Work-Related Attitudes in Asia and Europe: Institutional Approach

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The differences in attitudes and values in countries with similar cultural roots but different institutional backgrounds were found in a study conducted in three European countries (Alas and Edwards 2007). The differences in work-related attitudes in the three Finno-Ugrian countries, Estonia, Finland and Hungary, are influenced by the respective countries' historical legacy, in particular differences in levels of institutional development (ibid). In order to test this result and to advise companies doing business on different continents, the authors enlarged the sample by adding countries from Europe and Asia. Countries on both continents have been divided into two groups according to their institutional backgrounds. Europe has been divided into two parts according to recent history and developmental level: East European and West European countries. The former group has undergone a transition from planned command economy over the last 20 years, the latter has a long tradition of capitalism and the market economy. Similarly, in Asia Japan, South Korea and Hong Kong have well established market systems, while China has been developing a socialist market economy since the late 1970s (Warner et al., 2005). Managers in Eastern Europe and China have had similar challenges: to focus on organisational efficiency and to change competitive strategies (Alas et al 2009b; Wang, 2007).

The main research question is: are there differences in work-related attitudes between employees from countries with different institutional background on two continents and, if so, what are the reasons for these differences?

The paper begins with hypotheses development. This is followed by description of the empirical study and finally data collected from empirical studies in four regions (China; Japan, South Korea and Hong Kong ['Asia']; formerly socialist Eastern Europe; and Western Europe) are analysed and the results discussed. An institutional model of differences in attitudes toward society, organisations and work has been developed.

The findings indicate both similarities and differences between work-related attitudes in Asia and Europe. Even between East and West European respondents who share a similar culture, there were in certain instances substantial differences in attitudes. The same is true in Asia: attitudes of Chinese respondents differ from attitudes of the three other Asian countries in the survey. At the same time the findings indicate that the institutional framework influences work-related attitudes, as evidenced by the similarities in some of the responses from Chinese and East European respondents.

The main conclusion from this study is that the differences in attitudes held toward society, organisations and work by people in Asia and Europe are influenced both by institutional context and cultural background.

Both factors, and combinations of both factors, should be considered by owners and managers of multinational corporations. These results may help managers of multinational companies to achieve better work-related attitudes among employees working in plants on different continents.

Keywords: China, Asia, Europe, institutionalism, attitudes.

Introduction

The differences in attitudes and values in countries with similar cultural roots but different institutional backgrounds were found in a study conducted in three European countries (Alas and Edwards 2007). The differences in work-related attitudes in the three Finno-Ugrian countries, Estonia, Finland and Hungary, are influenced by the respective countries' historical legacy, in particular differences in levels of institutional development (ibid). In order to test this result and to advise companies doing business on different continents, the authors enlarged the sample by adding countries from Europe and Asia. Countries on both continents have been divided into two groups according to their institutional backgrounds. Europe has been divided into two parts according to recent history and developmental level: East European and West European countries. The former group has undergone a transition from planned command economy over the last 20 years, the latter has a long tradition of capitalism and the market economy. Similarly, in Asia Japan, South Korea and Hong Kong have well established market systems, while China has been developing a socialist market economy since the late 1970s (Warner et al., 2005). Managers in Eastern Europe and China have had similar challenges: to focus on organisational efficiency and to change competitive strategies (Alas et al 2009b; Wang, 2007).
The main research question is: are there differences in work-related attitudes between employees from countries with different institutional background on two continents and, if so, what are the reasons for these differences? The paper begins with hypotheses development. This is followed by the description of the empirical study and finally data collected from empirical studies in four regions (China; Japan, South Korea and Hong Kong ['Asia']; formerly socialist Eastern Europe; and Western Europe) are analysed and the results discussed.

**Impact of Institutions on Values and Attitudes**

Previous studies have shown that values and attitudes have been impacted by institutional settings (Alas et al 2006; Alas 2006; Alas and Rees 2006; Alas and Sun 2008; Alas et al 2009a; Alas and Tuulik 2007; Tafel and Alas 2007; Tafel-Viia and Alas 2009; Übius and Alas 2009).

Institutions include both a structural and social component and socio-economic transition could be understood as institutional change from both the structural and social perspective (Clark and Soulsby 1999). A structural component is connected with institutions as institutionalised forms of ‘external social constraints’. A social component may take the form of ‘cultural rules’. Culture consists of shared motives, values, beliefs, identities and interpretations or meanings of significant events that result from common experiences among members of collectives that are transmitted across generations (House et al, 2004). Understanding values is the fundamental attribute for managing today (Clegg et al 2008). According to Cooper and Croyle (1984), a person’s attitudes influence a person to act in a certain way instead of another. A positive attitude toward one’s job is job satisfaction (Daft 2006) and it may consist of attitudes toward different facets of the job (Spector, 1997). Satisfaction and commitment have both been considered as indicators of whether individuals are effectively connected to an institution or might quit (Holton and Russell 1999; Randall et al. 1990).

Alas and Edwards (2007) found in three European countries with similar cultural background, that the differences in attitudes held toward society, organisations and work by people in Estonia, Hungary and Finland are influenced by different levels of institutional development. Hypotheses for current study are developed based on the result of the previous study.

Hypothesis 1: People from the countries with a socialist heritage put more emphasis on material standards of living than people from traditional capitalist countries.

Hypothesis 2: People from the countries with a socialist background do not see work as a way to serve society.

Hypothesis 3: General Job satisfaction is higher in the countries which have not experienced socialism.

Hypothesis 4: Considering company performance as a pay determinant is not common among respondents from the countries with socialist background.

For empirical testing of propositions countries were selected from two continents: Asia and Europe. Europe is divided into Western and Eastern Europe in order to capture institutional differences in a similar cultural space. East European post-communist countries are compared with West European countries, that have not experienced a communist order. The aim is to identify the impact of socialism on work-related attitudes. Similarly in Asia China is compared with Japan, Hong Kong and South Korea (‘Asia’ later in text), in order to find differences which may stem from institutional differences. There have been enormous institutional changes in formerly communist Eastern European countries compared to Western Europe (Alas, 2008; Alas and Edwards, 2007) and in China, whereas the other three Asian countries have enjoyed relative stability.

**Empirical Study**

**Methodology and Sample**

The survey was conducted in 14 countries in Asia and Europe before 2004, when former communist countries entered EU. From Asia China, Japan, Hong Kong and South Korea participated. From Western Europe France, Italy, Finland and Spain participated and from former socialist Eastern Europe Poland, the Czech Republic, Slovakia, Slovenia, Hungary and Estonia. In each country the survey was conducted in two plants of the electronics industry: one produces telecommunications equipment and the other electrical goods for household use. 43% of respondents were blue collar, 15% of respondents belonged to administrative staff; 14% were technicians, 12% engineers, 6% supervisors and 5% managers. 54% were male, 30% were younger than 30 years and 35% over 40 years. 26% had university level education.

The current attitude survey was conducted on three levels: individual, organisational and societal. Job satisfaction and pay determinants were surveyed on the individual level. Commitment to the company was captured on the organisational level. Values and the meaning of work were studied on the societal level.

A questionnaire was developed by the Denki Ringo research group (Ishikawa et al., 2006) and translated from English into the language of each country. In order to ensure the quality of this survey, the questionnaire was retranslated into English.

There were 5174 respondents in the sample. Data from each of the four groups were compared by means of the ANOVA Test. The factors influencing organisational commitment were identified using Linear Regression analysis.

**Results**

**Attitudes toward Society**

Table 1 shows the kind of society people prefer. There are statistically significant differences in all eight items between China and the three other Asian countries (p< .05). Between Eastern and Western Europe there was no statistically significant difference in two items: ‘People can live with a peaceful mind’ and ‘People can acquire all the results of their own work’.
Ruth Alas, Vincent Edwards. Work-Related Attitudes in Asia and Europe: Institutional Approach

Table 1: Preferred society according to respondents from Asia and Europe

<table>
<thead>
<tr>
<th>Region</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
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<td>Asia</td>
<td>1.72 1.57 1.88 1.79 1.58 1.34 1.49 1.56</td>
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<td></td>
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<tr>
<td>N=1647 SD</td>
<td>.69 .61 .82 .74 .61 .56 .66 .64</td>
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</tr>
<tr>
<td>China</td>
<td>1.27 1.97 1.51 2.04 1.70 1.18 1.25 1.39</td>
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<tr>
<td>N=446 SD</td>
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</tr>
<tr>
<td>Eastern Europe</td>
<td>1.23 1.81 1.51 1.92 1.62 1.21 1.28 1.38</td>
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<tr>
<td>N=2161 SD</td>
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<tr>
<td>Western Europe</td>
<td>1.60 1.66 1.82 1.76 1.49 1.29 1.30 1.38</td>
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<tr>
<td>Total</td>
<td>1.46 1.67 1.67 1.79 1.56 1.26 1.35 1.47</td>
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<tr>
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</tbody>
</table>

1 - People are provided with a good material standard of living
2 - Everyone cooperates with each other in solidarity
3 - People live by observing well-established values and ethics
4 - Social equality among people is highly developed
5 - Individuals can develop their lives with great opportunities
6 - Social order is well maintained with few criminal offences
7 - People can live with a peaceful mind
8 - People can acquire all the results of their own work

Notes: A 4-point scale was used where ‘1’ signifies ‘very important’ and ‘4’ ‘not important’.

The rankings of values in Table 2 also differ between regions.

Hypothesis 1 was supported: Respondents from Eastern Europe and China put more emphasis on their material standard of living compared to people from Asia and Western Europe. At the same time people from Asia emphasised cooperation more than the two European groups of respondents and China. Well-established values and ethics are more important for Eastern European and Chinese respondents than for respondents from countries which have not experienced the socialist order.

Meaning of Work

There are statistically significant differences between China and the three other Asian countries in five out of six items on the meaning of work (p < 0.05). There was no difference in 'Work provides you with an income that is needed' (Table 3). In Europe there was no difference in 'Work permits you to have interesting contacts with other people'.

Work enjoys most prestige in China and Eastern Europe. Work has least prestige in Asia. Similar results apply to the item 'Work keeps you occupied'.

Hypothesis 2 was supported only in Europe, not in Asia: Western European respondents found work to be a more useful way to serve society than respondents from Eastern Europe, but Chinese respondents did not find work to be less useful for serving society than respondents from Asia.

European respondents found work to be a more useful way to serve society compared to other respondents. Western European and Asian respondents evaluated work as a source of income more highly and found work more interesting than Chinese and East European respondents. Asian respondents regarded work as a provider of interesting contacts with other people more highly than Chinese and European respondents.

Rankings in Table 4 indicate similarities and differences between the four regions in respect of the meaning of work. Respondents from Western Europe find work itself more interesting and satisfying than respondents from Eastern Europe, who put this item last. 'Work keeps you occupied' is ranked first in Eastern Europe, but among the last three in China, Asia and Western Europe.
The opinions of respondents about the meaning of work

<table>
<thead>
<tr>
<th>Region</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
</tr>
</thead>
<tbody>
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<td>3.81</td>
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<td>Eastern Europe</td>
<td>3.51</td>
<td>3.75</td>
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<td>3.56</td>
<td>3.62</td>
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</tr>
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</tr>
<tr>
<td>Western Europe</td>
<td>3.10</td>
<td>4.29</td>
<td>3.50</td>
<td>3.62</td>
<td>3.51</td>
<td>3.67</td>
</tr>
<tr>
<td>N=935</td>
<td>1.14</td>
<td>1.02</td>
<td>1.17</td>
<td>1.04</td>
<td>1.11</td>
<td>1.09</td>
</tr>
<tr>
<td>Total</td>
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<td>4.00</td>
<td>3.52</td>
<td>3.65</td>
<td>3.56</td>
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</tr>
<tr>
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<td>1.22</td>
<td>1.22</td>
<td>1.11</td>
<td>1.20</td>
<td>1.14</td>
</tr>
</tbody>
</table>

1 – Work gives us status and prestige
2 – Work provides you with an income that is needed
3 – Work keeps you occupied
4 – Work permits you to have interesting contacts with other people
5 – Work is a useful way to serve society
6 – Work is basically interesting and satisfying

A 5-point scale was used, where ‘1’ signifies ‘entirely disagree’ and ‘5’ ‘completely agree’.

Bold notes statistically significantly different between China and the 3 other Asian countries according to the T test, p< .05 . Bold also notes statistically significant differences between West and East European countries.

Facets of job satisfaction, employee feelings toward the organisation they work for and general satisfaction with work life

| Region     | 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
|------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Asia       | 2.82 | 8.92 | 9.95 | 2.93 | 0.02 | 8.92 | 8.02 | 7.20 | 6.65 | 0.16 | 8.79 |
| N=1651     | 0.89 | 9.41 | 0.97 | 9.95 | 9.92 | 9.94 | 9.91 | 9.95 | 9.95 | 7.78 | 9.89 | 9.70 | 7.81 |
| China      | 2.82 | 8.92 | 7.00 | 4.05 | 0.34 | 1.05 | 2.23 | 2.83 | 0.32 | 9.24 | 3.33 | 6.53 | 3.33 |
| N=451      | 0.92 | 1.00 | 0.09 | 1.03 | 0.01 | 0.03 | 0.09 | 6.89 | 1.00 | 6.41 | 1.17 |
| Eastern2 | 7.22 | 7.22 | 7.20 | 3.50 | 7.94 | 10.05 | 0.20 | 8.50 | 12.71 | 9.02 | 8.32 | 8.72 | 7.00 |
| N=2161     | 0.95 | 9.89 | 1.06 | 9.91 | 0.14 | 0.11 | 0.03 | 9.76 | 9.11 | 1.68 | 9.95 |
| Western2 | 5.22 | 7.22 | 6.23 | 3.02 | 7.00 | 9.92 | 2.32 | 4.52 | 5.13 | 7.56 | 8.00 | 5.00 | 1.17 |
| N=495      | 0.91 | 0.02 | 9.96 | 1.13 | 0.31 | 1.13 | 1.14 | 0.01 | 0.03 | 0.09 | 7.46 | 9.61 | 1.69 | 8.88 |
| Total      | 2.72 | 7.82 | 5.32 | 3.33 | 3.02 | 8.02 | 9.82 | 3.02 | 4.29 | 9.12 | 7.65 |
| N=5714     | 0.98 | 9.96 | 1.03 | 0.03 | 0.01 | 0.04 | 0.09 | 7.80 | 9.41 | 0.72 | 9.94 |

1 - Working conditions
2 - Trust between managers and employees
3 - Work load
4 - Length of working time
5 - Pay and fringe benefits
6 - Competence of management
7 - Promotion opportunities
8 - Training and re-training
9 - Security of employment protection
10 - Equal opportunities for women and men
11 - Welfare provision
12 - Relationship with the boss
13 - Relationship with co-workers
14 - The extent to which work is interesting
15 - Business information provided by the organisation
GS - General satisfaction
F - Commitment to the company
E - Feelings towards the company

Job Satisfaction and Commitment to the Company

Hypothesis 3 was supported: general job satisfaction was higher in Asia than in China and higher in Western Europe than in Eastern Europe. Statistically significant differences between China and the three other Asian countries (p< .05) were in all items except: ‘Working conditions’, ‘Trust between managers and employees’, ‘Competence of management’ and ‘Training and re-training’. Between Eastern and Western Europe there were statistically significant differences in all items except: ‘Trust between managers and employees’, ‘Length of working time’ and ‘Business information provided by management’ (Table 5).

The Western European and Asian respondents appeared to enjoy the highest and the Chinese and Eastern Europeans the lowest job satisfaction. Commitment to their company was highest in Western Europe.

The results in Table 6 indicate differences in rankings of facets of job satisfaction between regions. Trust between managers and employees was the highest in Asia and the lowest in Western Europe. Satisfaction with security of employment protection was higher in Western Europe and Asia than in Eastern Europe and China. Satisfaction with work load was highest in Eastern Europe and China and equally lower in Asia and Western Europe. Satisfaction with welfare provision was higher in Asia and Western Europe and lower in China and Eastern Europe.
The Linear Regression analysis reveals the differences in predictive value of different facets of the job satisfaction construct on employees’ commitment to the company between regions (Table 7). In the analysis employees’ commitment to the company was taken as a dependent variable and 15 facets of job satisfaction were taken as independent variables. The standardised Beta (β) coefficient, enabling prediction of how the facets forecast commitment, was calculated. In China 12.9 percent of the variability in commitment to the company can be explained by reference to the 15 facets of job satisfaction presented in the current study, in other Asian countries 13.4 percent, in Western Europe 37.5 percent and in Eastern Europe only 13.8 percent.

The results indicate that in all four groups of countries the extent to which work is interesting predicts commitment to the company. In European countries and China, furthermore, pay and fringe benefits are important predictors. In the Asian countries and East European countries business information provided by management also predicts commitment to the company. In China and Western Europe competence of management is a predictor and in Western Europe and the three Asian countries length of working time is an important predictor. In Asia trust between managers and employees is also important, while security of employment plays an important role in China. In Western Europe working conditions and in Eastern Europe relationship with the boss and with co-workers and welfare provision influence commitment. To summarise, the 15 facets therefore seem to reflect the situation in Western Europe to a greater degree than elsewhere.

### Attitude to Pay Determinants

Statistically significant differences between China and the three other Asian countries according to the ANOVA test (p< .05) were in all items except: level of education, age and mental load. In Europe there was no difference in unpleasant working conditions and achievement of tasks (Table 8).

Respondents from Asia, including China, found level of education, achievement of task, skills required for the job and responsibility on the job less important than both European samples. At the same time Asians found size of family the employee supports, age and gender more important than East and West Europeans.
### The opinions of workers about determinants of pay

Table 8

<table>
<thead>
<tr>
<th>Region</th>
<th>1</th>
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<td>1.51</td>
<td>2.43</td>
<td>2.05</td>
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</tbody>
</table>

1 - Level of education
2 - Unpleasant working conditions
3 - Achievement of tasks
4 - Size of family the employee supports
5 - Skills required for the job
6 - Physical load
7 - Age
8 - Gender
9 - Group or team performance
10 - Company performance
11 - Physical load
12 - Mental load
13 - Responsibility on the job
14 - Language abilities
15 - Special personal characteristics required for the job

The opinions of workers about determinants of pay in different regions are as follows:

#### Hypothesis 4

Hypothesis 4 was supported according to ranking of pay determinants: respondents from the countries with socialist background ranked company performance as pay determinant as less important than others. The hypothesis was supported according to mean values only in Asia, not in Europe.

### Conclusions

The findings indicate both similarities and differences between work-related attitudes in Asia and Europe. Even between East and West European respondents who share a similar culture, there were in certain instances substantial differences in attitudes. The same is true in Asia: attitudes of Chinese respondents differ from those of the three other Asian countries in the survey. At the same time the findings indicate that the institutional framework influences work-related attitudes, as evidenced by the similarities in some of the responses from Chinese and East European respondents.

The main conclusion from this study is that the differences in attitudes held toward society, organisations and work by people in Asia and Europe are influenced both by institutional context and cultural background. Both factors, and combinations of both factors, should be considered by owners and managers of multinational corporations. These results may help managers of multinational companies to achieve better work-related attitudes among employees working in plants on different continents.

### References


Ruth Alas, Vincent Edwards  *Work-Related Attitudes in Asia and Europe: Institutional Approach*


Pagrindinis tyrimų klausimas yra šis: ar skirtingai darbuotojų darbo santykių požiūriai šalyse, turinčiose skirtingas institucines tradicijas abiejose žemynuose? Jei skiriasi, kokios šių skirtojų priežastys. Šiaip ar taip, buvo pastebėta, kad vystyti atsakymus dėl skirtingų institucinių požiūrių; dėmesio skiria trys gruppés: 54 % – vyrai, 30 % – jaunesni nei 30 metų, 26 % – per 40 metų, 26 % – per 40 metų. Šie įvairūs įvairių požiūrių išvada yra ta, kad požiūrių skirtojai yra visuomenės tikslų veikėjai, kurių veikėjai veikė įvairių kaip būdą išgelbėti visuomenę. 

Trečioji hipotezė: bendras pasitenkinimas darbu yra didesnis šalyse, kuriose nebuvо socializmo. Šios atsakymo išvados gali būti įvertinti įvairių socialinių grupių požiūriai šalyse, kurių socializmo modeliai ir įvairiausios požiūrių požiūriai. Šios atsakymo išvados gali būti įvertinti įvairių socialinių grupių požiūriai šalyse, kurių socializmo modeliai ir įvairiausios požiūrių požiūriai. Dėl to, kad vystyti atsakymus dėl skirtingų institucinių požiūrių; dėmesio skiria trys gruppés: 54 % – vyrai, 30 % – jaunesni nei 30 metų, 26 % – per 40 metų, 26 % – per 40 metų. Šie įvairūs įvairių požiūrių išvada yra ta, kad požiūrių skirtojai yra visuomenės tikslų veikėjai, kurių veikėjai veikė įvairių kaip būdą išgelbėti visuomenę. 

Ir taip, būtų galima pasakyti, kad vystyti atsakymus dėl skirtingų institucinių požiūrių; dėmesio skiria trys gruppés: 54 % – vyrai, 30 % – jaunesni nei 30 metų, 26 % – per 40 metų, 26 % – per 40 metų. Šie įvairūs įvairių požiūrių išvada yra ta, kad požiūrių skirtojai yra visuomenės tikslų veikėjai, kurių veikėjai veikė įvairių kaip būdą išgelbėti visuomenę. 

Rektažodžiai: Kinija, Azija, Europa, institucija, požiūris.