. Have also been labeled Post-Millennials, iGeneration, Founders, and Plurals. There is much debate surrounding the birth years that define this generation. For this chapter, we have chosen to utilize the range identified by consulting firm Frank N. Magid Associates. The oldest members of this generation currently occupy entry-level positions in the workforce. Generation Z is the first generation to have access to the internet from a young age. As a group, they are viewed as being comfortable with technology and social media, demonstrating independence, and having an entrepreneurial desire.
   2. People born between 1997-2000
9. high-context culture 45
   1. Relies heavily on subtle, often nonverbal cues to convey meaning, save face, and maintain social harmony.
   2. Able to communicate through body language and physical signals
10. individualistic culture 48
    1. Are inclined to put their own interests and those of their immediate family ahead of social concerns.
    2. Putting individual interests over other people's
11. long-term orientation 49
    1. Defers gratification in pursuit of long range goals
    2. Motivated by long term goals
12. low-context culture 45
    1. Uses language primary to express thoughts, feelings, and ideas as clearly and logically as possible.
    2. Messages conveyed through verbal communication.
13. masculine culture 48
    1. Has a focus on material success, competition, power, and assertiveness.
    2. A culture with more stereotypical masculine characteristics
14. Millennials 36
    1. Also, been labeled Generation T, Net Generation, and Digital Natives. As of 2015, Millennials had become the largest generation by number in the U.S. workforce. Older Millennials fill many of the mid0career positions in today’s organizations and are beginning to shift into man agreement roles, while the youngest Millennials compose much of the current college student populations. As a group, Millennials are technologically adept, ambitious, confident, hopeful, determined, and entrepreneurial. In the United States, Millennials are the most ethnically diverse generation in history. They have an international worldview: more than half have passports and one-fourth expect to work outside the United States.
    2. People born between 1980-2000
15. monochronic time orientation 44
    1. Seeing time as a tangible substance.
    2. A systematic and strict view of time.
16. organizational culture 33
    1. Is a relatively unique stable, shared set of rules that describe how to behave and set of values that indicate what is important.
    2. Shared way to behave within an organization.
17. polychronic time orientation 44
    1. Seeing time as more fluid
    2. Seeing time as more fluid
18. power distance 48
    1. Refers to attitudes towards differences in authority
    2. Accepting the fact power is distributed unequally
19. short-term orientation 49
    1. Look for quick payoffs.
    2. Looking for instant gratification
20. uncertainty avoidance 48
    1. Is a measure of how accepting a culture is of a lack of predictability.
    2. Being comfortable with uncertainty