CURRENT STATE OF LEADERSHIP AND CULTURAL DIMENSIONS

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ABSTRACT

Organizational leadership is chosen and determined for a variety of reasons and considerations, including temperament, cultural, national, and regional elements. The cultural aspect of leadership is generally not highlighted because it is assumed to be one of the many variables. However, with economic process and therefore the advent of tighter integration and connection, there's a requirement to review however leadership is decided by cultural factors and therefore the mediating role that cultural exchanges between the West and therefore the East play out once determinative however leaders behave.

Keywords: Leadership, Cultural Dimensions, Economic Process.

INTRODUCTION

This essay discusses the cultural aspects of leadership with a focus on how the leaders in the West and the East are interacting more frequently to enter the global arena and how much structure behavior matters. As an illustration, leaders and managers in the east have learned to embrace a significant amount of democratic forms of leadership as critical to the patriarchal and thus authoritarian forms of leadership that were previously practiced. Furthermore, leaders in the west are starting to realize that the ways in which things are done in the east are drastically different from the ways in which they are done in the east, and that they must be aware of these different management styles. Geert Hofstede, a Dutch scientist, is frequently referenced and quoted to highlight the differences in leadership between the west and the east that are caused by cultural factors. As an illustration, culture is extremely important in determining the actions of leaders, especially when it comes to decision-making, views toward diversity, and how people are treated lower on the hierarchy. Price & Broway (2015). It is true that leaders in the east often have autocratic and patriarchal decision-making structures as opposed to western leaders, who tend to have accordant and democratic ones. (Dickson et al., 2003). Furthermore, business leaders in the east often view diversity as just another aspect of their operations, which results in a paternalistic operating culture in many companies.

Contrarily, diversity is openly practiced in the west, and leaders in many western firms typically follow the law's requirements in these situations. Next, leaders at the top of the hierarchy in the west tend to view those lower down in the hierarchy with a great deal of accommodation and conciliation, whereas leaders in the east tend to view their subordinates according to rigid seniority classifications that are influenced by cultural factors. These are a few examples of how leadership differs between the east and the west, according to Hofstede's work. Fiedler (1964).

Managing a Global Environment

Though utmost business literature addresses regarding still leadership has come invariant with the appearance of profitable process and thus the attendant artistic exchange between the west and thus the east that has redounded in leaders within the east turning into western in their outlook, the constantly neglected side is that some leaders within the east

have turned inward as a results of their commerce with the west and have begun to come provincial and super patriotic in their approach seen within the case of the numerous producing and first sectors wherever leaders frequently rant against western values and the way they loose the workers and therefore, these leaders within the significant producing diligence have rather started pro regionalism associate degree also as resorting to chauvinism and an station that is emphatically against further gap from the frugality. Of course, this does not mean that the no uniformity that results from profitable process is that the prevailing norm as several leaders within the east have modernised their enterprises and espoused western stylish practices Sweeney & McFarlin (2015). Indeed, the proportion of leaders United Nations agency came western is bigger than those that have turned inward and this can be the trend in China and Asian country. still, because the former paragraph set up out, there are several exceptions to the present norm and therefore, any professed or pupil of operation should be conscious of each trends if he or she's to navigate the company parcel in their careers.

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