Moreover, embracing cultural diversity and inclusivity is pivotal in constructing a robust global organizational culture, as these elements foster an environment conducive to innovation and growth. Cultural diversity broadens the range of perspectives and ideas within an organization, enhancing problem-solving capabilities and promoting creativity (Ref-f422963). Inclusivity, on the other hand, ensures that diverse voices are not only represented but actively engaged, leading to higher employee satisfaction and commitment. This synergy between diversity and inclusivity aligns with Schein's theory, which highlights the need for adaptability and the integration of varied cultural norms to drive organizational performance (Ref-f422963). Thus, multinational companies that prioritize these aspects can achieve a harmonious organizational culture that is both globally cohesive and locally responsive, effectively navigating the complexities of international markets.