The Relationship between Cultural Intelligence and Performance with the Mediating Effect of Job Satisfaction: A Case Stu

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ABSTRACT

The purpose of the present study was to explore the role of cultural intelligence (CQ) and its effect on performance of foreign laborers. We also examined the mediating effect of job satisfaction on the relationship between CQ and performance. Data was collected from Vietnamese laborers working in Taiwan. A paper-based survey, with a return rate of 79.2%, was completed by 198 Vietnamese laborers working in Taiwan's manufacturing industries. Responses from the survey were statistically analyzed with reliability, multiple regression, t-test and one-way ANOVA analyses and correlation. The results showed that CQ was positively related to the performance and job satisfaction of Vietnamese employees. In addition, we found that job satisfaction partly mediated the relationship of CQ and performance. Finally, there are some suggestions for further research.

Keywords: Cultural Intelligence Performance Job Satisfaction

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