

Research on Cross-Cultural Competence Training of Supply Chain Talents Under the Background of Globalization

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Abstract: This paper aims to explore the cultivation of cross-cultural competence of supply chain talents under the background of globalization. Firstly, it analyzes the impact of globalization on supply chain and the ability demand of supply chain talents under the background of globalization. Secondly, it analyzes the current situation of the cultivation of cross-cultural competence of supply chain talents, and points out the existing problems and factors affecting the cultivation of cross-cultural competence of supply chain talents. Finally, it puts forward the strategy of improving the cross-cultural competence training of supply chain talents to cope with the working environment and challenges of supply chain under the background of globalization.

Keywords: Globalization background; Supply chain talent; Cross-cultural competence

1. Demand for Cross-cultural Competence of Supply Chain Talents in the Context of Globalization

1.1 The Impact of Globalization on the Supply Chain

Globalization has had a profound impact on the supply chain. With the increase in global trade and the expansion of the market, the supply chain of enterprises has become more complex and diversified. The various links and participants in the supply chain come from different countries and cultural backgrounds, facing differences in systems, laws, languages, values, and business practices. In the context of globalization, supply chain talents need to have cross-cultural competence to deal with these challenges and differences.^[1]

1.2 Ability Demands of Supply Chain Talents in the Context of Globalization

In the context of globalization, supply chain talents need to have cross-cultural competence. Firstly, they need to have cross-cultural awareness and sensitivity, be able to recognize the differences between different cultures and respect and understand these differences. Secondly, they need to have cross-cultural communication skills, be able to communicate and coordinate effectively with people from different cultural backgrounds, and avoid misunderstandings and conflicts caused by cultural differences. In addition, supply chain talents also need to have cross-cultural collaboration and leadership skills, be able to coordinate cooperation in multicultural teams, leverage the strengths of team members, and achieve efficient operation of the supply chain.

1.3 The Role of Cross-cultural Competence in Supply Chain

Management Cross-cultural competence plays an important role in supply chain management. Firstly, cross-cultural competence can help supply chain talents better understand and adapt to the business environment and business practices in different cultural backgrounds, thereby better conducting business and cooperation. Secondly, cross-cultural competence can promote cross-national cooperation and coordination in the supply chain, reduce communication barriers and conflicts caused by cultural differences, and improve the efficiency and effectiveness of supply chain operations. In addition, cross-cultural competence can also help supply chain talents better understand and meet the needs of consumers in different cultural backgrounds, provide products and services that conform to local markets and cultural characteristics, and enhance the competitiveness of enterprises in the global market.

2. Current Situation of Cross-cultural Competence Cultivation for Supply Chain Talents

2.1 Analysis of the Current Situation of Cross-cultural Competence Cultivation for Supply Chain Talents

In the context of globalization, more and more enterprises realize that the cross-cultural competence of supply chain talents is crucial to the competitiveness and development of enterprises. Therefore, many companies have started to focus on cultivating and developing the cross-cultural competence of supply chain talents. At present, the cultivation of cross-cultural competence of supply chain talents is mainly carried out through the following ways:

2.1.1 Many enterprises organize cross-cultural training and exchange activities, giving supply chain talents the opportunity to interact with and understand personnel and environments from different cultural backgrounds. These training and exchange activities can help supply chain talents enhance cross-cultural awareness and sensitivity, and improve cross-cultural communication and collaboration skills.

2.1.2 Some enterprises send supply chain talents to work in overseas branches or partner companies to provide opportunities for practice and experience. Through working experience in an international environment, supply chain talents can better understand and adapt to the business environment and business practices under different cultural backgrounds.

2.1.3 Some companies also encourage supply chain talents to participate in international conferences, seminars, and training courses to broaden their international vision and knowledge. These activities can provide opportunities to interact with professionals from different countries and cultural backgrounds, promoting the sharing of knowledge and experience.

2.2 Problems in Cultivating Cross-cultural Competence of Supply Chain Talents

Although the cultivation of cross-cultural competence of supply chain talents has received some attention and practice, there are still some problems. Firstly, some companies have limited understanding of the cultivation of cross-cultural competence, considering technical and professional knowledge more important, and neglecting the importance of cross-cultural competence.^[2] Secondly, due to the time and resources needed for the cultivation of cross-cultural competence, some companies may have shortcomings in cultivation. They may lack effective training plans and resources, and cannot provide sufficient opportunities and support for supply chain talents to learn and practice cross-cultural skills. At the same time, the cultivation of cross-cultural competence of supply chain talents also faces the challenge of language and cultural barriers. Different countries and regions have different languages and cultures, and supply chain talents need to have corresponding language skills and cultural understanding to better carry out cross-cultural communication and cooperation.

2.3 Factors Affecting the Cultivation of Cross-cultural Competence for Supply Chain Talents

The cultivation of cross-cultural competence of supply chain talents is influenced by various factors. Firstly, the culture and values of the company have a significant impact on the cultivation of cross-cultural competence. If a company values and encourages the cultivation of cross-cultural competence, it will provide more opportunities and resources for supply chain talents. Secondly, the role of educational and training institutions is also very important. Colleges and training institutions can provide relevant courses and training for supply chain talents to help them improve their cross-cultural competence. In addition, governments and industry organizations can promote the cultivation of cross-cultural competence of supply chain talents through policies and regulations. Furthermore, personal willingness and effort are also important factors affecting the cultivation of cross-cultural competence for supply chain talents. Supply chain talents need to have a positive attitude towards learning and cross-cultural awareness, consciously learn and practice, and continuously improve their cross-cultural competence.

3. Strategies for Cultivating Cross-cultural Competence in Supply Chain Talents

3.1 Strategies to Enhance Cross-cultural Cognitive Ability of Supply Chain Talents

To enhance the cross-cultural cognitive ability of supply chain talents, companies can first increase their understanding and comprehension of different cultures by organizing cultural training and cross-cultural educational activities. This includes providing training on the cultural background, values, customs, and business practices of different countries and regions to help them better adapt to and understand different cultural environments. Secondly, companies can encourage supply chain talents to participate in international projects and team collaborations, offering opportunities for cross-cultural work. By collaborating with people from different cultural backgrounds, supply chain talents can better understand and experience the differences between cultures, thereby enhancing their cross-cultural cognitive abilities. Additionally, companies can establish platforms for cross-cultural exchange and cooperation to promote interaction and learning among supply chain talents. For example, regular cross-cultural exchange meetings or workshops can be organized where supply chain talents can share their cross-cultural experiences and learn from each other.

3.2 Strategies to Enhance Cross-cultural Communication Skills of Supply Chain Talents

To enhance the cross-cultural communication skills of supply chain talents, companies can first provide language training and communication skills training to help them improve their language skills and cross-cultural communication techniques. This includes learning and using the business languages of different countries and regions, and understanding and respecting the communication methods and etiquette of different cultures. Secondly, companies can encourage supply chain talents to participate in cross-cultural team collaboration and projects, providing practical opportunities for cross-cultural communication. By collaborating with people from different cultural backgrounds, supply chain talents can better understand and deal with the challenges of cross-cultural communication, thereby improving their cross-cultural communication skills. Additionally, companies can establish a support system for cross-cultural communication to provide guidance and support for supply chain talents. For example, cross-cultural communication consultants or mentors can be set up for supply chain talents to consult and seek help, resolving problems and confusion in cross-cultural communication.

3.3 Strategies to Cultivate Cross-cultural Adaptation Skills of Supply Chain Talents

To cultivate the cross-cultural adaptation skills of supply chain talents, companies can first provide cultural adaptation training to help them understand and adapt to the working environment and lifestyle of different cultures. This includes understanding the values, customs, and social norms of different cultures, and how to work and live in different cultural backgrounds. Secondly, companies can encourage supply chain talents to participate in cultural exchange and experience activities, providing practical opportunities for cross-cultural adaptation. For example, cultural exchange activities or cultural experience projects can be organized for supply chain talents to personally experience and understand the differences between cultures, ^[3]thereby enhancing their cross-cultural adaptation skills. Additionally, companies can provide cross-cultural support and guidance for supply chain talents. For example, cross-cultural adaptation consultants or mentors can be set up for supply chain talents to consult and seek help, resolving problems and confusion in cross-cultural adaptation.

4. Conclusion

In the context of globalization, the cultivation of cross-cultural capabilities in supply chain talents is a crucial task. Companies need to recognize the importance of cross-cultural competencies in supply chain management and adopt effective strategies to help supply chain talents enhance their cross-cultural skills. Only in this way can supply chain talents better adapt to the global supply chain work environment and challenges.

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