

*Going Beyond International HRD:  
Conducting Research from Cross-Cultural &  
Sub-Cultural Perspectives!*

**Panel Members:**

**Dr. AAhad Osman-Gani:** *IIUM University, Malaysia*  
**Dr. Yongsun Paik:** *Loyola Marymount University, USA*  
**Dr. Gary McLean,** *Texas A & M University, USA*  
**Dr. Alexander Ardichivili,** *University of Minnesota, USA*

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**Agenda:**

- Introductions of Panel Members:
- Introduction to the Topic:
  - Dr. AAhad Osman-Gani
- Presentations by:
  - Dr. Gary McLean
  - Dr. Alexander Ardichvili
  - Dr. Yongsun Paik
  - Dr. AAhad Osman-Gani
- Comments, Discussions:

### Approaches to Cross-Cultural Research:

“Increased internationalization in the economic, political and social arenas has led to greater interpersonal cross-cultural contact” (Black, Mendenhall & others)

“Current international/cross-cultural research either assumes homogeneity of each culture, or contends with comparing average practices without measure of internal variation” (Kozan & Ergin)

Limitations of current approach to international/cross-cultural research!