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**Attitudes towards women's career advancement in Latin America [Recurso electrónico] : the moderating impact of perceived company international proactiveness / Michel Hermans ... [et al.]**

Este artículo se encuentra disponible en su edición electrónica. Su acceso electrónico es a través del enlace de 'Acceso al documento'

References: p. 108-111

**Abstract:** While companies operating in Latin America have witnessed increased female leadership participation, the region remains characterized by traditional gender role attitudes. This juxtaposition of traditional machismo attitudes towards women along with progress in women's leadership participation make this setting ideal for examining a topic of continued worldwide debate: women's career advancement. This study examines attitudes towards the career advancement of women—a historically marginalized group in Latin America. Building on the extant literature, we test the negative association between traditional gender role orientations and attitudes towards women's career advancement, both directly and via a mediated relationship through acceptance of women in the workplace. We then theoretically and empirically extend this literature by examining an important context-related moderator—a company's international proactiveness—which we contend serves as a mechanism for keeping traditional machismo attitudes from manifesting. We examine these relationships within a sample of 973 respondents within the Latin American countries of Argentina, Bolivia, Brazil, Chile, Colombia, Dominican Republic, Ecuador, Mexico, Panama, Peru, and Venezuela. Our findings support our hypotheses and provide practical insight into the important, yet generally not considered effects of a company's internationalization efforts on attitudes towards the career advancement of women.

Journal of international business studies. – 2017, v. 48, n. 1, january, p. 90-112

1. Gender 2. Career advancement 3. Internationalization 4. Latin America 5. Emerging economies

2

**From crossing cultures to straddling them [Recurso electrónico]: an empirical examination of outcomes for multicultural employees / Stacey R Fitzsimmons, Yuan Liao and David C Thomas**

Este artículo se encuentra disponible en su edición electrónica. Su acceso electrónico es a través del enlace de 'Acceso al documento'

References: p. 87-89

**Abstract:** International organizations, ranging from large MNCs to small born global firms, are increasingly recognizing that multicultural employees can help them operate across countries and across cultures. However, multiculturals – individuals who identify with and internalize more than one culture – are a diverse group, and organizations seeking to leverage their potential can benefit from a deeper understanding of the resources they possess and the challenges they face. We conducted three studies with a total of 1196 participants to test relationships between multicultural identity patterns and personal, social and task outcomes. Consistent results across studies indicated that individuals with more cultural identities (higher identity plurality) had more social capital and higher levels of intercultural skills than those with fewer cultural identities, while individuals who integrated their cultural identities (higher identity integration) experienced higher levels of personal well-being than those who separated them. Based on these results we advocate for two directions in future research on multicultural employees: moving beyond cognitive mechanisms alone, and examining monocultural and multicultural individuals simultaneously along the spectrum of identity plurality.

Journal of international business studies. – 2017, v. 48, n. 1, january, p. 63-89

1. Multicultural 2. Bicultural 3. Multiple identities 4. Survey method 5. Multiple regression analysis 6. Social cognition 7. Social identity theory

3

**Group cultural values and political skills [Recurso electrónico] : a situationist perspective on interpersonal citizenship behaviors / Ashish Mahajan and Soo Min Toh**

Este artículo se encuentra disponible en su edición electrónica. Su acceso electrónico es a través del enlace de 'Acceso al documento'

References: p. 120-121

Abstract: Drawing on Mischel's (1968) situationist perspective, we theorized that in a weak situation, one created by a group culture of low power distance (PD) or low uncertainty avoidance (UA), political skills increase the display of interpersonal citizenship behaviors. In a strong situation, one created by a high group PD or high group UA, the application of political skills is constrained. In a sample comprising of supervisor–employee groups from Canada and India, we highlight group culture as an important boundary condition on interpersonal citizenship behaviors and recommend that leaders carefully consider the cultures that they create in their groups.

Journal of international business studies. – 2017, v. 48, n. 1, january, p. 113-121

1. Political skills 2. Organizational citizenship behavior 3. Group power distance 4. Group uncertainty Avoidance

4

**An overview of Hofstede-inspired country-level culture research in international business since 2006 [Recurso electrónico] / Sjoerd Beugelsdijk, Tatiana Kostova, Kendall Roth**

Este artículo se encuentra disponible en su edición electrónica. Su acceso electrónico es a través del enlace de 'Acceso al documento'

References: p. 44-46

Abstract: Kirkman, Lowe, & Gibson's (2006) JIBS article summarized and critiqued international business research inspired by the most cited book in the field Hofstede's 1980 Culture's Consequences: International differences in work-related values (Hofstede [1980]2001). They identified a number of issues in this research and offered several recommendations for improving it in the future, thus laying a strong foundation for Hofstede-related work since 2006. In this commentary, we assess Kirkman et al.'s (2006) impact on the field. Our review shows that their ideas have informed and inspired their own and other scholars' work and have led to significant progress in the way in which Hofstede's framework has been used in international business in the last decade. Here, we specifically focus on the country-level culture studies and assess how research has implemented Kirkman et al.'s three main recommendations – to explore cultural dimensions beyond those introduced by Hofstede, to distinguish between country effects and cultural effects, and to show not only if culture matters but also how much it matters. In addition to the overview, we provide a comprehensive test of these recommendations showing how they can be put into research practice underscoring the theoretical and empirical relevance of the original 2006 article. Our commentary concludes with additional ideas on further strengthening Hofstede-inspired research at the country level of analysis.

Journal of international business studies. – 2017, v. 48, n. 1, january, p. 30-47

1. National culture 2. Cultural distance 3. Cultural profile 4. Hofstede 5. Decade Award 6. Intra-country cultural diversity 7. Supra-national regions 8. Cultural clusters

5

**The past is prologue [Recurso electrónico] : moving on from culture's consequences / Timothy M. Devinney and Jan Hohberger**

Este artículo se encuentra disponible en su edición electrónica. Su acceso electrónico es a través del enlace de 'Acceso al documento'

References: p. 59-61

Abstract: In this article, we examine the theoretical and empirical understanding of culture within the international business discipline post the publication of Kirkman, Lowe, & Gibson, (2006). In their paper, Kirkman et al. (2006) provide a comprehensive retrospective on the impact of Hofstede's seminal publication, Culture's Consequences. In addition to looking at what followed on from Hofstede, they laid out a research program they believed was necessary to move the study of culture forward. Unfortunately, in their current review published in this issue, they outlined how little, if any, of their thoughtful guidance was taken to heart. In our perspective, we believe that this signals that the study and use of culture in the international business field has become stuck in a theoretical and methodological rut and more radical thinking is necessary if we are going to advance beyond "more of the same" science that simply reiterates repeatedly that that culture matters without any coherent advancement of the key role that it plays in the international arena.

Journal of international business studies. – 2017, v. 48, n. 1, January, p. 48-62

1. Culture 2. Theory development 3. Empirical measurement 4. Decade Award

6

**A retrospective on culture's consequences [Recurso electrónico] : the 35-year journey / Bradley L Kirkman, Kevin B Lowe and Cristina B Gibson**

Este artículo se encuentra disponible en su edición electrónica. Su acceso electrónico es a través del enlace de 'Acceso al documento'

References: p. 26-29

Abstract: Our 2006 Journal of International Business Studies article, "A Quarter Century of Culture's Consequences: A Review of the Empirical Research Incorporating Hofstede's Cultural Values Framework," provided a comprehensive review of 180 empirical journal articles and edited volume chapters published between 1980 and June 2002 that incorporated Hofstede's cross-cultural values framework. We examined empirical research that positioned culture as either a main or moderating effect. The review attempted to make sense of the almost quarter century of research examining the impact of culture at the individual, group/organization, and country levels. In the present commentary, we provide: (a) a summary of the progress that has been made in the intervening decade, and most importantly, (b) a new set of recommendations for the next decade to guide those wishing to study the role of national culture in organizations.

Journal of international business studies. – 2017, v. 48, n. 1, January, p. 12-29

1. Decade Award 2. Cultural dimensions 3. Hofstede