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Business

Suppose you receive a new job offer. What cultural factors would you consider in making a decision? Introduction Eachorganization represents a multitude of personalities who give the organization a distinct and unique character as consequence of their relationships. Therefore, no two organizations can have identical features or cultures. Basically, culture has to do with the manner in which a certain group of people do things. In detail, it is a representation of beliefs, policies, attitudes, ideologies and practices of an organization. Culture controls the manner in which employees behave or interact with each other, and gives them a sense of direction. An organization's culture gathers all employees on a common platform by uniting them at the workplace. Therefore, culture becomes the context within which individuals judge the appropriateness of their behavior. Since culture influences performance, it is important to consider the following cultural factors before making the decision to take up a new job.

Cultural Factors to Consider

The first critical factor I would consider is corporate culture. An organization's culture is the shared beliefs, assumptions, values and accepted behaviors in that organization. It is the corporate culture that is the driver of people's actions and usually distinguishes appropriate from inappropriate behavior (Hild 1). It is corporate culture that determines whether an employee will enjoy the work environment, fellow employees and the job. Therefore, before accepting any job, I would ensure that the corporate culture fits me. in addition to corporate culture, culture and the working environment is another crucial factor. This includes national, local and workplace cultures as well as social and community values. Before

accepting a job, it is important to understand the national culture. This includes the national values, attitudes, beliefs and norms that people of a certain nationality represent (Hofstede 567). Taking note of these factors becomes important in adjusting to the new environment as well as avoiding any misunderstandings. Just like the national culture, the local culture is specific to the locale of that particular company or organization. Factors to consider here include how people carry themselves or behave and their expectations.

National and local cultures would at times bring about cross-cultural factors especially when the job description requires one to operate in a different country. Also, the workplace culture is critical. This basically includes the interests, mentalities, perceptions, attitudes and the thought process of workers (Hofstede 571). For example, is it a strict culture whereby employees are not engaged or motivated? I would not take a job in such a work environment. Therefore, the workplace culture becomes critical when considering a job offer. Another cultural factor to consider would be the gender distribution. For example, if I am a male, I might feel uneasy in an organization that is predominantly female. Finally, the social and community values are important when considering a job offer. For example, do these values align with yours? If we hold the same values and I am satisfied with the work environment, I will definitely take the job. However, when values are conflicting, it is important to make certain considerations when making the decision.

Conclusion

It is evident that cultural factors play a critical part when taking up new jobs.

This is because culture has to do with values, beliefs and attitudes, and any misunderstandings can lead to cross-cultural conflict. When seeking a new job, it is important for the job seeker to understand the various levels of organizational culture of a particular company so as to make a decision that best fits the individual and the organization.

Works Cited

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