



## Enhancing career prospects of foreign language learners by integrating cultural competence in the language classroom

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Diversity at workplace is considered as an asset by many organizations since it acknowledges the strengths of each employee who contribute different ideas and perspectives, which create more disruptive and innovative working environment. A series of recent studies has indicated that cultural diversity in workplace is vital to foster an open, collaborative, and productive working environment, where ethnic, cultural and religious diversities of each employee is valued and respected. Yet, a closer look to the literature on cultural diversity in workplace suggests that workforce diversity causes more obstacles and conflicts among employees due to lack of cultural competency. The objective of this research was to examine how workforce diversity affects the performance of the employees and the working environment of an organization and how the university foreign language curriculum could prepare the students for a diverse working environment. Primary data for the research was gathered through the expert interview method, using 15 employees, selected from German speaking service sectors through purposeful sampling method and an analysis of the curriculum of Bachelor of Arts Honours Degree Programme in German Studies was conducted. According to the research findings it was identified that workforce diversity can often cause conflicts at work due to lack of understanding or respect for another's social or cultural difference. Therefore, programs imparting cultural knowledge about foreign cultures through intercultural comparison should be integrated into the curriculum of foreign language programmes offered by the universities to facilitate better career prospects and to enhance individual and organizational performance.

**Key Words:** Cultural diversity, Diversity management, Foreign Language curriculum, German as a Foreign Language, Workforce diversity

