The Relationship between Expatriate Experience and Organizational Commitment

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ABSTRACT

In today's global marketplace, it is critical for Taiwanese multinational corporations to maintain competitive in the field of international human resource management. This thesis aims to discover the impact and relationship among experience of expatriation and organizational commitment toward expatriates who have international human resource specialties and whether they will have obvious differences and impacts on the length of overseas assignment and expatriates' host county. Experience in overseas assignment includes number of repatriates' overseas assignments, length of most overseas assignments and host country of economic developed. By building on the repatriation adjustment and organizational commitment theories and researches, this study expands these recent findings to repatriates. This research uses the expatriates in manufacturing, service industry and foreign company as samples. A questionnaire was developed and distributed to 500 people. 274 usable responses were received for a 54.8% response rate. After eliminating incomplete and invalid questionnaires, the effective sample is 254. The study reveals that: 1. The length of most oversea assignment of an employee has lower organizational commitment. 2. The expatriate on overseas assignment of an employee has lower organizational commitment. 3. The more experience of overseas assignment in developed country the employee has, the lower organizational commitment. 4. The relationship between the experience of expatriate in developed/developing country and organization commitment has no obvious difference. Base on the findings of this study, it provides suggestions for future application management and subsequent studies.

Keywords: expatriate experience; organizational commitment; W-curve theory of adjustment

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