Student Name:	Sujal Ratna Tuladhar		ID:	22013 230 (036 2483)
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Submission Instructions:	Export to PDF and submit in myTIMeS.			

Assessment Task 4: Reflective Writing (10%)

Introduction

Intercultural Management module that teaches us students about social-awareness. The subject build, develop and strengthen our relationship with others with diverse cultural backgrounds. With the aim of preparing the students for complex challenges of cultural, changes in 21st century, opportunities for new generation of youth to be involved in progressive ideologies.

Studying the composition of international and global businesses now-a-days. Influences of cultural norms and values on communication and management styles, building trust while managing multicultural teams, negotiation strategies and resolution of in/external conflicts. improvement in our soft inter/intra personal skill by practicing activities and reflecting it on our case study group assignments, role-play project, etc.

Culture is critical to our growth. They play important role for our existence, in historical and have assets in many attractions, helping in development.

Participation and Learning Experience

While studying with my preconceived dogma and convictions, I was able to add to my understanding of different cultural theories like values, norms. Recognize cross-culture phenomena among various scenarios in multicultural settings. Practicing great ideas and etiquette, communicate through misunderstandings.

I was able to keep my beliefs forward while also recognize and grasp different opinions and acknowledge them. We would engage in lawful debate within the class, coming up with possible forward-thinking suggestions for improvement challenging the dishonest past practices, offensive present trends, shocking future innovations.

I found out about the areas where my cultures are lacking and learned a lot about cultures beside mine. That our collective heritage in multicultural country like Nepal is an important for our pride and harmony.

Hofstede's Model Overview

Professor Greet Hofstede (1991-2001), contemporary pioneer in using statistical methods by defining cultures, reviewing to establish classified categorized to discern cultural dimensional traits of social groups in multiple countries. With Michael Harris Bond, Canadian Psychologist (1988)

(1) Small- and Large- Power Distance; different solution to basic problems of inequality,
(2) Weak- and Strong- Uncertainty Avoidance; level of stress in society to face unknown,
(3) Collective- and Individualistic; integration to groups,
(4) Feminine and Masculine; division of emotional roles,
(5) Short- and Long-Term Orientated; choice of focus for effort,
(6) Restraint and Indulgent; degree of fulfilled desires

Comparison of Cultures

Power Distance; *Index is concerned with the fact that us individuals in our respected societies, institutions and organizations with less power are unequal and are to accept the power distribution.*

In Newari/Nepali culture, I found that there is fairly large power distance (65/100). We were taught to be obedient and respect elders. Hierarchy was present between different classes where inequality is present. Younger are to give in to the requests and expected to do. Many reports of corruption and sandals were hidden of autocratic leadership and due to high percentage of religious population, those who preach are also treated highly. We can see the difference in life style of those in poor settlement where there is high rate of unemployment. For example, proverbs have been changing with history, and have gone through a lot of revolution, from feudal, autocratic to constitutional monarchy, multiparty democracy, feudal republic etc. slowly but surely the citizens and younger generations have put emphasis on equality, freedom, rights and justice smaller power distances.

Comparing with other cultures, similar or with slightly or extreme higher score like Japan (54), Belgium (65), Ecuador (78), Saudi Arabia (80), Malaysia (104). They are conscious of their hierarchy position on social class settings like business. Japan has been teaching meritocracy, Malaysia no justification is required from ideal benevolent boss, Saudi Arabia challenges and question is more well received, Ecuador has elite groups with frequent "coups d'état".

Those on the lower scale like Austria (11), Sweden (31), United States (40), Argentina (49). They all like independency, equal rights, decentralized, dislikes control. Austria like superior accessibility with mangers relying on employee's expertise, Swedish people hate formality and are on first name basis, American like liberty and freedom, Argentinians are on lower scale due to massive immigration of European in around 1900s.

Uncertainty Avoidance; *Truth addresses with the method of dealing with unforeseeable in different cultures; most importantly dealing with ambiguity of anxiety in unexpected. Be open or avoid such situations.*

Newari/Nepali culture lies on lower mid (40/100) meaning. The society prefer rules and regulations, laws and norms. We have been moving toward relaxed, flexible with ambiguous situation and not over work or abandoned them. We try to do our best and have less tolerance of diverse opinions. We are ready to face problem and take risk. We are more likely to be open to ideas. We stick to a job even if its not to our liking. Highly religious beliefs. With proverb like those who are ready to eat (do anything), there moustache will not restrict or be on the way.

Similarly, to those with lower scores from Singapore (8), Denmark (23), Ireland (35), South Africa (49). Singapore willingness to abide by the rules for a fine country, Danes open to ambiguous innovations and is encouraged from young age, Irish embrace new way of practical approach to a problem with technicality, South Africans flexible scheduling,

Those on the higher side, Egypt (55), Thailand (64), Chile (86), Greece (112). These countries exhibiting higher scores, due to rigid belief and behaviour, with intolerance to unorthodox ideas. Greece due to there rich history in mythology, Chile due to its authoritarian past, Thailand due to strict implantation of polices to control and eliminate, Egypt with the need to work and urge to be busy.

Institutional Collectivism; _Identity deals with a human's introspection and degree of dependence on society. Looking after themselves and direct families only or the community in exchange of allegiance._

Us Newari/Nepali are predominantly a collectivist society (30/100). Its is shown in long commitment to a group and relationship to be part of something. Harmony is maintained and if anything done by an individual brings shame to the family. They view relationship important than duties. We find satisfaction in group achievements like activities. They feel individual success also bring unique benefits to the whole group. Due to large affiliation with extended families.

Those considered as collectivist like Bangladesh (5), Peru (20), Jamaica (39), Poland (47). Here loyalty overrides society. All foster responsibilities and relationship. Morely heritability and promotion is taken on basis of in-groups. There is distinction of work forces from white and blue coloured which is more preferred as being part of large company is attractive. They don't have autonomy in positions, and prefer security and conformity.

Examples of truly to presence of individualist nation like Netherlands (100), Germany (79), Spain (67), Malta (59). They prefer to focus on small families with direct descendent rather than joint sibling, loyalty to personal preferences. Dutch are loosely-knit socially causing guilt and works together based on merits, Germans are idealistic with communication bring honest even it is harsh to learn from mistakes. Spaniards are easy to relate are they view teamwork as natural; Malta takes cares of themselves and immediate families.

Gender Egalitarianism; _Orientation investigates if societies are driven by competition, achievements being a bread winner whole life or caring of other and quality of life, and wellbeing of everyone to success._

Nepali/Newari are considered as feminine by Hofstede (40/100). We have become aware of equality and want resolution to conflict by negotiation. Here all genders are treated equally with low discrimination. Being mostly follower of Hinduism and many religions that worship female goddess which show behaviours like nurturing, gentle, tenderness.

Together on the same side with Norway (8), Slovenia (19), Suriname (37), Turkey (45). The countries are softer, the culture is highly encouraged. They are alert of environment and have solidarity of life with society. Norwegian focus on well-being, Slovenians favours incentives like time-flexibility, Suriname doesn't care about the status and Turkish value levelling with other and disagreement are eluded in private and services. All valuing unanimity for success.

On opposite direction of Slovakia (100), Hungary (88), Switzerland (70), Trinidad and Tobago (58). They believe in motivation of success. Being highly decisive. They can flaunt status with expensive cars, fancy houses, designer clothes by working hard, working longer and living life. Slovakia focuses on goals, Hungary managers are assertive, Switzerland emphasize on equity, performance impact, Trinidad fight the conflict out.

Future Orientation; *Virtue has to do with maintaining links with the past while facing future challenges; like have scepticism with the changes and maintain traditions or being proactive for future*

There is a strong feeling that Newari/Nepali are on the shorter side. There seems to be need of immediate gratification after a work is completed, and a guideline set by the predecessors about the virtue and sins, children are taught to be tolerant and be respectful, with most problem-solving skills being unstructured.

With us countries like Ghana (1), Ethiopia (14), United Arab Emirates (22), Tanzania (34). With incredibly lower scores indicates normative thinking. They are rigid with painting the truth with no node to future. Ghana with small propensity, Ethiopians wants quick success, Emirati with great respect to tradition

On the pragmatic and progressive societies of South Korea (100), China (77), Finland (63), Australia (56). Koreans live their lives with good virtues and practices. They have high capital corporates which are taking over the world markets. They are durable with wealth for many generations after. Chinese show ability to adapt tradition with changing times and achieve results. Finnish believe truth are situation dependent. Australians are strong to save and invest thriftiness.

Performance Orientation; *Indulgence covers the extent where peoples control their desires and impulses based on their upbringing.*

From Extreme to somewhat middle of the road Pakistan (0), Russia (20), Italy (30), France (48). French is less relaxed and doesn't particularly enjoy life due to the instability in the country with regular protest toward government, Italians are also pessimistic and cynical. Russians doesn't put emphasis on leisure and control gratifications. Pakistani are heavily restrained society due to the social norms and feel that indulgence is wrong, with weak economic, natural, political crises.

These highly indulgent society like Venezuela (100), El Salvador (89), United Kingdom (69), Brazil (59). Are in the mind to let out their itch and crave to let loose and prefer to have fun. They possess a positive attitude and have aptness toward optimism. They act as please and spend money as please. Like national hero of Venezuelan, Simon Bolivar and rise of Hugo Chavez. Structural constraints on earning wages.

Nepali/Newari seems to be somewhere around the middle due to newer-older generation as they feel happier but less healthy, some believe in omnipresent omnipotent omniscient being or have control in life, have working and leisure time, more or less disciplined, accepting or maintaining order. Desire to feel righteous.

Reflection

I believe that we all individuals in a community. We should be open to diversity and include people from everywhere. Diverse culture cultivates different ideas. We can us this to increase our productivity. We all are humans and only thing holding us back is our mind. We can let go differences and being a whole. We do as stuff as we please as long as it doesn't harm others. And focus on being fully assimilated striving for wellbeing. We can respect other and build a utopia letting go private properties. There should be a justice system for those who are suppressed by the military powerhouses. We may benefit as a whole with coexistence of different ethnic races. Retaining our values also sharing ways of life. Creating text book without bias and teaching the truth. We need to provoke curiosity, developing social qualities as cooperation, tolerance of different point of views. Not to delude ourselves with self-inflected measures on us by societies.

Conclusion

Therefore, Hofstede model for cultural dimensions is fairly reliable to determine choice alternative for individual personalities, social organizations cultural groups.