

The influence of culture on professionals working essay

[Technology](#), [Development](#)



On Foreign Shores

Globalization of businesses has led to hundreds of thousands of Americans working in countries across continents. Needless to say, the culture prevalent in these nations varies greatly from American culture, especially when a person is working in a different continent. This applies regardless of how ‘developed’ a particular country or city is deemed to be. The culture of a country greatly influences interpersonal relations between local and expat employees and even the way in which business is conducted.

American people constantly change things – their images, homes, products, services, and the way they do things. To Americans, change is good; change is improvement. However, European and Asian cultures do not discard their long and proud histories [CITATION Par99 | 1033]. Not only does each country have its own unique culture but this culture also influences how the rules, regulations and laws of the country are framed. An employee may travel to another country on a short-term basis, for example, for the duration of a project, or may be based there in a permanent role. In either case, he or she will need to learn everything possible about the culture of the country as this will ease managing, leading or working with the local employees as well as avoid unnecessary complications in the business.

“ Expatriates are more successful in India if they apply a culture-specific leadership style. Such a leadership style combines Adaptation (authoritativeness, emotionality and empathy) and Leadership (result-orientation). Both components have some potential alone, but basically form an inseparable unit, which only in its entirety generates the best possible results” [CITATION Aro11 | 1033]

Cultural adaptation is as essential for an American expat in a foreign country or an expat working in America. Both need to essentially learn the country's cultures and values in order to smoothly transition into their roles. This not should be considered the shedding of their own culture or any such negative approach but rather choosing to adhere to what is considered to be the norms of professionalism in the said country. There is however, one difference in the perception of American and Asian expats. Although racism is condemned to the highest degree in business circles, there is still a lot of apprehension among Asians who may still consider American's as 'Superiors' or feel 'Inferior' when working for organizations in America. It is to overcome hurdles like these that cultural adaptation training is stressed for expat employees.

Works Cited

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