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<p>Tiivistelmä-Referat-Abstract</p> <p>Computers and new information technology are used excessively in today's business world – even in the more “softer” areas such as Human Resources. Academic research on these areas has also increased remarkably. However, in social psychology research on new technologies and user attitudes is basically non-existent. This study introduces an important current topic, the intranet, as a form of organizational communication, and discusses its use and possibilities in Human Resources Department's communication, as well as in communication in general.</p> <p>The study concentrates on finding out the relationships between intranet use and intranet attitudes, specifically studying use of Human Resources intranet pages and attitudes towards them. Another important factor in the research was culture. It was studied by using Hofstede's cultural dimensions, masculinity and power distance, to see whether they are related to intranet use and/or attitudes. The purpose of the study is to help the company to develop the existing HR communication systems to answer organization's needs.</p> <p>The study was conducted by a quantitative questionnaire in Neste Chemicals Oy, an international, Finnish-based chemicals company. The results have been analyzed statistically using mainly ANOVA and t-test, concentrating on finding out the differences between groups.</p> <p>The study found that intranet was used frequently among all the personnel, although significant differences between positions and locations were found. Intranet attitudes and use were found to be strongly linked to one another, both on general level and regarding HR intranet pages. Culture was also found to be related to intranet use and attitudes as well as to openness of communication. However, a concern of many respondents regarding intranet use was that it should not be forgotten that personal service is still needed - and wanted.</p> <p>Most important references:</p> <p>Hofstede, Geert. (1994). Cultures and Organizations. Software of the Mind. Intercultural Cooperation and Its Importance for Survival. London: Harper Collins Business.</p> <p>Hofstede, Geert. (1984). Culture's Consequences. International Differences in Work-Related Values. Beverly Hills: Sage.</p>			
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