

**AN EMPIRICAL VERIFICATION OF THE SCALE TO MEASURE INTRA-CULTURAL  
ACCULTURALIZATION IN US ENTERPRISES**

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**ABSTRACT**

Since its development by Ang et al. (2007) the use of the Cultural Intelligence Scale has rapidly increased due to its ability to analyze inter-cultural acculturation processes. However, there is a paucity in the literature for the intra-cultural acculturation processes. This paper will expand the understanding of subculture cultural intelligence by testing the psychometric properties of the Cultural Intelligence Scale. Further, the purpose of this research is to review and test the consistency and legitimacy of the scale when it is used to measure the ability of individuals to acculturate into majority cultures. Allowing for expansion into subculture research, which would further the research stream of acculturation processes. This study, an analysis of intra-cultural acculturation process, used African American graduates from Historically Black Colleges and Universities (HBCUs), that were currently working in predominately white organizations. The study used 243 individuals and found that all four of the sub dimensions were unidimensional, factor loadings were above 0.7, and that the sub dimensions were reliable individually and as a composite variable. Study results further show an improved outcome of the complete Cultural Intelligence Scale when refined. It reflects that all of the sub dimensions exceed the threshold for Average Variance Extracted. Suggesting that it would be a better measure of the intra-cultural acculturation processes than the inter-cultural scale to measure acculturation of the sub cultures. Hence, we could use the original scale to measure inter-cultural acculturation process and the purified scale to measure intra-cultural acculturation process. The remainder of the paper identifies the limitations of the study and discusses future research opportunities.

Keywords: *Culture; Subculture; Acculturation; Cultural Intelligence; Inter-cultural; Intra-cultural; Unidimensionality*