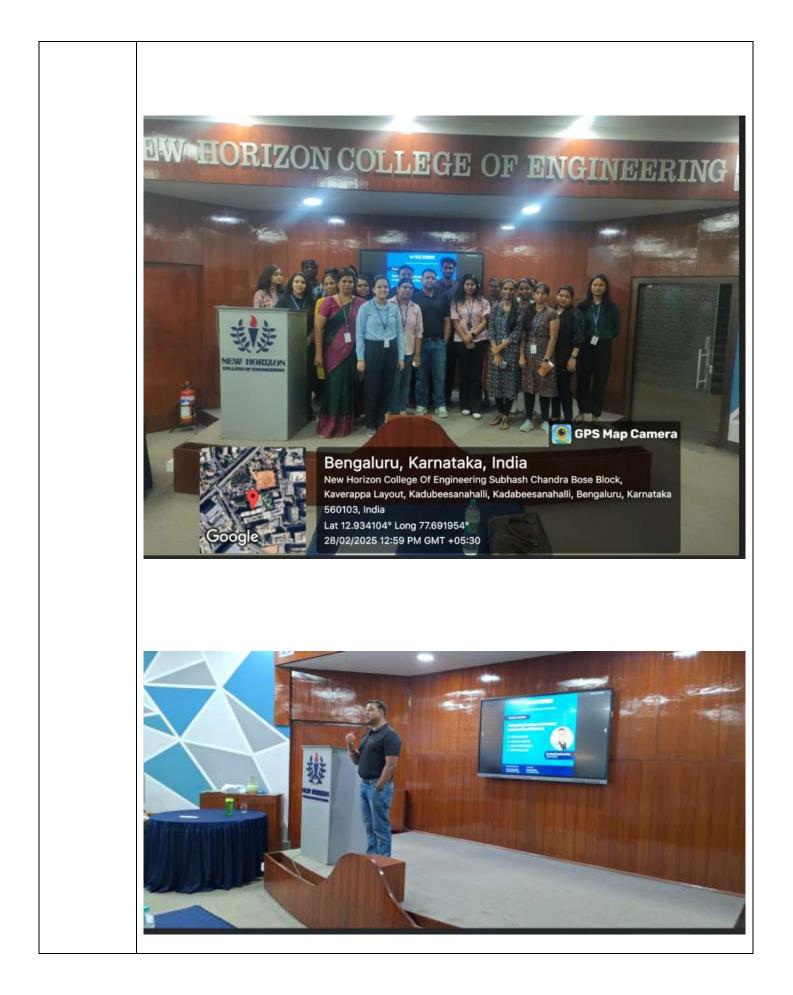


DEPARTMENT OF MANAGEMENT STUDIES

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	Mr. Ravi K Raghunathan, HR Leader & Partner, IBM India/ South Asia
Name	
Brief	On February 28, 2025, Mr. Ravi K Raghunathan, HR Leader & Partner at IBM India/ South
Description	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.
	Navigating Employee Behavior in an International Context
	Understanding Cultural Differences in Employee Behavior
	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.
	Strategies for Managing Employee Behavior Internationally
	Organizations must implement culturally relevant policies to effectively manage employee
	behavior in a global context. Cross-cultural training programs help managers and employees





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