

## **Chapter 5**

Chapter 5 relates Individualism to areas such as politics and religion, and provides statistics by country. While providing an overview on individualism, this chapter provides examples on how individualism applies to organizational structures. Individual praise within an organization is mentioned a couple of times throughout the chapter and an a question is raised about whether or not individual praise is mentioned in the chapter:

"Which kind of job is found more frequently in your organization?"

My variables for my thesis are employee engagement and job satisfaction as I want to gather statistics on what makes people engaged at work. The question mentioned above relates as I think how an organization provides praise factors into retention within an organization.

Chapter 5 also has a great example of communitarianism with MCC and Mr. Johnson. This example also makes the reader think about what style works best for their work

environment: making decisions with the group present or relying on smaller subsidiaries to come to a consensus

## **Chapter 6**

Trompenars did a great job of connecting subtle differences (i.e. bowing in Japanese culture & making eye contact in America) in the workplace in relation to culture. Making eye contact in some cultures is a sign of respect but in American culture, making eye contact for too long can mean disrespect. I found the example of body language and the roller coaster to be interesting. People of Japanese descent typically rode the roller coaster in bowed positions and were becoming injured at a more frequent rate in relation to people of other nationalities. This chapter reviews verbal and nonverbal communication such as tone of voice, and how they compare across cultures. It's helpful to review this information because I can think of several scenarios where a colleague's tone of voice or body language triggered me but it was more a lack of knowledge about their culture on my end.

## **Chapter 7**

This chapter reviewed a component of work that varies across fields. As I read the material, I thought about my involvement within my current organization as I've had to manage burnout before. I typically embrace an organizations culture and take advantage of opportunities to build m network. I struggled with separating myself from work during the first year of the pandemic as it became safest for me to spend leisure time with coworkers since we were exposed to each other during the day.

I also enjoyed reading the stats on employees helping their manager paint their homes. It was interesting to see how the stats compare across countries with India and China topping the list. I like how this text compares how each topic relates to each culture.

## **Chapter 8**

I found this chapter informative as it compared the differences between achievement and ascribing cultures. America's culture can fall into both when you analyze the quality of life between African Americans/Minorities and White Americans. White Americans aren't born as Kings or Queens but they do receive priveleges that minorities don't. When I look at people who build their wealth or become celebrities, America appears to be an achievement culture. America is known as the land of the free and presents the idea that anyone can become successful if they work hard.