

DOWNLOAD PDF CULTURAL DIMENSIONS OF ANGLOS, AUSTRALIANS AND MALAYSIANS (READ ABSTRACT)

Chapter 1 : Results - Australia GLOBE Project

However, numerous cultural differences exist and whilst both countries are economically capitalist, the unique brand of Malaysian capitalism and the neo-liberal nature of Australian society.

Volume 10, Issue 6 May. Culture plays an important role in many aspects such as the way employees perform their job, productivity of organization as well as the relationship among employees in the workplace. Therefore, it is important to understand cultural dimensions among individuals to predict their behaviour that will lead to organizational success. In short, this study intends to understand the cultural dimensions among Sabah communities which involve three major ethnic groups in Sabah namely Malay-Brunei, Bajau and Kadazan- Dusun. The sample of this research was selected based on purposive convenient sampling whereby all respondents are located in Kota Kinabalu. A questionnaire was administered for data collection with a sample of two hundred and nineteen employees from both the public and the private sector. However the t-test found that the males differ from females on three out of four cultural dimensions namely power distance, individualism-collectivism and masculinity- femininity. The findings of this study can be considered as very interesting since a majority of Malaysians perceive that the values of the three ethnic cultures of the Malay-Brunei, Bajaus and Dusuns are different but the study proved otherwise. Consequently, Malaysia is often described as a minefield of cultural sensitivities Asma and Lim, Moreover, Fontaine described Malaysia as a country where Malays, Chinese, Indians and other ethnic groups live in a multicultural environment. Culture plays an important role in many aspects such as the way employees perform their job, relationship among employees in the workplace as well as their acceptance towards their leaders. There are a few studies conducted such as Hofstede and Hofstede which intend to see the variations of culture in different countries. There is also study conducted by Wafa et al who conducted a study in Peninsular Malaysia by using three major ethnic groups as their sample of study namely the Malays, Indians and the Chinese. However, research on Sabah communities has not been done yet. Therefore, this study investigated whether cultural differences exist among Sabahans. Sabah is located in east Malaysia and known as the second largest state in the country. According to Swee-Hock and Kesavapany , consistently higher rate of population growth was recorded in Sabah. Each ethnic community has their unique heritage which makes them different from one ethnic group to another. These ethnic groups still maintain their customs and traditions until today. This study is conducted in Sabah whereby it focused on three major ethnic groups namely Malay-Brunei, Bajau and Kadazan-Dusun. The primary objective of this research is to determine the cultural dimensions of the three major ethnic groups of the Sabah population. Therefore, the research questions that will be answered are: Do males and females differ in their cultural dimensions? Basically, Kluckhohn claims that the fundamental nature of culture consists of conventional thoughts and standards. Additionally, culture provides values, norms and roles that are enforced by positive and negative sanctions Van Maanen, Agents of socialization such as family, peers, media and experiences will support the learning of these standards, custom and roles. Hofstede has developed four fundamental cultural dimensions in human societies which represent the basic elements of common structure in the cultural system of the countries. The fundamental issue involved in this dimension is related to how the society deals with the fact that people are unequal Hofstede, Moreover, according to Stedham and Yamamura , individualism-collectivism dimension addresses the extent to which members define themselves in terms of group membership in a country. According to Hofstede , individualism-collectivism dimension refer to the integration of individuals into primary group. Finally, masculinity refers to societies that value assertiveness, material and economic aspect of life whereas femininity refers to cultures that emphasize social relationship and quality of life Alves et al, Kennedy reported that Malaysia is well known as an Islamic country with a mixed population of Malays, Chinese and Indians. Therefore the most interesting thing about Malaysia is the combination of Asian principles and cultural characteristics. Moreover, Abdullah states that each ethnic group in Malaysia has a distinct culture based on age-old beliefs, traditions, practices rooted in their Asian heritage.

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In addition, Malaysian societal formation is overlaid by Islamic beliefs and values which dictate appropriate behavioural practices Kennedy, Most of studies on cultural dimensions are independent whereby it was not differentiated by age, gender, education and occupation Stedham and Yamamura, Hofstede argued that culture can also be applied to gender even though he concluded that gender do not generally influence the cultural dimensions. Secondly, it will attempt to explore whether significant differences exist between the three ethnic groups on their cultural dimensions. Finally, this study will try to test whether significant differences exist between gender on the cultural dimensions of Power Distance, Uncertainty Avoidance, Individualism-collectivism and masculinity-femininity adopted for the study. For the purpose of this study, the sample was selected based on purposive quota sampling. However, the questionnaire was modified and was translated into the Malay language. This is to facilitate the needs of the sample population who are not proficient in English. A total of questionnaires were distributed and were returned from workers in the public and private sector in Kota Kinabalu, Sabah. However, only questionnaires were valid and useable which shows that the returning rate of the study is Table 1 reports the results from reliability analysis for each dimension. Table 2 reported the descriptive statistic of cultural dimensions. Table 2 shows that Malay-Brunei scored the highest mean for power distance 2. The Kadazan-Dusun had the highest mean for uncertainty avoidance 4. From the table, the result of the t-test indicates that there is a significant difference between the males and the females on power distance, individualism-collectivism and masculinity-femininity culture recording a sig. The only dimension that was not influenced by gender is uncertainty avoidance culture. The results of this study found significant differences in cultural dimensions among the three ethnic groups of Sabah but significant differences were found between the males and the females on their cultural dimensions. Based on the mean scores in the descriptive statistics, all three groups were found to have low power distance because the all mean scores are below 3. The higher the score in particular group shows a higher level for power distance. This finding was different from Hofstede and Hofstede which categorized Malaysia as a country with high power distance. In addition, Wafa et al who conducted a study in Peninsular Malaysia by using three major ethnic groups as their sample of study namely the Malays, Indians and Chinese also found that Malays are categorized as high power distance. The lower power distance may be due to the changes over time to the population of manager who are more modern and more open towards western concept and practice which has reduced their power distance values. The mean for these three ethnic groups reveals that they are high on uncertainty avoidance. The finding was in line with the findings of Yong which categorized Malaysia as high in uncertainty avoidance due to a few observations such as preference for regulations and showing low tolerance for unstructured situations. For individualism and collectivism the three groups can categorized as leaning towards collectivism and as such is in line with Hofstede and Hofstede which categorized Malaysia as a collectivist society because of www. Finally, the mean scores for these ethnic groups show that they are leaning towards femininity culture. Therefore, it can be concluded that the Malay-Brunei, Bajaus and Dusuns share the same values and beliefs. The finding was supported by Fontaine and Richardson who suggests that consensus can be reached that the culture of each ethnic groups in Malaysia is actually quite similar. Fontaine and Richardson claims that multi-ethnic teams in Malaysia can have enough shared values to work together. The results of this study showed that males scored higher in three out of four cultural dimensions namely power distance, collectivism and masculinity dimensions compared to females. No significant difference was found between males and females on uncertainty avoidance. This finding was not in line with the assertion of Hofstede who claims that cultural dimensions do not generally differ according to gender. According to Hofstede , the effects of gender on the mental program are largely unconscious. It can be concluded from this difference that the females in Sabah are very submissive to the males and as such are different on their value dimensions of power distance, individualism-collectivism and masculinity-femininity. However, the findings of this study showed that these changes have not changed significantly the values of the females across the three ethnicities in Sabah. In conclusion, the significant difference that were found in the cultural dimensions between males and female but not between ethnic groups. It is really an interesting finding since the three

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ethnic cultures of the Malay-Brunei, Bajaus and Dusuns have more in common with each other than what is generally perceived by most Malaysians. Further studies need to be conducted before a definitive conclusion can be made. Influence of ethnic values at the Malaysian workplace, in Abdullah, A. A cross-cultural perspective of self-leadership. *Journal of Managerial Psychology*, Vol. Asma Abdullah and Lrong Lim. Cultural dimensions of Anglos, Australians and Malaysians. *Malaysian Management Review*, Volume 36 No. Cultural values in Malaysia: Chinese, Malays and Indians compared. *An International Journal*, Vol. Intercultural Co-operation in Organization. *Academy of Management Executives*, Vol. The study of culture. *Journal of Management Development*, Vol. Women in Management Review. Malaysian managers preferences of the leadership styles practiced by their superiors. Penang, December, A study on the cultural values, perceptual learning styles, and attitudes towards oracy skills of Malaysian tertiary students. *European Journal of Social Science*, Vol. *Journal of International Consumer Marketing*, Vol.

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Chapter 2 : Culture in the Land Down Under: A Malaysian Manager's Perspective | Thomas Yap - calendri

Abstract. This paper seeks to investigate the similarities and differences in the cultural dimensions among Anglos, Australians, and Malaysians, which comprise of Chinese, Indians, and Malays.

Understanding the Malaysian Workforce Edited: It has been widely used as a guide and reference on how to interact with Malaysians at the workplace. This timely revision contains new insights that will continue to expand our knowledge and understanding of the Malaysian workforce, especially in light of the many changes in recent years. How do managers manage the change process seeing that the process will depend on the given cultural dimensions of the workforce? There are 15 chapters in this Revised Edition – three more than in the first edition. But like the first edition, the chapters are classified into three main parts: Each chapter includes a new segment on issues and challenges that are distinctively Malaysian and which managers in Malaysia would inevitably face. A lot of research, writing, discussions and debates have gone into the updating of this book. The book will enable local and foreign managers and professionals to relate appropriately to Malaysians and work together more harmoniously, synergistically and productively. Students of management will also benefit from a clear understanding of the interactions among a diverse workforce with deeply rooted values and traditions.

Influence of Ethnic Values at the Malaysian Workplace
2. Communicating with Malaysians
3. Leading and Motivating a Malaysian workforce
4. Building a Multicultural team
5. Recruiting, selecting and Orientating
7. Counselling on the Job
9. Dealing with Government Agencies
Expats working with Malaysians
Working with Foreigners
Managing Change in Business Organizations
The Future Malaysian Workforce
3. Delights, Puzzles and Irritations
Co-editors: Asma Abdullah and Paul Pedersen
Publisher: Pearson Prentice Hall, Kuala Lumpur, In the course of their visits and stay, foreigners to Malaysia are often puzzled and at times irritated with the way Malaysians communicate, interpret time, dress, talk and use verbal and non-verbal signs when interacting with others. This book is to prepare the reader to better understand the multicultural corridors of Malaysia whether the reader is local or a foreigner. Foreigners who are in contact with Malaysians from public and private sectors, diplomatic service, business sectors, hotels, tour agencies, academics and students at institute of higher learning may find some clues to their puzzles in this book. It will give them hints and guidelines on how to increase their interpersonal effectiveness in their interaction with people from different culture.

D is a specialist in intercultural training and education. She has written more than 40 articles on culture, edited the book Understanding the Malaysian Workforce: Her extensive research includes analysis of the values of Malaysian managers throughout the country. Her work experience include facilitating intercultural and cross cultural workshops in both local and foreign multinational organizations and teaching on academic programs for both local and foreign universities. He has authored or edited 40 books, 99 articles and 72 chapters on aspects of multicultural counseling.

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2. List of Puzzles and Irritations
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Chapter 3 : Culture Matters: PUBLICATIONS & WRITINGS

This paper seeks to investigate the similarities and differences in the cultural dimensions among Anglos, Australians, and Malaysians, which comprise of Chinese, Indians, and Malays. The main results reveal that the Anglos and the Australians differed significantly from the Malaysians in six dimensions.

His perception of Australia before travelling to Melbourne, therefore, was largely shaped by his experience in Perth. His short stint in Melbourne seemed to have altered certain views that he had held to be true. Perhaps it may not be that he had a wrong perception of Australia whilst in Perth but rather that there is also a cultural difference between states within Australia. This is among numerous other discoveries that the author made in Melbourne. AN carrying out their duties. REVIEW PAPERS between national cultures and organizational cultures, conducted a comprehensive study of how values in the workplace are It would not be uncommon to assume as the author has that influenced by culture, upon which he developed a model that most Caucasian Australians are of Anglo-Saxon origin. In actual identified four primary Dimensions to assist in differentiating fact, many Australians have very diverse origins. Thierry Volery a lecturer from Perth migrated www. He later added a fifth Dimension, to Australia from France almost a decade ago, and Pastor after conducting an additional international study with a survey Graham Johnston Senior Pastor at a church the author used to instrument developed with Chinese employees and managers, attend in Perth was born in Dallas, Texas. However, this fifth Dimension will not be The author perceived Australians to be generally tolerant and that discussed in this paper. The first five Dimensions can be found in the heading Relationships with 3. Population and Racial Mix Ascription. The remaining two Dimensions happen to be the remaining two headings. For the purpose of this paper, we will Table 1. For example, the word kangaroo " the Western Australia. It should also be noted that the native language. Similarly, Canberra was made the official the population in Melbourne alone is approximately 3 million. Another in Perth as well. Even the aboriginal communities in Australia example would be that of the Yarra River. It literally means are varied. These are only some of the many examples of while those in Melbourne are known as the Koori. Comparatively, the Noongar community is much larger than that of the Koori. The author was told that they could only be found in the suburbs. In Perth, the aborigines are quite Table 2: The more highly educated aborigines hold corporate positions while others work at petrol Perception Understanding kiosks, drive taxis, or work with the local town councils. The Australian People 3. To the uninitiated, this may seem to be true but estimates one needs to dig deeper below the surface to uncover the reality. Principal Industrial and Farming, Industries Transportation Automotive, No doubt, Australians are generally tolerant of foreign Equipment, Food Dairy Products, immigrants including Asian and Muslim migrants, but things Processing, and Tourism became touchy when it came to culture. Geoff said that Aussies Chemicals, and tend to welcome these migrants, who usually bring with them Steel cuisine new to Australia, and interesting festivals like Chinese New Year and Aidilfitri that were relatively unheard of in Australia employs a Western-style capitalist economy, with a per Australia before, with open arms. What is worse Italy. Rising output in the domestic economy, robust business is that some of these groups even demand for ethnic-type and consumer confidence, and rising exports of raw materials schools, such as Chinese schools or Islamic schools. Australians and agricultural products are fuelling the economy. The impact of the combination of drought, weak foreign They should learn to assimilate and become Aussie Asian, or demand, and strong import demand pushed the trade deficit up Aussie Greek, or Aussie whatever! Being a migrant himself, it was good to note that www. In fact, both Australians and Malaysians are balance of trade deficits. Such issues need to be addressed migrant nations to begin with. Malaysians would be able to swiftly to ensure its economic survival. The Australians, keenly aware that they are a migrant nation, have given the Koori a special place in society. Culture Defined According to Hofstede www. A High would be appropriate to first of all understand what culture is Power Distance ranking indicates that inequalities of power and about. A Low Power communities. In these societies of their influence in their

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lives. In another book, Abdullah, equality and opportunity for everyone is stressed. In other words, the Australian society emphasizes a generations. In fact, Australia has tough anti-discrimination laws in place to protect Abdullah, p. No community the collective programming of the mind, which distinguishes the within the Australian society is marginalized in any way. This is another uniquely Hofstede. Meanwhile, expensive suits have no qualms sitting next to a road repairs Trompenaars and Hampden-Turner, p. For that culture is the way in which a group of people solves example, Professor Bennington, the Head of the RMIT problems and reconciles dilemmas. Malaysians, on the contrary, are relatively status conscious although they do not fit the description of following a caste system that does not allow significant upward mobility of its B. While most people view protocol as a funny thing and Between Australia and Malaysia do not take it seriously, Malaysians regard protocol as very important and take it very seriously. The higher he or she gets, his or her station needs to be recognized. This is especially so in this country Malaysia with all the titles and ranks: Because of this, responsible people in this country Malaysia should take more interest in protocol. A standard of professionalism at work must always be exercised. Individualism – IDV Hofstede www. A High Individualism ranking indicates that individuality and individual rights are paramount within the society. Individuals in these societies may tend to form a larger number of looser relationships. A Low Individualism ranking typifies societies of a more collectivist nature with close ties between individuals. These cultures reinforce extended families and collectives where everyone takes responsibility for fellow members of their group. This can be attributed to the while Malaysia is the opposite – it is a more collectivist society. For it to progress, it is This is quite interesting because the concept of mateship – compelled to take certain risks. For example, former Malaysian watching out for your fellow man or woman – is very strong in Prime Minister Tun Dr. Mahathir Mohamad had to take the risk the Australian society. However, his findings bear Financial Crisis instead of taking the easy way out by borrowing some truth in that Australians hold their individual rights in high from the International Monetary Fund IMF. This was to ensure regard – from gender equality at the workplace to freedom of that Malaysia would not be too deep in debts, which would expressing their opinions. His decision proved to be a wise one. Malaysian Managers intending to migrate to or work in Australia must be sensitive to these rights and tread carefully. Infringement of these rights may result in very serious consequences. The author had the opportunity of discovering many MAS focuses on the degree the society reinforces, the new things and, at the same time, analyze the differences and traditional masculine work role model of male achievement, similarities between Australia and Malaysia. While, the cultural control, and power. A High Masculinity ranking indicates the make-up of the two countries may differ, both share a country experiences a high degree of gender differentiation. In commonality in that they are both migrant nations. As such, they these cultures, males dominate a significant portion of the society both share relatively similar worldviews and perspectives on and power structure, with females being controlled by male issues affecting their individual societies. A Low Masculinity ranking indicates the country has a low level of differentiation and discrimination between In the final analysis, managers must learn to be culture savvy in genders. In these cultures, females are treated equally to males in an era where business is increasingly extending beyond borders. In Chart 1, they are not sufficient on their own. The key to learning about a Australia has a higher Masculinity ranking than Malaysia. The author rather unusual given that Aussies are highly aware of their personally learnt a lot by interacting with the typical Aussie individual rights, and have strict anti-discrimination laws. A heavy industrial 6. Female workers in such 1. Instead, they are often found in Guidelines for Managers, Malaysian Institute of Management electronic components manufacturing plants like Panasonic or Motorola where work is limited to soldering small electronic 2. In the Ford plant in Malaysian Management, Malaysian Institute of Management Geelong, there were quite a number of female workers working 3. This creates a rules-oriented society 6. Geert Hofstede Cultural Dimensions, Malaysia – Malaysian Geert that institutes laws, rules, regulations, and controls in order to Hofstede Cultural Dimensions Explained, viewed 25 October, reduce the amount of uncertainty. The World Factbook, Australia, viewed 21 October, opinions.

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Chapter 4 : To nurse and to nurture: breastfeeding in Australian society. | calendrierdelascience.com

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Chapter 5 : Anglo-Celtic Australians - Wikipedia

investigate the similarities and differences in cultural dimensions among Anglo- saxons, Australians and Malaysians (Abdullah and Lim, c). It should be noted that a large number of studies carried out on Malaysia have.