Short Communication

Different cultural behaviors, disparities, and removal of barriers during communication process

Pooja Saxena
Humanities, LNCTS, Bhopal
poojasaxena1217@gmail.com

Abstract

In this article I want to share the study that how different cultures influence communication at workplaces and at home as well. The working style is deeply influenced and affected just because of different cultures. In any organization it is quite natural to have employees of different cultures, who belong to different regions, dialects, cultures, and habits etc. These differences can be proved as disparities sometimes and sometimes can be proved as similarities. Cultural differences can take place because people need to communicate and communication is possible only through the language. Therefore, we can say that people from different states and regions must be having different languages and pronunciation and a particular body languages. If it is possible to meet the differences at the meeting of different cultures then it is also possible to remove the barriers of cross culture communication.

Keywords: Cross culture, communication, differences, similarities, employees, language, etc.

Introduction

Different cross cultural behavior can be experienced during any kind of communication. The communication is a particular process to send any idea, fact and figure from one person to another person and from one to the place. The Cross culture is to deal or to present relationship between two or more different cultures. The term cross cultural involves communication with people of different cultural, dialect, region, ethnic, age, class and backgrounds. Cross cultural communication is global communication and it explains that what things can take place when people of different culture interact with each other. It also provides a base to study that how to speak and to transmit body language. Cross culture communication is influenced to a great extent with the relation of one person to another person. Many variations can be experienced or observed during the conversation, these variations can take place due to homophones and homonyms. In this situation the same word can be meant to different meaning. In these different situations there are much chances of miscommunication or misunderstanding which affect the personal or professional understanding. It is also said that we humans are continually negotiating the boundaries of our moral circles, and we do it in ways that differ across cultures. Culture is about how to be a good member of the moral circle, depending on one's personal or ascribed properties[1].

Cultural Disparities

On the basis of religion, caste, dialect, age etc. cultural questions can have different similarities and disparities. To understand and to avoid cultural issues in an organization it is most necessary to understand employee's behavior. An individual behavior varies due to different cultures. If employees are having different perceptions, behaviors, food habits, knowledge background as they are from different part of the world like: India, America, Japan, Australia, Germany etc. Culture is an erratic process in itself. Several other factors like conscience, customs, rituals and food habits, living standard and geographic conditions can change in people's behavior within an organization people of different diversity work together. Therefore we can say that people of different nature are working together in a single organization. The executive behavior also makes difference from culture to culture. A manager can take any one behavior habit when working in one culture but can change those behaviors when moved into another culture. It is also true that psychology can be effective during communication. So we can say that one of the fundamental problems of personality psychology is identifying the major dimensions of personality variation[2].

There may be some important types that differ from place to place and person to person and they are listed here under: i. Specific way of communication, ii. Different attitudes and impression, iii. Methods to complete the task, iv. Individual decision making, v. Different attitudes and behavior, vi. Diverse approaches to new things approach, vii. Mode and guideline toward, viii. Hierarchy manner, ix. Regularity.

Here we can add that cultural disparities are not appeared only in the different cultural communication but it can be happen when people of same cultures come in contact.

It canbe understand by the example: If Verbal communication requires basically two basic components speaker and listener but we know that it is a complex process because it is true that when people of similar cultural background are involved there are several stages between delivery and comprehension. First, words are spoken, but the actual expression emerges only when the words are considered in context. What is said must be evaluated against the background how it was said when and where who said and why. This is also the filter created by the speaker's personality and psychological makeup[3].

Removal of Cross Cultural Barriers

As are body parts do not match with others so in the same way our nature and habits do not match with others. Even then we try to match up with others for so many reasons. So it is also possible that when people are from different cultures and having many disparities among them. Possibility of disparities in behavior is so obvious and this is not possible to work with the persons of same cultures. But this is possible to remove these disparities in cultures. It does not matter that who are you and from where are you and to which culture you belong. The most important is that we meet and work with the people who breathe and take on clothes like us.

Here under are the significant ways to remove the cross cultural barriers to work in unity: i. The first way to remove he barrier to cross culture is knowledge. An educated person would definitely have a positive vision to see into the matter and situation. The person will be able to see self in other's position very easily and this way of thinking can dissolve so many issues quickly. ii. One should keep in mind that work place is a place, where they do not only earn money but also they earn good relations. Therefore, to treat colleagues as family and friends is always reason for working happily and reason for cheerful atmosphere at work place. iii. It is said that communication is not only about to keep speaking but a successful communication is also an active listening. Listening sincerely s a good habit which avoids misunderstanding at the time of communication. This habit is key skill to remove cultural differences when you are listening to the person from different culture of different perceptions and ideas. iv. Assumption is harmful in the every field of life. Therefore it is suggested to avoid assumption especially when you are meeting to the person of different culture. At the time of confusion it is appropriate to ask questions related to your confusion. It will not only dissolve the confusion but also would be helpful to maintain strong business relations. v. Another way to remove cultural difference among people is better understanding and awareness towards others. Here you need to be in one's shoes, to understand the people from different culture and society. This understanding can be learned from overlooking vision and awareness to the different aspects of social life. vi. Experience and maturity level also can lessen the cultural differences. An experienced and adult person would behave with maturity.

His behavior and decision would always remain the result of keen observation and unbiased thinking. From them other employees can also learn a positive attitude. So in this way a matured and experienced person can become helpful to overcome from the differences between different cultures. vii. Passions and empathetic listen habits can be helpful to remove the barriers of cross culture. Listening provides time to rethink and to make a correct conception. Listening with passions also gives chance to avoid misunderstanding. Therefore, it is true that think before you speak is the key to a successful communication and this is almost possible with listening. viii. Habits to know the others cultures is also a key skill to remove the cultural issues. When we started to know the culture of others then it gives the impression of respect for that culture. Try to simplify the culture that you don't know but never oversimplify your ideas. Try to observe and learn about different culture this practice will make easy to understand the person of different cultures. ix. Appropriate communication entails the use of message that are expected in a given context and actions that meet the expectations and demands of the situation[4]. x. To clarify own standpoint, but due to the liberal society situation people are not conditioned to generalized the views about the person of different cultural people[5].

Conclusion

Deliberately focused on the difference between Indian and Western cultures because differences are causes of misunderstanding[6]. By knowing the different cultural behaviors among different employees in an organization is the matter of fact. In the same way when people of different cultures come across to the contact of others then it is natural to meet to the several cultural barriers but it is equally true that these barriers can be removed the mutual understanding and support. Any organization can never get success until people are not working in uniformity and unity. To reach the same goal in every organization every employee needs to know and to respect the culture of others. This understanding will be working as a bridge among the employees. Therefore, we can say that there are so much possibility to come over the differences and barriers regarding different cultures and a wide area of making a healthy atmosphere by mutual understanding to keep the things better around and make self happy and contained.

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