

The Influence of Internationalization Difference on Merged Employee Adjustment - Perceived Discrimination as a Moderator

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ABSTRACT

This research examined the influence of merging organizational consideration, inter-firm international differences, and perception of discrimination on the merged employee's adjustment and job satisfaction. Using the efficient 757 questionnaires; taking the employees of merged bank for the object, and the result revealed that (1) perceived discrimination moderates the direct effects of organizational consideration and internationalization difference on adjustment. (2) perceived discrimination moderates the relationship between organizational consideration and job satisfaction. (3) adjustment mediates the interactive effects of organizational consideration and the perception of discrimination on the job satisfaction. Finally, we also discuss the implications of all results for further researching and practicing.

Keywords : Organizational consideration ; Internationalization difference ; Perceived discrimination ; Adjustment ; Job satisfaction

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