The Impact of Individual Characteristics and Achievement Motivation on The Job Attitude of Expatriate Employee

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ABSTRACT

Along with the development of world economy, the science and technology significant shortens the distance and estrangement between corporations. When the scope of the corporation's management stretching to abroad and creating another new market, "in different stage of internationalization, the corporation need the different contents and skills of human resources management". In the process of internationalization, therefore, corporation often rely on overseas foreign worker to integrating the abroad organization, and establishing global relationships. And then become an important agent for transmitting corporation's cultures. However, overseas foreign workers how to place an appropriately status on the corporation with their personal characteristics, job satisfaction, achievement and organizational commitment will be one of important key whether the corporation enable itself to be more internationalized and globalized. Thus, the present study was to explore the influences of overseas foreign employees' attitude for personal characteristics and achievement motive. When data collected from the survey was subject to analysis, the main findings from the results go as following: 1. Employees' personal characteristics (including the internal or external control, seniority, position and overseas working experiences) have no significant influences on overseas foreign employees' attitude for job satisfaction, but it has positive influences on employees' attitude for organizational commitment. 2. Achievement motive has positive influences on overseas foreign employees' attitude for job satisfaction and organization commitment. 3. Personal characteristics and achievement motive interact has positive influences on the entirety employees' attitude for job satisfaction. 4. Personal characteristics and achievement motive interact has positive influences on the entirety employees' attitude for organizational commitment.

Keywords : Personal characteristics, job satisfaction, achievement motive, overseas foreign worker, organizational commitment.

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