

PREZENT ȘI VIITOR ÎN CULTURA SOCIETALĂ. PERSPECTIVA STUDENȚILOR ROMÂNI ȘI POLONEZI

SOCIETAL CULTURE DYNAMICS IN ROMANIAN AND POLISH STUDENTS' MIND

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Abstract: The purpose of this study is to identify signs of harmonization between the “average” future manager, when assessing the cultural practices and developing the ideal value system in their societies. Cultural practices and values are assessed with a Likert scale on the nine dimensions used by GLOBE (Global Leadership and Organizational Behavior Effectiveness) international research project. 732 Romanian and Polish students in business and engineering were surveyed in 2008 and 2009. Similarities in expectations to diminish Power distance, increase Performance orientation, In group collectivism and Gender egalitarianism could be interpreted as signs of harmonization between the two compared societies. Beyond these signs, the cultural orientation of Romanian and Polish future managers will differ in many regards. The findings of this first empirical research on compared countries broaden the body of knowledge about the cultural harmonization between the former communist countries joining European Union, and may contribute to improving management training of students, as well as the management practices in investigated countries.

Keywords: societal culture, Romania, Poland