

"CROSS CULTURAL COMPETENCE AN ESSENTIAL SKILL FOR EMPLOYEES IN TODAY'S MNC"

R. DELECTA JENIFER¹ & G.P RAMAN²

¹Research Scholar, Department of Management Studies, Shri Chandrasekharendra
Saraswathi Viswa Mahavidyalaya University, Kancheepuram, Tamil Nadu, India

²Controller of Examinations, Sri Chandrasekharendra Saraswathi Viswa Mahavidyalaya University,
Kancheepuram, Tamil Nadu, India

ABSTRACT

Organizations global wide expect their employees to acquire a certain degree of cross cultural competence. Each and every employee is considered as an asset to the organization, they should be globally competent consistent leaders. Today the employer is not happy with the employee who cannot adapt to a cross cultural setting. Most of the organizations focus on cross cultural training and hence improve the cross-cultural competence of their employees. Cross culturally trained employees easily adapt to cross cultural setting; they can handle the so called 'culture shock', and work happily. Employees who lack cross cultural training, experience culture shock and slowly they develop a misunderstanding which ends up in conflict. Cross cultural competence impacts the job performance of the employees. Culturally competent employee tends to be outstanding in a multi-cultural setting

KEYWORDS: Cross Cultural Communication, Cross Cultural Competence, Cultural Competence, Communication