

Organizational culture model



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Normative versus pragmatic make up the fifth dimension. This can also be described as the long-term orientation. Psychologists explain that it is more related to aspects such as nationalism and religion (Collins, 2009). The manner in which the people are able to explain the inexplicable things is the actual description of the term. The use of the pragmatic tests to determine the religious and nationalism levels in the members of the society is a relevant activity that needs to be carried out by the members of the research group (Mueller, 2008). A high score indicates that the people that come from the society have strong views in regards to their religious beliefs and nationalism views. The understanding of the concept is relevant as it explains the relevance of the dimension when it is applied in the global arena. Therefore, the fifth stage plays an influential role in the understanding of the six dimensions.

The last dimension is indulgence verses restraint. Hofstede discovered the dimension together with Michael Minkov. Together the two individuals came up with a reliable way of making actual determinations of the gratification levels that exist in the society (Higgins, 2015). The inclusion of the concepts explains the relevance of understanding the key strategies implemented by the organization in relation with the actual topics of discussion. Ideally, the application of the dimensions to the management of a large corporation such as the ZTE Corporation plays a key role in understanding its essentiality (Bidgoli, 2010). Ideally, it clearly stipulates the ability of the company to come up with a unified system that illustrates the needs to understand the relevance of the business ethics practice to management and staff of the

company. The activity involves the integration of the framework and the societal needs of the organization.

The understanding of the Hofstede's cultural dimensions plays a relevant part in the understanding of the business ethics practices. A look at the six dimensions explained in the theoretical framework illustrates the need of the company to come up with a reliable framework that creates room for adaptability (Paliwal, 2016). A look at the characteristics of business ethics practices merges with the six dimensional practices mentioned in the paper. The success of the organization in the international arena depends on the strategies used by the company to penetrate in the global arena (Reiser, 2011). Ideally, ZTE Corporation has had successful market penetration activities that can be attributed to the business ethics practices and the application of the Hofstede's cultural dimensions. The understanding of how the dimension works with certain societies enabled the creation of the market within the chosen area.

Business ethics case studies

Business ethics plays a key role in the creation of a positive working relationship between the company and the employees. ZTE has taken the initiative of ensuring that its employee preserves business ethics through persistence. The action has enabled the country to expand its market in the global arena (Cory, 2015). Based on the business reviews about the relations of the company with its environment, it has received positive reviews explaining the ability of the company to maintain perfect associations. The implementation process of the practice is a careful procedure that leads to the creation of a perfect organization culture (Patel, 2016). The top

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management took the initiative of understanding the Hofstede's cultural dimensions. The understanding of the perspective led to the creation of effective strategies that enabled the organization to understand the relational characteristics. This facilitated the company to enforce the success of business ethic practices that have given it a competitive advantage.

The understanding of the fundamentals of business ethics plays a definitive role in the creation of a perfect penetration strategy of the corporation in the global arena. Firstly, honesty plays an essential role in the organization. The top management and the employees are expected to be honest with the customers, society and suppliers (Vallance, 2016). The activity leads to the creation of trust. ; The practice of business ethics enables the corporation to create customer loyalty amongst clients in the international market. (Lee et al, 2014). The activity also entailed the disclosure of honest information in regards to the use of the IT and telecommunications equipment sold in the market. The use of the business ethics also creates confidence in the employees of the organization.

Loyalty makes up one of the key attributes of business ethics practice in ZTE Corporation. The increased level of loyalty that exists in the company defines its success. Apparently, the workers welfare used by the management to coordinate its relations with the employees is perfect (Brenkert ; Beauchamp, 2010). The activity integrates with the Hofstede's cultural dimensions framework that entails the uncertainty avoidance. The existence of loyalty in the employees makes the company to have a reliable workforce capable of delivering adequate services and equipment to the increasing market (United Nations, 2014). The activity relies on the ability of the <https://assignbuster.com/organizational-culture-model-essay-samples/>

organization to adapt by the increasing needs of the market. On the other hand, the distribution of quality services encouraged customer loyalty. The existence of customer loyalty also plays a definitive role in the reduction of uncertainty within the management.

Business ethics practices

The observed business practice of the company gives room for fairness. The existence of fairness involves the distribution of roles and responsibilities to the employees without biasness. This complies with the Hofstede's cultural dimensions framework on masculine verses feminine. ZTE Corporation has taken the initiative of ensuring that it maintains a positive working relationship between the genders (Bowie ; Duska, 2010). The activity includes appreciating the role women play in the society. Compared to other Chinese based companies (Shaw, 2016). The employment rate of female employees is quite high. This makes the company to expand and improve on its product based on the positive contribution of women in the society. The adoption of the business practice works for the benefit of the management and the Chinese society. In conclusion, fairness is a business ethics practice observed by ZTE Corporation.

Respect makes up a key element of the business ethics practice. Apparently, ZTE plays a key role in promoting the existence of peace in the society. The level of respect that exists in the organization merges with the individualism dimension of the Hofstede's cultural dimensions framework (Verstraeten, 2010). The need of the company to ensure that it maintains a respectful relationship with the employees explains how it workers ready to accommodate new employees in the company. Firstly, the employees have

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respect to the managers and their superiors (Organisation, . E. C.-D, 2008).

The action enables the easy delegation of duty and easy communication process that permits the operations of the company to take place. The management also has utmost respect to the contributions made by the employees to its activities. This has enabled the company to foster positive relationships with both macro and microenvironment.

The need to be concerned with the welfare of the workers makes up an essential part of the business practice. The company has the tendency of respecting the welfare of the employees. The practice has enabled the organization to develop a positive working relationship ship with the increased team of employees that visit the organization (Trevino & Nelson, 2011). Ideally, the whole practice revolves around the creation of existing alternatives that work at creating a cognitive relationship that caters for the medical needs of the employees (Plunkett, 2008). The concepts integrates well with the need of the organization to develop a creative way of understanding the manner Hofstede's cultural dimensions works in relation with the individualism concept. The need to be concerned with the welfare of the employees plays a definitive role in defining the rate of success in the company. In conclusion, the business practice incorporates with the success levels of the corporation.;