


# Chapter 10

## Organizational Socio-Intercultural Anthropology

**José G. Vargas-Hernandez**

*Budapest Centre for Long-term Sustainability, Hungary*

**María F. Higuera-Cota**

 <https://orcid.org/0000-0001-8285-1076>

*Universidad Autónoma de Sinaloa, Mexico*

**Omar C. Vargas-González**

 <https://orcid.org/0000-0002-6089-956X>

*Tecnológico Nacional de México, Ciudad Guzmán, Mexico*

### ABSTRACT

*The field of socio-intercultural anthropology has become increasingly relevant in the context of organizational culture. This study aims to analyze the interplay between socio-cultural anthropology and organizational culture. It starts with the assumption that the application of anthropological disciplines to organizations is having an impact on the socio-cultural expressions and manifestations within those organizations. The study takes an analytical-descriptive approach, delving into the theoretical and empirical literature related to the topic. In summary, the study provides important insights into the role of socio-intercultural anthropology in organizational socio-intercultural. It highlights how anthropological methodologies have influenced organizational culture and provides recommendations for future research and practice in this area.*

### INTRODUCTION

In today's interconnected and diverse world, understanding the complexities of social and cultural dynamics is critical for effective communication and collaboration in organizational settings. This is where socio-intercultural anthropology and organizational socio-intercultural come into play. Socio-intercultural anthropology is the study of cultural and social behavior and norms across different communities, while

DOI: 10.4018/979-8-3693-0250-7.ch010

organizational socio-interculture explores the intersection of culture and social structure within organizations. Both disciplines provide valuable insights into how individuals and groups interact with each other, as well as the impact of cultural differences on communication, decision-making, and overall organizational performance.

In this chapter, we will delve into the significance of socio-intercultural anthropology and organizational socio-interculture in the modern workplace, exploring their applications and implications for effective cross-cultural communication and collaboration. We will examine the importance of cultural intelligence and diversity training for organizational success, as well as the challenges and opportunities presented by a globalized and multicultural workforce.

The following section provides information on how anthropological methods can be applied in organizational settings to better understand and navigate cultural differences. Therefore, discussing the use of anthropological methods in organizational settings is essential to understanding the full scope and potential of socio-intercultural anthropology and organizational socio-interculture.

The following presents the theoretical framework for the study of socio-intercultural anthropology and organizational socio-interculture, describing the main concepts and approaches used in anthropological studies and their relevance to organizational socio-culture.

## **THEORETICAL FRAMEWORK**

Organizations are social spaces or micro-societies where agents and actors conduct actions that represent reality. From an organizational perspective, identifying the different actors and agents involved who interact with each other is essential to establish the basis that allows for analyzing the integral processes of organizational systems in a sociocultural context.

Starting from the notion that recent organizational anthropology studies the categories and methods of social groups that contribute to enriching the anthropological perspective of organizations and entrepreneurs. Anthropology has studied and described the phenomenon of leadership in primitive societies, including the activities of leaders and the necessary personality traits, qualities, and attributes to conduct sociopolitical activities. Personal interaction with society and tolerance enhances the anthropological value and lead to mutual interactions with a non-unified socio-intercultural environment, resulting in socio-intercultural organizational dynamics.

Regarding this, Barret & Stanford (2016) describe organizational anthropology as a discipline that focuses on studying culture, behavior, and dynamics within an organization. Organizational anthropology uses the prediction of phenomena to anticipate and forecast future events.

Although the scientific nature of anthropology has been criticized due to the notion that science as a mode of inquiry is obsolete (Inga, 2021), organizational anthropology develops scientific theories grounded in functionalism and structuralism. For example, the theory of information goods, which is used to analyze the psychological adaptations of socio-intercultural learning by Henrich and Gil-White (2001), or the costly signaling theory, used to examine religious beliefs that decrease the costs of intra-group cooperation in ritual practices, explaining the emergence and evolution of small human groups to form large groups (Salali *et al.*, 2015).

Socio-intercultural anthropology is a discipline that focuses on the study of culture and human society. Although its scope is overly broad, in recent years there has been a great interest in applying its knowledge and methods in the organizational field. In fact, socio-intercultural anthropology can be especially use-

19 more pages are available in the full version of this document, which may be purchased using the "Add to Cart" button on the publisher's webpage:

[www.igi-global.com/chapter/organizational-socio-intercultural-anthropology/332151](http://www.igi-global.com/chapter/organizational-socio-intercultural-anthropology/332151)

## Related Content

---

### Exploring Information Security Governance in Cloud Computing Organisation

Hemlata Gangwarand Hema Date (2015). *International Journal of Applied Management Sciences and Engineering* (pp. 44-61).

[www.irma-international.org/article/exploring-information-security-governance-in-cloud-computing-organisation/124063](http://www.irma-international.org/article/exploring-information-security-governance-in-cloud-computing-organisation/124063)

### Entrepreneurial University Challenges and Critical Success Factors to Thrive

Neeta Baporikar (2022). *International Journal of Applied Management Theory and Research* (pp. 1-15).

[www.irma-international.org/article/entrepreneurial-university-challenges-and-critical-success-factors-to-thrive/300347](http://www.irma-international.org/article/entrepreneurial-university-challenges-and-critical-success-factors-to-thrive/300347)

### The Roles of Information Technology and Knowledge Management in Project Management Metrics

Kijpokin Kasemsap (2016). *Project Management: Concepts, Methodologies, Tools, and Applications* (pp. 229-259).

[www.irma-international.org/chapter/the-roles-of-information-technology-and-knowledge-management-in-project-management-metrics/155271](http://www.irma-international.org/chapter/the-roles-of-information-technology-and-knowledge-management-in-project-management-metrics/155271)

### Animal Spirits or Engaging Spirits?: The Importance of the Not-for-Profit Economy – Coopetitiveness and Grant-Making Foundations

Angela Besana (2017). *Factors Affecting Firm Competitiveness and Performance in the Modern Business World* (pp. 223-250).

[www.irma-international.org/chapter/animal-spirits-or-engaging-spirits/166915](http://www.irma-international.org/chapter/animal-spirits-or-engaging-spirits/166915)

### Assessing the Degree of Women's Participation in the Logistics and Transport Industry in Namibia

Roswindis Amushilaand Efigenia Madalena Mario Semente (2022). *International Journal of Applied Management Sciences and Engineering* (pp. 1-23).

[www.irma-international.org/article/assessing-the-degree-of-womens-participation-in-the-logistics-and-transport-industry-in-namibia/299023](http://www.irma-international.org/article/assessing-the-degree-of-womens-participation-in-the-logistics-and-transport-industry-in-namibia/299023)