

Good research paper on cultural differences

[Economics](#)



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INTRODUCTION: Culture is a vague term defined by experts engaged in different academic experiences in a unique way. The analysis of term according to sociologists differs from that of to anthropologists, but in any case the description remains analogous. The definition provided by western languages refers culture as a “civilisation” or “enlightenment of mind”. The British Catholic Christopher Dawson described culture as an adaption in accordance with the environment made to fulfil the monetary demands. Hofstede argued by defining culture in terms of features distinguishing one group from the other. (Matthias Boeing 2012, pp. 3 and 4) Interpreting the descriptions for defining culture, the term can be regarded as a series of ideas that provides fundamental aid in standardising a society, and explains the behaviour of its followers. This makes culture as an expression of interaction and social communication. However, the set of norms mentioned in a culture can differ accordingly. (Michael D. Lee n. d., para 1 and 2). This dimensional variance constitute Cultural diversity or in simple words Culture difference and is mentioned on national, ethnic, familial and individual levels. (Australian Multicultural Foundation and Robert Bean Consulting 2010, pp. 8) The importance of Culture diversity predominates when it comes to a country prosperity and its stability. It is this distinctiveness that solidifies the country’s economy and helps in financial growth of a state by inspiring other countries and compelling them to accept each other standards of living and trade on a commercial basis. (Michael D. Lee n. d., para 4 and 5).

ECONOMY AND CULTURE DEVELOPMENT WITH CROSS-SECTIONAL AWARENESS: Economy which is the backbone of a country’s cohesion and stability. The strength of financial status of a country mainly

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depends of how co-operatively the change is brought to it. (Matthias Boeing, 2012, pp. 1). The “dismal science” as previously called, economics has widely grown its branches in the recent years through globalisation. (Francis X. Hezel, SJ, 2009). Globalisation provides the aptitude of exploration and research in economics thereby opening an arena of new ideas where countries adapt new decree for financial gain. The economy across borders through globalisation is one very important aspect of successful foreign merchandise. But there lays major concerns when striving for a profitable position within international market. (Matthias Boeing, 2012, pp. 1).

However, even in the modern age of the globalisation guide, there are nations that are still considered to be miles away from an economic stability.

Why the inhabitants of Africa are deprived, what is the reason for their utmost failure in making a stand? Why the dwellers of Indonesia and Philippines, even after good educational backgrounds are unable to bring themselves out of economic decline. For the same reason where, the economists have described the potential to expand the economical status of one country, the financial gurus have also provided the reasons of economical bankruptcy explaining that the sine qua non of a stable economy is not only defined by a good authority and justified laws but it also largely depends on cultural integrity. (Francis X. Hezel, SJ, 2009).

How Great Britain made a mark in the history lies behind a simple understanding of their powerful and effective culture durability that adorn their working minds with innovative ideas that brought industrial revolution and became the foremost reason of their strong economy. (Francis X. Hezel, SJ, 2009). This discrimination in the cultures of different nations has played a pivotal role in the global retail. (Matthias Boeing, 2012, pp. 2). In simple

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words, this refers to the term Diversity Management. The idea of Diversity Management implies where people from different cultures become the human resource of a single organisation. (Australian Multicultural Foundation and Robert Bean Consulting 2010, pp. 9 and 10) Executing cultural differences is also important to run the enterprises jointly globally. Running an international market requires managing the national and organization cultures together. (Geert Hofstede, 1994, pp1-14) and that calls for recognizing and accepting the capacity of working individuals belonging to diverse groups and incorporating their differences into commercial services and processes to build a productive workplace. (Australian Multicultural Foundation and Robert Bean Consulting 2010, pp. 10) Chinese despite of being considered as minor ethnic force has successfully won the title of “ dominant minorities” by their powerful business talents have kept the world in a state of astonishment. Francis X. Hezel, SJ, 2009). However, in the recent years it is the UAE that has grown its economy being aided by foreign investors, the capitalists working in hand with the UAE financial policy to beat the market globally.

HOW DIVERSIFIED CULTURE OF UAE HAS MADE IT A HUB OF FOREIGN

VENTURE: The UAE(United Arab Emirates) chartered in 1971 known as Emirates includes Bahrain Ajman, Dubai, Fujairah, Ras al-Khaimah, Sharjah, and Umm al-Quwain . The UAE known for being the eight largest oil producing state is becoming the centre for foreign investment. With little constraints on private setup and large international trade and commerce, the country has shown a linear graph when it comes to economic stability.

Attracting the global investors with its spot on locations and political stable environment, the country has shown remarkable financial upsurge in the

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past few decades. The Inter-Arab Investment Guarantee Corporation (IAIGC) analysis revealed that UAE has captivated more than US \$76 billion in FDI, making it the second biggest target for international merchandise among The Gulf States after Saudi Arabia. FDI which stands for Foreign direct investment is the base of economic growth for any country. Moreover, their easy loan provision and commercial policies for elite companies have rendered the state to enjoy a secure economic status. This boost in marketing has let UAE achieve a good GDP advancement. The GDP growth of UAE in 2011 was shown to be 1.3 percent with the estimation of growth rate for 2014 was made 3.7 percent. For the upcoming year 2015 the GDP growth is expected to be 3.8 percent. (UAE interact/business/the Economy, n. d.) However, the economic uphold was not established within few seconds, in this regard the understanding, acceptance and development of organization culture is of prime importance. UNDERSTANDING INDIVIDUALS AFFECTING ORGANIZATIONAL CULTURE AND GREAT ECONOMICAL PERFORMANCE IN UAE On a technical basis the actual productivity is equal to potential productivity subtracting the faulty process. In business the major cause of defective process is human error rather than a technical fault. The cultural diversity explains how to reduce this error by providing means to ensure effective human resource. The organization managing to hold this difference aids to provide compliance by engaging individuals in team work and by contributing their capacity to produce ambitious and competitive labour. (Australian Multicultural Foundation and Robert Bean Consulting 2010, pp. 19 and 21) People belonging to different ethnicity speak different languages, their distinct culture provides them with new perceptions, innovative solutions and capacitate problem solving abilities (Michael D. Lee, n. d., para <https://assignbuster.com/good-research-paper-on-cultural-differences/>

5). This cordial coherence and culture distinctivity overcomes the language barrier and conceals the individuals working impairment by providing a work force that holds bits and pieces of different cultures thereby reducing the rate of failure (Australian Multicultural Foundation and Robert Bean Consulting 2010 , pp. 21) In addition to it , the social values for each other that are developed in team work reflects cultural aspects and stabilizes the economy. Guido Tabellini provides a simple comprehension of the personal attitude in his paper, considering the four aspects of human behaviour_ trust, believe, morality and autonomy as the conclusion of personal cultural values . He discovered that GDP of the Europe states were higher which shows greater levels of these cultural attitudes . (Francis X. Hezel, SJ, 2009). Recognizing the role of this cultural diversity in developing effective human resource that further yields better economy, UAE has provided great deals for people from overseas to visit it and become its residents. The country has made itself a tourism attraction. Extravagant hotels and shopping malls are quite a fascinating reason to visit UAE. Dubai, which is its famous city, is the major hub of offshore allure. First the archetypal Burj Al Arab, than the Burj Khalifa that appears on the map as the world's tallest building is the desiring spots for billionaires stay. The place also hosts world's largest shopping mall _the Dubai mall. The deluxe vehicles and the luxurious hotel stay is quite an unforgettable experience. (Dubai-Switzerland in the Middle East, 2012). Not only this, the country is being hosting certain events annually like Golf Championship that are attended by people from all over the world. Hence, UAE has provided endless reasons to pay a visit to it. (UAE Interact/travel, n. d.)Even, when it comes to increasing expatriates, the liberal and broad Emiratis inhabitants have expanded the employment network to

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accommodate foreign nationals in great numbers. The natives are in minority constituting 9 percent of the total population of the state whereas the immigrants make the remaining 91 percent. (Dubai-Switzerland in the Middle East 2012) Apart from job facilities, UAE also provides high standard health care. A total number of 65 hospitals and more than 150 primary care clinics exist in UAE with separate centres for maternal and child care. The hospitals are well quipped and recruits experienced physicians and surgeons from all over the globe. The American Hospital Dubai provides excellent care under foreign professionals from United States of America and Germany. The ideal health care have increases the life expectancy at birth in UAE and the levels and are quite analogous to that of Europe and North America. Also, each resident of UAE holds health insurance. (UAE interact/society/health n. d.)

Opening employment doors on foreigners and providing them excellent health facilities, UAE has compelled people from all over the world to contribute their culture under one roof and enlighten a new path towards its economic integrity. CULTURAL ALTERATION AND RESISTENCE IN UAE Culture is not mere an arbitrary medley of attitudes and perceptions, infact anthropologists believe culture is an integration of ideas set on specific criterion. Accepting customs and adapting to them depends on social, physical and psychological aspects of an individual. This individual attitude of recognizing values that are resilient sorts the cultural practices into two distinctive groups; adaptive customs, the ones that are followed and maladaptive customs, the ones that do not survive the fittest. (Culture and Culture change, pp. 23, para. 5)It is clear that on a personal level, only those practices are embraced that demonstrates the endurance and consistency and are assets to survival and growth . However not all factors of culture are

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resilient but even though no society is that open minded bringing about changes in their culture as they fear they might function maladaptive or they are confused whether the new skills and techniques will provide them benefit or not. (Culture and Culture change, pp. 23 and 24) This hostility to change has been shown in UAE despite of being a dynamic country . The resistant existing in Dubai educational setups is quite evident where teachers refuse to accept educational reforms despite of accepting the need to introduce new curriculum to the academics. Besides it, teacher face hurdles in implementing the new syllabus for children whose English is poor. (Ibrahim, Al-Kaabi & El-Zaatari, 2013, pp. 25). The Abu Dhabi Education Council (ADEC) which holds the responsibility of promoting education in Abu Dhabi since 2005 had imposed new educational policies without consulting teachers. Also some teachers believe in carrying the old traditional teaching legacy and refusing to adapt as they fear to face uncertain consequence that the educational alteration will bring. (Ibrahim, Al-Kaabi & El-Zaatari 2013, pp. 26) In additional to it, UAE law has always desisted from bringing a change to its workforce structure related to overseas individuals. The UN Committee on the Elimination of Racial Discrimination (CERD) and UN organisation of Discrimination Against Women (CEDAW), in 2009 and 2010 demanded a report from UAE regarding working immigrants . However, neither the report was submitted nor the policies were amended for providing shelter to the rights of the non native UAE residents. (Will Kymlicka & Eva Pfostl 2014, pp. 182). The confiscation of passports of the workers, with visa obtained on sponsorship; the foreign resident can be deported at any time. In this way, the system has abused approximately 4 million non native employees providing a hint to modern slavery (Will Kymlicka & Eva Pfostl 2014, pp. <https://assignbuster.com/good-research-paper-on-cultural-differences/>

180).

CONCLUSION: Culture is defined at different stages but overall it is the unique interpretation of set of ideas , believes, perception that can affect on an individual level or at an organisational stratum and when compared with different culture can result in innovative attitudes and broader understanding ; hiding the negative virtues of a custom and building a concrete ladder of positive attitudes that bring prosperity to a nation. This comparison has lead to Culture variation. In present day, the world shows culture diversification. The migration of people from one part of the globe to other has significantly rose for work or as in older days the violence , rage and war have compelled people to migrate to foreign lands . As a result , the overseas travel and stay in the few decades has recently grown and pulling up stakes has provided different states with residents belonging to different culture . The natives influencing the immigrants with their customs and utilizing foreign practices to stabilize their native land. Whereas, some nations believe their political solidarity and over flow of natural resources as the important constituent of their well established economy, there are other nations that consider the good influx of emigrants as their wealthy assets. (Culture and culture change pp. 36). UAE being overflowed with foreign residents at a ratio of 11 to 1(Dubai - Switzerland in the Middle East? 2012) proves to develop its strong monetary hold by creating their work forums on foreign investment and immigrants huge workforce. However, The Arabs in the UAE are quite aware of their minority status and despite of openly welcoming the overseas population do not allow the foreigner residents to enjoy equal living rights as the natives.

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