

Abstract

Topic: Managing Intercultural teams
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The topic of this research is "Managing Intercultural Teams," with the primary focus placed on the analysis of difficulties in intercultural team management and ways of overcoming the challenges that occur in the working process. This research is based on the analysis of two engineering companies located in different countries and which collaborate daily. To get a more profound understanding of organizations' cooperation, qualitative research will be conducted, including thirteen interviews that will occur via Skype. The interviews are characterized as semi-structured with a determined direction. They comprise twenty-three questions and will be conducted only once.

The main findings of the research on difficulties in intercultural team management appeared to be linked to cultural differences between countries, with communication posing the most significant issue. Nonetheless, the majority of the participants named issues such as misunderstandings, differences of attitudes, inability to communicate efficiently without considering them to be consequences of cultural differences. Only the younger employees attributed the existence of issues to differences in cultural values. The older participants denied the possibility of cultural differences due to historical similarities in the employees' backgrounds (being citizens of the (former) USSR). However, the research showed that communication was made difficult not only by cultural differences but also by the failure of managers from both sides to use the correct techniques to build personal and professional relationships. Altogether, these led to additional spending in the collaboration due to delays, poor work quality, disagreements in the divisions, and absence of a personal approach.

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