

The impact of cultural diversity on the PMO team
performance at AECOM Saudi Arabia

تأثير تنوع الثقافات على أداء مكتب إدارة المشاريع في شركة أيكوم السعودية

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Introduction

Cultural diversity is the presence of people from different cultures in a team or organization. This diversity can bring a wealth of new perspectives and ideas to the table, but it can also pose challenges to team performance. Diversity can be experience, education, gender, nationality, age, and ethics.

Research Problem

There is a growing body of research on the impact of cultural diversity on project team performance. However, there is still a lack of understanding of the specific factors that contribute to the impact of cultural diversity on project team performance. This research will address this gap by exploring the following research problem:

- How cultural diversity in the workplace is impacting the PMO performance at AECOM Co. in Saudi Arabia.

The Importance & Objective of research

In order to improve project team performance, it is important to examine cultural diversity's impact on project teams. Cultural diversity can provide several benefits for project teams, such as understanding and respecting different cultures, we can create a better working environment and achieve higher performance.

The objective of this research is to explore the impact of diverse cultures on project team performance. The research will examine the following questions:

- Does experience impact the project team's performance?
- Does education impact the project team's performance?
- Does gender impact the project team's performance?
- Does nationality impact the project team's performance?
- Does ethics impact the project team's performance?
- Does age impact the project team's performance?

Research Hypotheses

The main hypothesis is that there will be an impact either positive or negative of cultural diversity on the PMO team's performance.

The sub-hypotheses:

- Experience impacts the project team's performance.
- Education impacts the project team's performance.
- Gender impacts the project team's performance.
- Nationality impacts the project team's performance.
- Ethics impacts the project team's performance.
- Age impacts the project team's performance.

Literature Review

There is a growing body of research on the impact of cultural diversity on project team performance. Some studies have found that cultural diversity can lead to increased conflict and decreased team performance. However, other studies have found that cultural diversity can also lead to increased performance.

The impact of cultural diversity on project team performance is likely to vary depending on a number of factors, including the specific cultures represented in the team performance which are experience, education, gender, nationality, ethics, and age.

Research Methodology

The research will use a mixed-methods approach. A quantitative survey will be used to collect data on the perceptions of team members from different cultures. A qualitative case study will be used to explore the impact of culture diversity on the PMO team which is composed of members from different cultures in the international company (AECOM).

Initial reference list

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