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Band 2

**Cornelia Scott**

**The Influence of National Culture  
on Stock Option Programmes as Motivators**

The Case of Managers in Germany

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## *Foreword*

During my international travels I have observed that the world is a very different place and that the people that live on it are also very different. They act differently, believe in different Gods, show their emotions differently and appear to be motivated by different things. I firmly believe that a part of this diversity can be explained by the different believes, traditions, values etc., in other words by culture. Cultural diversity is evident in everyday life but also at a corporate level and influences the way that business is done in a variety of ways. It is my passion for cultures and business studies and the strong desire to understand these international differences that have inspired me to focus on the question of culture in connection with a particular business question in my dissertation. My inspiration to explore the world and try to understand people and never stop learning was passed on to me by my beloved parents, Evi and Geoffrey Scott. Their generous support has allowed me to be the person I am. I thank you both kindly. I would also like to extend my thanks to the following people who have escorted me in one way or another in my life. Firstly thanks to my academic supervisors Prof. Dr. Hab. Janusz Teczek and Prof. Dr. Hab Anna Karwinska who not only gave me valuable academic support but their personal advice was also encouraging. My dear husband Dr. Markus Holz who was understanding, extremely supportive and very constructive. A dear friend, Marius Nieland, whose advice I have always respected. Thank you to you all, without you this would not have been possible!

In the course of writing this dissertation I have discovered and learnt that there is some truth in the old British saying “it takes all sorts to make the world go around”. The consequences may sometimes be harsh but essentially this is a blessing! Perhaps in some way this dissertation will help us to understand some of these human differences and that we may respect them and hopefully make the world a more tolerant and harmonious place.

Essen, 1<sup>st</sup> Sept 2008

Cornelia Scott



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