

## **Performance Management in the Angolan Culture: Structural, Social and Organizational Conditions**

### **ABSTRACT**

In a multicultural and globalized world is essential, first to understand their own cultural values, and then, the cultural values of those which we must collaborate. As culture is the basis of all accepted values by the society, these values are reflected in the organizations. Authors like Hofstede (2003) and Cunha et al (2004), argue that the elements of national culture should be considered important by the managers concerned about their organizations performance. Although the standardizing tendency of globalization, the national culture remains an important factor which formats the management model of companies. In this context, the present study portrays the importance of Angolan culture to implement a performance management system for Angolan companies. This study was developed based on literature review and interviews, which allowed assembling a set of information that made it possible to propose a performance management model in Angola, taking into account their culture, whereby organization and employees can identify themselves.

**Keywords:** Angolan culture, organizational culture, performance management, human resource management