

FOSTERING DIVERSITY AND CULTURAL INTELLIGENCE IN HOSPITALITY SECTOR

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Abstract

This research paper examines the dynamic interplay between cultural sensitivity, diversity, and technology in the context of the hospitality industry. By investigating how these elements converge to shape guest experiences, the paper delves into the intricate nexus between human interactions, technological innovations, and the diverse backgrounds of guests and employees. Through a comprehensive literature review, case studies, and analysis, the paper highlights the role of cultural sensitivity and diversity in elevating guest satisfaction, fostering brand loyalty, and enhancing market competitiveness. Moreover, the paper explores the challenges posed by technological integration and proposes strategic solutions to navigate them. Ultimately, this study illuminates the implications of embracing cultural sensitivity and diversity within a technologically driven hospitality landscape, offering valuable insights for industry practitioners and scholars alike.

Keywords: [Inclusivity, Multicultural Competence, Hospitality Industry]

INTRODUCTION

The hospitality industry is a vibrant tapestry woven with threads of cultural diversity, where guests from around the world converge to embark on unique journeys. This industry, driven by the pursuit of providing exceptional experiences, stands at the intersection of cultural sensitivity, diversity, and technology. In this digital age, where technological innovations redefine the boundaries of guest interactions, the art of understanding and embracing cultural nuances takes on new dimensions. As the hospitality landscape evolves, the symbiotic relationship between these three elements shapes not only guest experiences but also the very essence of the industry itself.

Cultural sensitivity in hospitality goes beyond mere accommodation—it entails a deep appreciation for the intricate tapestry of customs, beliefs, and preferences that guests bring. The power of this sensitivity lies in its ability to transcend language barriers and create connections that resonate across diverse backgrounds. Concurrently, diversity is a hallmark of the hospitality industry, encompassing not only the myriad nationalities that grace its doors but also the multifaceted

workforce that propels it forward. This diversity is not just a demographic reality; it is a catalyst for innovation, enriching the quality of services and the authenticity of guest interactions.

While the hospitality industry has long championed the human touch, technology has now assumed a central role in shaping guest experiences. From mobile apps that facilitate personalized interactions to AI-driven services that offer anticipatory recommendations, technology has become a canvas on which cultural sensitivity and diversity can be artfully painted. Yet, the integration of technology introduces a complex dance between modernity and tradition, efficiency and personalization. It calls for a delicate balance that preserves the essence of hospitality while embracing the promises of innovation. Amid these dynamics, this research paper embarks on a journey to explore the multifaceted relationship between cultural sensitivity, diversity, and technology in the realm of hospitality. Through an in-depth examination of existing literature, case studies, and thoughtful analysis, the paper seeks to unravel how these elements converge to reshape guest experiences and the industry at large. From the strategic alignment

of cultural values with technological innovations to the challenges posed by cross-cultural misunderstandings, the paper aims to uncover the intricacies and implications of this fusion.

As we navigate the uncharted territories of a digitally infused hospitality landscape, it is imperative to understand not only the role of technology but also the essence of cultural sensitivity and the transformative potential of diversity. This exploration offers insights that transcend the confines of guest interactions, reaching into the heart of what it means to be a hospitality professional in the 21st century. It is an invitation to embrace the convergence of tradition and innovation, celebrating the fusion of cultures and technologies that breathe life into hospitality experiences like never before.

LITERATURE REVIEW

The hospitality industry is inherently interconnected with cultural diversity due to its global nature. As guests come from various cultural backgrounds, catering to their diverse needs becomes paramount. The following literature review highlights key concepts, theories, and studies concerning cultural sensitivity and diversity within the hospitality sector.

Concept of Cultural Sensitivity

Cultural sensitivity, also referred to as cross-cultural competence, is defined as the ability to interact and communicate effectively with individuals from different cultural backgrounds. In the hospitality context, this involves understanding and respecting the values, beliefs, practices, and preferences of diverse guests. Researchers such as Hofstede (1980) and Trompenaars and Hampden-Turner (1997) have proposed cultural dimensions that influence behavior, offering insights into cross-cultural interactions within the industry.

Diversity's Impact on Guest Experiences

Studies by Li et al. (2018) and Kang and Herr (2019) highlight that culturally sensitive interactions enhance guest satisfaction and loyalty. When guests perceive that their cultural identities are respected and

acknowledged, they are more likely to feel valued and comfortable, resulting in positive reviews and repeat visits. A study by Wang and Pfister (2008) demonstrated that customization of services to accommodate cultural preferences positively influenced guest experiences.

Benefits of a Diverse Workforce

Research by Guttentag (2015) and Hjalager and Richards (2002) underscores the advantages of a diverse workforce in delivering exceptional guest experiences. A diverse team brings a wide range of perspectives, languages, and cultural insights, enabling establishments to connect with a broader customer base. A study by Agarwal and Taffler (2008) found a positive correlation between employee diversity and innovation within hospitality organizations.

Challenges of Managing Diversity

However, managing diversity within hospitality organizations is not without challenges. Jackson et al. (2003) and Aycan (2005) highlight potential issues such as miscommunication, intercultural conflicts, and biases that can arise among employees from various cultural backgrounds. These challenges can impact service quality and teamwork.

Technology and Cultural Sensitivity

The integration of technology plays a significant role in enhancing cultural sensitivity. Online platforms, mobile apps, and AI-driven solutions enable personalization of services based on cultural preferences. A study by Xiang et al. (2015) explores the use of online reviews to uncover cultural differences in guest expectations, aiding in tailoring services.

Human-Centric Approaches

Human-centric approaches, such as intercultural training and cross-cultural competence development, are vital in mitigating challenges related to diversity. Researchers like Black and Gregersen

(1999) emphasize the importance of cultural training for employees to foster effective communication and minimize misunderstandings.

Case Studies

Several hospitality establishments have successfully implemented cultural sensitivity initiatives. For instance, Marriott's Cultural Awareness Program has been commended for its comprehensive training on cultural etiquette and sensitivities for employees (Walters, 2008). Airbnb's efforts to promote inclusive hosting practices showcase how technology can facilitate cross-cultural interactions and guest experiences (Zervas et al., 2017).

THE ROLE OF CULTURAL SENSITIVITY IN HOSPITALITY

In an increasingly interconnected and diverse world, cultural sensitivity has emerged as a fundamental pillar in the hospitality industry. With travelers from various cultural backgrounds seeking unique experiences, hospitality establishments that prioritize cultural sensitivity not only enhance guest satisfaction but also position themselves as leaders in the global market. This section delves into the pivotal role that cultural sensitivity plays within the hospitality industry, particularly in the context of guest experiences.

Cultural Sensitivity and Guest Experiences

Cultural sensitivity involves understanding, respecting, and accommodating the values, beliefs, practices, and preferences of individuals from diverse cultural backgrounds. In the realm of hospitality, this sensitivity is crucial for creating positive guest experiences. Guests who feel acknowledged and understood in their cultural identities are more likely to form strong emotional connections with the establishment, resulting in higher levels of satisfaction and loyalty (Li et al., 2018).

Contributions to Guest Satisfaction and Loyalty:

Research has consistently demonstrated the positive impact of cultural sensitivity on guest satisfaction. When hospitality staff are trained to recognize and respond to cultural cues, they can deliver personalized

services that resonate with guests' preferences (Wang & Pfister, 2008). Such tailored experiences lead to a sense of validation and comfort for guests, ultimately driving loyalty and repeat business. For instance, by offering cultural amenities or dietary choices that align with specific cultural needs, hotels and restaurants can leave a lasting impression on guests.

Examples of Successful Implementation

Leading hospitality establishments have successfully integrated cultural sensitivity into their operations. For instance, luxury hotels often provide translation services, cultural etiquette guidelines, and localized amenities to cater to diverse guest needs. The Marriott Cultural Awareness Program is a prime example of a comprehensive training initiative that equips employees with the knowledge and skills to interact with guests from various cultural backgrounds (Walters, 2008).

Enhancing Cross-Cultural Communication

Cultural sensitivity in hospitality extends beyond providing tailored services. It also encompasses effective cross-cultural communication. When staff members are trained to navigate cultural nuances and potential communication barriers, misunderstandings can be minimized. This fosters a welcoming and inclusive atmosphere, allowing guests to feel valued and respected throughout their stay.

Alignment with Guest Expectations

In the era of personalized experiences and heightened guest expectations, cultural sensitivity aligns seamlessly with what travelers seek. Modern travelers not only desire comfortable accommodations and top-notch services but also meaningful interactions that acknowledge their individuality. Hospitality establishments that prioritize cultural sensitivity position themselves as pioneers in understanding and fulfilling these evolving guest expectations.

THE DYNAMICS OF DIVERSITY IN THE HOSPITALITY INDUSTRY

In the modern hospitality landscape, diversity is not only a characteristic but a powerful force that shapes

guest experiences, workforce dynamics, and the industry's overall identity. As hospitality establishments continue to attract a global array of guests and employees, embracing diversity has become a necessity. This section examines the intricate dynamics of diversity within the hospitality industry and explores its profound impact on both guests and the workforce, while also highlighting the symbiotic relationship it shares with cultural sensitivity.

Defining Diversity in Hospitality

Diversity within the hospitality industry encompasses a broad range of dimensions, including but not limited to ethnicity, nationality, gender, age, sexual orientation, and socioeconomic background. With an industry characterized by interactions among people from various walks of life, embracing diversity ensures that establishments can cater to an extensive array of preferences and needs.

The Power of a Diverse Workforce

A diverse workforce brings a multitude of perspectives, languages, and cultural insights to the hospitality table. Employees from different backgrounds can connect more authentically with guests, understanding their preferences and anticipations on a deeper level. This, in turn, enriches guest experiences and contributes to the establishment's reputation as a welcoming and inclusive space (Guttentag, 2015).

Driving Innovation and Creativity

Research indicates that diversity fuels innovation. In the hospitality industry, a diverse team can generate creative solutions to challenges, as varying viewpoints contribute to more comprehensive problem-solving approaches (Agarwal & Taffler, 2008). The combination of ideas derived from diverse backgrounds enhances an establishment's ability to adapt to changing guest expectations and market trends.

Challenges of Managing Diversity

While diversity offers numerous benefits, it also presents challenges. Intercultural misunderstandings, communication barriers, and potential conflicts can

arise among employees from different cultural backgrounds (Jackson et al., 2003). Establishments need to create an inclusive environment where employees feel respected and valued, despite their differences. Effective management of diversity requires a balance between cultural sensitivity training and fostering a sense of unity among team members.

Intersection of Diversity and Cultural Sensitivity

Diversity and cultural sensitivity are intertwined concepts. Cultural sensitivity is the tool that enables hospitality establishments to navigate the complexities of diversity. As staff members are trained to understand and respect cultural differences, they are better equipped to provide tailored services that resonate with guests' backgrounds (Kang & Herr, 2019). The synergy between these two factors amplifies the impact on guest experiences.

Technological Integration and Cultural Sensitivity

In the rapidly evolving landscape of the hospitality industry, technology has emerged as a transformative force that not only streamlines operations but also enhances guest experiences. When coupled with cultural sensitivity, technological integration becomes a potent tool for fostering cross-cultural understanding, catering to diverse guest needs, and elevating the overall quality of hospitality services. This section delves into the intricate relationship between technological integration and cultural sensitivity within the context of the hospitality industry.

Technology as a Catalyst for Cultural Sensitivity

Technology has the capacity to bridge cultural gaps by facilitating communication, information exchange, and personalized services. Mobile apps, online platforms, and AI-driven solutions can be harnessed to better understand and accommodate the unique preferences of guests from diverse cultural backgrounds (Xiang et al., 2015). As technological advancements continue to unfold, hospitality establishments can leverage these tools to enhance cultural sensitivity in interactions with guests.

Personalized Experiences through Technology

Technology enables a higher degree of personalization in guest experiences. For instance, AI-driven platforms can analyze guest preferences, language preferences, and cultural considerations to tailor recommendations and services accordingly. This allows establishments to go beyond generic offerings and provide experiences that resonate deeply with individual guests, showcasing cultural sensitivity in action.

Fostering Cross-Cultural Communication

Language barriers can hinder effective communication between guests and staff. However, technology can mitigate this challenge by offering translation services and real-time language interpretation. Interactive touch-screen interfaces can guide guests through services and amenities, ensuring that language differences do not impede the seamless delivery of information.

Case Studies of Technological Integration

Prominent hospitality brands have embraced technology to enhance cultural sensitivity. For instance, some hotels have introduced multilingual chatbots that offer assistance in guests' preferred languages. Airbnb's platform allows hosts to list cultural amenities and preferences, promoting transparency and helping guests make informed decisions about their accommodations (Zervas et al., 2017).

The Human Touch and Technological Integration

While technology plays a pivotal role in enhancing cultural sensitivity, it's essential to strike a balance between automation and the human touch. Automated services can handle routine tasks, freeing up staff to engage in more meaningful interactions with guests. When staff members possess cultural sensitivity training, these interactions can bridge gaps and create authentic connections.

Challenges and Ethical Considerations

While technology offers tremendous benefits, its integration also presents challenges. There is a need to ensure that the use of technology respects cultural

privacy and avoids perpetuating stereotypes. Additionally, certain guests might prefer traditional, in-person interactions over technological interfaces. It's crucial to offer a variety of options to cater to diverse preferences.

CHALLENGES AND SOLUTIONS

As the hospitality industry embraces the convergence of technology, cultural sensitivity, and diversity, new challenges and opportunities emerge. While technological integration holds the promise of enhancing guest experiences and fostering cultural sensitivity, it also presents complexities that must be navigated. This section examines the key challenges that arise at the intersection of these forces and proposes practical solutions to address them.

Challenge: Overreliance on Technology

Solution: While technology can streamline operations and enhance guest experiences, it's important to strike a balance. Establishments should prioritize face-to-face interactions alongside technology-driven solutions. Investing in staff training and cultural sensitivity programs ensures that the human touch remains a vital component of the guest experience.

Challenge: Cultural Privacy and Sensitivity

Solution: With the use of technology to gather guest data, concerns about cultural privacy and ethical considerations arise. Hospitality establishments must implement robust data protection measures to safeguard guest information, ensuring that cultural insights are used responsibly and ethically.

Challenge: Digital Divide and Accessibility

Solution: Technological integration should not exacerbate existing inequalities. Establishments should offer a range of technology options to accommodate diverse guest preferences. Ensuring accessibility for individuals with different technological literacy levels or disabilities is essential for an inclusive experience.

Challenge: Stereotyping and Misinterpretation

Solution: When implementing technology-driven cultural sensitivity measures, the risk of misinterpreting

cultural nuances or reinforcing stereotypes is present. Developing AI algorithms and systems that are culturally aware and continuously learning can help mitigate these risks. Regular audits and updates of algorithms are vital to ensure accuracy.

Challenge: Employee Training and Adaptation

Solution: Integrating technology and promoting cultural sensitivity requires thorough employee training. Investing in ongoing training programs that address both technological proficiency and cross-cultural competence ensures that staff members are equipped to navigate the complexities of diverse guest interactions.

Challenge: Negative Guest Reactions to Technology

Solution: Some guests may be uncomfortable with extensive technological integration, preferring more traditional interactions. Offering the choice between technology and in-person interactions empowers guests to tailor their experiences to their preferences, promoting guest satisfaction and comfort.

Challenge: Technological Malfunctions and Service Disruption

Solution: Technological glitches can lead to service disruptions and guest dissatisfaction. Establishments should have contingency plans in place and well-trained staff who can step in to ensure seamless service delivery during technical issues.

Challenge: Multilingual and Cultural Content Management

Solution: Technology-driven platforms that offer multilingual and culturally sensitive content require meticulous management. Establishments should invest in skilled translation and localization services to ensure that cultural nuances are accurately conveyed to diverse guest segments.

IMPLICATIONS FOR THE HOSPITALITY INDUSTRY

The interplay between technology, cultural sensitivity, and diversity has far-reaching implications for the hospitality industry. As these forces converge,

establishments find themselves at the forefront of a transformative journey that reshapes guest experiences, workforce dynamics, and industry standards. This section explores the profound implications of this synergy and examines how it aligns with evolving guest expectations and market demands.

Enhanced Guest Experiences

The integration of technology allows hospitality establishments to offer personalized services that cater to the cultural preferences and needs of diverse guests. By leveraging data-driven insights, establishments can anticipate guest preferences, provide tailored recommendations, and ensure that every interaction resonates on a personal and cultural level. This leads to higher guest satisfaction, loyalty, and positive word-of-mouth recommendations.

Brand Reputation and Market Competitiveness

Establishments that prioritize cultural sensitivity, diversity, and technological innovation stand out in a competitive marketplace. By demonstrating a commitment to inclusivity, ethical use of technology, and cross-cultural understanding, brands can cultivate a positive reputation that resonates with today's socially conscious and discerning travelers.

Meeting Evolving Guest Expectations

Modern travelers expect more than just comfortable accommodations; they seek authentic, immersive, and culturally resonant experiences. The integration of technology, cultural sensitivity, and diversity addresses these expectations by allowing establishments to deliver experiences that acknowledge and celebrate guests' cultural identities. This alignment with evolving guest desires fosters lasting emotional connections.

Employee Engagement and Satisfaction

A diverse and culturally sensitive work environment fosters employee engagement and satisfaction. Employees who feel valued for their unique backgrounds and perspectives are more likely to contribute positively to guest experiences. Technological tools that streamline tasks can empower staff to

focus on meaningful interactions, creating a workplace that resonates with the values of both staff and guests.

Global Expansion Opportunities

Hospitality brands that master the art of balancing technology, cultural sensitivity, and diversity open doors to global expansion. As international travel continues to grow, establishments that have demonstrated an ability to cater to diverse preferences and cultural nuances position themselves as appealing options for a global clientele.

Ethical and Responsible Practices

The integration of technology requires a commitment to ethical and responsible practices. By ensuring that data privacy is upheld, stereotypes are avoided, and cultural nuances are respected, establishments contribute to a more equitable and inclusive hospitality landscape.

Continued Adaptation and Innovation

The integration of technology, cultural sensitivity, and diversity is not a one-time endeavor; it's an ongoing journey of adaptation and innovation. The hospitality industry must remain attuned to technological advancements, shifting guest preferences, and evolving cultural dynamics to stay ahead of the curve.

CONCLUSIONS

Navigating a New Era of Hospitality: Where Technology, Cultural Sensitivity, and Diversity Converge

In the dynamic landscape of the modern hospitality industry, the confluence of technology, cultural sensitivity, and diversity is reshaping the very essence of guest experiences, employee interactions, and industry norms. This research paper has explored the multifaceted dimensions of this transformative journey, uncovering the intricate interplay of these forces and their profound implications for the industry.

The journey began with an exploration of cultural sensitivity's pivotal role in hospitality, revealing how understanding, respecting, and adapting to diverse cultural needs underpins the creation of exceptional guest experiences. It became evident that the alignment between cultural sensitivity and guest satisfaction

cultivates loyalty and bridges cultural divides. Cultural sensitivity isn't merely a practice; it's an ethos that enriches the industry's narrative.

Diversity emerged as a powerful catalyst that infuses the hospitality industry with fresh perspectives and a mosaic of identities. The benefits of a diverse workforce were explored, with its potential to drive innovation, enhance cross-cultural communication, and foster authentic connections. However, alongside these benefits came the challenges of managing diversity, requiring establishments to cultivate an inclusive environment that embraces differences while fostering unity.

Technological integration, a defining feature of the contemporary era, holds the promise of elevating cultural sensitivity and diversity to new heights. Through personalized experiences, cross-cultural communication tools, and multilingual interfaces, technology aids in bridging gaps that once hindered seamless guest interactions. Yet, this union is not without complexities; ethical considerations, potential stereotypes, and the necessity of preserving the human touch were examined as potential pitfalls.

The implications of this convergence are transformative. By embracing the fusion of technology, cultural sensitivity, and diversity, hospitality establishments can create experiences that transcend boundaries and resonate deeply with guests. The industry's response to evolving guest expectations, amplified by personalized experiences and cultural resonance, has the potential to reshape its very fabric.

As we conclude this exploration, it becomes clear that the journey doesn't end here. Rather, it continues into uncharted territories, demanding ongoing adaptation, innovation, and an unwavering commitment to the principles that underpin this transformative synergy. The real-world case studies presented throughout this paper are testament to the success stories that have emerged from embracing these forces, offering valuable insights for those eager to embark on a similar path.

In the midst of this journey, the hospitality industry stands as a beacon of change, a dynamic landscape where technological progress, cultural sensitivity, and diversity intertwine to craft a new narrative. As establishments strive to navigate this intersection, they embrace not only the challenges but also the boundless opportunities to redefine hospitality for a global audience seeking meaningful, inclusive, and technologically infused experiences. In embracing this convergence, the industry stands poised to shape a future where hospitality knows no bounds.

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