

Review of: "How Do Team Diversity Act to Exercise Effect on Team Performance: Looking through the Lens of Cultural Intelligence among Employees"

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Potential competing interests: No potential competing interests to declare.

This article provides an intensive review of the published literature demonstrating a positive or negative relationship between team diversity and increased performance and profits. The study addressed the following 4 hypotheses: there is a significant positive relationship between team diversity and cultural intelligence, there is a significant positive relationship between team diversity and team performance, there is a significant positive relationship between cultural intelligence and team performance, and the relationship between team diversity if any, is mediated by cultural intelligence. The authors used closed-ended, structured, multiple-choice survey responses from 344 employees working in 84 teams at 20 care homes in Birmingham City and found statistically significant positive relationships for all 4 hypotheses. The methods and results of the study are discussed in only five of the 26 pages document. The discussion of outcomes is not limited to measured parameters. A list of all questions used in the survey should be added for completeness.

Recommendations:

Title: How Does Team Diversity Act to Exercise an Effect on Team Performance: Looking through the Lens of Cultural Intelligence among Care Home Employees

The document should be carefully reviewed for incorrect verb usage.

Revise 2nd paragraph on page 3. Meanwhile, as today form of globalization...

Revise 2nd paragraph on page 8. sword whose effects varies effects based....

Add a table that lists all of the questions asked on the survey by category

Did any of the 20 care homes decline the invitation to participate in the study?

Add the range for the size of the 84 teams

Add the measures of diversity to the beginning of the Methods section

Page 17, bottom of page. Were the number of years that the employees worked together measured?

Page 19. How were inter/intr group conflict, tension, and unfavourable stereotyping measured in the current study?



Did the authors determine if the care home employees had received prior diversity training?

Page 20. Top of page. Data are not provided for culture and language in the current study.

Did the authors collect data on race and ethnicity? If not, why were these diversity traits ignored?