

Cultural Diversity

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### Cultural Diversity

A country and its citizens are entitled to have their expressions, practices, languages, behaviors, and beliefs. These cultural norms vary between countries and influence how each conducts its activities in organizational or business settings (Lozano & Escrich, 2016). In comparison, Japan and Australia are culturally diverse. Japan's culture embraces team unity, whereas Australia's culture involves focusing on individual performance and success in a business setting.

First, Japan's culture influences the costs of doing business by building strong and long-lasting business relationships. Establishing trust is an important step that ensures successful negotiations and minimal expenses incurred from failed business transactions. Conversely, Australia's culture influences the costs of doing business by concentrating on quick business transactions with minimal pleasantries. This bold approach limits the room for discussion and costs businesses a lot of money through failed negotiations.

Second, Japan's economic development and its culture are positively correlated. The country's success in business hinges on the application of cultural norms such as humility and modesty. Likewise, Australia's immigrant incorporation culture has led to remarkable economic productivity as its working-age population ranks the highest compared to other countries. Finally, the Japanese highly value their appearance and prefer formal clothing. They implement this in their business practices and focus on conformity. Alternatively, Australian culture leans towards individual expression. In business settings, they dress stylishly and are often far from being conservative.

The two country's cultural norms play significant roles in influencing the costs of doing business, future economic development, and business practices. Regardless of the magnitude of

influence, culture deserves to be given a lot of credit as a key aspect necessary in organizational, business, and nation-wide progress. Both Japan and Australia should embrace their respective cultures' advantages and strive to adjust the features that cause drawbacks.

## References

- Lozano, J. F., & Escrich, T. (2016). Cultural diversity in business: A critical reflection on the ideology of tolerance. *Journal of Business Ethics*, 142(4), 679-696.  
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