

# Antecedents of Overseas Adjustment: Foreign Workers in Taiwan

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## ABSTRACT

International labor movement has been inevitable under the globalization trend. It is important that overseas adjustment of foreign worker from different culture related to the effects of the industrial performance and social issues. This study directly investigated the overseas adjustment of foreign workers in Taiwan adopted four variables: national cultural distance, emotional intelligence, social capital, and demographics. The sample consisted of 656 foreign workers from Indonesia, Thailand, and Philippines. After analysing the data and detecting hypotheses, the results as follow: 1) There was a significantly positive effect of national cultural distance on oversea adjustment of foreign workers. 2) There were most significantly positive effects of motional intelligence on overseas adjustment of foreign workers. 3) There were opposite effects of social capital dimensions on overseas adjustment of foreign workers from different nationality. 4) There were few significantly effects of demographics on overseas adjustment of foreign workers excepting educational degree. Furthermore, the present study suggested the emphases on selection, training, and policies exercising to promote benefits while introducing foreign workers into our country.

Keywords : foreign workers ; adjustment ; national cultural distance ; emotional intelligence ; social capital

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