A Study to Manage Conflict Due to Language Barriers in Multicultural Workplaces Across Ireland

Muriam Sarfraz Hussain (10568216), Supervisor Name: Professor Donagh Farrell

Introduction

Irish businesses have gone global, and companies today are hiring team members from many backgrounds. The effectiveness of an organization can be greatly impacted by the nature of workplace communication.

Conflicts can occasionally arise as a result of cultural and linguistic diversity in the workplace and managing it can be challenging.

Objectives

- to research the benefits and drawbacks of multiculturalism in the workplace.
- to look into how people interact with those with diverse linguistic and cultural backgrounds.
- to look at specific tactics that Irish companies should use to handle disputes brought on by linguistic difficulties in cross-cultural settings.

Method

For this cross-sectional study of conflict management in Ireland, data was gathered via a quantitative approach of survey questionnaire. This approach was chosen since it is simple and doesn't take a lot of time to complete.
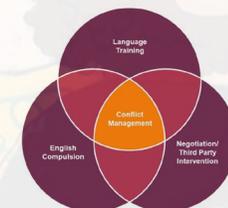
Irish

Non-Irish
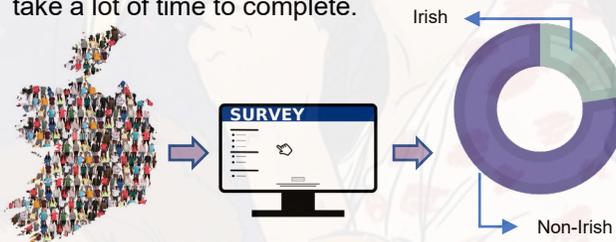
Results

- Irish workplaces are culturally diverse to a great extent.
- Most employees faced challenges due to language differences.
- Most employees felt Irish organizations were doing good but still should adopt certain strategies.

EMPLOYEES ATTITUDE TOWARDS MULTICULTURALISM.

CONFLICT MANAGEMENT SITUATION IN IRISH ORGANIZATIONS
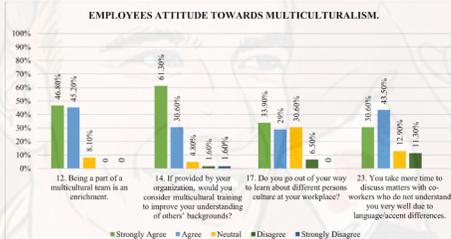
Discussion

Intricate tactics and cutting-edge information should be used in conjunction with specific training programs to handle cross-cultural disputes at the organizational level.

- Most participants agreed on implementing language training and compulsion of English language while recruitment.

Significance

This study's primary goal is to close the academic gap in organizational research that exists in the Irish setting.

- Acts as a starting point for future research.
- Highlights the importance of English as a workplace language.
- Presents the reality of Irish organizations regarding conflict management.

References

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