

A Study on the Influence of Expatriate Adjustment and Personal Traits on Job Performance for the Expatriates of Multinat

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ABSTRACT

Expatriates are considered to be the most important human resources issue for internationalization of enterprise. So, sending personnel to an accrediting host country; the expatriates often face the problems of adjustment. It could influence the personnel performance and the operational results of transnational enterprise. How do enterprises select expatriates? What personalities can be easily adopted by the local environments such as work, life and culture? How these factors impact the working performance of expatriates? This is the main subjects which enterprises should pay attention before selecting a person to work overseas. The purpose of this study is to offer a reference, on how enterprises can select expatriates. The survey methods are as follows: 1. To investigate the personal traits of expatriates stationed in Taiwan, will this affect his/her overseas adjustment? 2. To investigate the overseas adjustment of expatriates stationed in Taiwan, will this influence his/her working performance? This study is to realize the influence on expatriates' international adjustment and expatriate's performance in Taiwan at present. The retrieved valid questionnaires are calculated up to 119 copies. By using Statistical analysis of the questionnaire surveys, it reveals that the five personal specialties of expatriate (such as Agreeableness, Conscientiousness, Extraversion, Emotional Stability, and Openness to Experiences) are statistically significant influence to international adjustment. By the same token, Expatriate adjustments in such areas as working, living and culture, are statistically significant on overseas task performance and contextual performance.

Keywords : personal traits ; expatriates adjustment ; job performance

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