

# CULTURAL IMPLICATIONS OF INTERNATIONAL COMPANIES

## **Appendix A: Interview Guide**

This guide outlines the interview questions that were constructed to address the research questions identified in the data collection section of this research study. The purpose of the questions is to prompt the study participants to give their accounts of the experience of being acquired and integrated by an international organization. The interview guide's objective is to obtain answers from the participants that are their own thoughts and unique accounts, are in-depth, and are vivid descriptions of the experience under study (Kallio et al., 2016). Participant responses to the questions should be personal and reflect the participant's experience (Creswell & Poth, 2018). The Interview Guide consists of six parts.

The interview questions in Part A of this Interview Guide give a backstory of the participants and their roles in their organization before and after acquisition and integration. The interview questions in Part B address research question RQ2 from section one and provide their description of the experience of their company being acquired and integrated into an international firm as well as the effect on employee productivity and job satisfaction. Part C specifically addresses the factors that have increased or decreased productivity throughout acquisition and integration. Part D asks what strategies were utilized by the acquiring firm to limit problems with productivity and job satisfaction during integration. Part E explores the culture of the acquiring and acquired firms and the issues associated with cultural differences. Part F specifically delves into the culture of the Nashville music business cluster and the effect it may have on an international organization acquiring and integrating a firm from the market.

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### **Part A**

1. Briefly describe your career and your role in your company that was acquired by an international organization?
2. What was your role before, during and after the acquisition and integration the acquisition of your previous company?
3. Did your role with the company change after integration occurred post-acquisition?

### **Part B**

1. Briefly describe the experience of your organization being acquired and integrated by an international organization?
2. Do you believe that the acquisition and integration process affected employee productivity? If so, how and in what ways? If not, how and in what ways?
3. Do you believe that the acquisition and integration process affected employee job satisfaction? If so, how and in what ways? If not, how and in what ways?

### **Part C**

1. Please describe the changes that have happened within the organization since your previous company's acquisition and integration?
2. What are the factors that you think have increased productivity and job satisfaction?
3. What are the factors that you think have decreased productivity and job satisfaction?

### **Part D**

1. Did the acquiring organization utilize any strategies to help in the success of the acquisition and integration of your previous company?
2. What strategies were utilized to gain higher productivity? Were they successful?
3. What strategies were utilized to enhance job satisfaction? Were they successful?

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4. In your opinion, was the acquisition and integration of your company a success or failure? Why?

### **Part E**

1. Briefly describe the culture of your previous organization and its role in the Nashville music business creative cluster?
2. Was there a different culture exemplified by the acquiring firm than your original organization? If yes, please explain.
3. During integration, do you feel that the culture and practices of the acquiring firm have a positive or adverse effect on job performance and job satisfaction? Please explain.

### **Part F**

1. Do you feel that there is anything unique about the local Nashville market that international acquiring companies may not understand? Please explain.
2. Do you feel that the acquiring firm understood the culture of the Nashville music market and took that into account throughout the integration process? Please explain.
3. Did the culture of your original firm have a positive or negative effect on productivity and job satisfaction throughout the integration process due to being a part of the Nashville creative cluster? Please explain.