

The Interaction of Cultural Differences, Machiavellianism and Mobbing in Globalization Process

Gülten Eren Gümüştekin

Dumlupınar University, Kütahya, Turkey
ggumustekin@hotmail.com

Nuray Mercan

Dumlupınar University, Kütahya, Turkey
snmmrcan@yahoo.com

Bayram Alatur

Dumlupınar University, Kütahya, Turkey
alatur_bayram@hotmail.com

Emine Oyur

Dumlupınar University, Kütahya, Turkey
oyuremine@hotmail.com

Culture and cultural differences are being important in the globalized business world and the public administration day by day. Moreover, the competition level has increased recently. In accordance with the philosophy of globalization the whole world is a common market. As a result cultural differences and unethical behaviours can be observed.

Machiavellianism mostly emerges in an environment of intense competition and it is considered as a type of mobbing which aims to manipulate the people into serving for the benefit of power. In this study, the relationship between Hofstede's cultural differences, mobbing and Machiavellianism is discussed.

Globalization period has converted national firms to international firms. As a result of globalization it has been a new issue of the world that the struggle of different cultures to live together and generate common values. To solve this problem it is needed to develop a different perspective. If the cultural differences are not approved, people tend to dominate the other cultures with their own culture, which is called as 'Cultural Myopy'.

This situation may lead up arising of unhealthy of unhealthy network of relation and communication between the cultures and as a consequence increasing mobbing. Also cultural differences reflect on cultures and climate of organizations. The cultural differences in organizations must be well manage, otherwise communication disorders. This problem may come along and this could cause pressure of management.

Keywords: Cultural Differences, Machiavellianism, Mobbing.