

The Influence of Cross-Cultural Adjustment and Work Attitudes on Job Satisfaction of Foreign Workers in Taiwan:An ...

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ABSTRACT

These are more than 90% of small and medium enterprises in plastic industry of Taiwan. Since the last decade, plastic industry of Taiwan faced with economical negative growth, because insufficient domestic demand and outward moving trend to China. The headquarters staying in Taiwan have to face even more harsh conditions, which come from the global market competition structure change and industrial development in straitened circumstances. Therefore, when introducing foreign workers is important competitive strategy on the whole business environment. But the difference in the language, culture and life habits and acquired characteristics of foreign workers, make the employer and foreign workers have complicated relation. And foreign workers issue have recently received intensive attention. The study is by Intercultural Adjustment view to probe into adjusting on cognitive, affection and behavior of foreign workers of Taiwan, and probe into the working attitude cognitively and job satisfaction. In this research, we use questionnaires method to gather the data form plastic industry in industrial parks of Chung-Hua district. The results show, cross-cultural adjustment significant influence job satisfaction and work attitudes significant influence job satisfaction. In addition, the different qualities of the population had significant difference to cross-cultural adjustment, job satisfaction and work attitudes.

Keywords : cross-cultural adjustment, job satisfaction, work attitudes, foreign workers, SEM

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