



*Faculty of Commerce*  
*Business Administration Department*

**The Mediating Role of Cultural Training in the  
Relationship between Cultural Diversity and  
Multicultural Teamwork Effectiveness in MNCS**  
**"An Empirical Study"**

**Thesis Submitted in Partial Fulfillment of Philosophy Doctor Degree  
in Business Administration**

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**2020**

## **Dissertation Abstract**

The main objective of this research is to determine the Mediating role of Cultural training in the relationship between Cultural diversity and multicultural teamwork effectiveness in MNCS in Egypt, through a review of previous studies in this regard. A proposed model for research hypotheses was designed to illuminate causal relationships between the variables, Based on structural equation modeling SEM, and path analysis to illustrate the direct and in direct relationships between research variables using the AMOS Program.

In order to collect primary data, a questionnaire has designed includes three scales: cultural diversity scale, cultural training scale, and team effectiveness scale, the tests was conducted to assess the validity an reliability of the research variables scales. The questionnaire was directed to a sample of managers in the MNCs under the research which include pharmaceutical (seriver, Hikma pharma, Ramida, Astrazeneca), Chemical (Johnson & Johnson, Unilever, P&G), Communication (Etisalat, Vodafone, Orange, Huawei, SAGEM), and information technology (ORACLE, Cisco System, Microsoft), the Sample size was (335) and the response was ( 288) percentage (86%) of the total sample size.

The findings shows that there is a statistically significant positive Effect of Cultural diversity on team effectiveness, while there is a statistically significant positive effect of Cultural diversity on Cultural training, this mean the higher cultural diversity in MNCs, the more need for cultural training practices and programs. The results also showed a significant positive effect of cultural training on team effectiveness, this mean the greater cultural awareness and intercultural ability, the higher team effectiveness. The results also revealed that the positive significant effect increases of cultural diversity on multicultural team effectiveness when culturalal training mediating the relationship. And also there is no significant difference between males and females with respect to cultural diversity and cultural training, while there are significant differences of nationality, age, educational level, and experience with respect to cultural diversity and cultural training.

### **Dissertation Key Words:**

- Cultural diversity.
- Cultural training.
- Multicultural team effectiveness.