

International motivational differences



Motivating and managing employees from different cultural backgrounds can be simultaneously challenging and exciting, provided the managers value how organizational excellence is inspired by the cultural differences.

Altogether, separating employees is one of the challenges faced by employers, which is used instead of the motivation and management techniques that focus on the common qualities all through the workforce. Motivation among employees is fashioned by the relation between work organizations and individuals. Organizations employ employees with high potential and with the expectations that they will apply their abilities to the full extent in the workplace and put forth their mental resources and efforts in their jobs.

The article is about international motivational and cultural differences, and it revolves around some studies that have been broadly brought forward by Geert Hofstede. Hofstede's cultural differences are categorized into four cultural dimensions: masculinity-femininity, power distance, individualism-collectivism, and uncertainty avoidance (McGregor 1960).

The hierarchy of individual needs, as brought forward by Maslow, is wellarticulated. The needs are arranged in terms of pre-potency and are believed to play a major role in motivating employees, managing trainings, and personal development. The individual needs are: Self-actualization needs, Self- esteem needs, Social needs, Security needs, and Physiological needs. Maslow accentuated the significance of self-actualization, which is a growing and developing process of a person to achieve individual potential. The needs are arranged in the form of a pyramid with the most essential

levels of needs at the bottom, and the self-actualization need at the top (Orcena 1995).

The article also points out the major achievement factors for implementing a company motivational policy to enhance employee's self-esteem and assurance. The success factors are active listening that shows appreciation and reverence to worker's thoughts, target setting that challenges staff considerably, and a platform to present tribulations and potential goals. In addition, the article elaborates on the major civilizing zones influencing present organization strategies, Chinese and Japanese cultural administrative customs, work ethics, and group direction. Work ethics include synchronization, collectiveness, significance of hard work, and cooperation. The key features of Western administrative strategies mentioned in the article include scientific organization, participative approach, and job improvement. The article provides a means of improving internal motivation and ways to implement a corporate approach in order to promote cultural differences.

Respecting employees cultures from various backgrounds should be the priority of every manager in an organization. This develops an understanding of employees from diverse cultures. First, I would not try to change the employees (uprooting them from their original culture). This is because personal characteristics are set very early in life and therefore, are not truly subject to alteration. I would maintain good understanding of employee cultures within the organization among themselves and also cultivate a culture of unity and respect for their cultures. I would create an environment which integrates all the employees, bearing in mind the different cultural

backgrounds. I would also embrace the different cultures within the organization so as every employee could feel part of the organization's team and to help ensure the company's goals are not compromised.