

Abstract

The objective of this study is to test whether the constructs of self-construals and power distance would be useful in predicting Hong Kong employees' willingness to participate and their preferences towards different participation methods. Three main sets of hypotheses are formulated. (1) the strength of independent self-construal is positively correlated with willingness to participate across different methods; the independent self prefers to participate through direct than indirect method and public than private expression (2) the strength of interdependent self-construal is positively associated with willingness to participate in group, indirect and private ways. (3) the strength of power distance is correlated negatively with willingness to participate across different methods; high power distance mediates a perception of lower access level and causes a decrease in willingness to participate; individuals with high power distance prefers to participate through formal channel to informal channel. Results supported all the hypotheses related to the independent self-construal and most hypotheses of power distance. The interdependent self-construal was found non-significant in predicting willingness to participate. Results are discussed in terms of practical and theoretical implications.