

A Study of Individual Locus of Control and Cross-cultural Training on Expatriate Adjustment for the Expatriates of Taiwan

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ABSTRACT

Due to the competition of globalization in the world, internationalization has become the necessary process for the growth of the local enterprises in Taiwan. The fact shows that more and more enterprises have regarded the internationalization as their target. Therefore, expatriates begin to play a more important role in these companies. However, expatriates working in a new country always disadapt and have work barriers, when they encounter different cultures. So, how to aid and encourage expatriates at their successes of work is all of the enterprises must strongly emphasize. Thus, this study will go a step further in investigating the influence of taking individual locus of control and cross-cultural training courses. The empirical study can be summarized as follows. 1. The influence of individual locus of control has a positive effect on overseas expatriate adjustment. 2. The cross-cultural has a positive effect on overseas expatriate adjustment. 3. The individual locus of control and the cross-cultural have a definitive positive effect on overseas expatriate adjustment. The conclusion of this study can be analyzed as follows: By taking the training of cross-cultural has a significant effect on the overseas of expatriates adjustment after they start their employment. It shows that to take the training courses of cross-cultural has a significant influence of adjusting the new individual locus of control shows that all the enterprise should put more effort in training courses for helping expatriates to adjust to the new environment. Key Words: Expatriates, Individual Locus of Control, Cross-cultural, Expatriate Adjustment

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