

**CULTURAL ADAPTABILITY- AN INDICATOR OF INCLUSIVE WORLD  
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*The culture is the most influential factor in the developmental agendas of the governments worldwide. The culture has a direct foot print over the policy frameworks and the general state of governance of a particular land or country. The recent times of high globalization and advanced information and communication technology has made it possible to travel and communicate across cultures. Here comes the cultural understanding and response to the local cultural behavior. This study paper puts light on the cultural address and adaptability across nations. It has been concluded as to how the cultural adaptability has been accountable to the world inclusive and sustainable growth.*

**KEYWORDS:** - Cultural Adaptability, Inclusive growth, Sustainability Development, Culture, Social Development

**DISCUSSION**

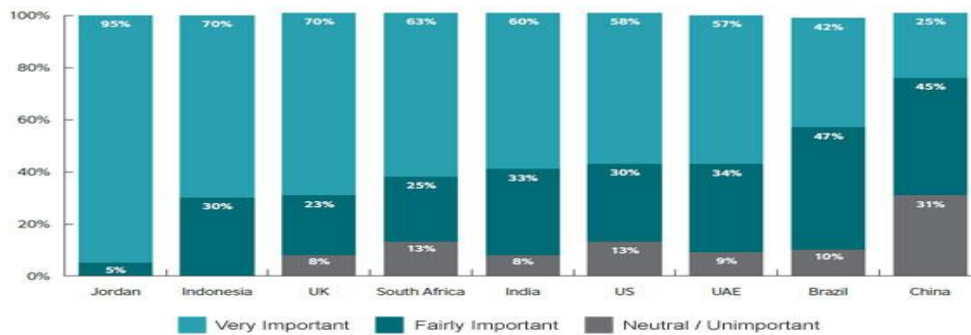
The diversity in the local culture over the foreign culture has always been the focal point of the social policy and behavior across the

geographies. The cultural acceptance and its adaptability have the buzzword for recent economic ties amongst the developing as well as developed countries. The economic and cultural cooperation has been seen as a boost to the cross border ties and trade relations among nations across borders. The adaptability to a particular culture without forgetting the own culture has been an acceptable level among the masses of the sovereign countries worldwide.

**CULTURAL ADAPTABILITY**

Cultural adaptability holds its own importance as far as cultural and economic integration in the high times of the globalization in the background of the advent of the information and communication technology. The organizations across the borders have re- mapped their cultural set ups and organizational structure. The cross cultural customs and conceptions have led to the cross border cultural participation and adaptability in order to do some fruitful business or dealing with the overseas partners. The organizations have taken the inter-cultural skills integrated in their workforce culture and organizational structure.

## The Importance of Intercultural skills to organizations (by country, ranked by very important)



**Source:** Telephone/face-to-face surveys of public sector, private sector and NGO employers responsible for employment decisions.

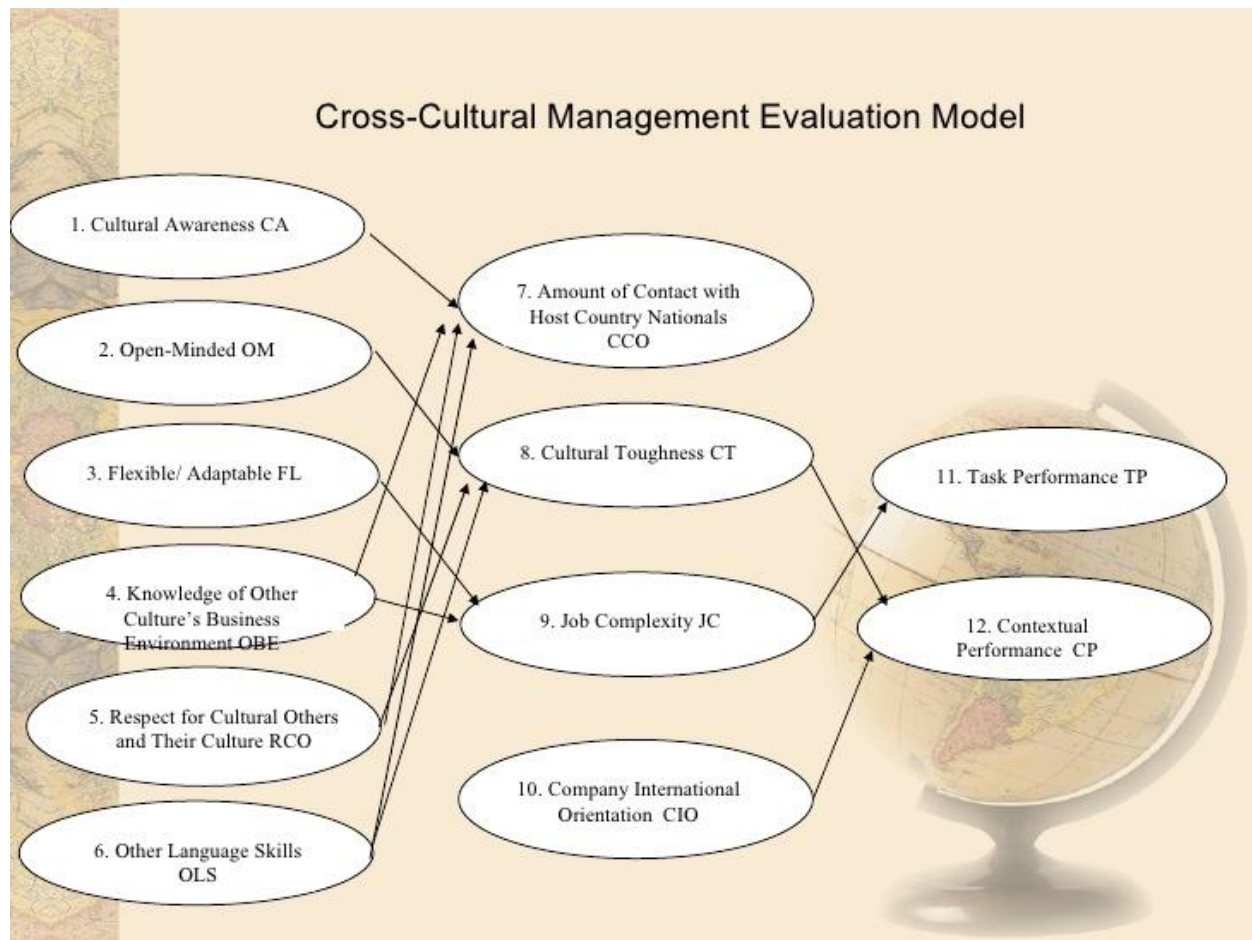
**Base:** Brazil (n=43), China (n=40), Indonesia (n=40), Jordan (n=40), South Africa (n=40), UAE (n=44), UK (n=40), US (n=40)

**Note:** Because of rounding and/or exclusion of "don't know" responses, percentages may not add up to 100%

The figure above clarifies the acceptance of the importance of the inter-cultural skills across the countries of Jordan, Indonesia, UK, South Africa, India, US, UAE, Brazil and China. The respective acceptance level of the inter cultural skills in the country of Jordan is the highest at 100% acceptance level, this acceptance level is 100% in Indonesia and 93% in UK, 88% in South Africa, 93% in India, 88% in US, 91% in UAE, 87% in Brazil and 69% in China. The figures in the percentage (%) are inclusive of the highly important and fairly important perceptions regarding the acceptance of the inter-cultural skills in the respective countries. The figure has successfully concluded that the countries across the borders are indulging in the economic, social and cultural adaptability and integration.

## CROSS CULTURAL EVALUATION PRACTICES

The countries in the recent times of globalization have adopted certain models and theories regarding the cross cultural management which shows the orientation of the countries towards the cultural integration and adaptability for the mutual participation and growth. One of these models/ theories, the common model which has been adopted by the countries worldwide is named as cross cultural management evaluation model. The model prescribes for the certain criterias and activities which need to be addressed and looked after while going for overseas cultural participation and economic integration.



The cross cultural management evaluation model has highlighted following criterias for the evaluation of the cross cultural adaptability across the world:-

- Cultural awareness
- Open minded approach
- Cultural flexibility
- Inter cultural knowledge
- Respected acceptance for other cultures
- Respect and acceptance for other languages
- Inter personal relations
- Cultural rigidity
- Job nature
- Organizational external look approach
- Task execution
- Executed performance

The above mentioned criterias are considered by the countries for the evaluation of their cultural adaptability and economic integration. The factors from the cultural awareness to the cultural rigidity have their own influence over

the decision whether to integrate or not. These are the factors which are kept in mind while going for an international presence.

#### **CROSS CULTURAL ADAPTATION PROCESS-EVIDENCES**

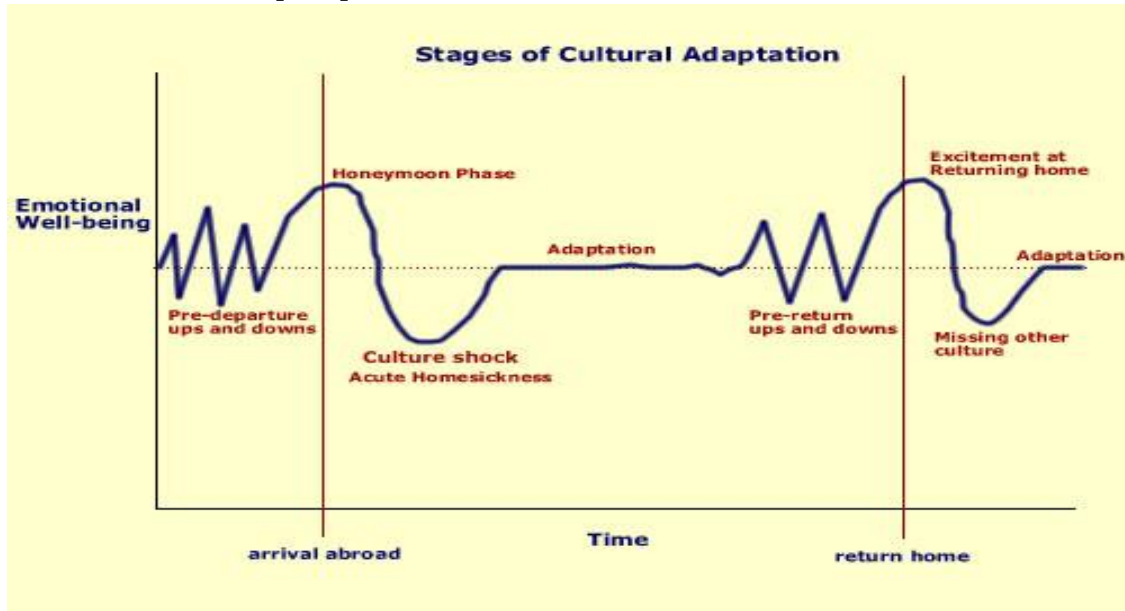
As far as cultural adaptation process is considered, there are various stages of the cultural adaptation and integration. In the cultural adaptation there are two periods known as arrival abroad and return home. Between these periods of time the cultural adaptation process takes place.

This cultural adaptation process starts with the pre departure ups and downs and continues still the adaptation of the foreign culture as figured out in the above figure there are following stages of the cultural adaptation process:-

- Pre departure ups and downs
- Honeymoon phase
- Culture shock
- Mid adaptation
- Pre return ups and downs
- excitement at returning home
- missing other culture
- start adaptation

thought process of the individuals. These include both the positives and negatives ones. The honeymoon phase shows the excitement coming to the foreign culture and this is followed by the home sickness or culture shock. After recovering from the culture shock adaptation to the culture start stage followed by returning home and missing the other culture. Thereafter the adaptation process starts to work.

In the pre departure ups and down stage there are various notion and perceptions in the



## CONCLUSION

It can be summarized that the cultural adaptation is something responsible for the economic integration. The cultural adaptation leads to the better involvement in the cultural dealings as well as economic participation. The cultural adaptation process brings two cultures together and avenues for the mutual participation and address to the common problems are generated. It has been seen that the cultural adaptation is very critical for the framing of the economic policies and frameworks. The policy and framework designed by one country needs to be compatible with the other cultural accords and agreements.

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