

# A Study on the Adaptation and Work Performance of Expatriated Personnel of Sports Equipment Manufacturing Industry in Viet Nam

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## ABSTRACT

Due to its beneficent investment environment and positive policies open for foreign investment, Vietnam has attracted many Taiwanese shoe industries to invest. And after “law of the people’s republic of China on employment contracts” was passed, shoe industries have moved their production centers to countries with lower labor costs, and Vietnam is among them. Most researchers focus on the relations between overseas adaptation and job performance of expatriated personnel in the Mainland, and haven’t proved if personality would be one of the disturbing factors. This study resorts to multiple regression in exploring the relations between overseas adaptation and job performance and goes on to discover disturbing factors that personality would induce on job performance. This study refers mainly to Lovinggood’s research of 7 levels of overseas adaptation, and draws upon Gu, Feng-Zi’s research of 3 levels of overseas adaptation of expatriated managers. Through them the key ideas of this study are formulated, that is, composite levels of overseas adaptation, organization support, job adaptation and culture adaptation. On the aspect of job performance, the study has adopted Cascio’s subjective firm performance, while on the aspect of personality, it applies the 5 personality traits in McCrae and Costa’s research as its structural elements. This study uses questionnaire to survey expatriated personnel in Vietnam. By means of convenient sampling with 4 major sport shoe OEM companies—Pou Chen, v Feng Tey, Chun Lu, Long Deam—as its objects, the survey acquired 82 effective questionnaires, which were processed and analyzed by computer programs, SPSS 10.0 for Windows and AMOs 7.0 for Windows. The survey comes up with the following conclusions: “overseas adaptation” influences “job performance”; “personality” influences the relationship between “overseas adaptation” and “job performance.”

Keywords : overseas adaptation, job performance, personality, expatriate

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