**Literature review of the Dissertation.**

Subject chosen is

“**Leading multi-cultural teams”**

Here we’re looking at – What skills/competencies are needed by Managers/Leaders of multi-cultural teams?

For the skills/competencies question, you could ask existing managers for their views and also ask the employees what skills the managers need to have.  Then you could compare and see if managers and employees think the same or different skills are needed.

**Background to the choice of subject (Reasons)**

In general, the United Arab Emirates is a very diverse country. Almost every single institute in the UAE has a multinational team, in both the government sector and the private sector.

Currently speaking, the writer is working in a semi-government organisation, which has multicultural teams in each and every department. Although the United Arab Emirates is very tolerant and cultural friendly country, issues and misunderstanding arise in workplaces because of people’s different cultures, languages and backgrounds. In addition, the writer noticed that few people have written in-depth about this subject, specifically focused and based in the United Arab Emirates. Moreover, the prediction of new and interesting research results is hugely encouraging and exciting for the writer to search more about this subject and introduce it in the near future.

**Results from primary review of the literature *(My own search)***

**Who are the key authors in this field/subject area? *(You can get references from different authors as well, just written those from what I’ve seen from my search)***

* Frederick R. Lynch.
* Richard Hibbert.
* Evelyn Hibbert.
* SylvieChevrier.
* Aya Shaban.
* S. Aqeel Tirmizi.
* Claire B. Halverson.
* Stanley McChrystal.
* Tantum Collins.
* David Silverman.
* Chris Fussell.
* Ah-Jeong Hong.
* Myoung-ik Na.
* Yong-Ju Kim.
* Jeanne Brett.

**What are the main theories/debates? *(Will be using mainly leadership related theories)***

* Hofstede’s cultural dimensions.
* Maslow's Hierarchy of Needs.
* Edward T. Hall’s Cultural Iceberg Theory.
* Key leadership theories such as, Great Man Theory, Contingency Theory, Behavioral Theory, Trait Theory, Situational Theory, Charismatic Theory, Transactional Theory and Transformational Theory.
* Key management theories such as, Frederick Taylor theory of Scientific Management, Henri Fayol theory of Administrative Management, Elton Mayo Behavioral theory of Management and Max Weber bureaucratic theory of Management.

**Is there any legislation relevant to this subject area?**

* In July 2015, His Highness Sheikh Khalifa Bin Zayed Bin Sultan Al Nahyan, the UAE President has issued the Federal Decree Law No. 2 of 2015 ***(the Anti-discrimination/Anti-hatred law).***

**Needed guidelines & notes:**

* It shows the importance, relevance & the interest of your work. It provides insights into existing work. It shows efficiency in literature that already have been written. Therefore, basically I need to show what is known & unknown about this topic area + explaining the themes of the literature & show how my research will fill the “Gap”, or where to carry on where other people or author.. etc lift. I may choose a topic area where a lot of people already explored but should do it with different context & setting.
* I should be critical. Explaining the strengths & weaknesses of the existing job.
* Show the reader that you know a lot about the topic area. You know what others have or may talked/written, similar area + How & what is my opinion and point of view about it + Who has differences as well in this particular area.
* Please write the the LT with british English for example (Organisation instead of organization).

## Literature Review (25% of the Whole dissertation mark)

This section should include a wide variety of current academic literature that is related to your topic. It is important to ensure that there is a clear link between your aims and objectives and your literature review, and that all your claims and assertions are acknowledged in the Harvard referencing style. Before you begin your investigation you should check systematically through the literature relating to your subject area to see what has already been published. Reading will indicate current trends in your chosen area and will ensure that your work is original and not a duplication of someone else’s work. Consider the scope of the literature you wish to research carefully. Use Proquest, library databases, specialist dictionaries and textbooks to get an overview of the topic and to clarify the terminology. Your literature review will need to be updated at intervals throughout your research and particularly before you write up the final dissertation to ensure that you keep track of what is happening in your area.

Having done your initial literature survey, knowing the background of your chosen area of study, you are ready to finalise the precise nature of your investigation and more specific questions or hypotheses may be developed to meet your aims and objectives. This is useful to you as your work progresses and will also be used as an index as to whether you achieve what you set out to do. There is no right answer to a dissertation, but those that do not show critical evaluation and analysis throughout the work, that is congruent with the aims and objectives, will be scored much lower than those that do.