

# The Study of How Criteria of Expatriates and Expatriate Adjustment Affect Works Performance within the Taiwanese Enterpr

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## ABSTRACT

Under the globalization trend, enterprises are expanding their business worldwide, also the number of Taiwanese expatriates in China are increasing. Therefore, the training and selecting of expatriates is a significant issue for most of the Taiwanese companies. The goal of this study is to discuss the relationship between criteria of expatriates, perceived organization support, expatriate adjustment and works performance. There are five hypothesis in the study, first one, we think the criteria of expatriates have the positive influence on expatriate adjustment; second one, the perceived organization support has positive influence on expatriate adjustment; third one, expatriate adjustment has positive influence on works performance; fourth one, the criteria of expatriates have positive effect on works performance; the last one, perceived organization support has positive effect on works performance. The conclusion from actual experiment and analysis supports the above hypothesis: 1. The criteria of expatriates do have the positive influence on expatriate adjustment. 2. The perceived organization support do have positive influence on expatriate adjustment. 3. Expatriate adjustment do have positive influence on works performance. 4. The criteria of expatriates do have positive effect on works performance. 5. Perceived organization support do have positive effect on works performance.

Keywords : the criteria of expatriates、perceived organization support、xpatriate adjustment、work performance

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