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CULTURAL INTELLIGENCE OF EMPLOYEES WITH DISABILITIES FROM RUSSIA AND CHINA

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There are many differences between disability and non-disability groups. People with and without disabilities stem from different social backgrounds and hold different cultural norms. Disability inclusion requires people to become culturally competent. Till now, there is scarce study about cultural competence of employees with disabilities in Russia. This present paper originally investigates cultural intelligence of 48 employees with disabilities from Russia and China through SFCQ: the short form of cultural intelligence. In general, Russian participants have significant different cultural intelligence from Chinese participants.

Keywords: employees with physical disabilities, cultural intelligence, Russia, China.

Culture has been conceptualized as a shared set of values, beliefs, and attitudes and it supports thinking and behaviors of individuals [2; 6]. Social identity theory identifies that people tend to classify themselves and others into various social categories, such as organizational membership, citizenship, religion, social affiliation and so on [11]. The collectives belonging to one social group often establish their own cultural barriers, thereby forming their own uniqueness and belongingness This phenomenon also applies to groups with disabilities, which often form their own culture. The cultural model of disability values deficits as human diversity [9]. From this model's perspective, ableism, lack of accessibility, and personal feelings cause heightened problems and serve as barriers for individuals with disabilities. Like the social model, the cultural model of disability views ableist ideology and social institutions as the root of the problem. With this perspective, disability culture as a whole [8]. The cultural model focuses on a range of cultural factors, especially how different notions of disability and non-disability groups. Accordingly, people with and without disabilities stem from different social backgrounds and hold different cultural norms [12]. Inclusion requires people to become culturally competent [13].

Cultural intelligence was firstly introduced by Earley and Ang in 2003 in their book Cultural Intelligence: Individual Interactions Across Cultures, and since then it has attracted wide attention in the multiculture, management and psychology study [4; 5]. Cultural intelligence refers to the capability to identify and appreciate cultural differences, to adapt and function successfully in culturally diverse contexts [3; 7]. In the past decade, Russian scholars increasingly paid attention on the study about cultural intelligence. Chigarkova and Soldatova reviewed the concept of cultural intelligence and studying trends of empirical research into cultural intelligence [10]. This paper proposes that cultural intelligence is crucial for disability employment, no matter for employers and employees with disabilities. However, till now, there is scarce investigation of cultural intelligence of employees with disabilities. This current paper originally collected cultural intelligence of employees with disabilities from Russia and China.

In total, 48 employees with disabilities (17 female, 31 male) participated in our survey, 25 (12 female, 13 male) of them are from Russia and 23 (5 female, 18 male) from China. Among both Russian and Chinese participants, the 10-item SFCQ: short form of Cultural Intelligence Scale [1] was conducted via 7-dimensional Likert scale (1–7). The SFCQ consists of three facets of cultural intelligence, such as cultural knowledge (2 items), cultural skill (5 items), and cultural metacognition (3 items). In details, it encompasses items, “I know the ways in which cultures around the world are different”, “I enjoy talking with people from different cultures”, “I am aware of the cultural knowledge I use when interacting with someone from another culture” and so on. The survey was carried out via online questionnaire platform “Google Form”, “Wen Juan Xing” and written questionnaires. All responses have been collected till February, 2024 and was analyzed via SPSS 26 and data analysis platform CNSknowall. All participants are with physical impairments, such as

blindness, hearing loss and mobility impairments. There are 14 Russian participants with blindness, 11 Russian participants with mobility impairments. While, there are 1 Chinese participants with hearing loss, 4 Chinese participants with blindness and 18 Chinese participants with mobility impairments. The specific composition of disability types is shown in Figure 1 below.

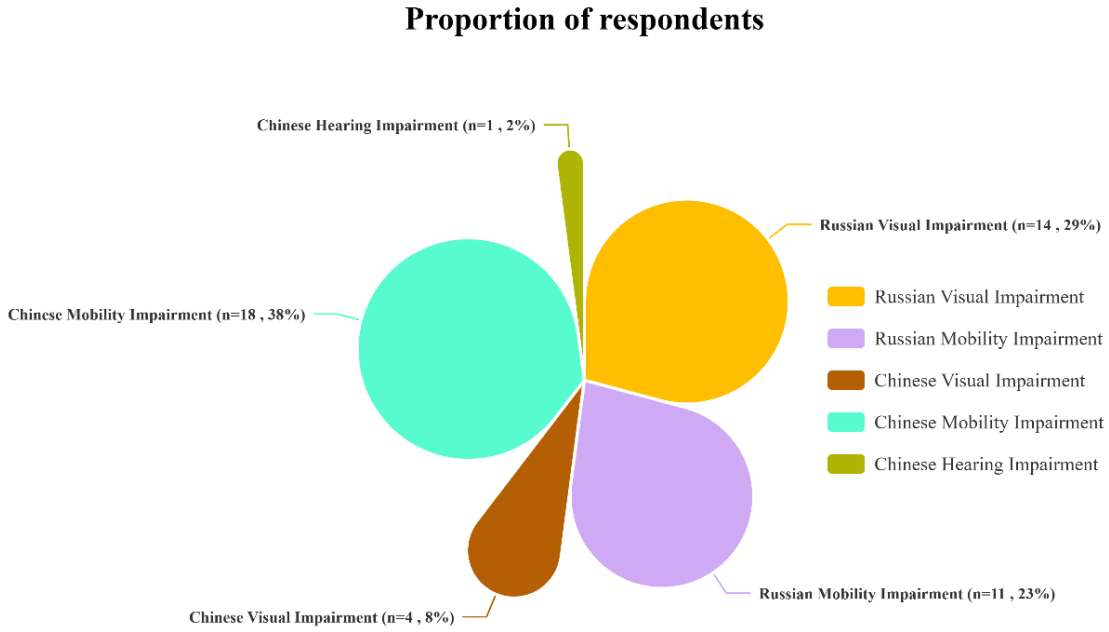

Figure 1. Composition of Participants

Source: compiled by the author based on data analysis via SPSS and platform CNSknowall.

This paper focuses on the mean of cultural intelligence from Russian and Chinese participants. This paper presents mean of each item following the order CQK1, CQK2, CQS1, CQS2, CQS3, CQS4, CQS5, CQM1, CQM2, CQM3, which relatively represents “I know the ways in which cultures around the world are different”, “I can give examples of cultural differences from my personal experience, reading, and so on”, “I enjoy talking with people from different cultures”, “I have the ability to accurately understand the feelings of people from other cultures”, “I sometimes try to understand people from another culture by imagining how something looks from their perspective”, “I can change my behavior to suit different cultural situations and people”, “I accept delays without becoming upset when in different cultural situations and with culturally different people”, “I am aware of the cultural knowledge I use when interacting with someone from another culture”, “I think a lot about the influence that culture has on my behavior and that of others who are culturally different ”, “I am aware that I need to plan my course of action when in different cultural situations and with culturally different people.” As for Russian employees with disabilities, the mean of each item is 4.92, 5.48, 5.84, 4.36, 5.16, 5.76, 4.6, 5.04, 3.92, 5.8. Regarding Chinese employees with disabilities, the mean of each item is 4.96, 4.26, 4.52, 4.74, 5, 5.3, 5.26, 4.52, 4.74, 5.39. Generally, mean of item is around 4–6, which means cultural intelligence of employees from Russia and China is positive. As well, from the result, the mean of each item of Russian participants differs from Chinese participants. For instance, Russian participants has higher CQK2 than Chinese participants, which means that they more confident to give examples of cultural differences from my personal experience, reading, and so on. On the contrary, Chinese participants has higher CQM2 than Russian participants, which means that they think more about the influence that culture has on their behavior and that of others who are culturally different. Chinese employees with disabilities have higher cultural metacognition and Russian employees with disabilities show higher cultural knowledge. Detailed difference of each item has been shown via the bubble diagram, as Figure 2 below.

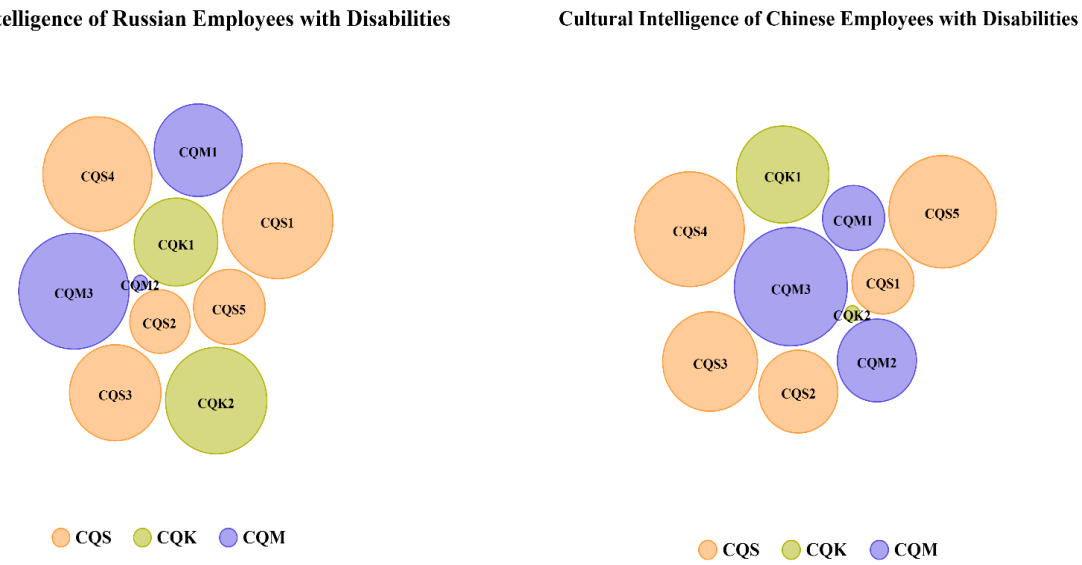

Figure 2. Cultural intelligence of employees with disabilities from Russia and China

Source: compiled by the author based on data analysis via SPSS and platform CNSknowall.

In this paper, we originally present cultural intelligence of Russian and Chinese employees with disabilities and show their differences. More research is needed in the future to reveal the determinants behind the differences in cultural intelligence and the impact it brings.

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КУЛЬТУРНЫЙ ИНТЕЛЛЕКТ СОТРУДНИКОВ С ОГРАНИЧЕННЫМИ ВОЗМОЖНОСТЯМИ ИЗ РОССИИ И КИТАЯ

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Существует много различий между группами инвалидности и неинвалидности. Люди с ограниченными возможностями и без них имеют разное социальное происхождение и придерживаются разных культурных норм. Инклюзия инвалидов требует, чтобы люди стали культурно компетентными. До сих пор в России мало исследований о культурной компетентности сотрудников с ограниченными возможностями. В настоящей статье первоначально исследуется культурный интеллект 48 сотрудников с ограниченными возможностями из России и Китая с помощью SFCQ: краткой формы культурного интеллекта. В целом российские участники существенно отличаются от китайских участников по культурному интеллекту.

Ключевые слова: сотрудники с ограниченными физическими возможностями, культурный интеллект, Россия, Китай.