

Navigating the Cross Culture Issues and Their Impact on the Employee's Performance in MNCs

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Abstract

This research seeks to present new ways of exploring and understanding the cross culture management and using cross cultural management as an effective decision making tool for organizations. Cross cultural conflict is witnessed due to differences in language culture, values and traditions of people. These difference can lead to difference in opinions non-cooperation, mistreatment further leading to dysfunctional work environment. This research was conducted to discover the critical antecedents of cross-cultural management among international employees. The research proposes a model for cross cultural conflict resolution which can be implemented in organizations.

Keywords

Cross culture, traditions, values, international employees, conflicts.