

Document details –

Cultural nuances in work attitudes and behaviors: Towards a model of African work culture

Document type

Article

Source type

Journal

ISSN

22813993

DOI

10.36941/ajis-2021-0056

View more

Academic Journal of Interdisciplinary Studies Open Access Volume 10, Issue 2, Pages 259 - 2681 March 2021

Cultural nuances in work attitudes and behaviors: Towards a model of African work culture

Olowookere E.I.a,Agoha B.C.a,Omonijo D.O.b, c,Odukoya J.A.a,Elegbeleye A.O.a

Save all to author list

a Department of Psychology, Covenant University, Ota, Nigeria

b Department of Student Industrial Experience Scheme, Covenant University, Ota, Nigeria

c Department of Sociology, Olabisi Onabanjo University, Ago-Iwoye, Nigeria

Abstract

Author keywords

Topics of prominence

Funding details

Abstract

This study explored managers' perception of the work behaviors and attitudes of Nigerian workers with reference to Nigeria's cultural orientation and the global culture. It compared Japan, USA and Nigeria on Hofstede's cultural dimensions, work culture and organizational outcomes. Descriptive survey design and purposive sampling technique were used in data collection. A total of 131 managers (74 males and

57 females) from manufacturing organizations in Ota, Ogun State were interviewed. The structured interview comprised of 12 statements on work attitudes and behaviors to which respondents agreed or disagreed and made remarks. Four research questions were asked and answered using frequency distribution. The result showed that greater percentage of managers perceived Nigerian workers to require close supervision, sanctions and coercion in driving compliance with organizational rules. Workers were also perceived to be motivated mostly by pay, rewards and benefits. However, only about half of the respondents agreed that Nigerian workers are self-centered and individualistic. Lastly, they perceived that given the right circumstances, Nigerian workers are highly resourceful and capable of participative decision-making and mutual responsibility. This study concluded that Nigeria as well as Japan have collectivist cultures while America has individualistic culture. Although collectivism has paid off as evinced in the successes of Japanese companies, Nigerian organizations, like many others in Africa, have been victims of acculturation with adverse consequences for organizational growth. Hence, a model of African work culture was recommended, one that should not jettison indigenous cultures, but ensure an effective blend with global best practices. © 2021 Olowookere et.al.

Author keywords

Africa; America; Culture; Japan; Nigeria; Work attitude; Work behaviors

Topics of prominence [Learn about these Topics](#)

Funding details

References (21)

[View in search results format](#)

[All Export](#) [Print](#) [E-mail](#) [Save to PDF](#) [Create bibliography](#)

1

Adetola, O.B., Ogunbote, G., Omonijo, D.O., Odukoya, J.A.

Circumcisions and related practices about child birth in Sagamu, Ogun State, Nigeria (Open Access)

(2019) *Academic Journal of Interdisciplinary Studies*, 8 (4), pp. 78-90. Cited 2 times.

<https://www.richtmann.org/journal/index.php/ajis/article/view/10611/10235>

doi: 10.36941/ajis-2019-0040

[View at Publisher](#)

2

Akinbode, G.A., Fagbohunbe, O.B.

Leadership and organizational factors as predictors of employees' organizational commitment in Nigeria:
An Empirical Analysis

(2012) Business and Management Research, 1 (2), pp. 70-87. Cited 7 times.

3

Asikaogu, J

Igbo Cultural Values and the Effect of Globalization: A Critical Analysis

(2018) ARCN International Journal of Social Sciences and Humanities, 12 (2), pp. 42-51.

ISSN: 2384-8942

4

Bannon, G., Guy, V., Al-Omari, J., Reed, B., Pooley, R., White, N.

(2003) Cross-cultural communication: the essential guide to international business. Cited 5 times.

(J. Mattock, Ed) London: Kogan Page