2. Latest State of the Scientific Discussion

In the framework of this chapter, significant studies with a view to the separation of this subject are divided and current effective preparations for multicultural managers are presented as well.

2.1 Scholarly Literature Analysis

Procedure for Selecting Literature

Against the background of selecting significant literature, so-called overviews are analyzed as well besides empirical studies (typologies of management studies in cultural context\textsuperscript{78}; see Table 51).

Those overviews can, depending on their qualification/quantification, be separated and assigned to the four groups’ narrative, descriptive and comparing overview or meta-analysis.\textsuperscript{79} Following, those approaches are separated and their relevance is finally discussed. Thereafter, the quality (rating [RT]) of the journal is presented and differentiated.

The narrative overview shows a method of qualitative classification. I. e. the results of the literature analysis will be subjectively and verbally formulated. In the framework of this process, (a) the most important factors, (b) the links between the factors as well as (c1) the research results and (c2) the discrepancies between the research results of the analyzed literature will be presented and discussed. There is no unique norm for the form of the presentation of the results.\textsuperscript{80}

The next qualitative method for literature analysis with first quantitative shapes is the descriptive overview. This researches, analyzes and systemizes scientific essays and specialist articles with the help of normed and pre-defined criteria (timeliness of the studies, objects of investigation of the studies as well as the analysis of embedded and referenced theories).\textsuperscript{81} Furthermore, the so-called significance values of the empirical research results are reflected in the framework of this method.\textsuperscript{82}

The comparative overview demonstrates the ongoing method of literature review in the direction of quantitative classification (i. e. vote counting or box score in an international context).\textsuperscript{83} In the framework of this overview, the research results are

grouped with a view to determined criteria. The abilities of the results and clusters can be as follows: positively significant, negatively significant or non-significant. The cluster which can be found the most in the framework of the verified examinations is seen as the final result of the relations examined.

The fourth method of overview is the meta-analysis (quantitative shape). This literature analysis examines the quantitative results of the examinations to be compared. These analyses of the results are realized and judged to each other with the help of significance tests which are derived from the two variables effect size and extent of the random samples. By analyzing the comparative values mathematic-statistically, an objective estimate of each examination is guaranteed.

Besides the four mentioned overview methods of literature analysis, empirical studies are even important tools against the background of the scientific discussion. The aim of empirical examinations is to review hypotheses on their validity (verification or falsification). These examinations are based on studies which can be differentiated in qualitative and/or quantitative method. Qualitative empirical studies are executed in order to examine unexplored human or socially based questions and make them more tangible for researchers. Against this background, for example, study methods such as interviews and discussions in groups or teams are used and their verbal content is analyzed. In contrary, quantitative empirical examinations use normed and standardized questions with a view to answering the questions such as telephone surveys or questionnaires and online surveys in order to reach comparability of the questions answered, i. e. to review interdependences and correlations due to measurable variables.

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