When Empowerment Evaluation Meets Power Distance

 *IGNITE Session Presented by Meng Melody Jia 10.27.2012*

**References:**

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Fock, H,. Hui M. K., Au, K., & Bond, M. H. (Published online, 3rd May, 2012). Moderation Effects of power distance on the relationship between types of empowerment and employee satisfaction. *Journal of Coross-Cultural Psychology.* Online version of this article can be found at: <http://jcc.sagepub.com/content/early/2012/04/24/0022022112443415>

Hofstede, G. H. (1984). *Culture's consequences: International differences in work-related values.* Sage Publications, Inc.

Hui, M. K., Au, K., & Fock, H. (2004). Empowerment effects across cultures. *Journal of International Business Studies, 35*(1), 46-60.

Scriven, M.(1997). Empowerment evaluation examined. *American Journal of Evaluation, 18* (1), 165-175.

**Tools:**

AEA Statement on Cultural Competence in Evaluation: <http://www.eval.org/ccstatement.asp>

Implicit Association Test:

<https://implicit.harvard.edu/implicit/> (this test will inform you of some of your implicit biases)

The [Organizational Cultural and Linguistic Competency Assessment Tool](http://allianceforclas.org/wp-content/uploads/2011/06/CLAS-Agency-Asssesment-Survey.pdf%20%22%20%5Ct%20%22_blank): <http://allianceforclas.org/wp-content/uploads/2011/06/CLAS-Agency-Asssesment-Survey.pdf> (this tool can help you assess where organizations and individuals fall along the cultural competence spectrum, and to serve as a guide to identify training needs and areas to improve upon)

Culture Dimension Index:

[**Power Distance**](http://www.clearlycultural.com/geert-hofstede-cultural-dimensions/power-distance-index/) | [Individualism](http://www.clearlycultural.com/geert-hofstede-cultural-dimensions/individualism/) | [Masculinity](http://www.clearlycultural.com/geert-hofstede-cultural-dimensions/masculinity/) | [Uncertainty Avoidance Index](http://www.clearlycultural.com/geert-hofstede-cultural-dimensions/uncertainty-avoidance-index/)| [Long-Term Orientation](http://www.clearlycultural.com/geert-hofstede-cultural-dimensions/long-term-orientation/) (refer to Hofstede’s article for other countries)

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| --- | --- | --- | --- | --- | --- |
| Country | **PDI** | IDV | MAS | UAI | LTO |
|  |
| Malaysia | **104** | 26 | 50 | 36 |  |
| Philippines | **94** | 32 | 64 | 44 | 19 |
| China | **80** | 20 | 66 | 40 | 118 |
| Egypt | **80** | 38 | 52 | 68 |  |
| Indonesia | **78** | 14 | 46 | 48 |  |
| India | **77** | 48 | 56 | 40 | 61 |
| Nigeria | **77** | 20 | 46 | 54 | 16 |
| Singapore | **74** | 20 | 48 | 8 | 48 |
| Brazil | **69** | 38 | 49 | 76 | 65 |
| Peru | **64** | 16 | 42 | 87 |  |
| Spain | **57** | 51 | 42 | 86 |  |
| Pakistan | **55** | 14 | 50 | 70 |  |
| Japan | **54** | 46 | 95 | 92 | 80 |
| Italy | **50** | 76 | 70 | 75 |  |
| South Africa | **49** | 65 | 63 | 49 |  |
| United States | **40** | 91 | 62 | 46 | 29 |
| Netherlands | **38** | 80 | 14 | 53 | 44 |
| Australia | **36** | 90 | 61 | 51 | 31 |
| Finland | **33** | 63 | 26 | 59 |  |
| Sweden | **31** | 71 | 5 | 29 | 33 |
| New Zealand | **22** | 79 | 58 | 49 | 30 |
| Denmark | **18** | 74 | 16 | 23 |  |
| Israel | **13** | 54 | 47 | 81 |  |
| Austria | **11** | 55 | 79 | 70 |  |