Potential Research Questions: Culture

**Agreement with following questions on a Likert Scale of 5 (1 – I totally disagree, 5 – I completely agree)**

**Power Distance (PD)**

People who maximize power distance would agree; those who don't would disagree.

1. The eldest male should be the head of the household.
2. Employees should not talk to their bosses about personal matters.
3. Power and wealth are evil.
4. It is important for managers to make all decisions.
5. It is important that bosses closely supervise their employees
6. Employees should not question their manager’s decisions

Those who minimize power distance would agree; Those who wouldn’t disagree.

1. Employees should participate in company decision-making.
2. It is all right for employees to disagree openly with their bosses.
3. It is all right for employees to call their bosses by their first names.
4. It is important for me to be able to work independently.
5. I like to trust and to cooperate with other people.

**Uncertainty Avoidance (UA)**

"Low-risk-takers" would agree; "risk-takers" would disagree.

1. It is important to me to plan for the future very carefully
2. Company rules are always to be followed.
3. A manager must be an expert in the field in which he or she manages.
4. Managers and bosses should be selected on the basis of seniority.
5. Employees should remain with one employer for life.
6. Rules and regulations are important and its customary to abide by them

"Risk-takers" would agree; "Low-risk-takers"

1. I enjoy taking risks.
2. Organizational conflict is healthy.
3. I can achieve anything I set out to achieve.
4. Change in my life is important to me.
5. It is important to be flexible during negotiations.

**Individualism-Collectivism (IC)**

Individuals would agree and Collectivists would disagree

1. When children become 21 years of age, they should be encouraged to move away from home.
2. When I work on group projects, it is important for me to be the leader.
3. If an individual thinks of a different way to perform a task, that person should be encouraged to do it that way, even if there is a chance of failure visible in that way.
4. It is important that people have lots of free time to pursue their own interests
5. It is important that I receive individual recognition at work.

Collectivists would agree and Individuals would disagree

1. It is important that people conform to the group’s norms to reach goals.
2. Being accepted as a member of a group is more important than having autonomy and independence
3. I would always cooperate to keep group harmony.

**Masculinity – Femininity (MF)**

Those with a masculine perspective would agree; those with a feminine perspective would disagree.

1. It is very important for me to receive recognition for my work.
2. It is more important to me to be paid well than to have a close relationship with my boss.
3. It is important for me to keep my work life separate from my private life.
4. The most important things to my career are a good salary and a job that I do well and like.
5. People must learn to make their own way in this world.

Someone with a feminine perspective would agree; someone with a masculine perspective would disagree.

1. My job is only one of many parts of my life.
2. I would rather work for a small company than a big one.
3. It is important to shake hands before all business interactions.
4. It is important to finish one interaction before rushing off to another.
5. People will achieve organizational goals without being pushed.

**Time Orientation**

1. I have the approach of “Taking one step at a time”
2. Short Term goals collectively align your interests and careers more effectively than long term goals.

**Demographics**

1. **Gender**
2. **Birthplace State (dropdown list)**
3. **Age**
4. **City**
5. **Have you stayed out of India for > 1 year**
6. **Number of languages you are comfortable with**
7. **Parents email/ phone (applicable for student only)**