



**HOFSTEDE'S CULTURAL DIMENSIONS: A STUDY ON
TRAINING READINESS AMONG EMPLOYEES OF SME
BANK**

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DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”

I, KHAIRUL AZIZI BIN KHALID,

Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees
- This project paper is the result of my independent work and investigation, except where otherwise stated
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledge

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Date:

ACKNOWLEDGEMENT

Alhamdulillah, after months of doing field work and data analysis finally the study on ‘Hofstede’s Cultural Dimensions: A Study on Training Readiness Among Employees of Sme Bank’ has been completed. I would like to express my deep gratitude to Encik Mohd Halim Bin Mahphoth and Cik Nursafaf Bt. Jailani, my advisors, for their patience guidance, enthusiastic encouragement and useful critiques of this research work.

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ABSTRACT

The purpose of this project is to study whether there is a significant relationship between Hofstede Power Distance and Uncertainty Avoidance with Readiness for Training sessions among the Employees of SME Bank. Hofstede cultural dimensions provide the world with knowledge about how a culture is differentiated between one and another. It has been the main purpose of this study to use Hofstede Power Distance and Uncertainty Avoidance to test it with the employees of SME Bank. The selection of which of Hofstede cultural dimensions to be selected are based on the recommendation of the previous researchers. Readiness for training session was recommended by the Head of Learning and Development of SME Bank.

The researcher has found that there is a significant relationship between Uncertainty avoidance and readiness for training sessions, however there is no significant relationship between power distance and readiness for training sessions among the employees of SME Bank. With the help of Statistical Package for Social Science, SPSS 17, the researcher was able to analyze the findings and interpret it. Throughout this study, the researcher has been able to learn that with limited time and small number of respondent, the result could be as precise as what Hofstede has suggested in his study. The different environment between countries may have also contributed to the conclusion of this study.

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