FOCUS GROUP

*The effects of cross-cultural management for young people with culture barriers. A study to explore the incentive gaps of motivational culture intelligence, and cross-cultural resilience that impacts the level of performance*

**Questions**

1. Employees who come from the same culture are more likely to perform better in group or organization projects than those of different cultures due to better communication and alignment among them as their behavior confidence is stable.

 Agree disagree

Why – Most people agree to this statement, some reasons included were due to language barriers, confidence level, comfort, same culture creates a better understanding, which makes it easier for them to work

2. The more culturally aware young people are of different cultures, the less they are to be discriminative to the foreigners in work place areas.

Agree disagree

Why – everyone agreed to this statement, reasons given were due to acknowledging the differences, makes it easier to communicate. Helps understanding others and their values

3. Cross-cultural resilience helps foreigners/ has helped you perform better in your work so far despite the culture shock or difficulties due to language barrier.

Agree disagree

why – some people agree due to body language can help, valuing the differences can help. People disagreed can cause slow work, less productivity, communication can be hard at times when you are unable to understand their language

4. The criterion space that determines how effective an expatriate or employee performs is three dimensional namely; withdrawal cognition, adjustment and performance. With withdrawal cognition being as a result of individual differences and behaviors arising from culture.

Agree disagree

Why – Some people agree as individuals have their own perspective and behavior towards situations, that can be varied for withdrawal cognition. However, some disagreed because people can be taught the differences to eliminate some barriers to change an individual’s behavior. Values, behavior, attitudes needs to be understood

5. High cultural intelligence amongst the young people in the work place are able to adjust to a new culture without experiencing significant amounts of stress, achieve their cross-cultural goals, and are effective in adjusting their behavior when interacting

Agree disagree

Why – Agree because people can adjust to diversity and changes, if they have high cultural intelligence it impacts the behavior one has, which motivates him/her to understand the differences and balance things throughout. Such as communication which Is key

6. The broaden and build theories of positive emotions enables one to be adaptive to new

Environments and builds resources and skills overtime. Emotions such as optimism has been

Shown to increase productivity and increase leadership skills in the workplace.

Agree disagree

Why- most people stated that this characteristic is key in a working environment. It helps in all aspects. It ensures one is working at their upmost best, they motivate themselves and other to achieve well during work

7. Workers that don’t have high emotional intelligence can pick up on people's feelings understand their fellow workers faster, needs and wants, and easily understand how their own emotions and behavior affect others. But they need additional skills if they're to understand the cultural factors at play and adapt their own behavior accordingly.

Agree disagree

Why- most disagree with this statement because if one does not have cultural resilience or intelligence, he/she is unable to understand the diversity. Some people may not value or may discriminate another culture due to lack of knowledge.

8. Learning a foreign language, volunteering for organizations’ projects that include foreign/culturally diverse colleagues and getting to know other young people from different social groups has improved your cross-cultural intelligence drive.

Agree disagree

Why- agreed, most people that have been working in a mix culture environment has improved their understanding a communication overall. As they can be open minded and elaborate on situations with valuing others. They feel motivated and gain better relationships at work with learning different languages or cultures

References

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