THE DETERMINANTS OF SELF INITIATED ACADEMIC EXPATRIATES’ PERFORMANCE IN MALAYSIA

By

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MASTER OF HUMAN RESOURCE MANAGEMENT
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Globalisasi dan pengantarabangsaan telah membawa perubahan kepada kebanyakan organisasi, termasuk sektor pendidikan menukar laluan mereka dan meningkatkan pegambilan individu yang berminat mengambil tugas antarabangsa untuk meningkatkan taraf kedudukan institusi mereka. Aktiviti-aktiviti kebanyakan organisasi telah bertukar menjadi bentuk yang lebih kompleks kerana mereka perlu berurusan dengan sumber manusia antarabangsa yang melibatkan latar belakang berbeza dan juga terdiri daripada warganegara yang berbeza. Oleh yang demikian, sektor pendidikan mencari dan melantik ekspatriat akademik dimana mereka juga dikenali sebagai pekerja berpengetahuan mudah alih yang boleh memindahkan pelbagai pengetahuan dan ia akan membantu universiti untuk meningkatkan piawai serta kualiti dan pada masa yang sama membawa universiti kearah globalisasi. Kajian ini mengkaji hubungan di antara faktor-faktor penentu (keberkesanan diri, latihan silang budaya, sokongan keluarga dan persamaan budaya) dan prestasi kerja dengan menggunakan penyesuaian silang budaya sebagai pembolehubah pengantara dan menggunakan sampel sebanyak 114 ekspatriat akademik di universiti-universiti awam dan swasta di Malaysia. Kaedah analisis regresi berbilang telah digunakan untuk menjawab hipotesis kajian ini.

Keputusan kajian ini telah mendedahkan bahawa terdapat hubungan yang signifikan di antara keberkesanan diri, latihan silang budaya, sokongan keluarga dan prestasi kerja (pengajaran dan penyelidikan) ekspatriat akademik di Malaysia manakala tidak terdapat hubungan di antara persamaan budaya dan prestasi kerja (pengajaran dan penyelidikan) ekspatriat akademik di Malaysia. Berikut itu, keputusan juga telah mendedahkan bahawa penyesuaian silang budaya menjadi pengantara hubungan di antara keberkesanan diri, latihan kebudayaan, sokongan keluarga dan prestasi kerja (pengajaran dan penyelidikan) ekspatriat akademik di Malaysia tetapi tidak ada kesan penyesuaian silang budaya sebagai pengantara hubungan di antara persamaan budaya dan prestasi kerja (pengajaran dan penyelidikan) ekspatriat akademik di Malaysia.

ABSTRACT

Globalization and internalization have led to many organizations, including the education sector to transform their establishment to change their path and increase the number of individuals interested in deciding to take up international assignments. Most of the organizations’ activities have turn into a more complex form as they need to deal with international human resource that involves people with different nationality and mixture of employees’ background. Therefore, the education sector are seeking for academic expatriates as they are known as mobile knowledge worker capable of transferring various knowledge hence, driving the universities to improve their global rankings on quality standards. The present study examines the relationship between the determinant factors (self efficacy, cross cultural training, family support and cultural similarity) and cross cultural adjustment as the mediating variable on the job performance using a sample of 114 academic expatriates in the public and private universities in northern region of Malaysia. The multiple regression analyses were used to answer the hypotheses of this study.

The results of this study have revealed that there is a significant relationship between self efficacy, cross cultural training, family support and job performance (teaching and research performance) of academic expatriates in Malaysia while there is no relationship between cultural similarity and job performance (teaching and research performance) of academic expatriates in northern region of Malaysia. Following that, results have also revealed that cross cultural adjustment mediates the relationship between self efficacy, cross cultural training, family support and job performance (teaching and research performance) of academic expatriates in northern region of Malaysia but there is no mediation effect of CCA between cultural similarity and job performance (teaching and research performance) of academic expatriates in northern region of Malaysia.

Keywords: Expatriation, Academic Expatriates, Job Performance, Cross Cultural Adjustment, Self Efficacy, Cross Cultural Training, Family Support, Cultural Similarity.
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<td>CCT</td>
<td>Cross Cultural Training</td>
</tr>
<tr>
<td>DV</td>
<td>Dependent Variable</td>
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<tr>
<td>HRM</td>
<td>Human Resource Management</td>
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<tr>
<td>IV</td>
<td>Independent Variable</td>
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<tr>
<td>MNC</td>
<td>Multi National Company</td>
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<tr>
<td>MNE</td>
<td>Multi National Enterprise</td>
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<tr>
<td>MOHE</td>
<td>Ministry of Higher Education</td>
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<td>MV</td>
<td>Mediating Variable</td>
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<td>OE</td>
<td>Organizational Expatriate</td>
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<tr>
<td>QIUP</td>
<td>Quest International Universiti Perak</td>
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<td>SHRM</td>
<td>Society for Human Resource Management</td>
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<td>SIE</td>
<td>Self Initiated Expatriate</td>
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<td>SPSS</td>
<td>Statistical Package for Social Science</td>
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CHAPTER 1

INTRODUCTION

1.0 Introduction

This chapter will discuss the introduction of the research whereby the background of the study is introduced in the first section of this chapter. Next, problem statement of the research is discussed in the second section. Following that, the third section discusses about research objectives and followed by the research questions. Then, this chapter also includes the scope of study and followed by the significance of the study and definition of key terms. The penultimate section describes the organization of the study. The final section is a summary of chapter.

1.1 Background of the Study

The last two decades of the twentieth century and the early years of the twenty first saw a significant rise in international assignment (Altman & Shortland, 2008). This shows that an increase of international assignments is a result of companies increasing their international operations (Biemann & Andreessen, 2009). Most of the organization activities turn into a more complex form as they need to deal with international human resource that involves people with different nationality and mixture of employees’ background. As we see, globalization era shows a rapid growth on transferring of not only in the services and products but also other factors of production such as expertise, skills, ability and know-how (Aycan, Al- Hamad, Davis & Budhwar, 2007). Globalization has contributed to the fast growing on exchanging and international mobility amongst business person and academic specialized (Richardson & Mckenna 2002).
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REFERENCES


