

**Language Proficiency and Communicative Competence:  
What is important for us to work in Multinational Corporations?**

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In this talk, I will talk about my research history from my Ph.D. dissertation to present collaborative research with my Hosei colleagues, Dr. Naoki Ando and Dr. Hidehiko Nishikawa.

Generally, second language acquisition (SLA) research has been conducted based on two theoretical frameworks: Cognitive psychology and Sociocultural theory. The metaphor of the former model is “computer input and output” in human beings’ brains. A number of quantitative studies have conducted within this theoretical framework. On the other hand, the latter theory emphasizes participation of teachers and students, and leads to ecologically friendly qualitative research. I have studied the both theories and my research position as an applied linguist is between them. In SLA research, assessment of language skills (reading, writing, listening, and speaking) focuses on *accuracy, fluency and complexity*. However, I have come to think that there are other important elements in language, while I assessed my students’ language skills. That is intelligibility. Of course, we need a threshold-level language proficiency but it is important to make our interlocutors or audience understand what we think and share our ideas. In my opinion, the fundamental purpose of learning language is communication with other people who have different thoughts and cultures. Moreover, in my major field, second language (L2) writing, I think creativity is as important as first language (L1) writing (Suzuki, Forthcoming).

Therefore, recently I have conducted intercultural communication in the field of international business with Dr. Ando and Dr. Nishikawa. We have studied what skills are important to work in multinational corporations (MNCs). Global competences include “cultural self-awareness, global perspective, language skills, risk tolerance and diversity, cultural flexibility and highly developed communication skills” (Petkovic & Dordevic, 2013, p.800).

Our studies focused on language skills, professional skills and intercultural communication skills. I will present the results of the studies and the future plan for further research on this theme in my speech. I would like to discuss what skills are important for us to work in multinational and multicultural environments with my audience.

### **References**

- Petkovic, M., & Dordevic, B. (2013). Global talent management as a factor of multinational companies' competitiveness. *Ekonomске Teme*, 51(4), 791-810
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