

Organizational Socialization: Differences In Consequences Between Employees From Nations With High And Low Uncertainty Avoidance

Reeta Raina
Professor
FORE School of Management
New Delhi
rraina@fsm.ac.in

Rajneesh Chauhan
Professor
FORE School of Management
New Delhi
rajneesh@fsm.ac.in

Abstract

This study assumes that the effect of organizational socialization may be different in different cultural contexts and therefore, attempts to investigate the moderating effect of national culture value-uncertainty avoidance- on the relationship between institutionalized socialization tactics and work-related attitudes by focusing the differences between Turkey and India. Using data collected simultaneously from India and Turkey, authors conducted multi group structural equation modeling (SEM) approach to compare the research model across the two nations. The results indicate that the effects of Institutionalized socialization on normative commitment and intention to quit are stronger for employees from nation with low UA tendency while the effects of Institutionalized socialization on affective commitment, job satisfaction and organizational identification are stronger for employees from nation with high UA tendency.

Keywords: Organizational Socialization, Uncertainty Avoidance, Work-related Attitudes, Structural Equation Modeling

Acknowledgement: The infrastructural support provided by FORE School of Management, New Delhi is gratefully appreciated.