

An Empirical Study of the Impact of Employee Cross-Cultural Competence on Willingness of Accepting International Assignm

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ABSTRACT

The purpose of this study is to find out how the cross-cultural competencies (psy-chological stress, communication effectiveness and interpersonal relationships) influ-ence the willingness of cram- school employees in Taiwan on accepting international assignments. These facts reveal that employees with good interpersonal relationships are more willing to accept foreign assignment. Nevertheless, the abilities of dealing with psycho-logical stress as well as communication effectiveness show little significance on the employees ' willingness to accept international assignments. These findings of the re-search can serve as the reference for the cram schools in Taiwan to expand business in Mainland China.

Keywords : cross-cultural competency、 psychological stress、 communication effectiveness、 interpersonal relationships 、 willingness to accept

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