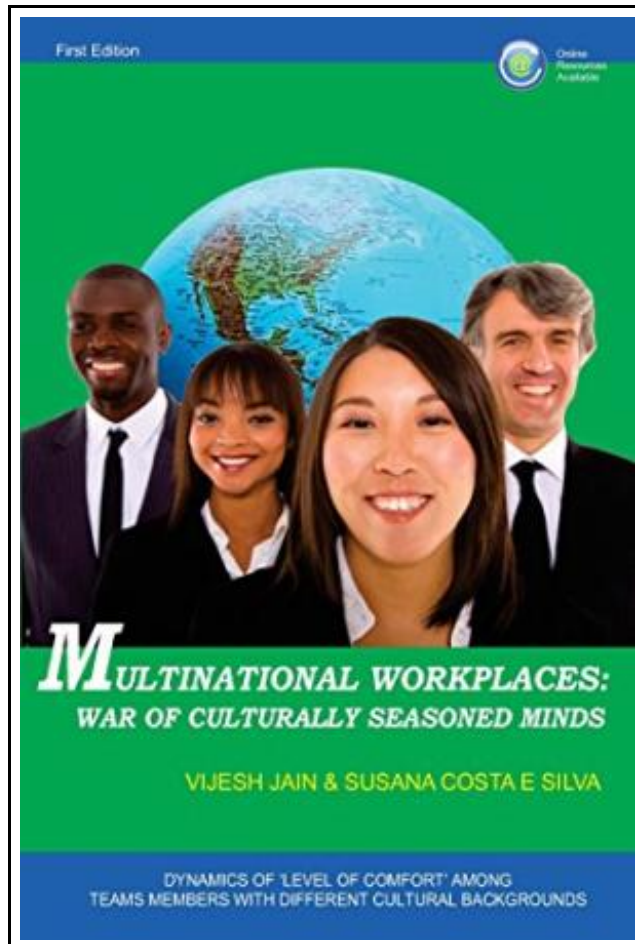


Multinational Workplaces: War of Culturally Seasoned Minds: Dynamics of Level of Comfort Among Team Members with Different Cultural Backgrounds (Paperback)



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MULTINATIONAL WORKPLACES: WAR OF CULTURALLY SEASONED MINDS: DYNAMICS OF LEVEL OF COMFORT AMONG TEAM MEMBERS WITH DIFFERENT CULTURAL BACKGROUNDS (PAPERBACK)



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Createspace Independent Publishing Platform, United States, 2015. Paperback. Book Condition: New. 229 x 152 mm. Language: English . Brand New Book ***** Print on Demand *****.Multi-cultural workplaces in multinational enterprises (MNEs) have been found to be the providers of best team performances. Most multinational firms focus on strategies to bring cultural diversity at workplaces to improve performance. However cultural diversity at multinational workplaces also poses new challenges especially relating to friction and discomfort between team members having diverse cultural backgrounds. It calls for management of multi-cultural workforce by the team managers in such ways as to reduce such friction or discomfort. Aim should be to improve interpersonal comfort among multicultural team members. In order to achieve this effectively and to smoothly face day to day cultural glitches of managing such teams, it may be helpful to understand the structure of cross cultural comfort among team members and also to identify the variables influencing such comfort, particularly the level of comfort of local cultures with foreign cultures (CFC) at workplaces. Such intercultural comfort is likely to originate or be influenced by several implicit factors and dimensions which may vary among team members having different cultural backgrounds. Therefore this book focuses on understanding this variation in level of comfort of local dominant cultural groups with other foreign cultural groups at multinational workplaces. The book also refers to a set of studies done by the authors of the book, to identify the role of different observed and latent variables having a significant bearing on the variation of level of CFC. These studies had also identified a few important and logical control variables which may significantly control this variation. Authors also studied the significance and nature of the impact of these control variables on level of CFC and have described them in this book....

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