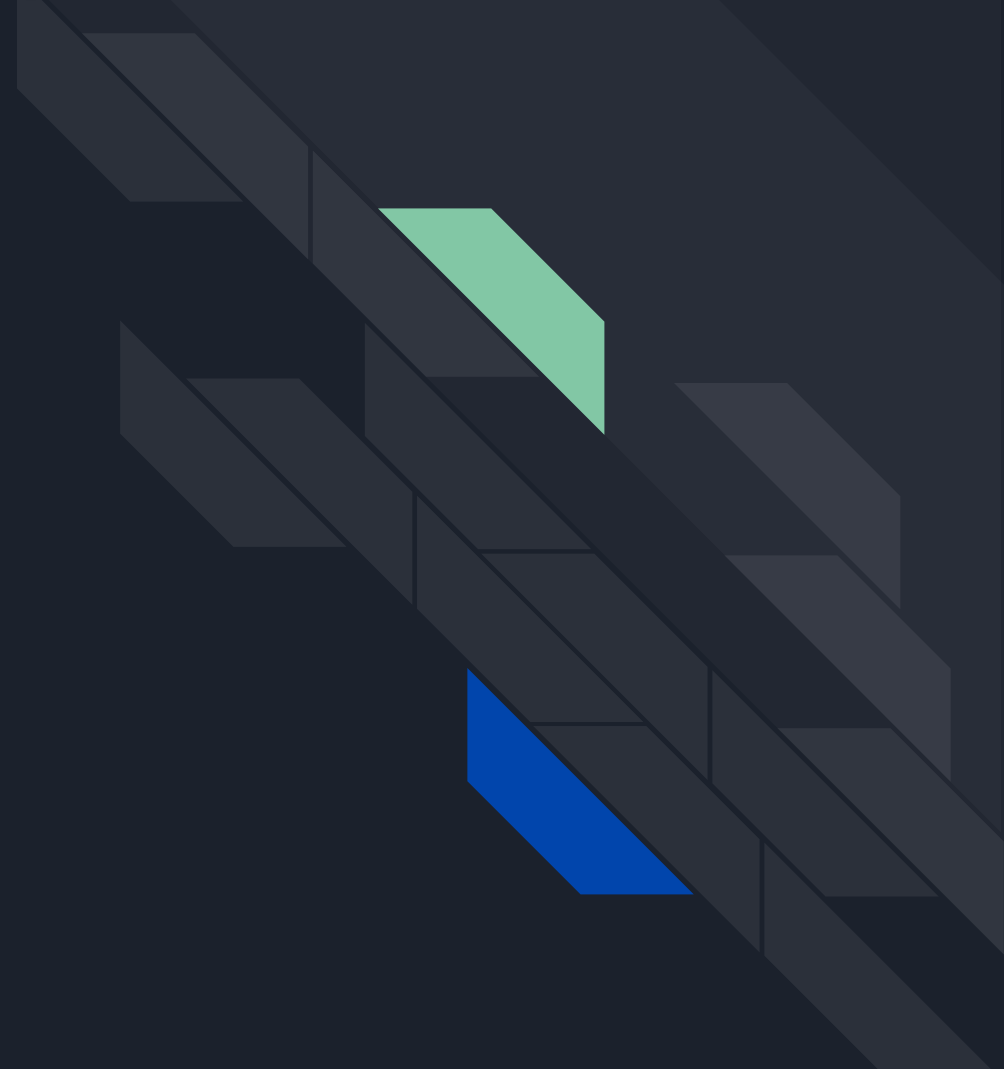




Group Name: Romeo

PART 1: CASE STUDY

A Challenging Workplace



Team Introduction

| Sn | Members | Task Division{describe the tasks done by each member in the whole project in short points} |
|----|-------------------------------|--|
| 1. | Bhabana Dangi (Leader) | Review the Case and Cultural Theories and Dimensions Identified (continued if necessary). |
| 2. | Praphul Shrestha | Review the case and provide the Summary. |
| 3. | Krishna Bhandari | Review the Case and Main Characters and their background. |
| 4. | Lucky maharjan | Review the Case and Cultural Theories and Dimensions Identified (continued if necessary). |
| 5. | Aiko Maharjan | Review the Case and Cultural Theories and Dimensions Identified (continued if necessary). |

Case Review: Main Characters and their background

| Sn | Name | Cultural Background | Role/Significance to the case |
|----|---|---|--|
| 1. | Samira: | <ul style="list-style-type: none">Samira's background: North American, details not given. | <ul style="list-style-type: none">Samira's central role: internship at a Japanese company.Protagonist adapting to Japanese company culture. |
| 2. | Japanese-Based Automotive Company: | <ul style="list-style-type: none">Company culture: rooted in Japanese values. | <ul style="list-style-type: none">Context shapes Samira's challengesDiversity drives adaptation for Samira. |
| 3. | Japanese Advisers & North American Workers: | <ul style="list-style-type: none">Japanese advisers, North Americans. | <ul style="list-style-type: none">Groups represent a company's cultural diversity.Advisers stress consensus; North Americans differ. |
| 4. | Senior Manager: | <ul style="list-style-type: none">Manager's cultural background not specified. | <ul style="list-style-type: none">senior manager evaluates Samira's performance.Evaluation triggers Samira's self-reflection. |

Case Review: Environmental Context, Settings and Background

1. Samira's strong work ethic leads to an internship.
2. Company adapts to North American norms.
3. Blend of Japanese and North American cultures.
4. Internal conflicts between Japanese and North American approaches.
5. Samira's performance evaluation triggers self-reflection.
6. Workplace differs from campus environment.

Case Review: Central Issue/Conflict

1. Samira's strong work ethic and leadership vs. workplace perception.
2. Adaptation to Japanese-North American culture.
3. Internal conflicts in management approaches.
4. Samira's proactive nature and ambitions.
5. Family concerns vs. career aspirations.
6. Senior manager's evaluation raises concerns.
7. Workplace vs. campus atmosphere differences.

Case Review: Cultural Theories and Dimensions Identified

| Sn | Cultural Dimension | Based on the theory of | Explanation |
|----|-----------------------|------------------------|---|
| 1 | High Power Distance | Hofstede's Model | Samira's proactive behavior and assertiveness may contrast with the hierarchical power structure in the Japanese-based company. |
| 3. | Uncertainty Avoidance | Hofstede's Model | The contrasting approaches of Japanese advisers (consensus-building, slow decision-making) and North American workers (rushing into projects) reflect differences in how uncertainty is handled within the company. |

Case Review: Cultural Theories and Dimensions Identified

| Sn | Cultural Dimension | Based on the theory of | Explanation |
|----|----------------------------|------------------------|---|
| 2. | Low Humane Orientation | Globe Model | The company's assessment of Samira, prioritizing assertiveness over competence, suggests a potential lack of focus on employee well-being and individual context. |
| 4. | Assertiveness vs. Humility | Globe Model | Samira's assertiveness and outspokenness might clash with the humility and modesty highly regarded in Japanese culture, potentially leading to conflicts. |

Case Review: Summary

Main Characters and their background:

1. Driven, proactive, strong work ethic.
2. Diverse workforce, hours, styles, occasional conflicts.
3. Feedback: Praise, criticism, competence, assertiveness.

Environmental Settings and Backgrounds:

- 1: Workplace Diversity and Cultural Differences.
- 2: Blended Company Culture.
- 3: Samira's Leadership and Personal Challenges .

Cultural Theories and Dimensions Ident:

- 1: Masculine vs. Feminine.
- 2: Individualism vs. Collectivism.
- 3: Long-Term vs. Short-Term Orientation.

Central issue (what was the conflict):

- 1: Self-Perception and Workplace Realization.
- 2: Performance Evaluation Feedback.
- 3: Samira's Leadership Style and Ambitions.

KEY STUDIES
(Q&A)

**A Challenging
Workplace**

Key Studies: **Case 1:**

1. In what way did this company reflect the characteristics of other Confucian Asia countries?

North American

- Shorter Work Hours.
- Faster Decision-Making.
- Direct Communication.
- Emphasis on Individualism.
- Flexibility in Career Choices.

Japanese

- Longer Work Hours.
- Consensus-Oriented Decision-Making.
- Indirect Communication.
- Hierarchical Structure.
- Collectivism.

Key Studies: **Case 1 :**

2. In what way did this company reflect the characteristics of other Confucian Asia countries?

1: Hierarchy and Respect for Authority:

Japanese culture values hierarchy, authority, and consensus in decision-making.

2: Consensus-Building:

Emphasis on consensus in decision-making, unlike North American rush.

3: Indirect Feedback:

Indirect feedback was common, aligning with Japanese workplace culture.

4: Blend of Language:

Japanese and English coexisted, reflecting cultural diversity in communication.

5. Importance of Tradition:

Company's investment reflects Japanese emphasis on tradition and community values.

Key Studies: Case 1 :

3. Why do you think Samira was not seen as a team player?

| Reasons | Evidences |
|--|---|
| <ul style="list-style-type: none">● Proactive Approach. | Samira's proactive approach and initiative indicated assertiveness. |
| <ul style="list-style-type: none">● Assertive Leadership Style. | She consistently offered her opinions, potentially conflicting. |
| <ul style="list-style-type: none">● Perceptions of Speaking Out of Turn. | Her manager mentioned she was perceived as speaking out of turn. |
| <ul style="list-style-type: none">● Stereotyping and Cultural Differences. | Cultural differences were highlighted, with North American workers seen as rushing into projects. |
| <ul style="list-style-type: none">● Downplaying Ambitions. | Samira downplayed her ambitions, which might have affected her commitment perception. |

Key Studies: Case 1:

4. What universal leadership attributes did Samira exhibit?

- [1: Trustworthy]
- [2: Honest]
- [3: Foresight planning]
- [4: Dynamic and Motivation]
- [5: Team Builder]

POSITIVE LEADER ATTRIBUTES

| | | |
|------------------------|---------------|---------------------|
| Trustworthy | Just | Honest |
| Foresight | Plans ahead | Encouraging |
| Positive | Dynamic | Motive arouser |
| Confidence builder | Motivational | Dependable |
| Intelligent | Decisive | Effective bargainer |
| Win-win problem solver | Communicative | Informed |
| Administrative skilled | Coordinator | Team builder |
| Excellence oriented | | |

Key Studies: **Case 1:**

4. What universal leadership attributes did Samira exhibit?

- [1: Loner]

NEGATIVE LEADER ATTRIBUTES

Loner

Asocial

Noncooperative

Irritable

Nonexplicit

Egocentric

Ruthless

Dictatorial

Key Studies: Case 1:

5. What other suggestions would you have for Samira in this situation?

1: Seek Feedback and Clarification:

Gather feedback, request specific instances, enhance behavior comprehension, and adapt.

2: Communication and Self-Reflection:

Open, honest communication, express team player intent, active listening, self-reflection.

3: Cultural Sensitivity:

Respect cultural differences, learn consensus-building and efficient decision-making from colleagues.

4: Mentorship and Guidance:

Seek mentorship for insights on culture, workplace dynamics, and leadership development.

5: Balance Ambition and Adaptation:

Balance ambition with adaptability for personal and professional growth in the company.



Thank you

Any Question, please?