

ABSTRACT

The study is intended to assess the relationships between cultural dimensions (utilizing nine cultural dimensions from GLOBE project of power distance, uncertainty avoidance, societal collectivism, in-group collectivism, gender egalitarianism, assertiveness, future orientation, performance orientation, and human orientation) and performance effectiveness of employees in terms of skills, time management, accountability and job dedication among Thai and Chinese managerial and supervisory employees in C.P. Thailand and C.P. Kunming.

The significant factors of this study are to help managerial and supervisory employees in both C.P. Thailand and C.P. Kunming have better understanding on cultural dimensions and employees' performance effectiveness. The findings of this study will contribute to the enhancement of the field of performance effectiveness development in both C.P. Thailand and C.P. Kunming and other companies that wishes to apply this study in their organizations.

Further research is recommended, a study to examine the organization cultural differences between Thai and Chinese organizations which impact managerial and supervisory employees' performance effectiveness, a study to examine the relationships between organizational culture and managerial and supervisory employees' performance effectiveness.