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## Hofstede- insights‘ country comparison websites

If we explore Romanian culture through the lens of the 6-D model©, we can get a good overview of the deep drivers of Romanian culture compared to other world cultures. Power Distance This dimension deals with the fact that all individuals in societies are not equal – it expresses the attitude of culture towards these inequalities among us. Power removal is defined as the extent to which the less powerful members of institutions and organizations within a country expect and accept that power is unequally distributed. Romania scores in this dimension (score of 90), which means that people accept a hierarchical order in which everyone has a place and which does not need any further justification. Hierarchy in an organization is seen as a reflection of inherent inequalities, centralization is popular, subordinates expect to be told what to do, and the ideal boss is a benevolent autocrat individualism. It is a question of whether the self-image of the people is defined in Me or We. In individualistic societies, people should only take care of themselves and their immediate family. In collectivist societies, people belong to groups that care for them in exchange for loyalty. Romania is considered a collectivist society with a score of 30. This is reflected in a close long-term commitment to the member group, be it a family, an extended family or an extended relationship. Loyalty in a collectivist culture comes first and overcomes most other social rules and regulations. Society maintains strong relationships in which everyone takes responsibility for the members of their group. In collectivist societies, a crime leads to shame and loss of face, employer-employee relationships are perceived morally (like a family link), hiring and promotion decisions take into account the employee's corporate participation, the management is the management of groups. Masculinity A high score (male) in this dimension shows that society is driven by competition, performance and success, where success is defined by the winner/best in the field – a value system that starts at school and continues throughout organizational life. A low score (feminine) in the dimension means that the prevailing values in society are the concern for others and the quality of life. A female society is a society in which quality of life is the sign of success and stand out from the masses is not admirable. The fundamental question here is what motivates people who want to be the best (male) or like what you do (feminine). Romania achieves in this 42 points and is therefore considered a relatively feminine society. In women's countries, work to live is paramount, managers strive for consensus, people value equality, solidarity and quality in their working lives. Conflicts are resolved through compromises and negotiations. Incentives such as leisure and preferred. The focus is on well-being, status is not displayed. Uncertainty Avoidance The dimension of uncertainty avoidance has to do with the way a society deals with the fact that the future can never be known: should we try to control the future, or simply let it happen? This ambiguity brings fear, and different cultures have learned to deal with this fear in different ways. The extent to which members of a culture feel threatened by ambiguous or unknown situations and have created beliefs and institutions that try to avoid them is reflected in the uncertainty-avoidance assessment. Romania scores 90 points in this dimension and therefore has a very high preference to avoid uncertainty. Countries with high levels of uncertainty maintain rigid codes of belief and behavior and are intolerant of unorthodox behaviors and ideas. In these cultures there is an emotional need for rules (even if the rules never seem to work) time is money, people have an inner urge to be busy and work hard, precision and punctuality are the norm, innovation can be combated, security is an important element in individual motivation. Long-term orientation This dimension describes how each society must cultivate some connections to its own past while dealing with the challenges of the present and the future, and societies prioritize these two existential goals differently. Normative societies, which, in this dimension, .B perform poorly, prefer to maintain time-honoured traditions and norms while viewing social change with suspicion. Those with a culture that scores, on the other hand, are more pragmatic: they promote thrift and efforts in modern education to prepare for the future. Romania has an intermediate score of 52 in this dimension. One challenge facing humanity today and in the past is the degree to which young children are socialized. Without socialization, we will not become human. This dimension is defined as the extent to which people try to control their desires and impulses based on the way they were raised. Relatively weak control is called indulgence and relatively strong control is called restraint. Cultures can therefore be described as lenient or restrained. With a very low score of 20, Romanian culture is one of restraint. Societies with a low score in this dimension tend to be cynicism and pessimism. In contrast to the indulgent societies, the restrained also does not place much emphasis on leisure time and control the satisfaction of their desires. People with this orientation have the perception that their actions are held back by social norms and the feeling that there is something wrong to surrender. To compare your personal preferences with the grades of a country of your choice, get the cultural compass™ from our shop. As we explore U.S. culture through the lens of the 6-D model©, we can get a good overview of the deep driving factors of American culture compared to others. in our world. When you provide you with this information, please note that culture describes a central trend in society. Everyone is unique, but social control ensures that most people do not deviate too much from the norm. In addition, there are regional cultural differences in each country, including in the States. But Americans don't have to go to a cultural briefing before successfully moving to another state. Power Distance The fact that everyone is unique implies that we are all unequal. One of the most important aspects of inequality is the degree of power that each person can exercise or exercise over other persons; Power is defined as the extent to which a person is able to influence other people's ideas and behavior. This dimension deals with the fact that all individuals in societies are not equal, and it expresses the attitude of culture towards these power inequalities among us. Power spacing is defined as the extent to which the less powerful members of institutions and organizations within a country expect and accept that power is unequally distributed. It has to do with the fact that the inequality of a society is supported by the supporters as well as by the leaders. Individualism The fundamental problem that deals with this dimension is the degree of interdependence that a society maintains among its members. It is a question of whether the self-image of the people is defined in Me or We. In individualistic societies, people should only take care of themselves and their immediate family. In collectivist societies, people belong to groups that care for them in exchange for unconditional loyalty. The relatively low score on Power Distance(40) in combination with one of the most individualistic (91) cultures in the world is reflected in the following: the American premise of freedom and justice for all. This is demonstrated by an explicit emphasis on equality in all aspects of American society and government. Within American organizations, the hierarchy is set for convenience, managers are accessible, and managers rely on individual employees and teams for their expertise. Both managers and employees expect to be consulted, and information is frequently exchanged. At the same time, communication is informal, direct and to a certain extent participatory. Society is loosely knit, expecting that people should only take care of themselves and their immediate families and not rely (too much) on authorities to get support. In the United States, too, there is a high level of Mobility. The Americans are the best carpenters in the world; however, it is often difficult, especially among men, to develop deep friendships. Americans are used to doing business or interacting with people they don't know well. As a result, Americans are not afraid to approach their potential partners in order to obtain or seek information. In the business world, employees are expected to be independent and take initiative. Also the exchange-based world of work, we see that attitude, promotion and decision-making are based on merit or evidence of what you have done or can do. Masculinity A high score (male) in this dimension shows that society is driven by competition, performance and success, where success is defined by the winner or best-in-the-field. This system of values begins in childhood and continues throughout its life, both at work and in leisure time. A low score (feminine) in the dimension means that the prevailing values in society are the concern for others and the quality of life. A female society is a society in which quality of life is the sign of success and stand out from the masses is not admirable. The fundamental question here is what motivates people who want to be the best (male) or like what you do (feminine). The

