

# **Abstract**

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## **An exploratory investigation of some work related values among middle managers in Egypt**

Abstract The authors report on the findings of a preliminary investigation into the work-related attitudes and values prevalent among a sample of Egyptian middle managers. The study utilised Hofstede's four dimensions of national culture, encompasses both Egyptian owned and Multi-national organisations and takes into account the teachings of Islam and their potential influence upon work related values and beliefs. The findings indicate some consistency with Hofstede's original findings regarding work related values in Arab countries but they also demonstrate some consistency with predicted outcomes of the process of globalisation and greater exposure to external influences. The most intriguing finding suggests that there might be reasons for questioning whether masculinity and femininity are opposite ends of a single dimension since the sample studied appear to exhibit high levels of both. The implications of these findings for work team effectiveness are also briefly discussed.