

# IMPACT OF INTERNATIONAL STUDENTS ON GLOBAL COMPETENCIES IN HOSTING ORGANISATIONS

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Global competence refers to the knowledge, skills, and dispositions necessary to navigate and succeed in today's interconnected world. It is the capacity to analyse global and intercultural issues critically and from multiple perspectives, to understand how differences affect perceptions, judgments, and ideas of self and others, and to engage in open, appropriate and effective interactions

with others from different backgrounds on

the basis of a shared respect for human

## RESEARCH MODEL

dignity (OECD).

GLOBAL

## INFLUENCING FACTORS

Company employees, Student, Cultural Dimensions, Company, HR practices

INTERACTION BETWEEN ENTRY LEVEL OF EMPLOYEES AND STUDENTS FROM COMPETENCIES DIFFERENT COUNTRIES

### FROM NORTH MACEDONIA TO USA Our team has benefitted in a number of key ways. First, the opportunity

to host an intern for a longer period of time than we usually would and one who works full-time - has allowed us to involve Velina more ely in project planning and execution. Whereas our normal would work for several months and often just a few days depend on every day. Additionally, the IAESTE programme truly tched us with a talented and proactive intern, who we learn from as think that every employer can benefit from the perspective of an but novel skill sets and approaches to problem solving that introduce a different dynamic in to the work done each day and help to broaden the horizons of their colleagues.

dent Velina Rusjakova North Macedonia, Company ATS

AESTE. It is has proved to be an invaluable opportunity to learn about different cultures and to get contacts in countries that we want to expand our business to. We only accept top students and they get o work hard on real projects. José Maria a part of our engineering team that is veloping a ground-breaking modular railroad wagon. A wagon that can be transformed for totally different purposes

day. In the end, this will make railroad transports more flexible and affordable, impact of freight. \*Kiruna is located in the very far north of Sweden, north of the

Student Jose Maria Martinez, Spain Company Kiruna Wagon, Sweden



### FROM POLAND TO AUSTRIA

Our IAESTE trainee Lukasz Kolczyk was challenged with evaluating various ERP software systems as a basis for replacing an existing system. As this required a good number of workshops with different departments he got widely involved all over the company and also motivated his colleagues to more frequently communicate in English but also improved his German (and Austrian dialect skills) over several months. But even more important, he brought fresh views and perspectives on how we did certain things and also contributed to the to improve internal processes.

Short after Lukasz returned back to Poland he finished his master degree in computer science and started his career with another Austrian company in Poland. I would say, for everyone this was a cross cultural enrichment and benefit.

Student: Lukasz Kolczyk, Poland, Company Pamminger Maschinenbau, Austria



### FROM THE WORLD TO CHINA

Wang Lan, HR Manager: I brought thanks to IAESTE and IAESTE China a lot of innovation to MT Changzhou. For example, together with IAESTE China team, we design program for our employees, called LePA Learning through Participation & Achieveme I think it is unique in China. We are using IAESTE program not only for an internship program, but also as a resource that we can learn and inspire our employees. In HR, we should always think about the experience and outcomes of our employees. Thanks of the years working with together with IAESTE China team, I practice my Design Thinking

Hou Jie, mentor: I joined the IAESTE project last year in 2018. Why? Because I thought IAESTE could help me to improve my oral English. Yes, it is true, but during the process of cooperation with IAESTE, my mind changed. I found it is a way to improve both the mentors and the IAESTE foreign interns

The IAESTE program provides a platform and opportunity to live with, work with, and even lead the oversea interns. During the project, companies, mentors, and genius can experience cross-culture communication, cross-culture thinking, cross-culture cooperation and cross-culture leadership. All of us, mentors and interns, can be prepared for future global projects.

Student from all over the world, Company: METTLER TOLEDO



OUTCOME LEVEL

OF GLOBAL

COMPETENCIES

also for the trainee. Everyone in the process learns a lot. Being open to a cultural exchange of experiences and facing another experiences enable all of us to face new challenges, leaving our comfort zone, growing up and leaving our fears behind!

Student: Germany, Company Cia Olsen TMO – Forest, Brazil



risk. Forestry Commission is in charge of taking care of the wild-life in Ghana especially the forest areas while preserving all organisms therein. We started off on a good note with "Wooden Max" a German who was eager to show his skills and make every single

intern and also teaching him simpler ways of doing certain jobs. Student Max from Germany, Company Forestry Commission, Ghana

second count. We had a very good experience in learning from our

iaeste.org



Sirena Tech has been associated with IAESTE India since its inception in 2014. Our very first intern was from Switzerland and there has been no looking back ever since. The IAESTE team always puts its best foot forward and brings extremely talented interns on an exchange programme where they are not only exposed to technology but also a plethora of cultural experiences.

IAESTE ensures that the interns not only have valuable technical experience but a well-curated cultural experience that does full have an experience of a lifetime. IAESTE strives to contribute to society by fuelling the spirit of globalisation and bringing in fresh ideas and culture to the Indian start-up industry and contribute to its advancement and growth

Students from all over the world, Company Sirena Tech, India



