

BOOK REVIEW

Sam, D. L., & Berry, J. W. (Eds.). (2016). *The Cambridge Handbook of Acculturation Psychology*. Cambridge, UK: Cambridge University Press, 576 p.

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The interest in the field of acculturation psychology has increased substantially in the decade that has passed since the publication of the first edition of *The Cambridge Handbook of Acculturation Psychology* in 2006. The editors consider that this growth is partly due to the increase in global migration and improved means of long-distance travel and partly to the recognition of the importance of understanding the relationship between culture and human behavior. The first edition represented “an ambitious summary of the vast and complex literature on acculturation in cross-cultural psychology” (Ryder & Dere, 2010, p. 278) to that date. This comprehensive new edition brings the handbook up to date with new developments and current trends in the study of acculturation, provides an integrated overview of the field, and deals with applications of the findings of acculturation studies to various settings, including the workplace. The over fifty authors who contributed to the handbook are leading scholars who come from different parts of the world and thus are able to provide comprehensive cultural coverage of acculturation studies. This is a commendable initiative of the editors since the narrow focus on acculturation only in western societies has been an important limitation of other books on acculturation.

The book is structured in four main parts in order to cover an extensive variety of topics pertaining to psychological acculturation. Part I, consisting of five chapters, provides an overview of the most important theories and

conceptual models within the field of acculturation and summarizes the main approaches to the design of studies, methodology and measurement. The first of the five chapters provides a well-written and informative overview of the theoretical perspectives on psychological acculturation. It begins with the definition of the concept, followed by a framework for conceptualizing acculturation components and relationships, an outline of the varieties of groups and individuals experiencing acculturation and a clarifying discussion on acculturation strategies in ethnocultural groups and the larger society. The second chapter focuses on acculturation and identity, presenting different perspectives on, levels of analysis and aspects of ethnic and national identity and discussing the complexities of multiple identities in acculturation and issues related to identity negotiations. The third chapter discusses the personality dimensions that have been related to acculturation outcomes and how the use of different acculturation strategies can facilitate the understanding of the relationship between acculturation outcomes and personality. The fourth chapter addresses acculturation development and the acquisition of culture competence. The final chapter of Part I discusses specific features of acculturation research related to research design, assessment and analyses.

Part II of the Handbook comprises four chapters focused on research with specific acculturating groups, such as indigenous

peoples, immigrants and ethnocultural groups, refugees and forced migrants and sojourners. It is therefore clear that acculturation does not mean only acculturation of immigrants, but there are important differences between groups of acculturating individuals. The specific characteristics of the group under study need to be considered by researchers when conducting acculturation studies.

Part III is the largest part of the book, consisting of eleven chapters. Each chapter focuses on characterizations of acculturation phenomena from one of the following specific societies or regions of settlement: Canada, Central and South America, East and Southeast Asia, Eastern Europe, Israel, New Zealand and Australia, South Asia, Sub-Saharan Africa, the United Kingdom, the United States of America, and Western Europe. This high global coverage is a major strength of the book and reflects editors' effort to reflect the reality of acculturation as a global phenomenon, taking place in a large number of societies across the world.

The final part, Part IV, covers applications of research findings on acculturation to various settings. The first chapter of this part deals with the complex topic of multiculturalism, which is "unpacked" in terms of demography, policy, ideology and subject of psychology research. The following chapter focuses on families and schools as environments where immigrant children's learning and adaptation occur. It addresses some of the most important challenges that these children experience and the resources they draw on to meet these challenges. The third chapter of Part IV examines the issue of cultural diversity in the workplace, which is an applicative matter of particular interest for the readers of *Psihologia Resurselor Umane Journal*. The chapter first gives an overview of the research that has focused on discrimination and exclusion of migrants in the workplace. While the negative consequences for those individuals involved in such adverse experiences in the workplace are well documented, still "more work is needed to further explore the conditions under which culture minority employees experience adverse conditions at work" (p. 487). The authors point out that immigrants' integration at the workplace is of crucial importance for the individual at issue as well as for the society of

settlement. The next section of the chapter discusses three main factors that may buffer the negative experiences of migrants at workplace, namely a positive diversity climate, organizational perspectives toward diversity and leadership. The authors show that these three factors are reciprocally related, which makes it possible to improve immigrants' experiences by focusing on any one of these factors. At the end of the chapter, the authors discuss the practical implications of the research findings they have reviewed, providing suggestions for organizations on how to develop and establish the three factors to promote positive immigrant experiences in the workplace. The final chapter of Part IV discusses the complexity of the relationship between migration and health and provides an overview of research that has focused on migrants subjective and physical well-being.

I consider this Handbook ideal for graduate students who would like to become acquainted with the topic of acculturation because it gives an excellent overview of the field. It can be an extremely valuable resource for advanced researchers in the field as well because in addition to providing a comprehensive state-of-the-art review, it also points out the limitations of the current approaches and offers suggestions for future research and developments in the field. Although the first three parts of the book should appeal to anyone interested in understanding and pursuing research in the field of acculturation, the fourth part would profit the most practitioners in various fields who are willing to apply the findings of the research on acculturation to help acculturating individuals improve their daily lives and social interactions. The readers of *Psihologia Resurselor Umane Journal*, who are most likely aware that the phenomena of migration of the workforce becomes a reality all around the world, should be enriched by reading this book with cultural understanding and knowledge to cope with people of different cultural backgrounds and face the challenges of cultural diversity in the workplace.

References

- Ryder, A. G., & Dere, J. (2010). Review: Cambridge handbook of acculturation psychology. *Journal of Cross-Cultural Psychology*, 41, 278–283.