

Hofstede's Cultural Dimensions

Masculinity and Femininity

This dimension looks at the extent to which a culture supports a traditional view of masculine and feminine traits. For these purposes, masculinity refers to traits associated with assertiveness and femininity refers to traits associated with nurture. In Hofstede's words, "In a strict sense, only behaviors directly connected with procreation (childbearing and child begetting) are "feminine" or "masculine." Yet every society recognizes many other behaviors as more suitable to females or more suitable to males; these represent relatively arbitrary choices, mediated by cultural norms and traditions" (Hofstede, 2001, p. 280).

Educational Implications

<u>High Masculinity</u> (United States)	<u>Low Masculinity</u> (Norway)
<ul style="list-style-type: none"> • Brilliance in teachers appreciated • Students' performance important • Failing in school is a disaster • Public praise to reward good students • Competitive sports part of curriculum • Best student is the norm • Children socialized to fight back • Teachers pay more attention to boys • Large differences in perceptual ability: boys analytic, girls contextual 	<ul style="list-style-type: none"> • Friendliness in teachers appreciated • Students' social adaptation important • Failing in school is a minor accident • Public praise to encourage weak students • Competitive sports extracurricular • Average student is the norm • Children socialized to avoid aggression • Teachers give equal attention to girls and boys • Small gender difference in perceptual abilities

(Hofstede, Hofstede, & Minkov, 2010, p. 306)

Hofstede, G., Hofstede, G. J., Minkov, M. (2010). *Cultures and Organizations: Software of the Mind*. 3rd Edition. USA: McGraw-Hill.