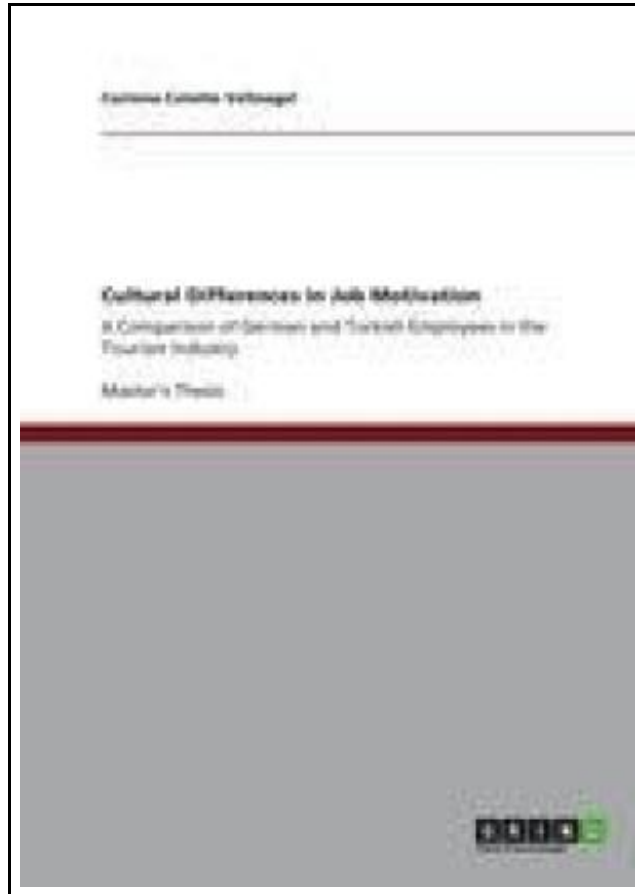


Cultural Differences in Job Motivation



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Reviews

Very helpful for all category of men and women. It is rally fascinating throgh studying period. It is extremely difficult to leave it before concluding, once you begin to read the book.

(Prof. Asia King)

CULTURAL DIFFERENCES IN JOB MOTIVATION



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GRIN Verlag Jan 2012, 2012. Taschenbuch. Book Condition: Neu. 220x149x13 mm. This item is printed on demand - Print on Demand Neuware - Master's Thesis from the year 2011 in the subject Business economics - Personnel and Organisation, grade: Distinction, The University of Surrey (Faculty of Arts and Human Sciences), course: Intercultural Communication with International Business, language: English, abstract: What makes people get up in the morning is it the simple habit, the routine or the sense of purpose Why do people make promises to do and decide certain things Some people get more done than others' (Riley:1996, p.44); while some drift along, others are goal-setters; and some just cannot get started, whereas others are unstoppable. Why is it so Why do employees ask themselves if it is worth the reward to make an effort to achieve a goal (Van der Wagen, Davies:1998, p.24) The answer can be found in the realm of motivation. Motivation, something that according to various book titles1 needs to be understood, belongs to leadership studies and organisational behaviour. Consequently, looking at what motivates people, and to lead them, is essential for every manager (ibid.), because different things might motivate different staff members. One would not expect people to be as complex as they are, but culture, although not the only variable of importance contributes significantly to explain key differences in social behaviour (Treven, Mulej, Lynn:2008, p.33). Factors motivating followers in organisations often differ from culture to culture and do not only diverge from different organisational cultures (ibid.: p.34). There is no proof that motives like need for achievement, intrinsic needs for competence and self-efficacy can be generalised across cultures as the specific factors which drive such motives vary across cultures (Gelfand, Erez, Aycan:2007, p.482). This leads to the area of cross-cultural organisational behaviour, which, as...



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