

i
by ||

Submission date: 18-Aug-2020 08:56PM (UTC+0700)

Submission ID: 1371012113

File name: cross_cultural_teams_2pgs.edited.docx (15.68K)

Word count: 726

Character count: 4105

Cross-Cultural Teams

1

Student's Name

Institution

Course

Instructor's Name

Date

Cross-Cultural Teams

Question 1

One of the behavioral expectations violated in cross-cultural teams concerns ethnocentrism. It is where individuals perceive that their culture is right and should be respected while that of others is not important (Rahman, 2018). For example, in an organization, a manager would dictate the workers behave in a certain way instead of guiding them on how to operate while respecting the diversities in the workplace. The other behavior expected in cross-cultural teams in adherence to cultural values that influence the actions of the members. For example, individuals from a particular area may consider time as a vital value and therefore avoid wasting it. It means their daily activities are planned, and no time is lost. Nevertheless, it may not be a value of every culture, indicating some do not pay attention to time. Conflicts are evident here as the time cautious individuals may feel their values are not followed, meaning the behaviors noted do not respect their way of doing things. Besides, cultural communication behaviors are violated in cross-cultural teams considering each group has a unique way of sending and receiving messages. Communication in organizations is a must, but since every member perceives their method as suitable, misunderstanding results. Therefore, the primary behavioral expectations violated in diverse teams concern ethnocentrism, values and communication.

Question 2

Several problems are encountered while managing virtual teams and should be resolved to ensure the success of the events. The feeling of being disconnected from colleagues is one of the challenges faced. It is the case because one connects with others via the internet, meaning the physical interaction is absent, which makes the members feel disconnected from the rest (Serrat, 2017). It is an issue for the managers because the workers do not develop the motivation

needed to execute their tasks and cooperate with the rest. Also, managing virtual teams is problematic due to burnout among the members. The members get tired because they perform the tasks alone, and the working environment evident in physical workplaces is lost. The employees get bored quickly, especially if the work is complicated and consumes a lot of time. The disconnection issue would be solved by making the members feel part of the team. For example, they would share personal information like holidays and interests, making them bond and thus connected. Burnout would be solved by having a clear structure for work. Even when the people work remotely, the timing should be similar so the employees would not feel lonely, thus controlling burnout. Managers should, therefore, pay attention to disconnection and burnout issues while managing virtual teams to avoid failure of the objectives.

Question 3

Establishing ground rules and respecting cultures among team members is essential for excellent performance. When regulations are passed, employees understand boundaries and are therefore protected from lawsuits. For example, an organization would have a law that buyers' confidential information should be protected which eliminates chances of being sued. The other benefit of rules is on working effectiveness, as the workers understand the operations and respect them. They are, therefore, comfortable and motivated to work in the organization boosting productivity. Apart from that, employees should respect each other's culture in the workplace. Doing so ensures that people feel valued and appreciated the way they are making them motivated. Discrimination is also curbed when workers respect cultures meaning that everyone is comfortable working in the place. With that, teamwork is created, boosting productivity and the general welfare of the organization. Diversity within the members affects the performances of the group as a whole. With variety, the ideas brought in the company are different, enabling the

workers to test different ideas that boost innovation. Apart from that, people learn to accommodate different people and their cultures, making them flexible for changes. The modern business world demands changes from time to time, indicating that the more an organization becomes flexible, the higher the chances for survival in the market (Bouncken et al., 2016).

References

- Bouncken, R., Brem, A., & Kraus, S. (2016). Multi-cultural teams as sources for creativity and innovation: The role of cultural diversity on team performance. *International Journal of Innovation Management*, 20(01), 1650012.
- Rahman, A. (2018). Leadership for multicultural teams: The challenges in managing cross-cultural conflicts.
- Serrat, O. (2017). Managing virtual teams. In *Knowledge Solutions* (pp. 619-625). Springer, Singapore.

ORIGINALITY REPORT

2%

SIMILARITY INDEX

1%

INTERNET SOURCES

0%

PUBLICATIONS

1%STUDENT PAPERS

PRIMARY SOURCES

1**www.coursehero.com**

Internet Source

1%**2****Submitted to Southern Cross University**

Student Paper

1%

Exclude quotes On

Exclude bibliography On

Exclude matches Off