

**Factors Influencing Expatriates Adaptation in
Host Site at Intel**

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ABSTRAK

Tugasan-tugasan antarabangsa semakin penting untuk syarikat-syarikat Multinational, Intel menghantar pekerja ke penempatan semula untuk pemindahan produk dan untuk tujuan latihan. Ia penting untuk pihak pengurusan faham bagaimana pekerja tersebut dapat disesuaikan kepada persekitaran yang baru. .Penyelidikan ini menyasarkan untuk meneroka hubungan antara pembolehubah bebas yang melarasan silang budaya dan pembolehubah-pembolehubah tanggungan ialah kepuasan kerja, faktor keluarga dan latihan budaya. Penyelidikan ini meliputi pekerja-pekerja Penang Design Centre, kebanyakan daripada soalan kaji selidik dihantar melalui surat dalaman, e-mel dan faks. Sejumlah 130 soalan kaji selidik telah diagihkan kepada responden-responden. Hanya 104 kumpulan soal selidik telah diterima. Kaedah ujian hipotesis telah diambil bekerja dan soal selidik dengan lima titik skala Likert digunakan bagi mengumpul data. Data telah dianalisis melalui Pearson korelasi dan analisis regresi pelbagai. Keputusan ditunjukkan yang tiga hipotesis yang telah dibangunkan dalam penyelidikan iri diterima. Keputusan dari analisis regresi pelbagai mencadangkan yang lebih mengikut potongan badan dan berkaitan kebudayaan latihan lebih jangkaan telah dipenuhi. Cadangan-cadangan, had-had dan penyelidikan masa depan telah ditawarkan dalam penyelidikan ini. Keputusan dari kajian ini menggalakkan pihak pengurusan untuk membangunkan program-program yang akan memastikan ekspatriat mempunyai harapan yang realistik sebelum tugas-tugas global mereka.

ABSTRACT

International assignments are increasingly important for Multinational companies, Intel sending employees on relocation for product transfer and for training purpose. It is important for the management to understand how the employees being adapting to the host environment.

This research aim to explore the relationship between the independent variable that is cross cultural adjustment and dependent variables are job satisfaction, family factor and cultural training. The research involved Penang Design Centre employees, most of the survey questions being sent through internal mail, email and fax. A total of 130 survey questions were distributed to respondents. Only 104 sets of questionnaires had been received. Hypotheses testing method were employed and questionnaire with five point Likert scale was used to collect the data. Data were analyzed through Pearson correlation and multiple regression analysis. The results shown those three hypotheses that were developed in this research are accepted. The results from multiple regression analysis suggest that the more tailored and relevant cultural training the more expectation were met. Recommendations, limitations and future research were offered in this research.

The results from this study encourage management to develop programmes that will ensure expatriate have realistic expectations prior to their global assignments

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CHAPTER 1

INTRODUCTION

1.1 Introduction to the study

An expatriate is a person who lives or works outside of his or her own home country on a non-permanent basis (Andreason, 2003; Ward, Bochner & Furnham, 2001). While a wide range of research findings support expatriate adjustment as a multi-faceted phenomenon (Bhaskar-Shrinivas, Harrison, Shaffer, & Luck, 2004), research on coping and expatriate adjustment may be hampered by an inadequate examination of social support (Ong & Ward, 2005). As international travelers, expatriate workers must adapt to new living and working conditions and research continues to explore the factors associated with their successful, or failed, adjustment. Employees who are sent to another country with a specific purpose to accomplish a job-related assignment are generally referred to as expatriates (Sinangil & Ones, 2001).

Business has become more increasingly international; expatriates play a significant role in the global strategies of many organizations by filling a skill gap in a foreign business operation, transferring management expertise or corporate culture, starting new operations and coordinating global activities (Black, Brown and Hazing 2004). Global mobility is a reality and a necessity in today's international business environment (punnet, 1997). To be able to effectively compete against major global competitors, international firms need world class managers in the international market place (Harvey, 1997). When going for abroad assignment means of meeting a different way of life then in own country, assignees needs to perform in an unfamiliar work. It could be a

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