
Exploring the Effects of Job Satisfaction Factors of Logistics Workers : Focusing on Cultural Factors

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Introduction

Exploring the Effects of Job Satisfaction
Factors of Logistics Workers
: Focusing on Cultural Factors

1. Study Objective

- Exploring factors that influence logistics workers' job satisfaction, focusing on **Hofstede's cultural dimensions theory**
- Examines the intersection of cultural factors and job satisfaction: aims to provide deeper insights into how **different cultural contexts** shape workers' perceptions of their jobs.

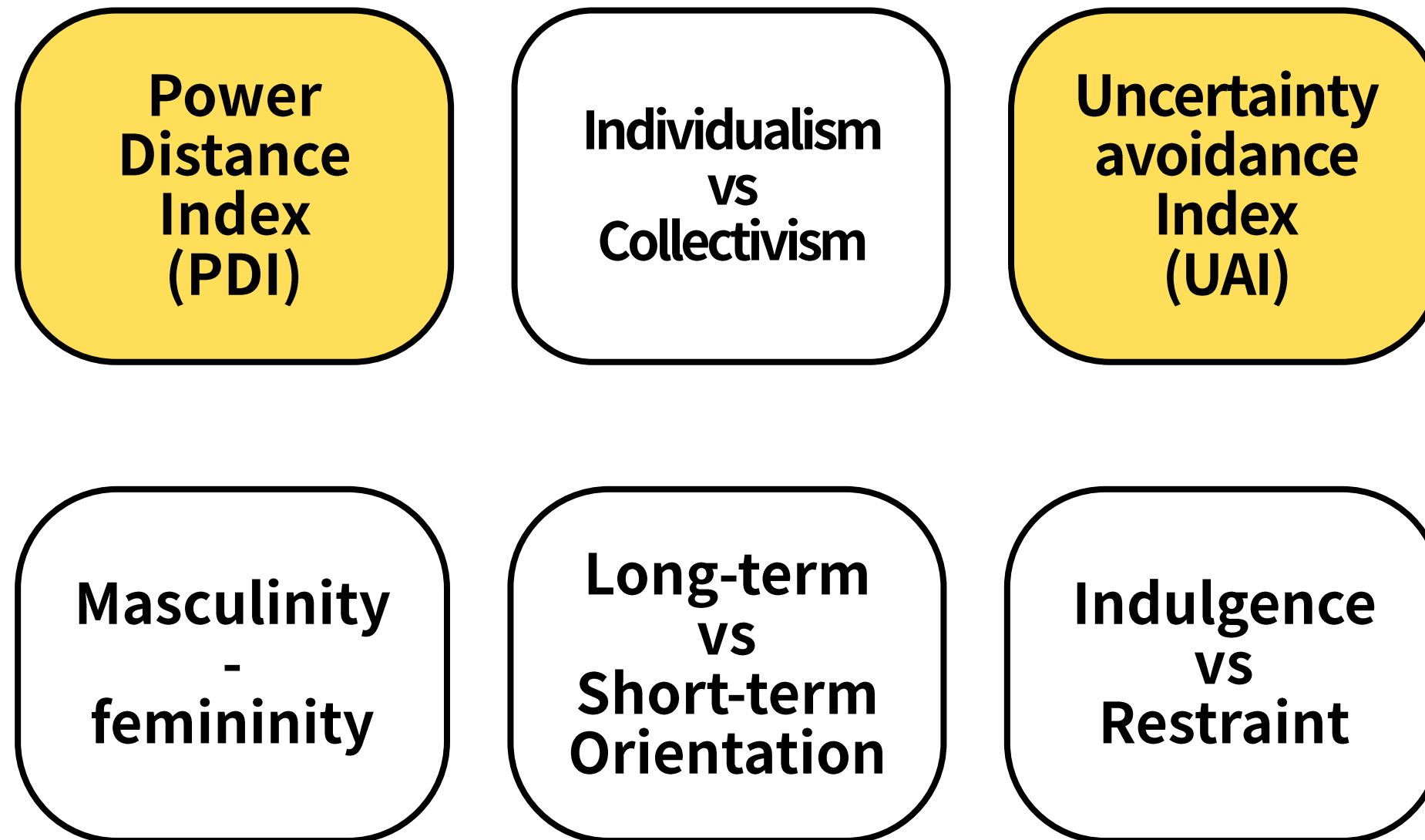
2. Study Goal

- Companies and countries can **develop strategies to improve the factors that most influence** these perceptions.
 - Ultimately, the goal is to help **logistics workers** experience **higher job satisfaction**.
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Theoretical Framework

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[Key Dimensions of Hofstede's Cultural Dimensions Theory]



Theoretical Framework

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1) Impact on Organizational Practices and Employee Well-being (Escandon-Barbosa et al., 2021):

High UAI Environments:
Ensures predictable and stable working conditions,
enhancing job satisfaction.

High PDI Environments:
Reinforces clear authority structures and defined roles,
positively influencing satisfaction.

2) Educational Leadership Research (Bissessar, 2018):

Cultural elements like UAI and PDI
affect organizational satisfaction.

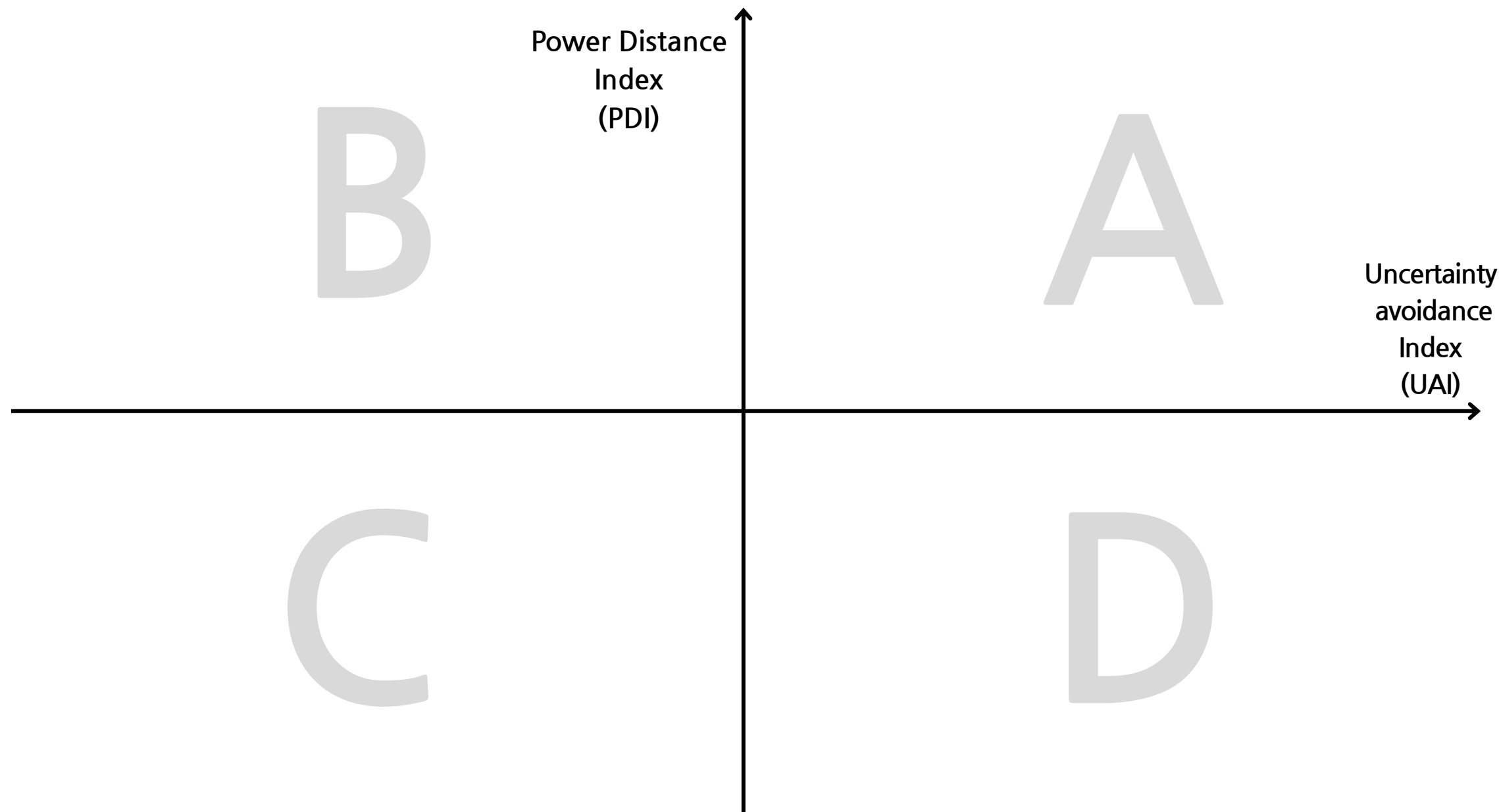
High UAI Environments:
Benefit from structured policies.

High PDI Environments:
Benefit from clear hierarchical leadership.
Both contribute to improved job
satisfaction.

(Escandon-Barbosa et al., 2021)
(Bissessar, 2018)

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- **Power Distance Index (PDI):**
the extent to which less powerful members of organizations accept and expect that power is distributed unequally.
- **Uncertainty Avoidance (UAI):**
the degree to which members of a culture feel uncomfortable with uncertainty and ambiguity.

Literature review

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[Key Dimensions of Job Satisfaction]

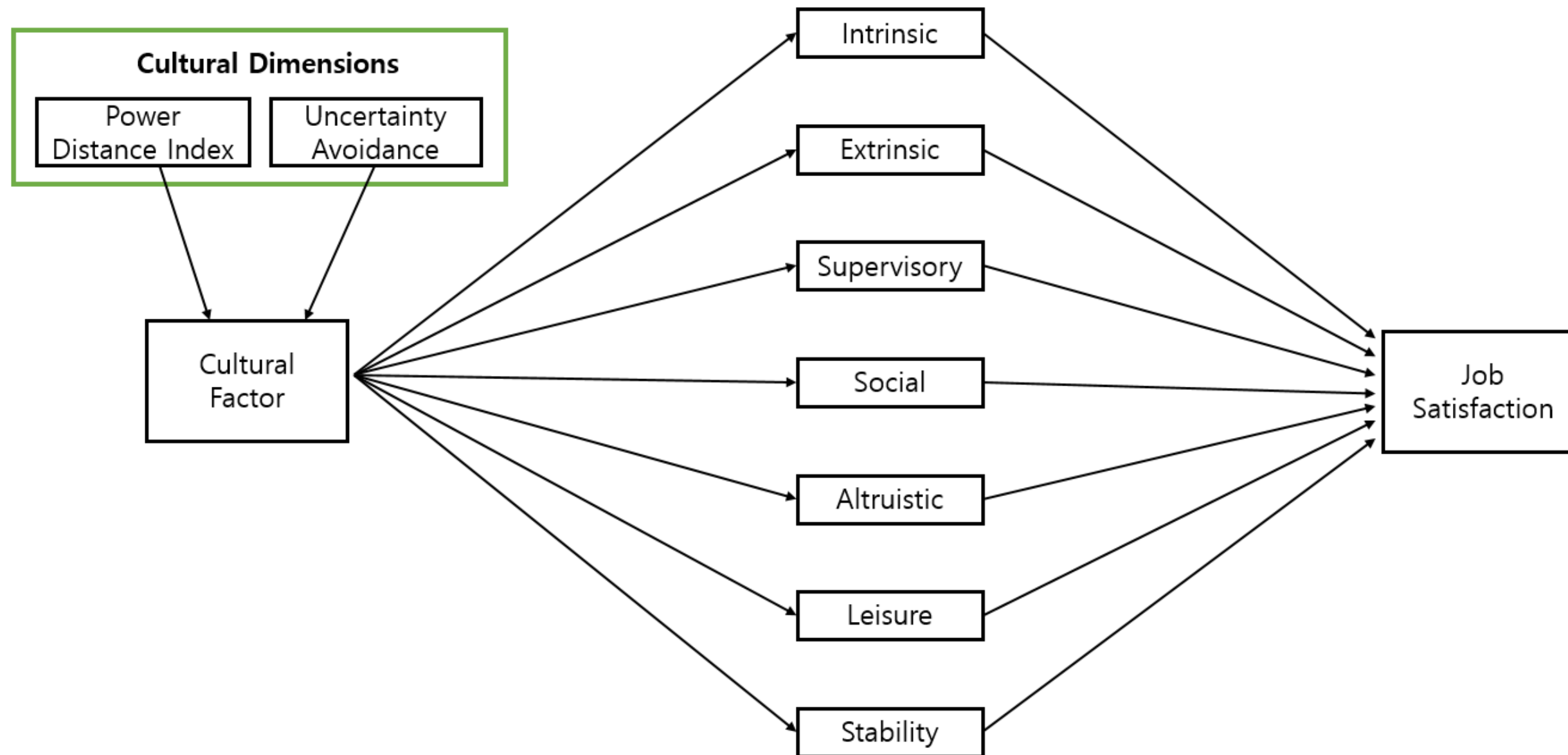
Variable	Intrinsic	Extrinsic	Supervisory	Social	Altruistic	Leisure	Stability
Definition	Internal rewards from the work itself.	External rewards related to the job.	Interaction and guidance from supervisors.	Need for social connections at work	Motivation to contribute to the welfare of others.	Opportunities for a balanced work-life schedule.	Need for long-term job security.
Components	Learning, skill development, seeing results, creativity.	Salary, career advancement, status, respect.	Feedback, instructions, personal commitments	Relationships with colleagues, common interests.	Helping others, making a societal impact.	Vacation time, time for personal activities, manageable workload.	Retirement plans, health benefits, job security.

(Hurst & Good, 2009) | (Luscombe et al., 2013) | (Maloni et al., 2017) | (Twenge, 2010)
(Twenge et al., 2012)

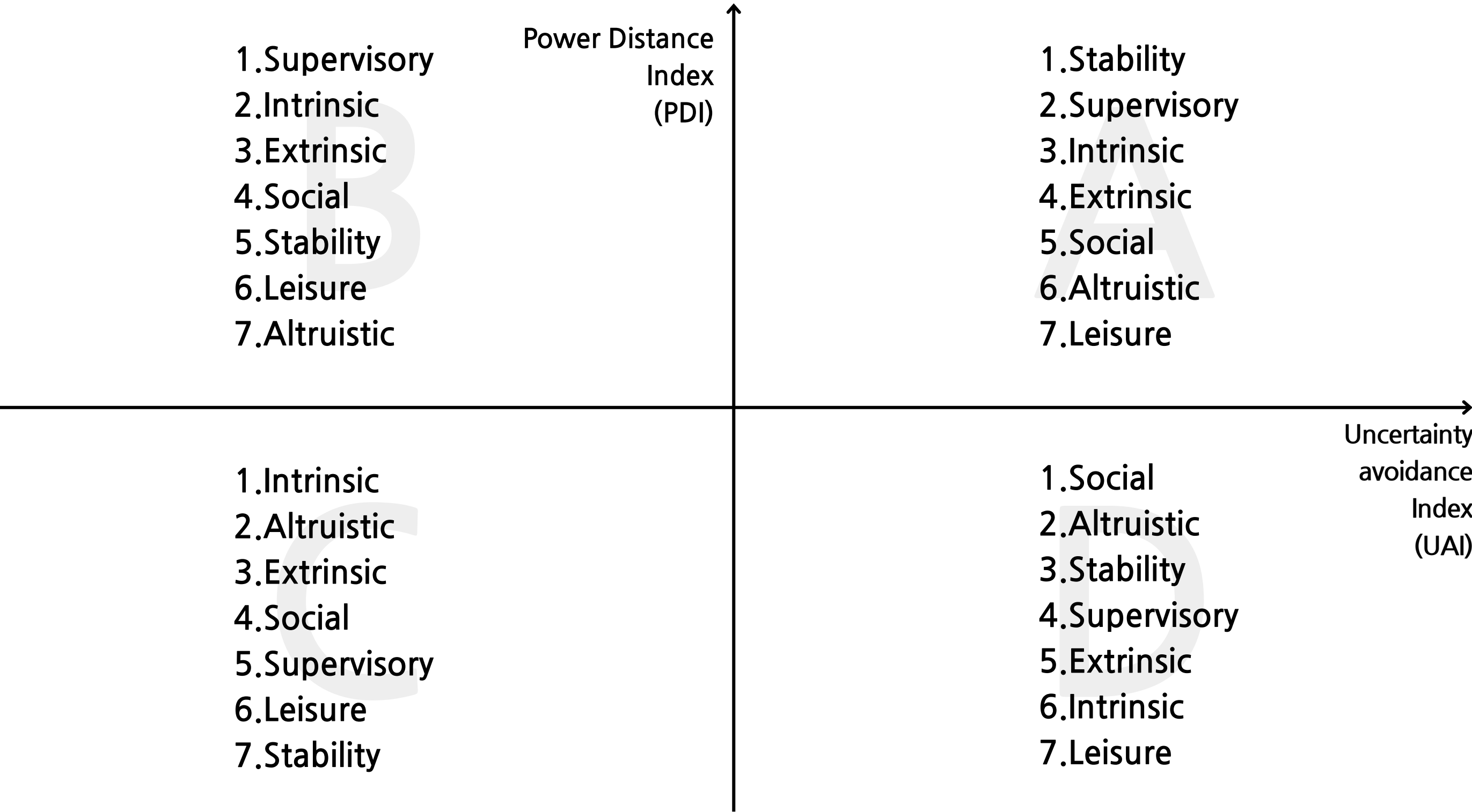
Hypothesis

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[Figure 1] Conceptual Model



(Hofstede, 2011) | (Hurst & Good, 2009) | (Luscombe et al., 2013) | (Maloni et al., 2017) | (Twenge, 2010) (Twenge et al., 2012)



Hypothesis

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[Figure 2] Hypothesis schematization

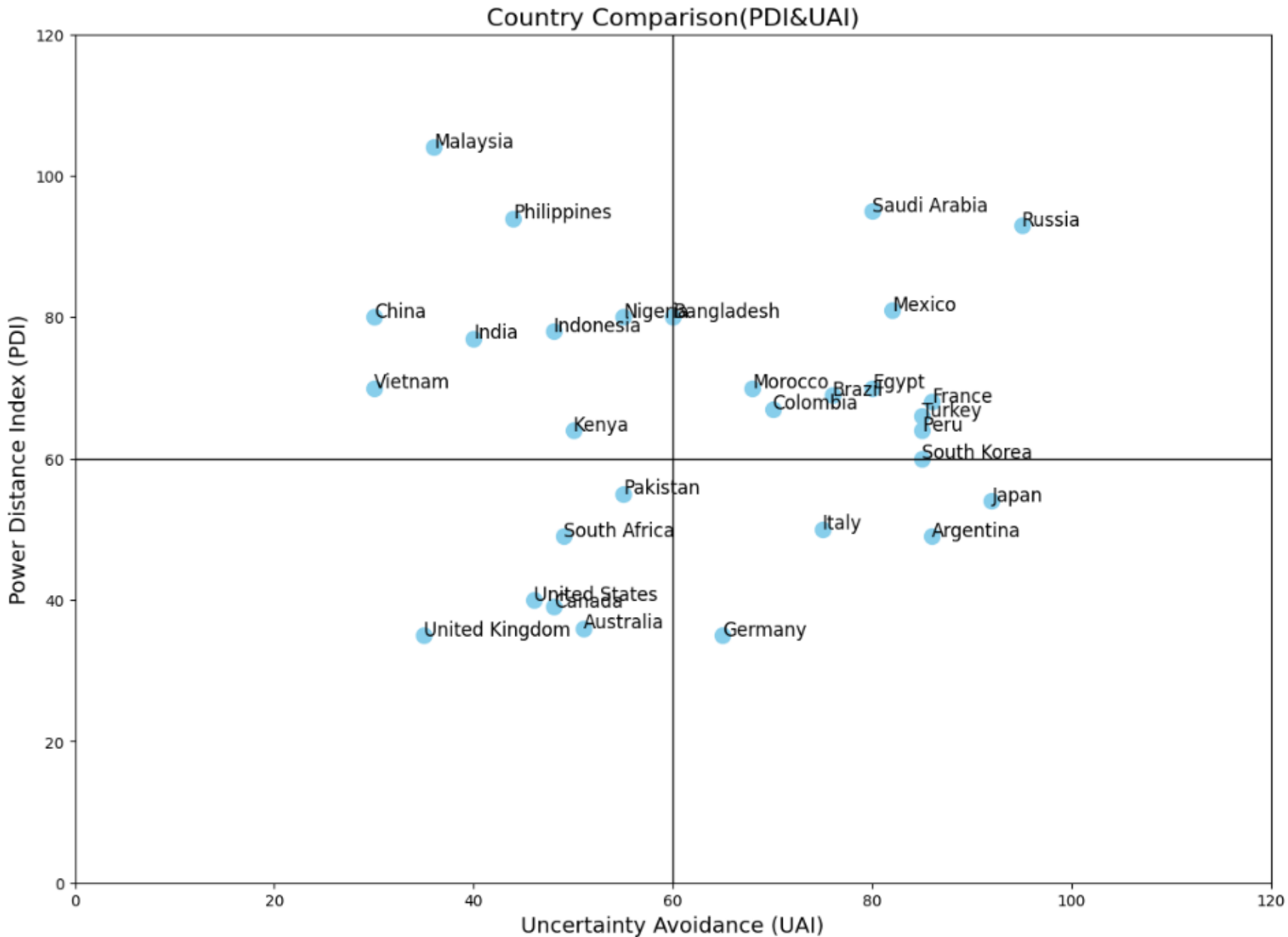


(Rasool et al., 2023) | (Hurst & Good, 2009) | (Twenge, 2010) | (Luscombe et al., 2013) | (Ng et al., 2010) | (Twenge, 2010)

Hypothesis

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[Figure 3] Example of countries by Quadrant



(Hofstede, 2011)

Implication

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1.

The concept of good work varies across cultures, reflecting different factors that contribute to job satisfaction. Absolute standards do not apply universally due to these cultural differences.

2.

It is therefore incumbent upon countries and organizations to be aware of these cultural differences in order to ensure the proper work of logistics workers.

3.

Identify the key factors influencing job satisfaction and focus on workers' needs to enhance their job satisfaction. This approach ensures high job satisfaction for logistics workers.

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