

**MEO02**

## **BANK MANAGEMENT CULTURE – A PROFILE**

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### **Abstract**

This study examines the cultural underpinnings of bureaucracy by comparing the values and beliefs of bank managers with those of small business owner-managers across two culturally diverse countries, the United States and Ukraine. Survey data were collected from 168 bank managers and 163 small business owner-managers, focusing on seven cultural constructs. The findings reveal significant differences between professional bank managers and small business managers in both countries, with bank managers exhibiting higher Power Distance, lower Social Flexibility, and lower Spirituality. These dimensions may suggest defining characteristics of both the global banking culture and bureaucracy more broadly.

### **Conference Track**

Management, Entrepreneurship, and Organization