



DEPARTMENT OF MANAGEMENT STUDIES

Guest Lecture on “Navigating Employee Behaviour in International Context”

Title	“Navigating Employee Behaviour in International Context”
Department	Department of Management Studies
Date	Feb 28, 2025
Time	11 AM to 1 PM, Falconry Seminar Hall
Speaker Name	Mr. Ravi K Raghunathan, HR Leader & Partner, IBM India/ South Asia
Brief Description	<p>On February 28, 2025, Mr. Ravi K Raghunathan, HR Leader & Partner at IBM India/ South Asia, delivered a guest lecture at Falconry Hall, addressing the first-year and second-year MBA students. The lecture focused on "Navigating Employee Behavior in an International Context" and provided insights into understanding cultural differences in employee behavior and strategies for managing employee behavior on a global scale.</p> <p>Navigating Employee Behavior in an International Context</p> <p>Understanding Cultural Differences in Employee Behavior</p> <p>Understanding cultural differences is crucial for managing employee behavior in a global setting. Employees from diverse nations bring unique work ethics, values, and communication styles shaped by their cultural backgrounds. For example, some cultures emphasize equality and open communication, while others prioritize hierarchy and formality in the workplace. Hofstede's theory of cultural dimensions, which includes concepts such as power distance, individualism vs. collectivism, and uncertainty avoidance, helps explain these differences. Effective cross-cultural management requires recognizing these distinctions and adapting leadership and communication strategies accordingly.</p> <p>Strategies for Managing Employee Behavior Internationally</p> <p>Organizations must implement culturally relevant policies to effectively manage employee behavior in a global context. Cross-cultural training programs help managers and employees</p>

understand varying workplace expectations. Promoting diversity and open communication can enhance teamwork and productivity. Additionally, tailoring leadership approaches to different cultural contexts ensures better employee engagement. When developing policies, organizations should consider local labor laws, ethical standards, and workplace norms. By embracing cultural diversity and adopting flexible management techniques, businesses can create a positive and productive work environment in international settings.

Students expressed gratitude to Dr. Rose Kavitha, the department head, for organizing such an insightful session for the MBA students.

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