

# Example of five dimensions of hofstedes model of national culture essay

[Law](#), [Justice](#)



## **Management**

Distributive justice refers to a type of justice that advocates for equal distribution of resources in the society. Distributive justice stands for the rights of the weak and does not seek to gratify the selfish needs of the rich few. Procedural justice on the other hand seeks to strike a balance if an anomaly had been noted. Procedural justice fights to ensure fairness.

Similar to me effect refers to an aspect whereby an interviewer would allocate favorable questions to the respondent since they have the same background or attitudes. This effect creates a biased playing field to the advantage of the interviewee. Social status effect refers to a situation whereby a client or a respondent gets a fair treatment owing to the social standing that he or she possesses. A person of high social class does not struggle if the person on the queue belongs to the same social-class (Park, 119). Salience effect refers to the state of a product being unique and standing out as compared to the rest. It refers to a product or a person's ability to uniquely stand out and outdo the rest in that grouping.

Barriers to entry refer to hindrances that prove it hard for any new product to penetrate a certain market. Barriers to entry make it easy for the already existing brands to enjoy monopoly in the business. Economies of scale are situations whereby large scale production gives rise to a proportionate saving on costs. Economies of scale can be internal, from within a company, or external, other factors such as size of a factory. The greater the quantity of good produced, the lower the price per unit. Brand loyalty refers to a situation whereby customers develop a certain preference to certain brand as opposed to others in the market.

These dimensions are derived from an intensive research conducted by professor Hofstede. He sought to clarify how values are influenced by culture at various workplaces (Wellein, 77). Power distance Index sought to clarify that people who are less powerful in the society always like to have power distributed equally. However, the powerful individuals prefer to have power distributed as per hierarchy, and this is the idea that prevails.

Individualism versus collectivism is a principle that cuts across self and others. Individualism says that individuals can only take care of themselves and their immediate dependants while collectivism says that individuals are mindful of each other's welfare. Masculinity versus femininity is a feature that defines success and heroism. Masculinity is a society's preference for achievement, fame and material possessions, while femininity is a society's preference for unity, modesty and oneness.

Uncertainty avoidance index expresses the extent to which society deals with the fact that the future is uncertain. The society could even want to control it. Pragmatic versus normative dimension seeks to strike a difference between two groups. Normative group seeks to get answers to all issues of life while pragmatic group does not need to explain anything. This group believes that whatever happens was bound to happen even if mitigation measures were in place to prevent it. Indulgence versus restraint is a model that explains the extremes of societies. Indulgence stands for the society that gives a leeway to self-gratification of individual cravings. Restraint refers to a society that has the ability to control its cravings due to certain guidelines from their culture.

## **Works cited**

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