

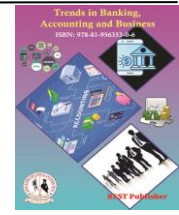


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A Study on Cross Culture and Multi Linguistic Complication Encounters by Migrant Labour at Tenneco Automotive India Pvt, Ltd, Hosur

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Abstract. The main objective of the project is to study the nuanced challenges faced by migrant labours within organizational environments due to cross-cultural and multilingual complexities. As globalization continues to reshape workforce demographics, diverse groups of individuals with varying cultural backgrounds and linguistic proficiencies are increasingly brought together within organizational settings. Migrant labours encountered unique hurdles stemming from disparities in cultural norms, communication styles, and language barriers. By examining the experiences of migrant workers within TENNECO, this research contributes to a deeper understanding of the complexities surrounding cross-cultural interactions and linguistic diversity in the modern workplace. Ultimately, it advocates for inclusive policies and practices that foster a supportive and equitable environment for all employees, irrespective of their cultural or linguistic backgrounds of the migrant labours of Tenneco Automotive India Pvt, Ltd, Hosur. The study collected the data from 53 respondents of Migrant labours. Tested hypothesis by adopting statistical techniques like Chi-Square.

Keywords: Cross culture, linguistics, Area, Employment.

1. INTRODUCTION

This study poses a key view on research based ongoing migration which is happening constantly in Tamil Nadu. Tamil Nadu can be characterized as a complex society with its important diaspora presence over several states and countries. Migration has been a historical process which is happening for various reasons. Various scholars and authors have shared their views on migration and benefits across the states. When it comes to interstate migration it became a key income generating factor for poor people. In the recent times, Industrial people in Tamil Nadu facing vulnerable situations and caused to interstate migration to distant places. In view of the above statement, this study has been focused on interstate migration of labours conditions in an organization. Moreover, the study has tried to explain the cross culture and multi linguistics conditions, problems and causative factors of migrant labours of Tenneco Automotive India Pvt Ltd. Migration is an indicator to humans struggle to survive, to change their living conditions and to escape from the poverty and for a better living condition. Mostly, migration happens due to the regional differences and development in particular areas. In this juncture, people will move from underdeveloped places to developed regions to sustain their living conditions. Being a developing country, everyone can see interstate migration with the link of above statement. Cross-cultural interactions in an organization with migrant labour can be both enriching and complex. Cultural nuances, traditions, values, and communication styles vary significantly across different regions and countries. As a result, employees from diverse cultural backgrounds may encounter misunderstandings, misinterpretations, and conflicts in their day-to-day interactions. These challenges can impede collaboration, productivity, and ultimately, the organization's success. Moreover, the linguistic diversity among migrant labour adds another layer of complexity to organizational dynamics. In multinational workplaces, employees may speak different languages, leading to communication barriers that hinder effective teamwork and coordination. Miscommunication due to language differences can result in errors, delays, and frustration among employees, impacting overall efficiency and morale. Addressing these cross-cultural and multilingual complications requires a proactive approach from organizations. Cultivating an inclusive work environment that celebrates diversity and promotes cultural awareness is essential. This involves providing cultural sensitivity training, fostering open communication channels and encouraging respect for different perspectives and practices. Additionally, organizations can implement language support programs, such as language classes or translation services, to facilitate smoother communication among employees with diverse language backgrounds.

2. OBJECTIVE OF THE STUDY

The objective for migrant labour regarding cross-cultural complications encountered in organizations is to explore and understand the diverse cultural backgrounds, values, and communication styles among migrant workers and local employees. By identifying and addressing cultural differences, the aim is to promote mutual understanding, enhance collaboration, minimize conflicts, and foster a harmonious work environment. Additionally, the objective includes developing strategies and interventions to facilitate cross-cultural integration, communication, and adaptation, ultimately promoting organizational effectiveness and employee well-being.

To study the socio demographic details of the respondent.

To understand multi linguistic challenges faced by the respondent.

Analyzing the cross-culture difference faced by the respondent.

Analyzing the awareness of the respondent on laws and regulations.

3. SCOPE OF THE STUDY

Cultural Diversity Analysis: Investigating the cultural backgrounds and values of migrant workers with the local employees, identifying potential clashes or the misunderstandings arising from cultural differences. **Cross-Cultural Training Evaluation:** Assessing the effectiveness of crosscultural training programs in enhancing intercultural competence, promoting empathy, and mitigating conflicts within the organization. **Intercultural Communication Strategies:** Developing and evaluating communication strategies and tools to facilitate effective communication and collaboration across diverse cultural and linguistic backgrounds. **Organizational Policy Analysis:** Examining organizational policies and practices related to diversity, inclusion, and language accommodation, identifying areas for improvement to create a more inclusive and equitable work environment. **Employee Well-being and Integration:** Investigating the relationship between cross- cultural interactions, linguistic diversity, and employee well-being, exploring factors that contributes to social integration, job satisfaction, and psychological safety among migrant workers and local employees.

4. REVIEW OF LITERATURE

(Bose, 2017) Migrant workers may face difficulties accessing essential services such as healthcare, legal aid, and housing due to language and cultural barriers. Organizations can play a vital role in facilitating access to these services by providing information and assistance in multiple languages and through culturally sensitive approaches. (Pandey, 2018) Migrant workers often experience social isolation due to cultural and linguistic differences, which can negatively impact their mental health and well-being. The lack of social support networks in new environments exacerbates feelings of loneliness and stress. (Singh, 2018) Cultural differences can lead to significant communication barriers. Workers from different cultural backgrounds may have varying communication styles, non-verbal cues, and social etiquette. This misalignment can result in misunderstandings and strained relationships between migrant workers and their colleagues or supervisors. (Srivastava, 2019) India is home to hundreds of languages and dialects, leading to a multilingual workforce. Migrant laborers often face difficulties in communication due to language barriers, especially when the local language differs significantly from their mother tongue. This can hinder effective communication, collaboration, and understanding of work instructions. (Rao & Sinha, 2020) Building community support networks within organizations can help migrant workers feel more connected and supported. Initiatives such as peer mentoring, social events, and cultural exchange programs can foster a sense of belonging and improve overall morale. (Patel, 2020) Language barriers can have serious implications for workplace safety and productivity. Miscommunication due to language differences can lead to accidents, errors in task execution, and decreased efficiency. Ensuring that all workers understand safety protocols and job instructions is critical in multilingual settings. (Desai & Mehta, 2021) Organizations that implement language support programs, such as language classes and multilingual signage, help bridge communication gaps. Providing materials in multiple languages and fostering a bilingual work environment can enhance comprehension and reduce the risks associated with language barriers.

5. RESEARCH METHODOLOGY

Research methodology is the specific procedures or techniques used to identify, select, process, and analyses information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability. More specifically, it's about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims, objectives and research questions.

6. DATA ANALYSIS

Simple Percentage Analysis

TABLE 1. Face Any Language Barriers at Your Workplace

S. No	Particular	No. Of respondents	Percentage (%)
1	Extremely high	18	34.0
2	High	20	37.7
3	Neutral	13	24.5
4	Low	1	1.9
5	Extreme low	1	1.9
	Total	53	100

Majority 37.7% of the respondents are feeling high for face any language barriers at your workplace

TABLE 2. Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	19.034 ^a	6	.004
Likelihood Ratio	24.802	6	.000
Linear-by-Linear Association	.102	1	.750
N of Valid Cases	53		

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is .11.

7. FINDINGS

1. Majority 70.0% of the respondents are Male
2. Majority 25.8% of the respondents are in the age 30-40 Years
3. Majority 8.5% of the respondents are Hindu
4. Majority 37.7% of the respondents are feeling high for face any language barriers at your workplace

8. SUGGESTIONS

The goal of this research was to understand how migrants' beliefs and expectations about learning and using an influence their intercultural experience Cross-cultural training is the final solution for managers. This training is important because managers often find that their knowledge of cross- cultural management does not align with cultural reality in the business environment. It confirms that managers are surprised by cultural contradictions of knowledge and reality in a multicultural environment. Through this training, global managers would be taught to create models of cultural sense making to help them decipher the behaviour of multicultural employees and corporations. Learning foreign languages and forming collective teams would also improve cross- cultural management

9. CONCLUSION

This paper has reviewed literature on cross-cultural management and the strategies for managers reducing cultural differences in an organization. It has shown that global managers need to understand the dimensions of cross-cultures and impact on organizational performance. In addition, an awareness of cross-cultural management problems such as perceived stress, organizational behaviour, cultural complexity, and incompatibility of management theories would help global managers resolve disputes, enhance cross-cultural communication, and improve global control. Furthermore, the managerial role in information exchange and control would help address the challenges of cross-cultural management.

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