

# The Development of Internationalization Scale and Training Effects Evaluation

王惠玲、吳孟玲

E-mail: 9314229@mail.dyu.edu.tw

## ABSTRACT

With the coming of globalization and boundlessness age, people with international talent become the key point for promoting the competitiveness in enterprises. Most research in the past focused the issue of internationalization on enterprises' side, seldom to probe into the internationalization on people' viewpoints. In our research, our purposes are to development an internationalization scale to measure the level of person' s internationalization, and proceeding a quasi-experimental after that for evaluation the training effects. The quasi-experimental aims to examine where or not to increase the students' internationalization level Firstly, we formed the first draft scale through two stages expert assessment. Then use the 1710 usable questionnaires from students in colleges and undergraduate to examine the scale' s reliability and validity. This scale contains four constructs and 25 items. The four constructs are naming as follows, " international experience ", " open mindedness ", " understanding the international relationship ", and " understanding the cross-cultural. " Furthermore, the result of reliability, validity, and even criterion-related validity are all above the criterion level. So, this internationalization scale could so-called a complete measuring scale. After developing the scale, we use 80 students for proceeding quasi-experimental. Students in experimental group (N=40) were taken 60 hours courses, and the students in control group (N=40) are not had this one. The results shows, students in experimental group have higher score the students in control group. That means the level of internationalization could be increased through concentrated trainig.

Keywords : Internationalization ; Internationalization scale ; Scale development ; Training effects evlauation

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