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## **EFFECT OF CULTURAL INTELLIGENCE ON JOB PERFORMANCE AND CREATIVE SELF-EFFICACY THROUGH PARTICIPATIVE DECISION MAKING**

### **Abstract:**

This study advances the notion of cultural intelligence (CQ) as a critical capability for use in the diverse cultural context of the UAE. CQ is an ability that enhances a manager's ability to interact effectively with those from other cultures. The objective of this study is to investigate the moderating role that participative decision-making (PDM) plays in the relationship between CQ and job performance, as well as the moderating role of participative decision-making (PDM) in the relationship between cultural intelligence (CQ) and creative self- efficacy. The study makes use of data gathered from 172 managers working in multi-national companies (MNCs) in Dubai city in the UAE. The study proposes a theoretical model on survey responses collected from expatriates working in multinational organizations in Dubai city in the United Arab Emirates. The results of the study indicate that PDM moderates the relationship between CQ and job performance. In addition, it was found that PDM moderates the relationship between CQ and JP. The implications of the study as well as its limitations are also discussed.

### **Keywords:**

Cultural intelligence, participative decision-making, creative self-efficacy, job performance, UAE.

**JEL Classification:** M19