

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 is a well written, well researched study. Thank you for giving me the chance of reviewing this manuscript. I have the following suggestions.

1. The introduction section (although beautifully written), needs to focus on the need for team performance and efficiency irrespective of COVID situation. Care home sector needs effective team performance irrespective of COVID, and ageing society, neutral families, increased inflation, etc. also make a strong case for this. So, in my view, COVID related argument is redundant to make a case for team performance. Having said that, the argument on globalization and internationalization of health care sector is appropriate.
2. I request the authors to use more recent literature. Currently there are studies from 2001, which is 20 years ago. Ironically, it is the pandemic which has shaken the basics of team work so studies as old as 2001 might be too old.
3. The authors have focused on the cultural diversity and having mentioned about the minority groups and immigrant workers, the authors wish to argue about the diverse cultural backgrounds. So the definition of diversity in this study is limited to country. I recommend stating this in the abstract upfront.
4. Perhaps a review of some literature on the cultural differences in health care would be a good addition to the existing literature review.
5. The use of "Information Processing Theory" as a theoretical background is debatable/ironical because if culturally and racially diverse teams are to be considered, the native team members will have a definite upper hand. and there will be enough ground to argue that homogeneous teams will outperform diverse teams.
6. I would have preferred to see at least a couple of questions in the survey about cultural background of respondents. Without these questions, there is no way to make sure whether the sample of respondents are representative of the study population and can help answer the research questions.
7. In my view, the practical implications suggested by the authors can be improved to include initiatives that the team leaders can take towards developing cultural intelligence and awareness. Having broad minded people and capacity building are too indirect.