

# Power Distance and International Aerospace Endeavors

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## Power Distance (PD)

The aerospace industry is composed of international missions. It is thus crucial to understand cultural differences. PD is the degree to which a person or group is accepting of inequalities and hierarchical organizational practices, and it varies greatly between cultures.

Leadership that matches culture is more effective, and incongruent leadership may lead to detrimental mission consequences.



Images Source: Google Images

### In low PD cultures:

- ↓ Support → ↓ Performance, commitment, and helping behavior
- ↑ Quality treatment → ↑ Positive outcomes
- ↑ Injustice perceptions → ↑ Negative behavior
- ↑ Discretion empowerment → ↑ Satisfaction, team participation
- ↑ Autonomy → ↑ Performance, satisfaction

### In high PD cultures:

- ↑ Display rules → ↓ Emotional exhaustion
- ↑ Supervisor Regulation → ↑ Job satisfaction
- ↓ Bureaucratic, distant leadership → ↓ Supervisor respect, team participation
- ↓ Participation in decisions → ↑ Performance
- ↑ Leadership empowerment → ↑ Satisfaction

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