

A study on work design and country values

Abstract:

The performance of an organization is dependent on the work design or in other words, the job design. It includes the elements of work included in the job as well as the work environment. With the creation of multinational companies operating in different countries, the cultural element has been added to the organization entity. The question has been whether work design of an MNC, which was originated in the country of origin of the MNC, can also be exported to other countries resulting in the same efficiency of work. This study through literature review looks into major work designs developed in various countries and regions of the world to answer the above given question i.e. whether culture is the moderating factor between job design and the performance.