

# International Management

## Q1

**1. Explain 2 substantive differences between Schwartz and Hofstede's models.**

**(note: number of dimensions is not substantive)**

- Schwartz: Theory driven  
Hofstede: Data driven
- Schwartz: correlated, interdependent dimensions  
Hofstede: independent dimensions

**2. Explain 2 points of overlap (similarities)**

- Both etic approach/dimensions
- Both matched sample
- Assume temporal stability (no over time)

## Q2

**Explain 2 key differences between the emic and etic approach**

- Emic approach
  - No classification based on dimensions
  - Within
  - Method: observation
- Etic approach
  - Classification based on dimensions
  - Outsider
  - Method: survey

## Q3

**Distance & liability of foreignness**

**1. Explain liability of foreignness**

- Cost of doing business abroad

**2. Explain how cross cultural differences influence internationalization according to Kostova et al**

- Institutional distance
- Institutional voids
- Institutional economics: difference in degree
- Organizational institutionalism: difference in kind

## Q4

**Explain 4 limitations of varieties of capitalism**

- Static & deterministic
- US-european centric
- No place for global factors
- Too simplistic

## Q5

**Explain four differences between the Anglo-Saxon model and the Nordic model**

- Financial system
  - Anglo: market based
  - Nordic: intermediaries
- Education system
  - Anglo: very high costs
  - Nordic: cheap education

- Welfare system
  - Anglo: needs-based, low social protection
  - Nordic: generous system, high social protection
- Labor market
  - Anglo: external labor market, weak unions
  - Nordic: strong unions, employee protection