

The change in cultural mix of Hong Kong working population
- a 21st Century perspective

by

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I hereby certify that the work embodied in this dissertation project is the result of original research and has not been submitted for a higher degree to any other University or Institution.

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Synopsis

This study explores changes in cultural diversity of the Hong Kong working population over the past two decades. Hofstede's cultural dimension scales were used as a basis of analysis and measuring change. The survey method was adopted and a stratified random sample was selected from the Hong Kong Trade Development Council (HKTDC) online database for this study. The results showed that the culture of the Hong Kong working population is highly diversified. Since there has been a lack of research regarding a possible cultural shift in the Hong Kong working population, the results in this study reveal significant changes in uncertainty avoidance and masculinity among Hong Kong managers. Furthermore, significant cultural differences are shown between managers commuting between Hong Kong and Guangdong and managers remaining in Hong Kong. This preliminary result indicates that there is a need to monitor cultural change among Hong Kong managers. Indeed, the implications for human resource planning, leadership and career development and rewards systems in terms of cultural change can be further explored in future studies.