



SNS COLLEGE OF TECHNOLOGY

Coimbatore - 35

23BAE715 – Workplace Modernization and Advancement

Unit 5 – FUTURE TRENDS AND CHALLENGES IN HR

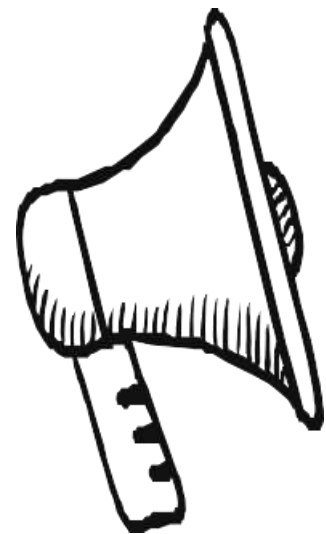


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Design Thinker



Recap

REMOTE WORK





Guess the Topic!!!

CULTURE INTELLIGENCE IN GLOBAL HR MANAGEMENT





Cultural Intelligence in HR Management

Cultural intelligence is the ability to effectively navigate and adapt to diverse cultural contexts. In HR management, it is crucial for fostering inclusive and productive work environments by enhancing cross-cultural understanding and communication.





What is Cultural Intelligence?

1

Cognitive Dimension

Understanding cultural norms, values, and practices of different groups.

2

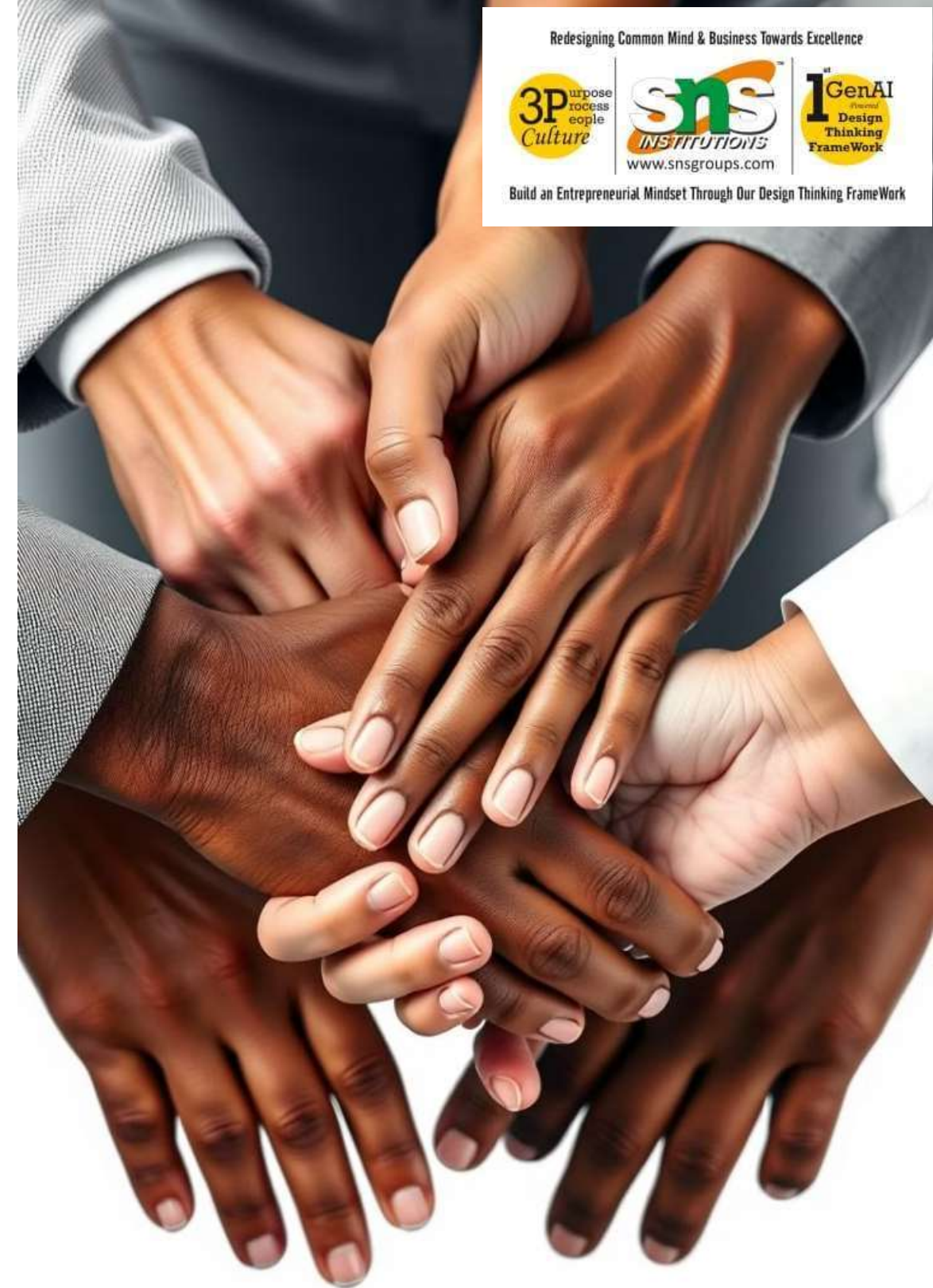
Behavioral Dimension

Ability to adapt one's behavior and communication style to different cultural contexts.

3

Motivational Dimension

Desire and drive to engage with people from diverse cultural backgrounds.





Importance of Cultural Intelligence in HR

Effective Communication

Navigating cultural differences to ensure clear and productive exchanges.

Talent Management

Recruiting, developing, and retaining a diverse workforce.

Inclusive Culture

Fostering a workplace where all employees feel valued and respected.



Cross-Cultural Communication Challenges

1

Language Barriers

Differences in verbal and non-verbal communication styles can hinder mutual understanding.

2

Assumptions

Making judgments based on one's own cultural lens can lead to misinterpretations.

3

Stereotypes

Relying on preconceptions about cultural groups can result in biased perceptions.



Developing Cultural Sensitivity

Self-Awareness

Reflecting on one's own cultural biases and assumptions.

Open-Mindedness

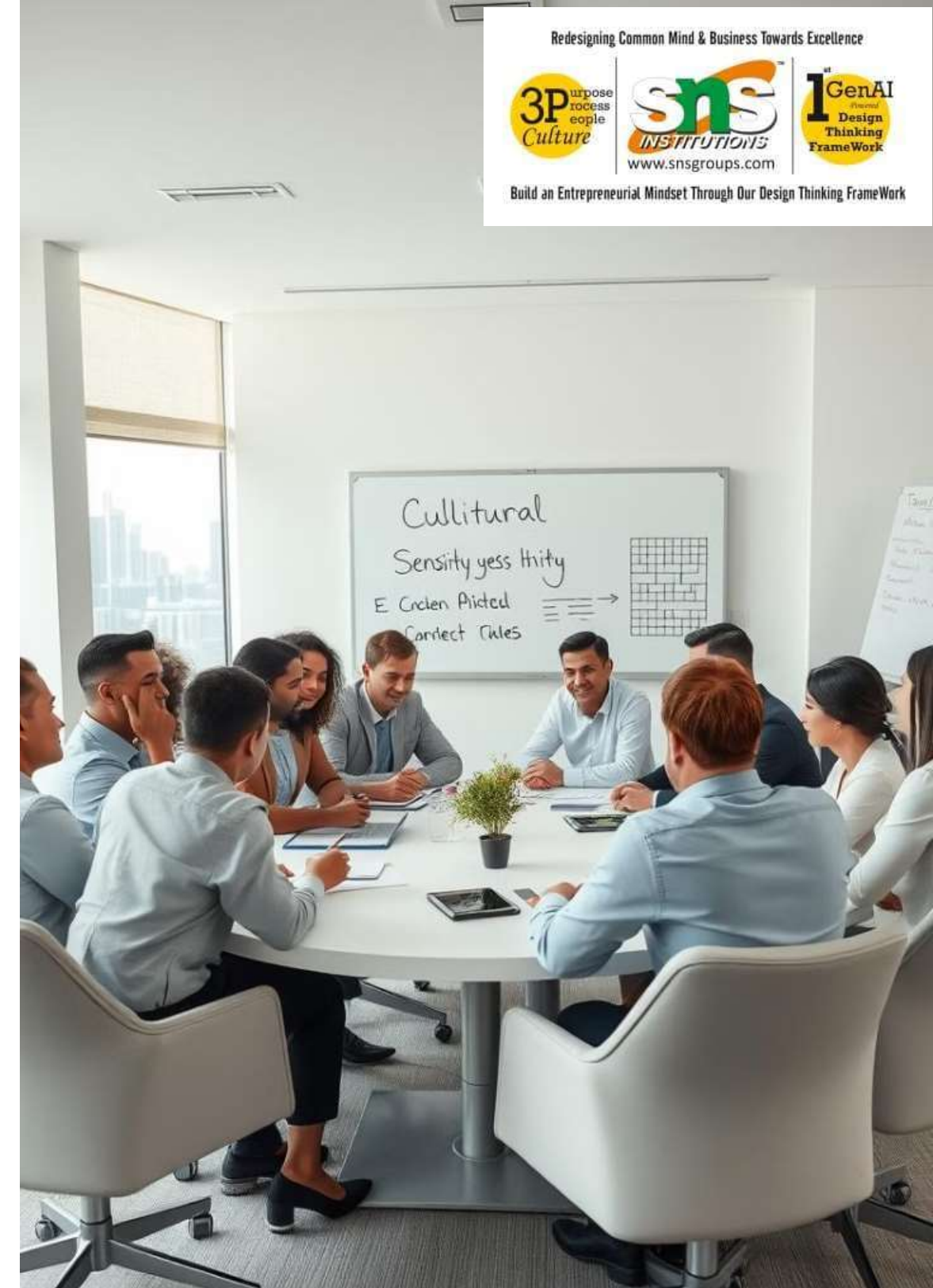
Actively seeking to understand and appreciate different cultural perspectives.

Empathy

Putting oneself in the shoes of those from diverse cultural backgrounds.

Flexibility

Adapting communication and behavior to be more culturally appropriate.





Recruiting and Retaining a Diverse Workforce



Inclusive Hiring

Removing bias from the recruitment process and actively targeting diverse talent pools.



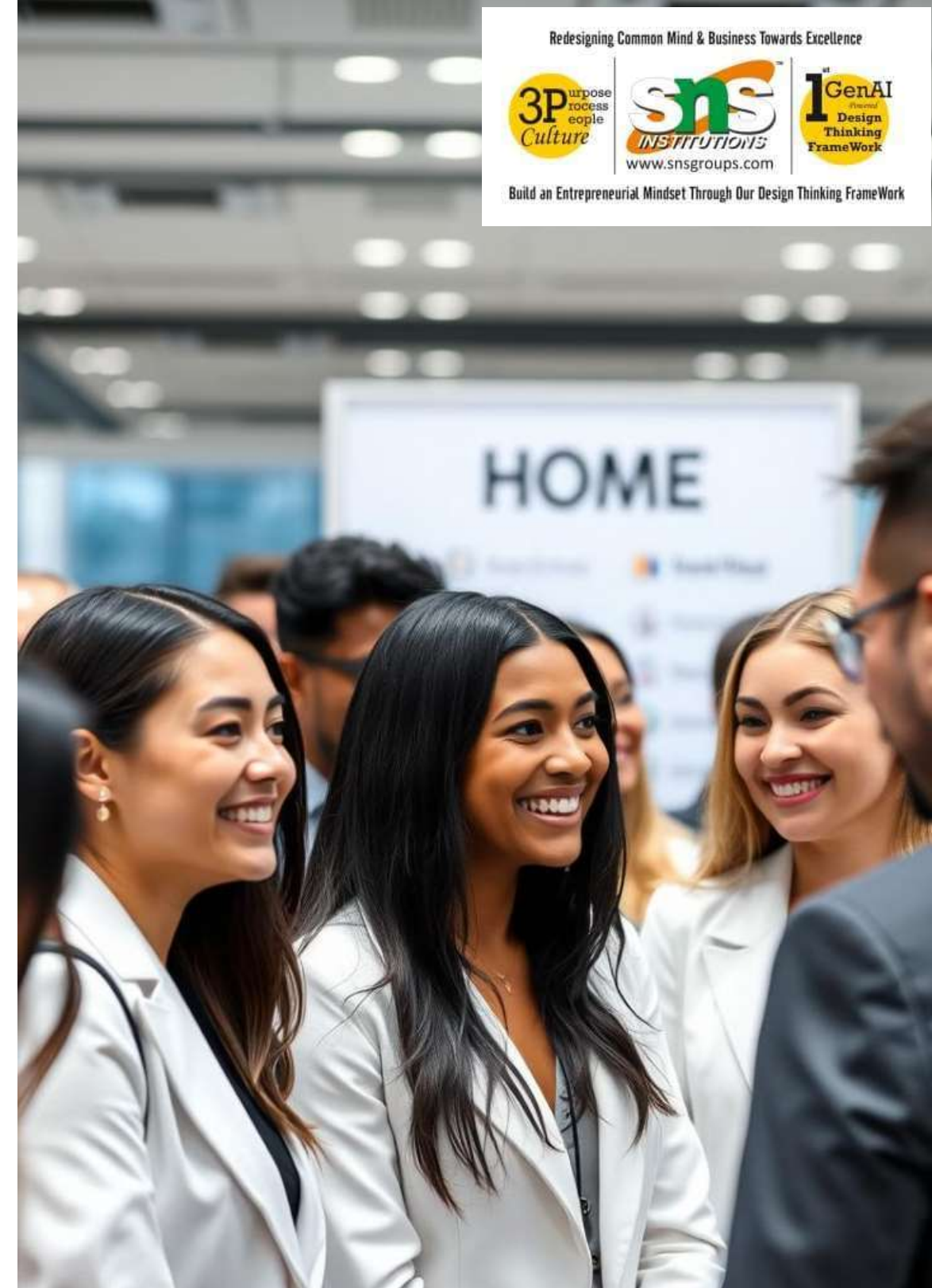
Retention Strategies

Fostering a sense of belonging and providing opportunities for career advancement.



Mentorship Programs

Pairing new hires with experienced employees to facilitate cultural integration.





Training Programs for Cultural Competence

1

Cross-Cultural Communication

Workshops on effective communication strategies across cultural divides.

2

Unconscious Bias Awareness

Exercises to identify and mitigate personal biases that can impact decision-making.

3

Cultural Sensitivity Training

Immersive experiences to foster empathy and understanding of diverse cultures.



Incorporating Cultural Intelligence into HR Practices

Performance Management

Incorporate cultural competence as a key competency in employee evaluations.

Learning & Development

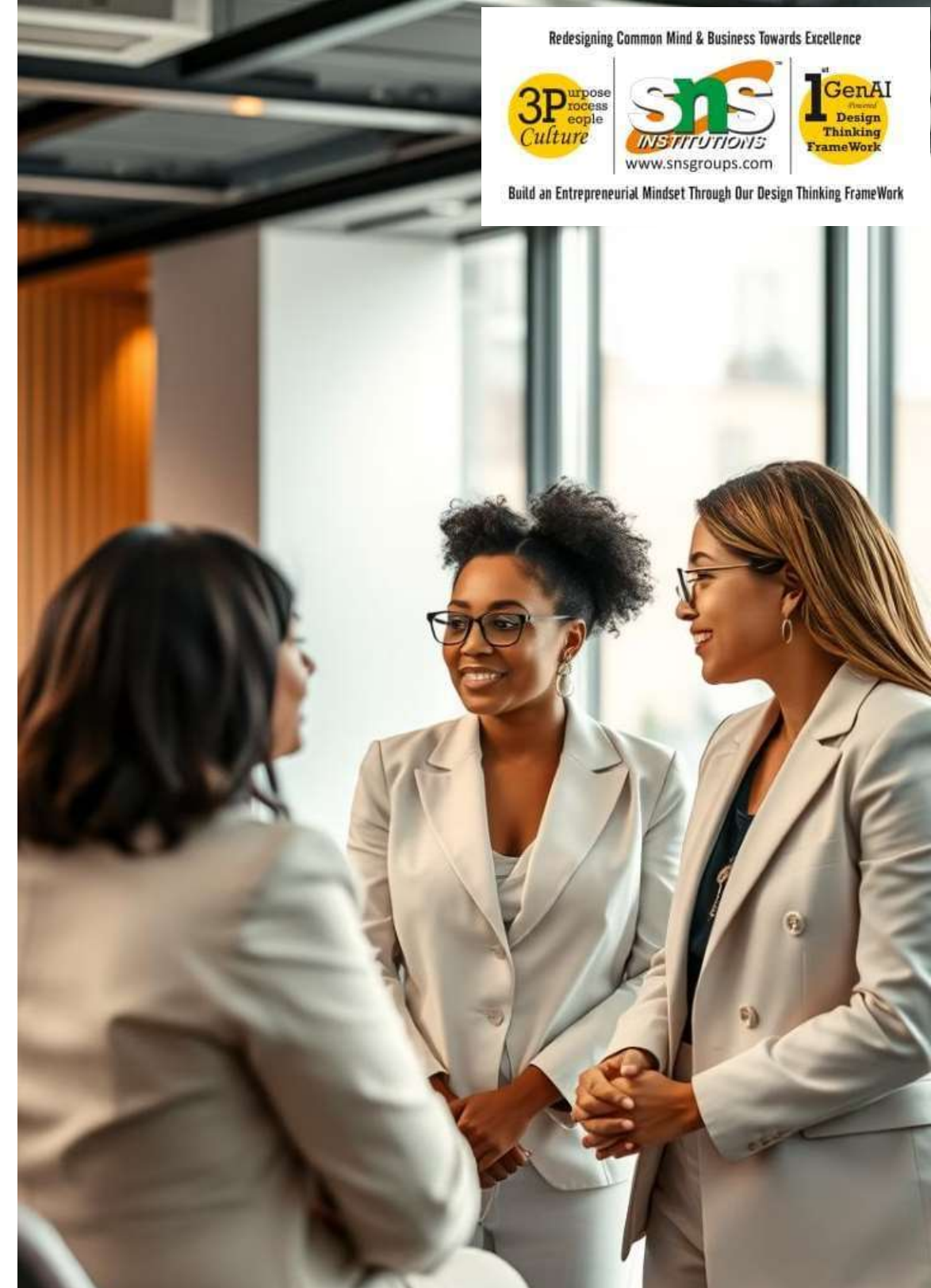
Offer ongoing training and resources to build cultural intelligence skills.

Employee Engagement

Organize cultural celebrations and diversity-focused events to foster inclusion.

Succession Planning

Identify and develop culturally competent leaders to drive organizational change.





Summary

- ❖ What is Cultural Intelligence
- ❖ Importance of Cultural Intelligence in HR
- ❖ Cross-Cultural Communication Challenges
- ❖ Developing Cultural Sensitivity
- ❖ Recruiting and Retaining a Diverse Workforce
- ❖ Training Programs for Cultural Competence
- ❖ Incorporating Cultural Intelligence into HR Practices

I just need
the main ideas





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Thanks!

