

Compare and Contrast Essay

Comparison between the United Kingdom and China

Different countries across the world have diverse cultural practices, and this brings out the difference in work relationships and development. Geert Hofstede came up with a structured way of comparing cultural dimensions of different countries. The theory explains the impacts of a community's culture on the values of the community members and the way these values relate to their behaviors. He gives the scores of the following dimensions that help to distinguish people from different nations; long-term orientation, Individualism, Power Distance, indulgence, necessity avoidance, and masculinity. The paper explains the comparisons between two countries; the United Kingdom and China basing on Hofstede's Six Dimensions of Culture.

Power Distance

Power distance refers to the level to which the individuals with less power working in a given organization or institutions in a state accept or expect that power is not equally distributed. The dimension provides the fact that people are not equal. Consequently, it indicates the cultural attitudes towards the inequalities among individuals (Hofstede, 2011). There is a broad range in the Power Distance between the United Kingdom and China. The UK has a score of 35 while China as high as 80. It reveals that most individuals in the UK believe that people should be treated equally in the society. It is a good quality that enhances good performance since people especially those with less power get the chance to participate actively in operation of firms. Contrary, the Chinese citizens believe that those in authority should get special respect and attention.

The system may seem good but it has more adverse effects especially on the performance of a company. The employees have no chance of speaking freely or participating in decision-making procedures. Additionally, the organizations in China do not defend any form of abuse of power, since the powerless have no voice and are not expected to aim at doing any task beyond their rank.

Individualism

Individualism implies to the extent of the interdependence between a community and its members. The dimension explains whether the people act as individuals or work as groups. In Individualist communities, the members are expected to value themselves and their families only and not members of a group. On the other hand, Collectivism is a case whereby the members of the society work in consideration of the opinion of a group regardless of the whether they have a close blood relationship (Hofstede, 2011). They act in a way that will show their loyalty to the group.

China has an individualism score of 20, which means that the individuals are more of collectivists than individualists. They act in line with the interest of a group and not individual thought. Collectivism has adverse effects on promotion and hiring since the collectivists consider the ideas or favor the team members when hiring or promoting. Additionally, the Chinese employee is likely to have little employee commitment to the firm. Instead, they value relationships than the tasks given, which leads to poor performance of the business firms (Greif & Tabellini, 2010). On the other hand, the United Kingdom has an individualism score of 89. It means that most people in this country act regarding their personal thoughts. They believe that personal fulfillment is the key to real happiness. Therefore, the people of this country work towards the achievement of individual goals, which a good quality that can result in an excellent job performance.

Masculinity

The dimension specifies whether a community is driven by competition, success and the achievement of goals, which defines masculine, or by the need to care for other members of the society and ensure quality lives. In this case, a high score; the need to achieve the best, indicates masculinity while the low scores indicate feminism. In a nutshell, the dimension focuses on how motivates the people in society (Hofstede, 2011).

Both the United Kingdom and China have a masculinity score of 66, which reveals that the individuals in both countries are success oriented. In both nations, the citizens are willing to sacrifice leisure and family for work and are satisfied when they succeed. It is a popular culture that helps in the quick development of the countries because it applies in all sectors. Both the young in schools and the adults at work struggle to achieve the best.

Uncertainty Avoidance

Uncertainty avoidance refers to the level to which people fear what is in the future, which is unknown at present and have, therefore, come up with beliefs that attempt to evade this fear. The dimension explains how the society handles the fact that what is in the future is not known, whether they have the idea of controlling the unknown situations or they have just let the cases happen.

The United Kingdom qualifies a score of 35, while China has 30 in uncertainty avoidance. It means that the level at which the UK citizens fear the ambiguity of what the future holds is lower than in China. The Chinese to some extent try to avoid these risks in the present so that the future is better than today (Greif & Tabellini, 2010). It is the contrary to the case in the United Kingdom, whereby they prefer developing new plans with the rise of an issue. The scores give an implication that the individuals in the UK may not perform well at work as they are not detail oriented planners. Additionally, they cannot forecast effectively.

Long-term Orientation

The dimension explains whether a society considers the past experiences when addressing the present challenges. The low scores, in this case, indicates a normative culture, which prefers to maintain the traditions and use the previous procedures to solve the current problems. On the other hand, the high scores refer to a pragmatic community, which promotes the use of new efforts from the advanced education to address the current challenges (Hofstede, 2011). China has a high score of 87, while the UK has an average rating of 51. It implies that Chinese depend more on the advanced procedures to solve the present problems than the United Kingdom. In this case, the Chinese workers are likely to perform well in their work because they are more updated than the individuals from the UK.

Indulgence

Indulgence refers to the level at which people attempt to regulate their impulses and desires regarding how they are raised. Less ability to control is known as indulgence whereas stronger capability of regulation of the desires and impulses is the restraint (Hofstede, 2011). In this case, UK has a higher indulgence score of 69, while China is as low as 24. It indicates that China consists of a restraint society while the UK composes a more indulgent community. The people in the United Kingdom believe that they must have fun and enjoy in life and so they engage in more leisure activities to which they spend much of their finances. Therefore, the UK citizens are likely to work harder to earn extra money for entertainment and to fulfill their desires.

Hofstede's Six Dimensions of Culture helps to identify how societies differ, from the discussion, it is clear that the two countries; the United Kingdom and China have notable differences in five dimensions that are individualism, power distance, Long term orientation, indulgence and uncertainty avoidance. Both countries have a similarity in the masculinity dimension. In both cases, the citizens are success oriented. The different dimensions have different effects on an individual's performance and the general development of the nation.

Greif, A., & Tabellini, G. (2010). Cultural and institutional bifurcation: China and Europe compared. *The American economic review*, 100(2), 135-140

Hofstede, G. (2011). Dimensionalizing cultures: The Hofstede model in context. *Online readings in psychology and culture*, 2(1), 8.